

2-2-11

Re: Surveys for Teachers/Administrators, Parents & Community, and Students (grades 4-8)

Dear Palermo Staff,

I'm writing to update you on the progress of the Guided Democratic Inquiry Committee and to let you know that we are about to begin conducting surveys. We set out to learn more about current ideas and innovations in teacher compensation and evaluation. And we structured our learning through several stages of inquiry.

First, we identified our concerns and beliefs about the issues. **Second**, we read in the literature and held videoconferences with experts in order to achieve a common knowledge base about work that others are undertaking to improve teacher compensation and evaluation. Summaries of this work are posted on the district website.

Third, drawing on our common knowledge base, we are now shifting our learning focus to the way teacher compensation and evaluation are viewed in Palermo. We used the following prompt to guide the development of our survey items:

"Based on a synthesis of our knowledge base as educators, our reading of the literature, our conversations with experts, and a consideration of our beliefs and concerns, what do we want to ask about teacher compensation and evaluation in Palermo?"

Our draft surveys were improved through interaction with a team of professors from CSU, Chico last week. In the near future, we will survey three groups: teachers/administrators, parents and community members, and students (grades 4-8). Students will share their thoughts about a fictional "ideal teacher" so that we can understand what attributes they appreciate. Teachers/administrators and parents will receive a survey that is based on the significant ideas and themes we learned about through our readings and conversations with experts.

The results from the surveys will be analyzed. Findings and conclusions will be drawn and a report will be developed for the bargaining teams from the Palermo Teachers Association and the district. The report and any data will be available for anyone.

Thank you for your continuing interest and participation in the coming surveys.

Yours,

Bill Rich