

Teacher and Leader Council

Administrative Listening Tour Report

<u>October 24, 2012</u>	Clark County		Participants: 84
Secondary School Principals	18	Elementary School Principals	29
Secondary School AP	17	Elementary School AP	22
Dean of Students	4	Other	4

<u>October 25, 2012</u>	Nye County		Participants: 18
Secondary School Principals	5	Elementary School Principals	5
Secondary School AP	3	Elementary School AP	1
Dean of Students	0	Other	4

<u>October 29, 2012</u>	Washoe County (Storey and Douglas)		Participants: 26
Secondary School Principals	7	Elementary School Principals	7
Secondary School AP	4	Elementary School AP	3
Dean of Students	0	Other	5

<u>October 30, 2012</u>	Elko County		Participants: 20
Secondary School Principals	6	Elementary School Principals	7
Secondary School AP	3	Elementary School AP	1
Dean of Students	0	Other	3

Commonly Asked Questions

When will the frameworks be complete and will we be allowed to give further input before this goes to the State Board of Education?

What will be taken off the administrator's plate so that administrators have the time to implement this new system? Will we reduce the evaluation ratio of teacher to administrator?

Are we moving too fast on this? Shouldn't we consider slowing down and doing this right the first time?

Why do we have only one school based administrator on the council when we have multiple representatives from other groups?

How can this be consistently enforced? Will there be a department that actually reviewed district evaluations?

Where will the funding come for training and the required professional development to ensure that student achievement improves?

Common Concerns

Potential lawsuits

No union involvement in the process so they don't buy in to the new system.

Timelines are not realistic.

Inconsistent implementation throughout the state if counties can't currently be consistent with what they have in place.

Not enough time in the day already to meet the current state laws in place.

When will administrators and teachers find the additional time to meet without taking prep time away from planning.

New system will create an environment of competition instead of collaboration.

No incentive to go to at-risk schools which are already having a hard time getting teachers to fill vacancies.

Common Suggestions

Notify county superintendents when a new white paper is published on line so administrators know to go look at it. Put replacement or new information in another color to make it easier to locate.

Put together an on line survey that all teachers and administrators can access to give individual feedback.

Recommend that the pre-observation and post-observation minutes be included in the total evaluation observation minutes because the use of this time is so important to the evaluation process.

Add another school based administrator on the council.

Move full implementation to the 2015-2016 school year to allow for more time to build an effective system.

Pilot the new evaluation system in at least one rural county to see if different issues arise.

Create a DVD system for training purposes that is used state wide.

Since professional development will be key to the success of this new system, have resources available at the state level that counties/individual school administrators have access to in offering professional development to teachers.

Use school-wide data for the first two years for all teachers/administrators until a system is in place that can accurately measure teacher performance for those teachers/licensed employees that do not fall into group 1.