

Discussion Questions

January 11, 2012

Bumping HR: Giving Principals More Say Over Staffing, NCTQ

1. Do you agree with the list of 5 obstacles that prevent principals from having full autonomy over staffing and teacher assignments?
2. Are any obstacles missing from the list? Which obstacles are the biggest barriers?
3. If you were in charge of revamping the hiring system, what steps/policies/practices would you ensure are included in a new system?
4. If you were in charge of revamping the hiring system, what process steps would you take first?
5. As long as districts control hiring and placement, are there ways that the district could be held accountable for hiring and teacher assignments?
6. Discuss the feasibility of changing hiring and assignment policies (at the district or state level) to protect SIG schools, i.e. Los Angeles, CA.
7. How has this publication changed the way you think about evaluating the teachers in your school/district?
8. How would your district manage an excess pool of teachers? (i.e. What would teachers, who are not placed at a school, do? Would the teachers be released after a specific timeframe if they still don't have a placement?)

Fifteen Ideas for Promoting Effective Teaching in MCS with Master Teachers, Teach Plus

9. Do you think the concept of Master Teachers would work in your school? Why or why not?
10. In your opinion, how many/what percentage of your current teachers could be considered Master Teachers?
11. Discuss the feasibility of implementing the Memphis' Master Teacher Plan in your district?

12. What factors/changes would your school or district need in place to increase the feasibility of implementing a Master Teacher strategy?

Building a Teaching Profession that Recognizes Excellence: Reimagining the Step-and-Lane Pay Scale, Teach Plus

13. According to Figure 3 (page 3), what percentage of your teachers fall into each category?
 - a. Provisional
 - b. Professional
 - c. Master
14. How would you implement an External Review Committee in your district? Who would be on it? How would it function? How would you ensure fairness and objectivity?
15. Discuss using teacher portfolios to help evaluate teacher proficiency. How would your teachers respond to this requirement? Are there other pieces (besides those listed on page 5) that should be included?
16. Discuss the potential barriers to implementing the plan discussed in Massachusetts' Teach Plus plan.
17. Could this type of plan be used for principals as well? Why or why not?