

Great work! I can tell the Focus Group worked very hard putting this together, and it has some very good qualities.

List the strengths and weaknesses of each of the four tiers. Please be as specific as possible.

Tier I - Knowledge and Understanding:

* Suggestion - re-evaluate Tier IV after several years or they become complacent just like some tenured teachers.

Tier II - Application

Will principals honestly allow teachers to pick their best practices?

You will work on 4 best practices.
Can't pick the best practices you want.

Tier III - Analysis and Evaluation

Will master's classes count as action research? How about C.T.I. projects? What about 1st yr. teachers with a masters?

You hone 1 of your 4 to complete an Action Research project.
Can you use outside projects?
CTI? Master classes?
Will teachers who have already done action research projects be exempt?
What @ 1st yr. teachers who have a masters?

Tier IV - Create

What happens when more & more teachers reach this level? When will \$ run out?

4 - create presentations on best practices for colleagues, local & district PD, conferences

establish "open" classroom.

What are the advantages and disadvantages of having teachers work on an action research project?

Advantages:

1. Better teaching based on research.
2. Reflective teaching
- 3.

Disadvantages:

1. Time!
2. Personnel to evaluate all of these projects
3. And money to help compensate all these "people" doing the extra evaluations of these projects.

Would you take the opportunity to pilot the measure as presented? Why or why not?

Perhaps!
Why - I am

Advantages/disadvantages of an action research project

Disadvantages:

-TIME CONSUMING!!! Takes time away from planning quality instruction!!!

-Requires more PD on how to do one

-Grad school has entire courses centered around this, and the time from when you start the course, to when you actually do the project usually takes around a year and a half, if you are efficient.

What's the incentive? Masters degree programs have research projects built in already and there is currently an incentive of higher pay for getting one. All you are doing is taking that away and repackaging it! Currently, if you get a Masters degree, you are GUARANTEED the extra pay. This is still subjective to someone else's opinion and you could end up doing all of the work and then not receive the pay.

Advantages:

-helps implement more informed practices, not just because someone said it was a good idea, but because the project shows it is better for your students

Would you pilot the measure as presented? Why/ Why not?

No, Tiers 1, 2, and 4 look good but Tier 3 needs to be taken out.

Teachers can show that they have based their practices off of research that already exists. Why reinvent the wheel and create EVEN MORE BUSYWORK for already overloaded teachers.

★ Also, Tier 2 talks in the bottom row about having outside personnel come in to verify proficiency in practice. I am the SIOP Coach for the district and it is my job to do exactly this. However, I am the only one assigned for the whole district. Where are you going to get the manpower to fulfill this?

Tier 4 talks about becoming a Mentor Teacher. This program was in place in the past and was cut due to budget. It seems like this is trying to put back in place pieces that the district is saying they are not willing to pay for anymore. How well received will that be?

It's still subjective to someone else's opinion. In the past, if you became a mentor and did all of the extra work that came with it, you were GUARANTEED the extra pay.

Strengths and Weaknesses of each Tier:

See above for all concerns

-How are you going to put provisions in place so that admin won't determine what the "best practices" will be for you?

- With previous experiences with action research projects, mentoring, etc. be honored when this plan begins?
- Will appropriate time for implementation for these initiatives be allotted to teachers?

* the tiers seem like they are going to require a lot of work and this is only 1 of many pieces of value added, when does the teacher have time to do all ~~the~~ tiers of all the areas.
List the strengths and weaknesses of each of the four tiers. Please be as specific as possible.

Tier I - Knowledge and Understanding:

- The Praxis already proves content knowledge of the teacher.

Tier II - Application

- + teachers are able to focus on certain skills.
- + using mentors to help coach teachers.

- creates too much work for the teacher; data notebooks / logs

Tier III - Analysis and Evaluation

going for masters, already ~~doing~~ maybe doing action research already
↳ will ~~the~~ action research already done count?

- action research projects are very involved. They take an immense amount of time.
↳ who is judging action research? Teachers need to be aware of statistical tests.
↳ will this create security/reliability/validity ~~issues~~ issues? ~~are~~ using student scores / demographic information.

+ master teachers sharing + leading is great for helping other/newer teachers

- who is going to be "evaluating" the highest tiers?

* Teachers need more time!!!

What are the advantages and disadvantages of having teachers work on an action research project?

Advantages:

1. It shows teachers are reflecting + analyzing their practice
- 2.
- 3.

Disadvantages:

1. Require a lot of coaching/ feedback/ review/ re-ramping
2. Takes a lot of extra time, research, studies on statistical testing + data analysis.
- 3.

←
see tier 3
comments

Would you take the opportunity to pilot the measure as presented? Why or why not?

List the strengths and weaknesses of each of the four tiers. Please be as specific as possible.

Tier I - Knowledge and Understanding:

we do not have new teacher coming in

Tier II - Application

- we already do this
now we take time to prove what I am already doing

Tier III - Analysis and Evaluation

- Time taken away from planning

- This does not make a teacher effective
this is just another hoop like National
boards which does not always make a
teacher effective.

Tier IV - Create

who evaluated

having others cover the class how do we cover the
cost?

How does this affect current teachers

What are the advantages and disadvantages of having teachers work on an action research project?

Advantages:

1. Reflecting on teaching
2. teacher control what ~~for~~ they are in
3. discussion between teachers

Disadvantages:

1. Time
2. Who evaluates? What are the standards for the project?
3. teacher has control to decide what ~~for~~ they are in
4. money to fund this.

Would you take the opportunity to pilot the measure as presented? Why or why not?

No I do not believe this will make effect teachers.

List the strengths and weaknesses of each of the four tiers. Please be as specific as possible.

Tier I – Knowledge and Understanding:

Tier II – Application

Tier III – Analysis and Evaluation

Tier IV - Create

What are the advantages and disadvantages of having teachers work on an action research project?

Advantages:

1. All documentation can be used as artifacts
2. Differentiate tea strengths.
- 3.

Disadvantages:

1. Tier IV sounds like National Bds.
2. Where do "seasoned" tea fit into Tiers?
3. time limitations on "master teachers"
4. What will the criteria be to maintain ^{each} Tier status.

Would you take the opportunity to pilot the measure as presented? Why or why not?

List the strengths and weaknesses of each of the four tiers. Please be as specific as possible.

Tier I - Knowledge and Understanding:

- Would the testing be administered by CMS or college?
- How often would the test be administered?
- Would workshops (PD) be considered/credited as Knowledge?

Tier II - Application

- Will a rubric be provided?

Tier III - Analysis and Evaluation

- How often would this need to be redone?
- Isn't this already accomplished if you have your Master's or National Boards?

Tier IV - Create

- How will you ensure time and support and resources ~~are~~ given by admin.? What is turn around time on "checking" on admin. - if a bad principal is in place for 2 yrs. many teachers are missing out on this opportunity if that ~~bad~~ principal is stifling?

- Scheduling needs to be considered.

If teachers are away from their classrooms ^{needs,} won't their own students' scores suffer?

Time Needed One Day a week dedicated to "Research" - If given an hour here and there it is less productive.

What are the advantages and disadvantages of having teachers work on an action research project?

Advantages:

1. Teachers are reflecting on their practice and are encouraged to be curious, thorough and inquisitive.
2. Credit is given to teachers who go beyond the basics.
3. Teaching improves if teachers research and apply findings and/or get involved in other-teachers' research.

Disadvantages:

1. Time. Teachers are stretched already and feel guilty if they take time away from ~~planning/grading~~ current classroom needs. (Ex. planning, grading)
 2. Rubric is needed to assess each & every tier.
 3. Resources. Will there be common resources (texts, coaches, etc.) and who pays for that?
- Et. Need professors to teach how to do Action Research!

Would you take the opportunity to pilot the measure as presented? Why or why not?

Yes because I enjoy research and reflection

List the strengths and weaknesses of each of the four tiers. Please be as specific as possible.

Tier I - Knowledge and Understanding:

? Is there any peer evaluation at this level?

Tier II - Application

Who decides who is applying?

Tier III - Analysis and Evaluation

Who analyzes? Who evaluates?

Peers, mentors, administrators?

Tier IV - Create

Who would (evaluate) this level?

Would a rubric be used?

Who would develop the evaluation tool?

There are more ?'s than answers,
therefore it's hard to evaluate these plans.

Items will evaluate

What are the advantages and disadvantages of having teachers work on an action research project?

Advantages:

1. collegial relationships developed
2. research based results
3. reality based valuable input into instructional lessons/curriculum

Disadvantages:

1. extra work
2. might not be valuable after researched
3. who decides the topic & extent of research & who evaluates it?

Would you take the opportunity to pilot the measure as presented? Why or why not?

No, not enough time.

I don't see it as valuable.

List the strengths and weaknesses of each of the four tiers. Please be as specific as possible.

Tier I – Knowledge and Understanding:

Tier II – Application

Tier III – Analysis and Evaluation

Tier IV - Create

What are the advantages and disadvantages of having teachers work on an action research project?

Advantages:

1. Master teachers - they should have the labs - younger teachers come to see them "in action":
- 2.
- 3.

Disadvantages:

1. how do you get around that stuff - the "school issues" ^{at play?}
2. maintaining records - "looking good on paper"
observation as a component?
3. so many stipulations - assigning a coach -
maybe a good collaboration @ school level *
could work, too.

Would you take the opportunity to pilot the measure as presented? Why or why not?

yes

do a call for applicants -
variety of references to show
diversity... etc.

"freedom & flex." for teachers

co-teaching?

culture shift of administrative thinking
time for collaboration

List the strengths and weaknesses of each of the four tiers. Please be as specific as possible.

Tier I - Knowledge and Understanding:

Strengths: Aligning the tier with Bloom's level of taxonomy

Weaknesses / question: How will the teacher's knowledge level be assessed? Shouldn't they be assessed prior to accepting a position within the district?

Tier II - Application

Tier III - Analysis and Evaluation

overall

Tier IV - Create

Strengths: Specifies effective teaching based on the needs of CMS students

Weakness: Must identify "Tier IV" teachers

- afraid "Tier IV" teachers will ~~become~~ "Reach the 'top'" and become comfortable.

What are the advantages and disadvantages of having teachers work on an action research project?

Advantages:

1.

2.

3.

Disadvantages:

1. → Contradicts eliminating extra compensation for masters degrees. Teachers usually demonstrate the ability to conduct action research in an accredited Masters program.
2. → Teachers already have responsibilities

Would you take the opportunity to pilot the measure as presented? Why or why not?

Yes, I am always open for ~~an issue~~ ^{time is} change. I do feel that the district must come up with innovative initiatives to hold teachers accountable for student achievement.