

# StudentsMatter

*Vergara v. California*

2013 California Educators Survey Results

# Research Methodology

Research Now conducted an online survey of 618 California educators in November 2013.

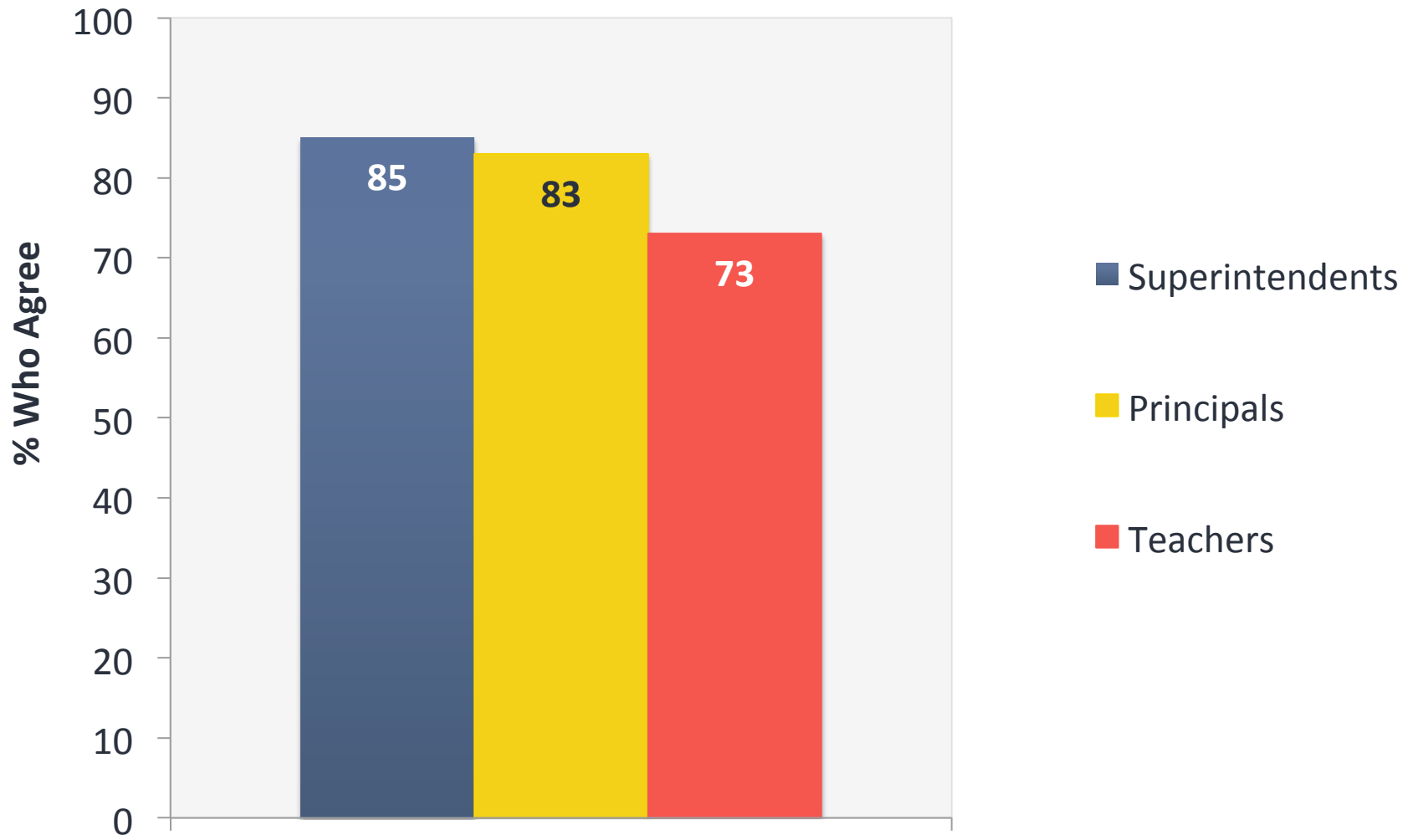
- ▶ 68 Superintendents
- ▶ 159 Principals
- ▶ 391 Teachers

# Key Findings

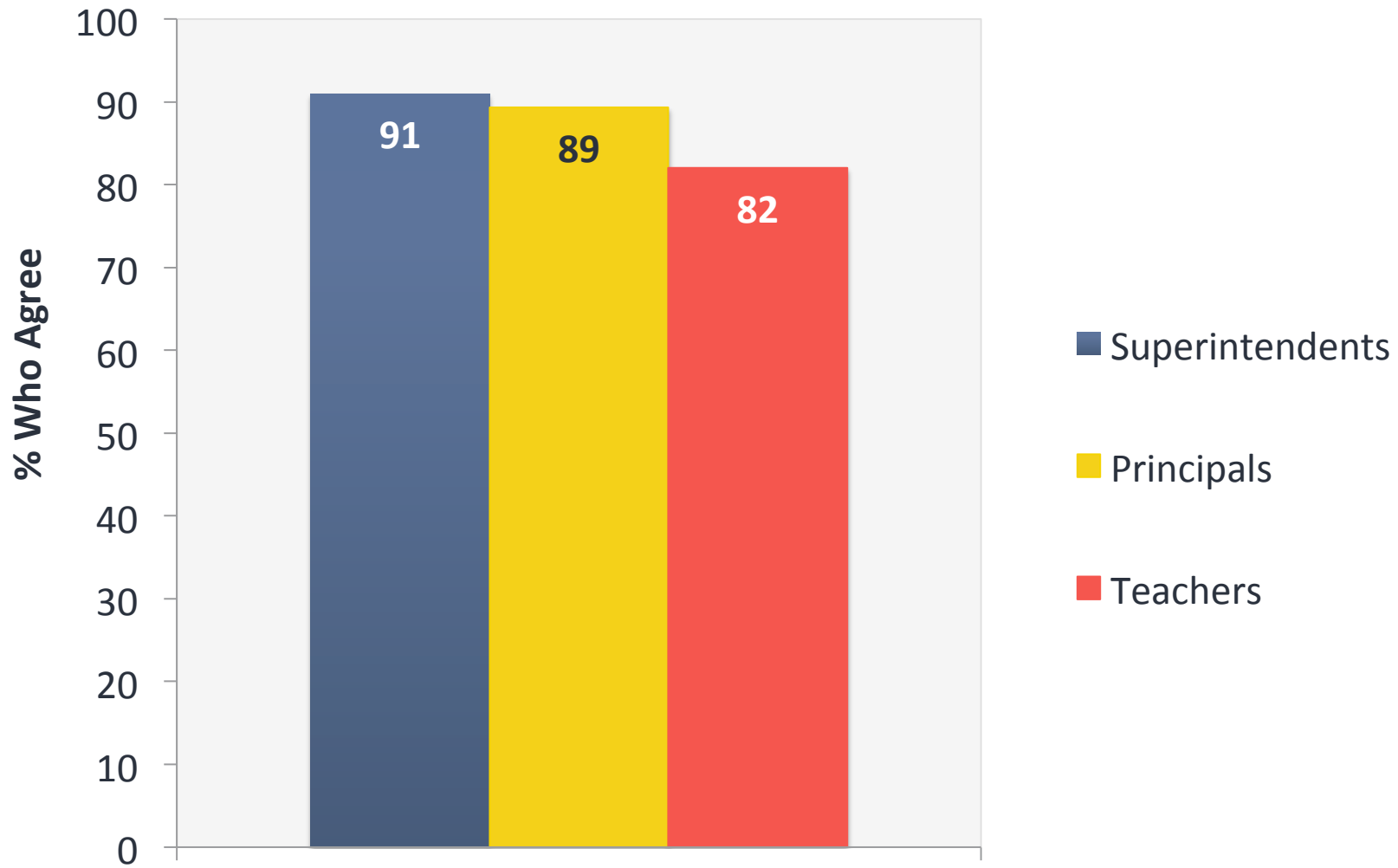
- ▶ The survey showed that there is remarkable consensus: there are **chronically ineffective teachers in our schools** and that these teachers are **very difficult to remove**.
- ▶ Strong majorities of principals and superintendents believe the the **dismissal process is very difficult, time consuming and costly**.
- ▶ There is strong agreement that the **current system does not prioritize the best interest of students**. Clear majorities of teachers, principals and superintendents surveyed agreed that students would be better served if there were changes to the challenged statues.
- ▶ Majorities agreed that student needs would be better addressed with a **longer probationary period** before teachers were eligible for permanent status, an **easier process to dismiss ineffective teachers** and district-wide layoff decisions that **take teacher effectiveness into account**.

# Teacher Effectiveness

# There Are Both Effective and Ineffective Teachers In My School(s)

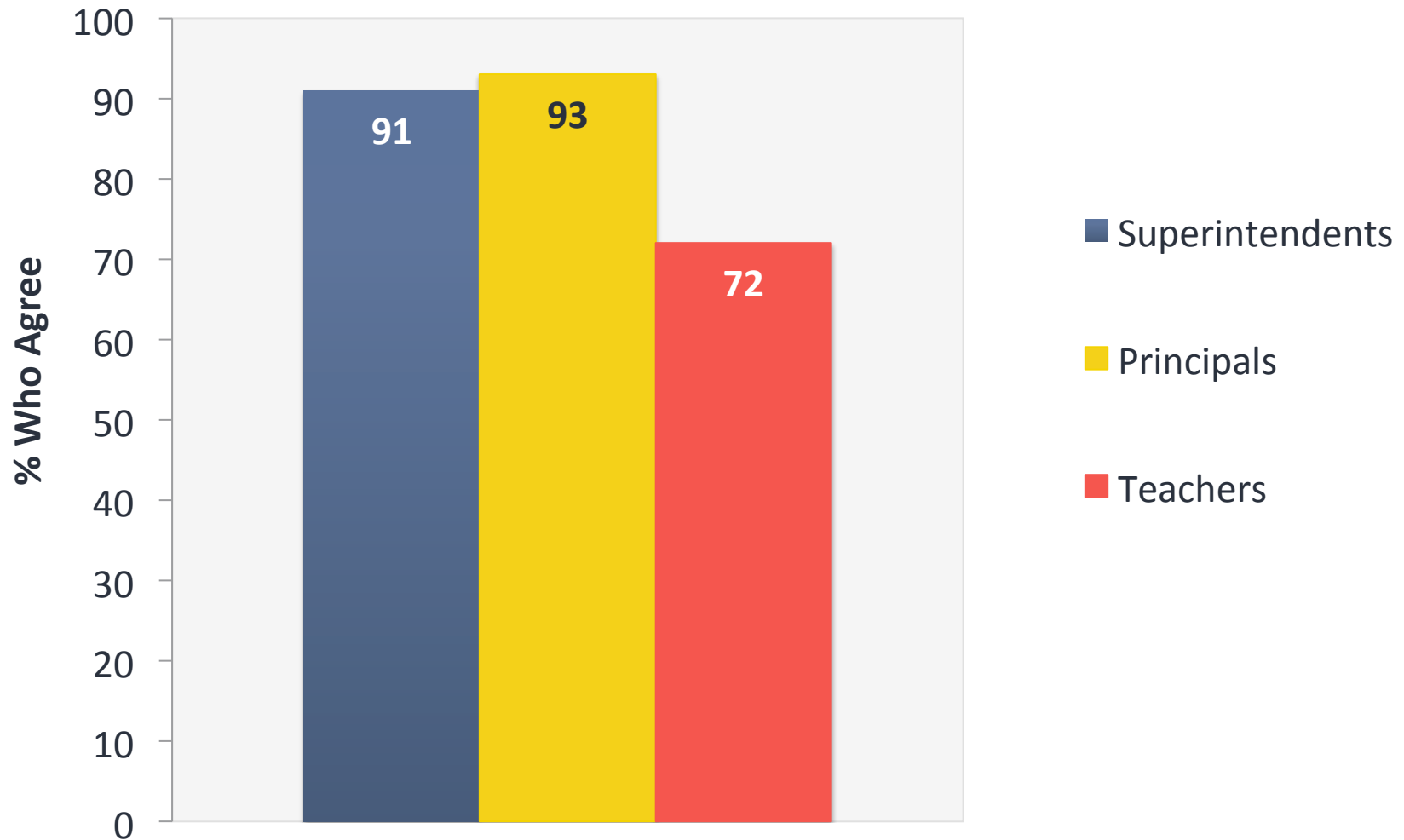


# Teacher Seniority is **Not** Always a Good Indicator of Teacher Effectiveness



# Tenure

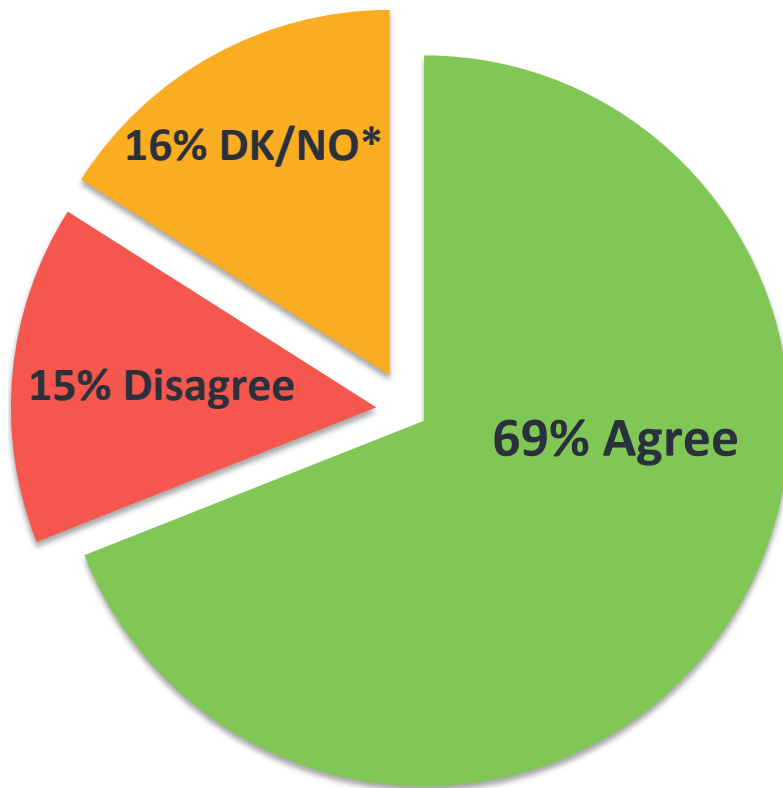
# Teacher Effectiveness Should be a Factor In Granting Tenure



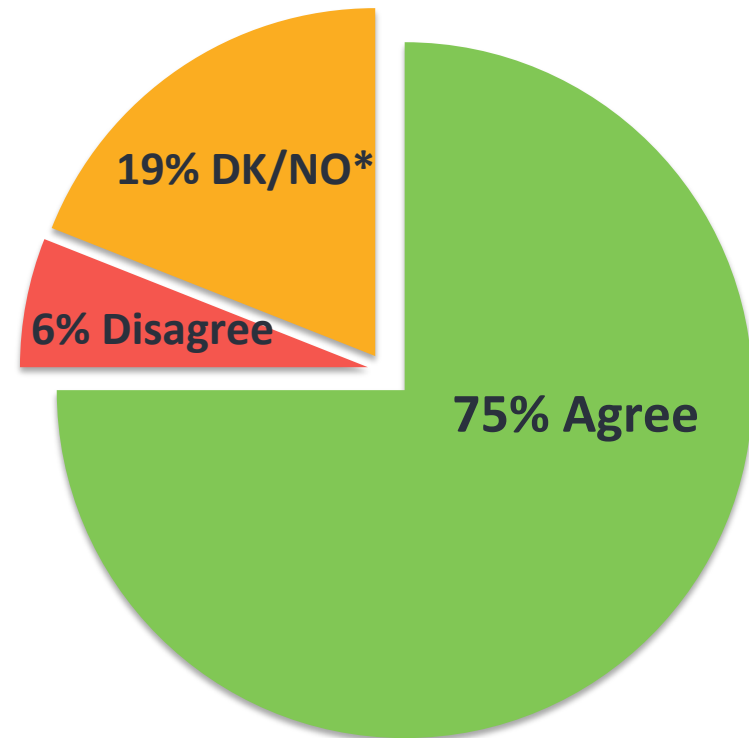


# Administrators Would Be Better Equipped To Evaluate Effectiveness with a **Longer Probationary Period**

Principals



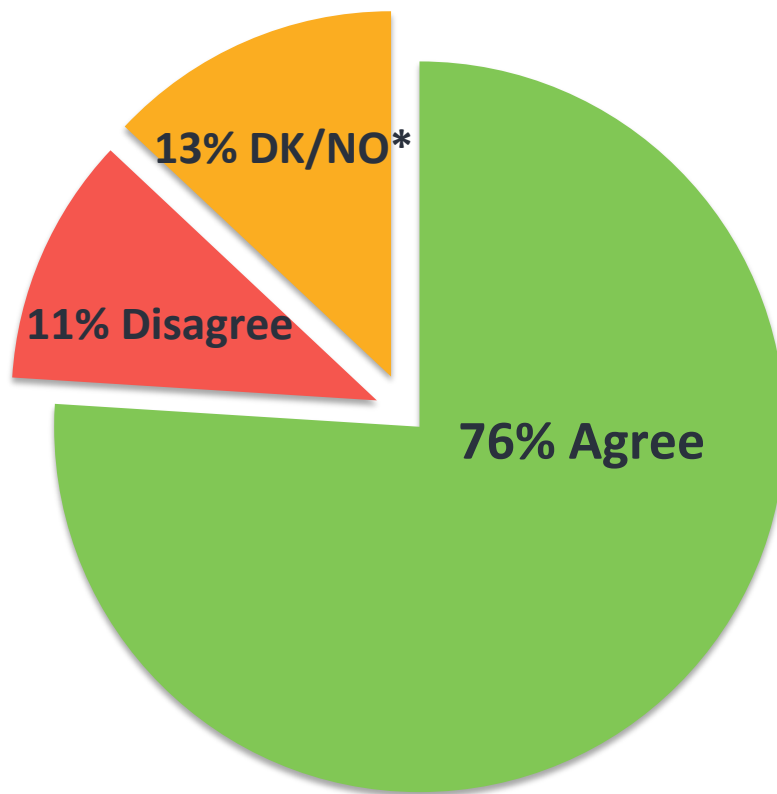
Superintendents



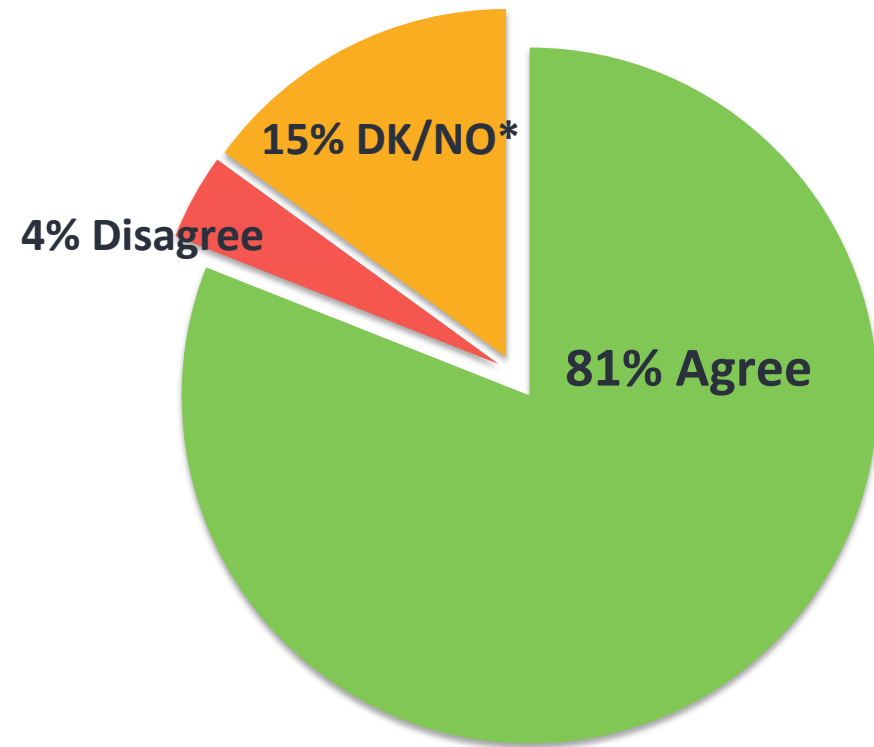
\* Don't Know / No Opinion

# Students' Interests Would Be Better Served if There Was a Longer Probationary Period Before Granting Tenure

Principals



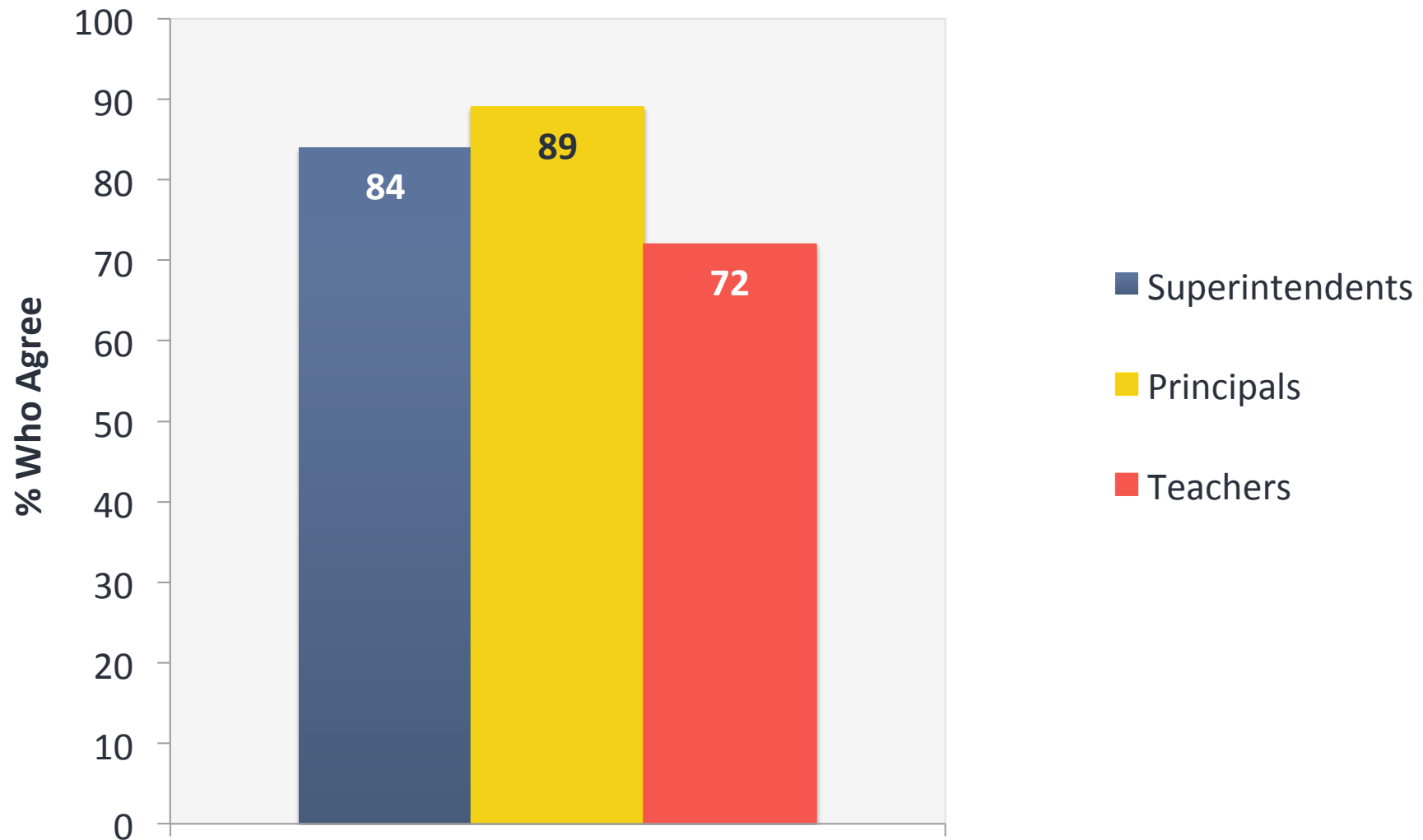
Superintendents



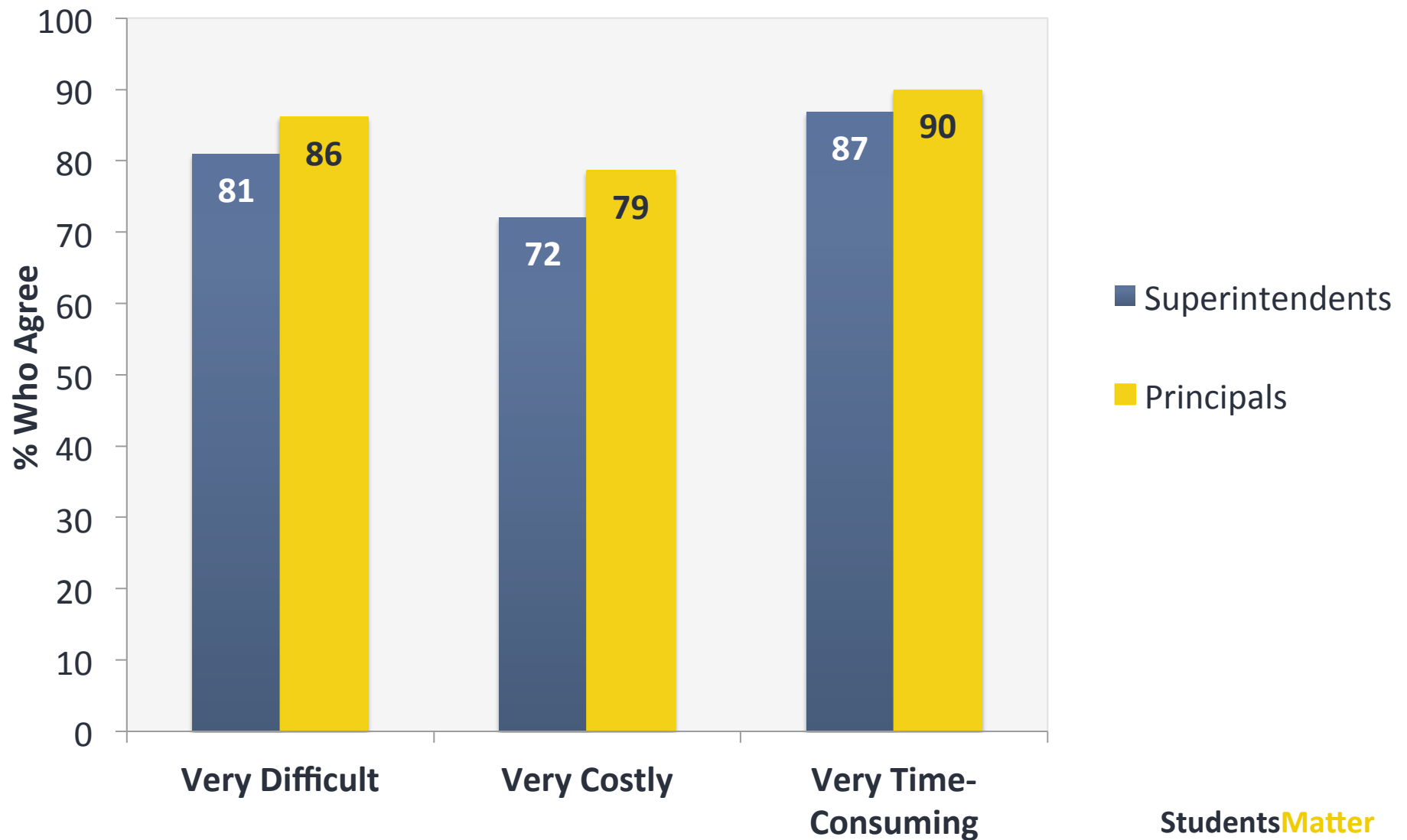
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# Dismissal

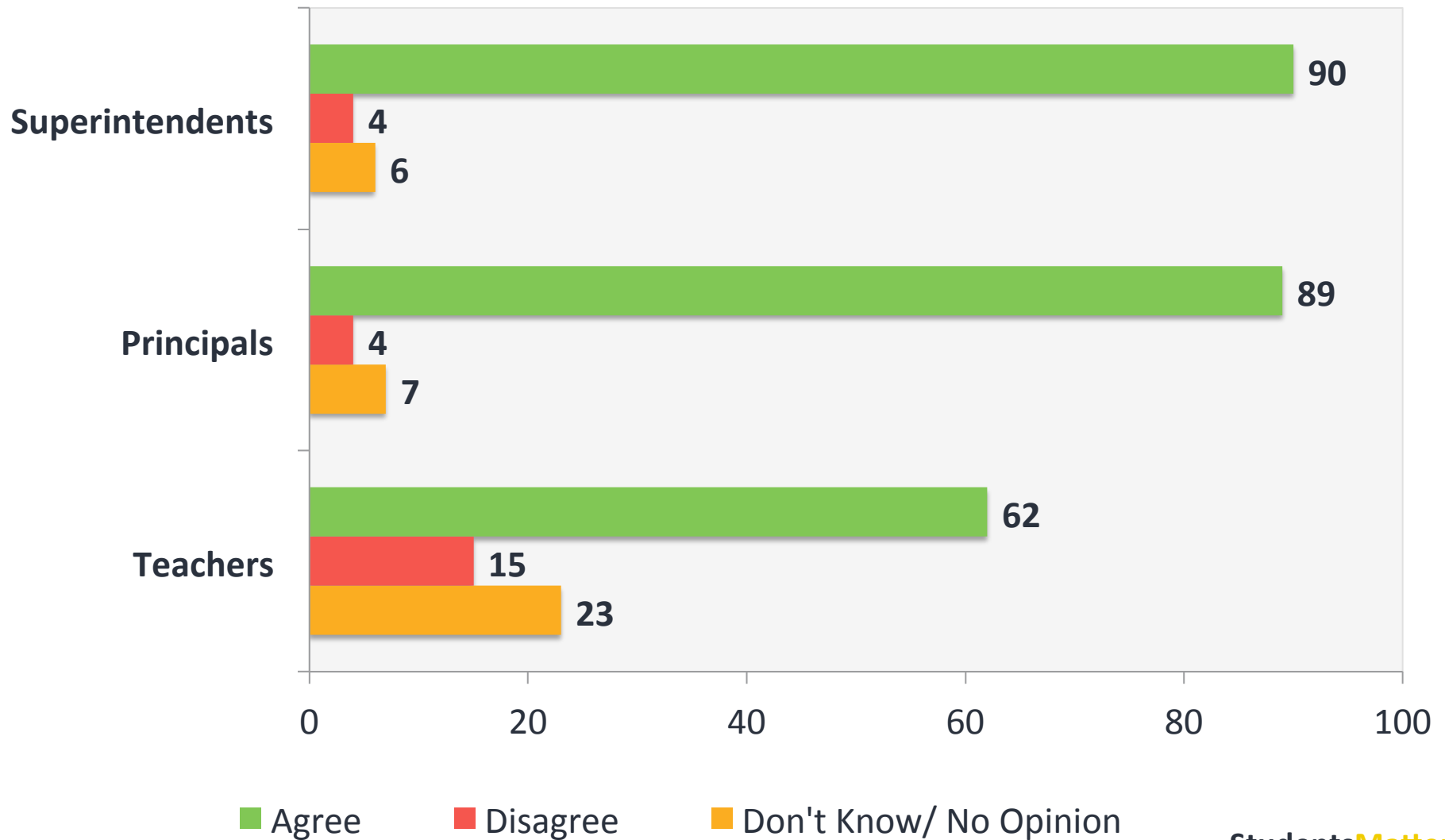
## Consistently Ineffective Teachers Who Fail to Improve Should Be Dismissed



## Based on My Experiences and Observations, the Dismissal Process Is...

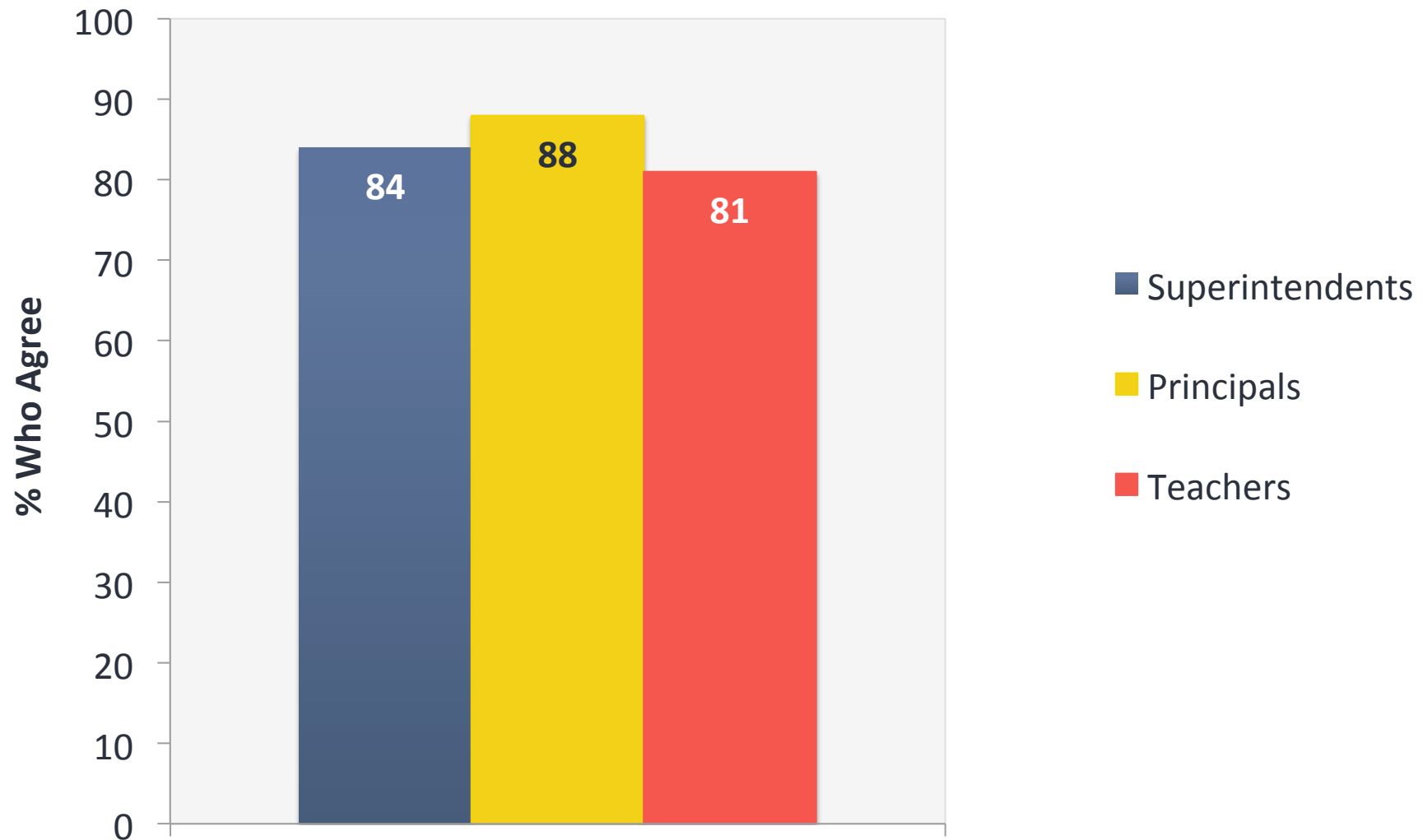


## Students' Interests Would Be Better Served if it Were Easier to Dismiss Ineffective Teachers



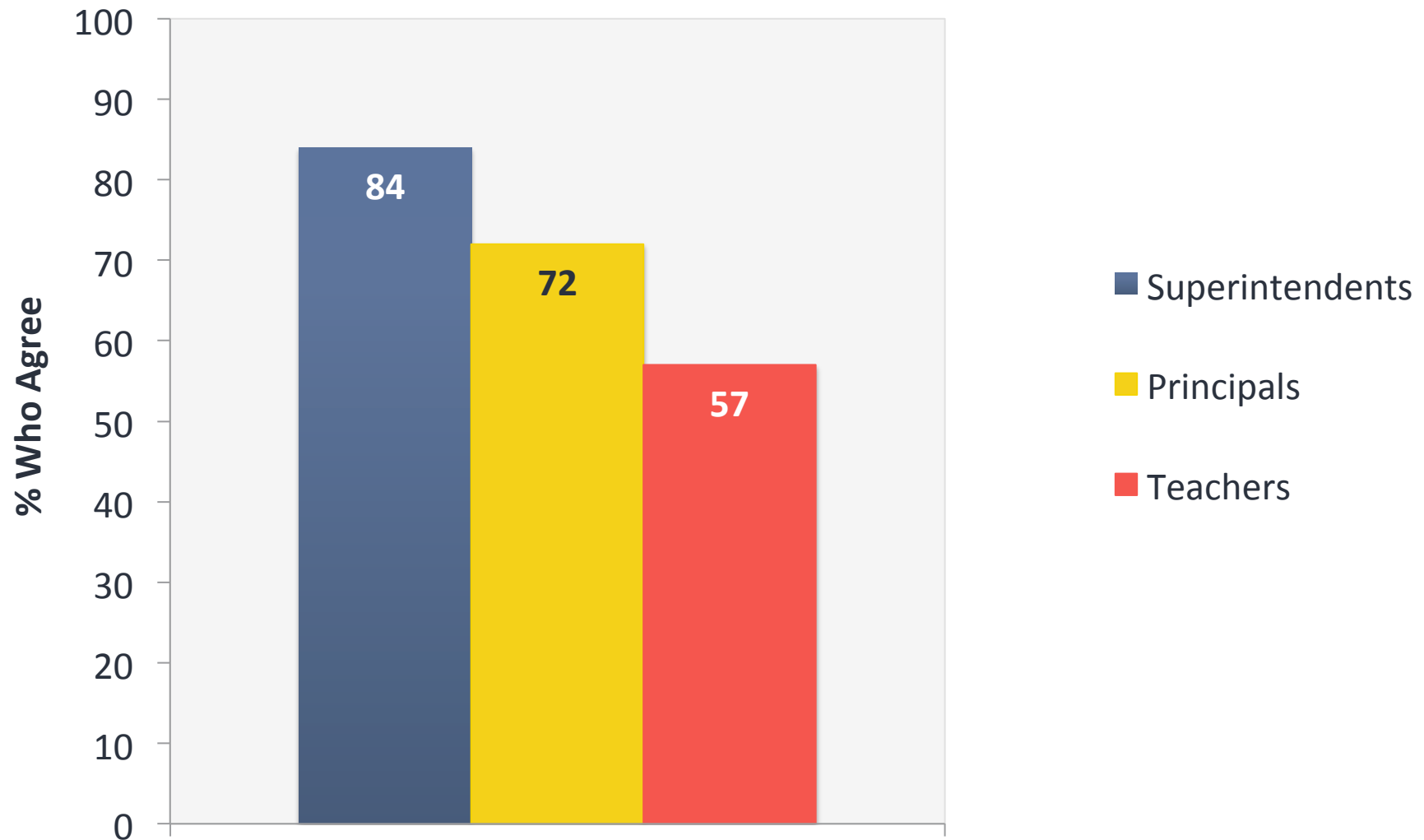
# Last In, First Out

## During District-Wide Reductions in Force, Layoff Decisions Did Not Take Teacher Effectiveness Into Account





## District-Wide Reductions in Force **Negatively Affect Teacher Morale** Because They're Based on Seniority



## Students' Interests Would Be Better Served if Layoff Decisions Took Teacher Effectiveness Into Account

