Students Matter

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 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

- 91% of Superintendents agree
- 89% of Principals agree
- 82% of Teachers agree

% Who Agree
Tenure
Teacher Effectiveness Should be a Factor In Granting Tenure

- **91%** of Superintendents agree
- **93%** of Principals agree
- **72%** of Teachers agree

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

- **Principals**
  - 69% Agree
  - 15% Disagree
  - 16% DK/NO*

- **Superintendents**
  - 75% Agree
  - 6% Disagree
  - 19% DK/NO*

*Don’t Know / No Opinion*
**Students’ Interests** Would Be Better Served if There Was a Longer Probationary Period Before Granting Tenure

**Principals**
- 76% Agree
- 11% Disagree
- 13% DK/NO *

**Superintendents**
- 81% Agree
- 4% Disagree
- 15% DK/NO *

* Don’t Know / No Opinion
Consistently Ineffective Teachers Who Fail to Improve Should Be Dismissed

<table>
<thead>
<tr>
<th>% Who Agree</th>
<th>Superintendents</th>
<th>Principals</th>
<th>Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>84</td>
<td></td>
<td>89</td>
<td>72</td>
</tr>
</tbody>
</table>
Based on My Experiences and Observations, the Dismissal Process Is…

<table>
<thead>
<tr>
<th>Difficulty</th>
<th>Superintendents</th>
<th>Principals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Difficult</td>
<td>81</td>
<td>86</td>
</tr>
<tr>
<td>Very Costly</td>
<td>72</td>
<td>79</td>
</tr>
<tr>
<td>Very Time-Consuming</td>
<td>87</td>
<td>90</td>
</tr>
</tbody>
</table>
Students’ Interests Would Be Better Served if it Were Easier to Dismiss Ineffective Teachers

- **Superintendents**: 90% Agree, 4% Disagree, 6% Don't Know/No Opinion
- **Principals**: 89% Agree, 4% Disagree, 7% Don't Know/No Opinion
- **Teachers**: 62% Agree, 15% Disagree, 23% Don't Know/No Opinion

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Students Matter
Last In, First Out
During District-Wide Reductions in Force, Layoff Decisions Did Not Take Teacher Effectiveness Into Account

<table>
<thead>
<tr>
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<td>81</td>
</tr>
</tbody>
</table>
District-Wide Reductions in Force **Negatively Affect Teacher Morale** Because They’re Based on Seniority

- **Superintendents**: 84%
- **Principals**: 72%
- **Teachers**: 57%

% Who Agree
**Students’ Interests Would Be Better Served if Layoff Decisions Took Teacher Effectiveness Into Account**

![Bar chart showing the responses of Superintendents, Principals, and Teachers regarding the students' interests being better served if layoff decisions took teacher effectiveness into account. The responses are categorized as Agree, Disagree, and Don’t Know/No Opinion.]