

Value-Added Design Team

Responses from Staff and Focus Group Presentations

1. What Value-Added measures would you most prefer to make up your data for Pay for Performance? In other words, what pieces of the pie would you want to see?
 - “There are too many factors to factor in realistically.”
 - Students with disabilities
 - Student home life
 - Who is actually teaching the student (workshop, homeroom, small groups, teachers)
 - Student and teacher attendance in class
 - “Showing 1 years growth, even if they don’t pass the EOG.”

2. What are your initial thoughts about breaking Value-Added into percentages – “50, 25, 25”?
 - “Not in favor of it.”
 - “Percentages seem to rely on things I have no control over.”
 - “I don’t feel comfortable having 25% coming from parents and students - individual score should be higher.”
 - “I don’t like it. I think individual needs to be a higher percentage. (Ex. 75% or 80%)”

3. If you are not a general education teacher, what concerns do you have that were not addressed?
 - “Are EC scores, ESL, etc. included in or considered? Is our population factored in?”
 - “How will school psychologists be evaluated? What is our value-added?”
 - “I dislike the idea of standardized testing for specials.”
 - “Summative assessments K-5 do not indicate or qualify for EC-self contained.”
 - “EC students vary in their performance?”
 - “Self-contained?”
 - “How do we show growth with profound students in some classes?”

4. Are there any other thoughts you would like to share?
 - “Behavior plays such an important part whether a student learns or not, how is that incorporated in - especially if parent support or involvement is lacking?”

- “Scoring is a concern when it relies on parent or student surveys. Some do not realize the importance of it and are not honest.”
- “If teachers vote against being taken off the state pay scale, what happens?”
- “When will vote take place? Do we still get to vote?”
- “I strongly feel that value added pay for performance is the best way to go in order to keep teachers, build moral, and for teachers to teach and not to just teach to the test.”
- “As far as money goes! Don’t take money out of a teachers’ check! It should be a bonus check!”
- “Teachers should not be held accountable for how someone else does. You can’t add value to something that’s not valuable by number.”
- “I think this is a crock, the left hand doesn’t know what the right hand does.”
- “Different grades in 1 class?”
- “This is a crock!”
- “Please explain Gorman’s ideas of getting rid of state based pay scale? What would be alternative?”