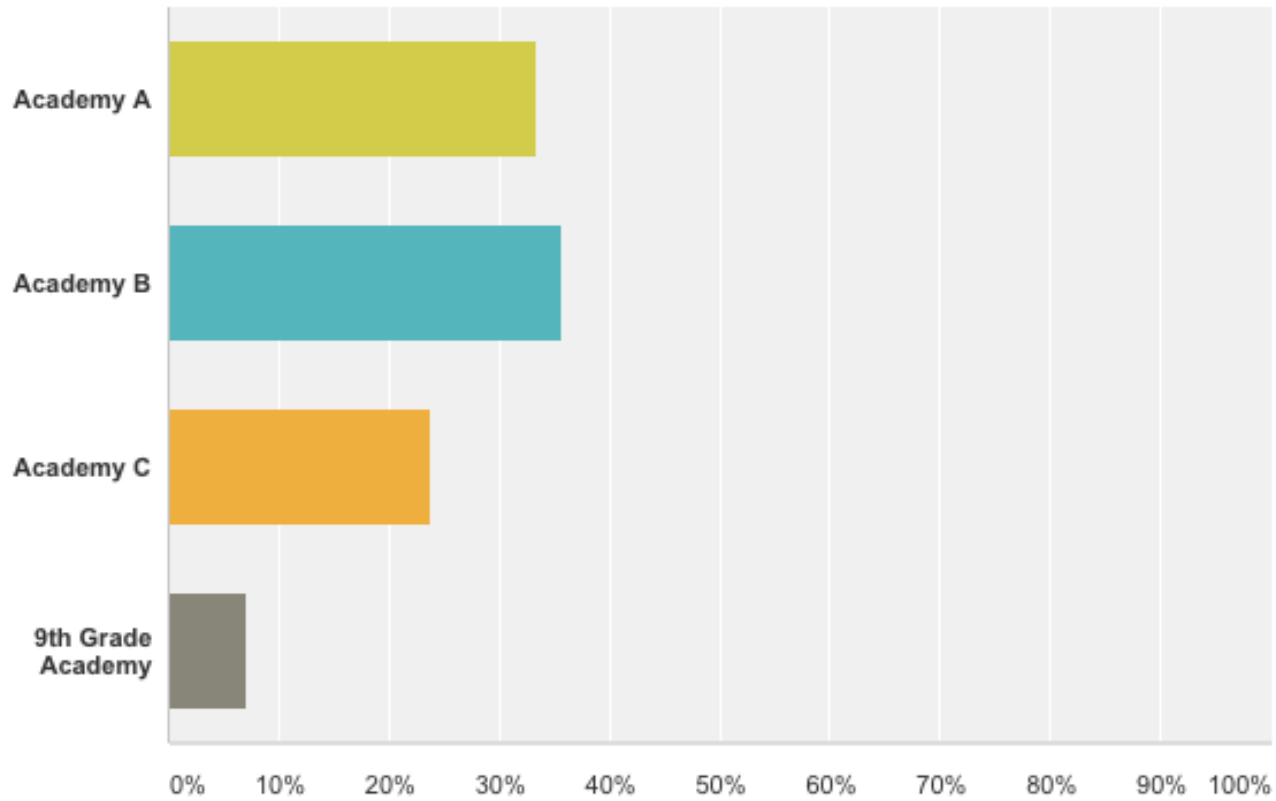


**AMU Pulse Check Results
Locke A, B, C and 9th
December 2014**

Please select your academy.

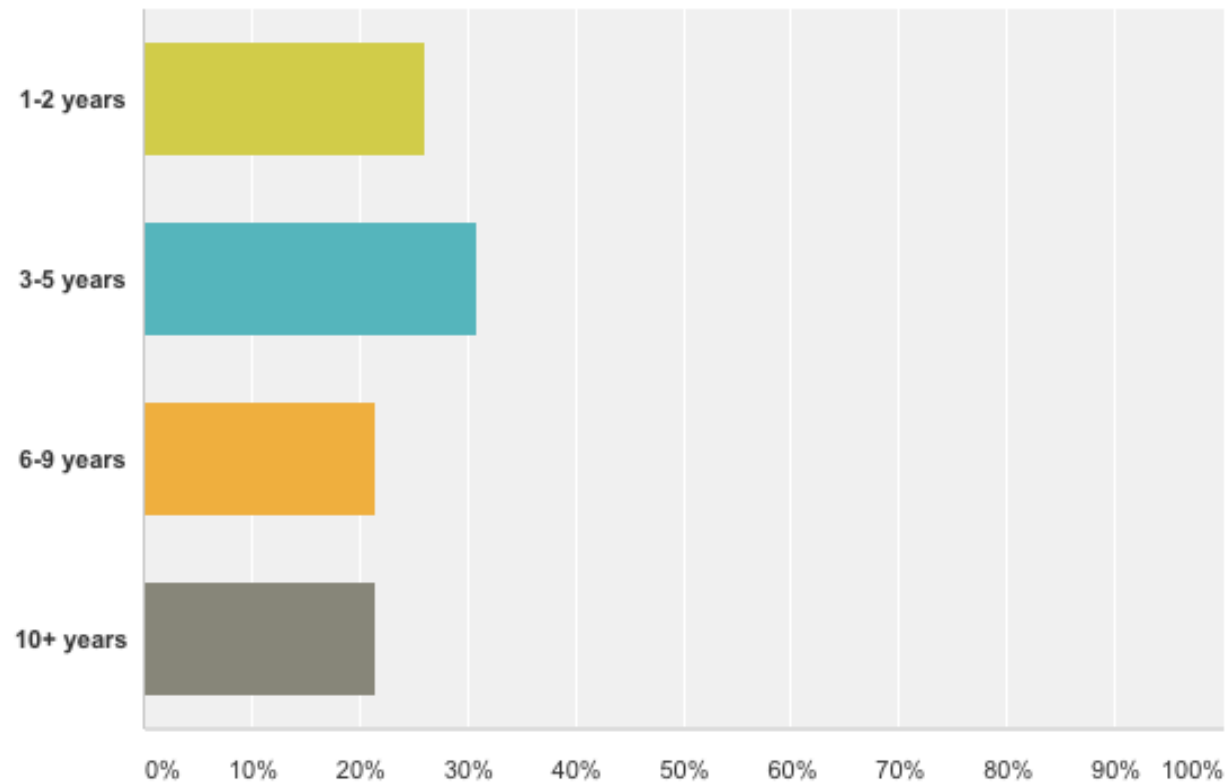
Answered: 42 Skipped: 0



Answer Choices	Responses
Academy A	33.33% 14
Academy B	35.71% 15
Academy C	23.81% 10
9th Grade Academy	7.14% 3
Total	42

How many years have you been working in education? (including this year)

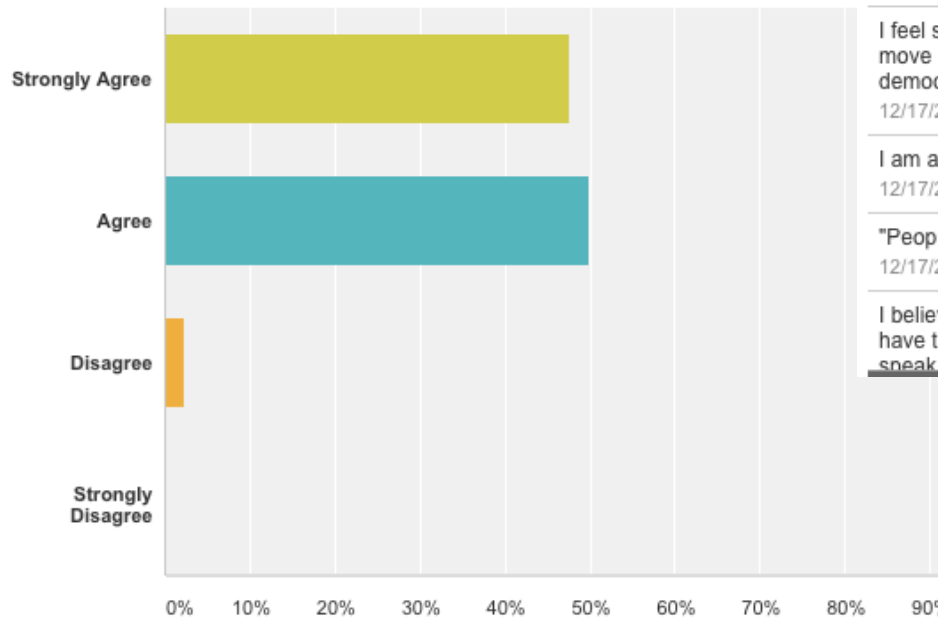
Answered: 42 Skipped: 0



Answer Choices	Responses
1-2 years	26.19% 11
3-5 years	30.95% 13
6-9 years	21.43% 9
10+ years	21.43% 9
Total	42

I feel supported by my AMU representatives.

Answered: 42 Skipped: 0



they are awesome. they really represent what the rest of us fear saying

12/19/2014 12:20 AM [View respondent's answers](#)

I feel like Klanfer does the bulk of the work, and would like to see both reps equally prepared and equally representing members.

12/18/2014 12:15 PM [View respondent's answers](#)

I feel supported and would like to move past the admin/teacher divisions and be able to work together to move our school forward. However, I feel that admin is not transparent on their decision-making nor democratic, and I understand the push back that is necessary by our AMU reps.

12/17/2014 10:44 AM [View respondent's answers](#)

I am an AMU Rep.

12/17/2014 9:11 AM [View respondent's answers](#)

"People come and go but my soldiers are eternal." -Tupac

12/17/2014 8:47 AM [View respondent's answers](#)

I believe that they end up taking the brunt for representing teachers voices as there is a lot all the teachers have to say and feel, though, for the majority they are given few situations that they feel safe enough to speak up

I have not needed representation this year but I am confident Nicole would be able to represent me in any capacity that I needed.

12/16/2014 9:19 PM [View respondent's answers](#)

You guys are fearless. Thanks

12/16/2014 8:02 PM [View respondent's answers](#)

I feel supported by m AMU reps. It is great to know that all Locke representative collaborate. How can we join? Do you have

12/16/2014 7:43 PM [View respondent's answers](#)

I feel like today's meeting (state of Locke) was lacking AMU representation. Also, it was super disrespectful for Academy B to leave at the end and no one called them on it. If there are 8 site reps, why didn't the other 6 encourage B to stay? What could their issues be? They are the ones that show up late, so we all had to clock in. They are the ones that grieve things we considered just "professional" for years. When they separate themselves, it just offers admin more chances to show we are divided and make policies we can't fight.

12/16/2014 5:53 PM [View respondent's answers](#)

Answer Choices	Percentage	Count
Strongly Agree	47.62%	20
Agree	50.00%	21
Disagree	2.38%	1
Strongly Disagree	0.00%	0
Total		42

[Comments \(10\)](#)

What are your 3 top issues/concerns that need to be addressed at your Academy?

(1st response)

Answered: 35 Skipped: 7

safety

12/19/2014 12:20 AM [View respondent's answers](#)

Administrators treat teachers disrespectfully & refuse to engage in genuine dialogue with teachers. It is condescending and inappropriate. They feel like we are combative, but we are because they violate the contract repeatedly and are unwilling to dialogue. If they treated us fairly, we would do whatever we could to have their backs. That being said, I think that Williams is overall stronger in this area than Marin or Lopez. Both Marin and Lopez are disrespectful to teachers.

12/18/2014 12:15 PM [View respondent's answers](#)

Teacher retention

12/17/2014 11:58 PM [View respondent's answers](#)

helping the CSO more

12/17/2014 12:51 PM [View respondent's answers](#)

Teacher Retention

12/17/2014 12:54 PM [View respondent's answers](#)

safety

12/17/2014 12:36 PM [View respondent's answers](#)

solidarity- being in a union 101

12/17/2014 12:35 PM [View respondent's answers](#)

Teacher Retention

12/17/2014 12:13 PM [View respondent's answers](#)

Lunch Supervision

12/17/2014 11:54 AM [View respondent's answers](#)

Student drug use

12/17/2014 11:26 AM [View respondent's answers](#)

safety for/from students. Safety for everyone

12/17/2014 11:02 AM [View respondent's answers](#)

Over enforcement of student dress code, which leads to loss academic time and negative interactions between staff and students/parents.

12/17/2014 10:44 AM [View respondent's answers](#)

Administrative Consistency and support

12/17/2014 8:32 AM [View respondent's answers](#)

Safety

12/17/2014 8:26 AM [View respondent's answers](#)

New Teacher Support

12/17/2014 8:26 AM [View respondent's answers](#)

Classroom Safety (responsiveness, discipline for severe actions)

12/17/2014 8:22 AM [View respondent's answers](#)

broken printer

12/17/2014 5:45 AM [View respondent's answers](#)

Trust

12/16/2014 9:28 PM [View respondent's answers](#)

Changing a grade of "F" to a grade of "D" if two parent phone calls haven't been made

12/16/2014 9:19 PM [View respondent's answers](#)

(1st response)

Teacher Retention as impacted by safety and evaluations

12/17/2014 10:03 AM [View respondent's answers](#)

Lack of consequences for administration when they ignore their jobs.

12/17/2014 10:00 AM [View respondent's answers](#)

constant transformations

12/17/2014 9:12 AM [View respondent's answers](#)

We need to utilize data driven practices and procedures

12/17/2014 9:11 AM [View respondent's answers](#)

Teacher-led collaborations and PDs

12/17/2014 9:11 AM [View respondent's answers](#)

Admin common sense

12/17/2014 8:47 AM [View respondent's answers](#)

Materials for students (lexile appropriate texts)

12/17/2014 8:45 AM [View respondent's answers](#)

Admin. response to student behavior

12/16/2014 8:02 PM [View respondent's answers](#)

Transiency rate. We are dissolving. Where will I be placed? Will placement REALLY be equitable?

12/16/2014 7:43 PM [View respondent's answers](#)

Lack of presence of an Instruction Leader (Principal)

12/16/2014 6:03 PM [View respondent's answers](#)

Deficit thought and disrespect from B teachers (which is spreading to 9th)

12/16/2014 5:53 PM [View respondent's answers](#)

Teacher retirement benefits

12/16/2014 5:25 PM [View respondent's answers](#)

student accountability and consequences

12/16/2014 5:03 PM [View respondent's answers](#)

Supplies

12/16/2014 4:09 PM [View respondent's answers](#)

Student drug use

12/16/2014 4:08 PM [View respondent's answers](#)

Lack of a principal

12/16/2014 3:48 PM [View respondent's answers](#)

What are your 3 top issues/concerns that need to be addressed at your Academy?

(2nd response)

Answered: 35 Skipped: 7

poor discipline structures that are not working

12/19/2014 12:20 AM [View respondent's answers](#)

Academy B transition

12/18/2014 12:15 PM [View respondent's answers](#)

Teachers at risk of been RIF/ we want to know who is at risk in each department

12/17/2014 11:58 PM [View respondent's answers](#)

dealing with students behavior

12/17/2014 12:51 PM [View respondent's answers](#)

Teacher Movement

12/17/2014 12:51 PM [View respondent's answers](#)

Class sizes

12/17/2014 12:36 PM [View respondent's answers](#)

Addition of new students to class roster

12/17/2014 12:13 PM [View respondent's answers](#)

Change of what makes a toxic culture (Belief that it is bad teachers, if you don't like it, leave)

12/17/2014 8:22 AM [View respondent's answers](#)

poor conditions in the teacher's lounge (no paper towels, chairs, microwave can't be used at the same time as copier, etc)

12/17/2014 5:45 AM [View respondent's answers](#)

Too much workload

12/16/2014 9:28 PM [View respondent's answers](#)

Persistent discipline issues with heavy hitters (class of 2016 in particular)

12/16/2014 9:19 PM [View respondent's answers](#)

Our administration has consistently undermined our professionalism.

12/16/2014 7:43 PM [View respondent's answers](#)

The aloof and absent nature in which the Principal acts in her role.

12/16/2014 6:03 PM [View respondent's answers](#)

(2nd response)

Communication of student incidents

12/17/2014 11:54 AM [View respondent's answers](#)

attendance

12/17/2014 11:26 AM [View respondent's answers](#)

effective communication

12/17/2014 11:02 AM [View respondent's answers](#)

Effective behavior management by admin

12/17/2014 10:44 AM [View respondent's answers](#)

Culture of Mistrust and Lack of Clarity

12/17/2014 10:03 AM [View respondent's answers](#)

Lack of consequences for students when they ignore all directives and school rules.

12/17/2014 10:00 AM [View respondent's answers](#)

teacher support with behavior issues

12/17/2014 9:12 AM [View respondent's answers](#)

the potential movement of teachers to academies they don't want to work at (we are not trading cards)

12/16/2014 5:53 PM [View respondent's answers](#)

Admin response to referrals

12/16/2014 5:25 PM [View respondent's answers](#)

teacher support when it comes to discipline

12/16/2014 5:03 PM [View respondent's answers](#)

Cso presence

12/16/2014 4:09 PM [View respondent's answers](#)

Academy specific department time

12/16/2014 4:08 PM [View respondent's answers](#)

Lack of follow through on discipline referrals

12/16/2014 3:48 PM [View respondent's answers](#)

Too strong of an emphasis on uniform control and violations

12/17/2014 9:11 AM [View respondent's answers](#)

Lights in the parking lot

12/17/2014 9:11 AM [View respondent's answers](#)

members knowing their rights and sticking together

12/17/2014 8:47 AM [View respondent's answers](#)

Admin responsibilities for reaching out to parents/student intervention

12/17/2014 8:45 AM [View respondent's answers](#)

Consistency in discipline and policies

12/17/2014 8:32 AM [View respondent's answers](#)

Teacher Retention

12/17/2014 8:26 AM [View respondent's answers](#)

The burdensome nature of evaluations on administrators which leaves them too little time to actually administrate.

12/17/2014 8:26 AM [View respondent's answers](#)

What are your 3 top issues/concerns that need to be addressed at your Academy?

(3rd response)

Answered: 35 Skipped: 7

Student discipline 12/18/2014 12:15 PM View respondent's answers	Quality PD 12/17/2014 10:44 AM View respondent's answers
more parents involved 12/17/2014 12:51 PM View respondent's answers	Accountability- for both admin and teachers 12/17/2014 10:03 AM View respondent's answers
Safety 12/17/2014 12:51 PM View respondent's answers	Grading policies that hinder true progress and honest work with our students. 12/17/2014 10:00 AM View respondent's answers
Evaluations 12/17/2014 12:36 PM View respondent's answers	safety 12/17/2014 9:12 AM View respondent's answers
Safety 12/17/2014 12:13 PM View respondent's answers	Re-visit discipline practices 12/17/2014 9:11 AM View respondent's answers
Academy specific department time 12/17/2014 11:26 AM View respondent's answers	No more teacher evaluations 12/17/2014 9:11 AM View respondent's answers
lack of resources 12/17/2014 11:02 AM View respondent's answers	Safety 12/17/2014 8:47 AM View respondent's answers
Attendance 12/16/2014 4:08 PM View respondent's answers	
Equity amongst academies 12/16/2014 3:48 PM View respondent's answers	

(3rd response)

Grading policy

12/16/2014 8:02 PM [View respondent's answers](#)

No room for feedback, admin are not openly reflective. Admin move up in Green Dot, although they are unsuccessful.

12/16/2014 7:43 PM [View respondent's answers](#)

The lack of security and video monitoring in hallways

12/16/2014 6:03 PM [View respondent's answers](#)

safety --we are short staffed and students have zero consequences for their actions

12/16/2014 5:53 PM [View respondent's answers](#)

Teacher buy in to Friday PD

12/16/2014 5:25 PM [View respondent's answers](#)

to many chages in school student policies and inconsistency with current policies

12/16/2014 5:03 PM [View respondent's answers](#)

Time to collaborate with academy

Student cohorting

12/17/2014 8:45 AM [View respondent's answers](#)

Collaboration efficiency

12/17/2014 8:32 AM [View respondent's answers](#)

Treating teachers as professionals

12/17/2014 8:26 AM [View respondent's answers](#)

The overwhelming number of required tests and even the suggested use of pacing guides

12/17/2014 8:26 AM [View respondent's answers](#)

Time given for open discussion

12/17/2014 8:22 AM [View respondent's answers](#)

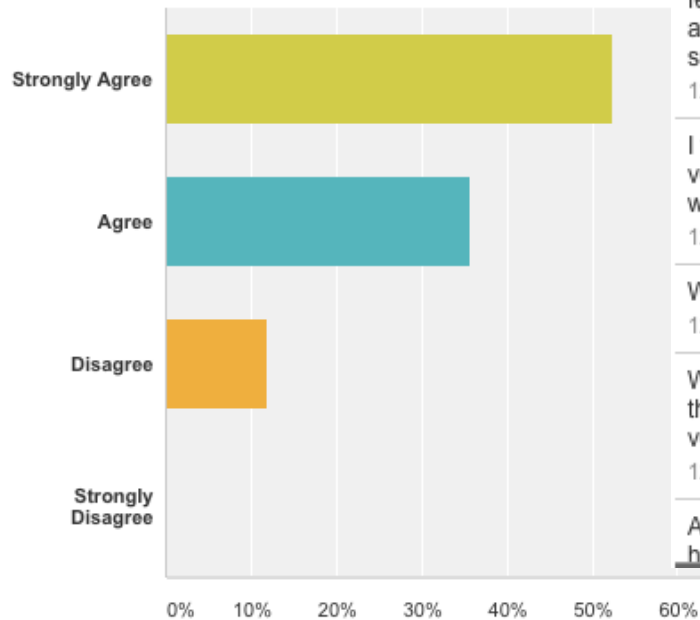
Support from admin

12/16/2014 9:28 PM [View respondent's answers](#)

Transparency in the discipline process on the admin side (current perception is that admin will be more involved with a student who is out of uniform than with a student who refuses to work in class or a student who cusses out a teacher)

AMU time is valuable to me.

Answered: 42 Skipped: 0



I think we need to make sure to emphasize that teachers need to hold up their end of the bargain. When a few teachers don't do what they are supposed to do, then all of us look bad. We need to hold each other accountable for being prepared for class, updating grades, treating honors classes like honors classes, supervising when we are required to, etc.

12/18/2014 12:15 PM [View respondent's answers](#)

I feel like the information is very academy against academy. I want us all to be together and discuss the very issue that we are a union and what that means. The solidarity across the academies is really weak which makes the union weak.

12/17/2014 12:35 PM [View respondent's answers](#)

We should share best practices and resources.

12/17/2014 10:44 AM [View respondent's answers](#)

We need more cross academy AMU time. The separation breeds angst and contempt. We are divided and thus more easier to conquer. By no means should it be expected that we share the same interests but vetting holistic issues in the same space will foster more clarity and less ambiguity.

12/17/2014 10:03 AM [View respondent's answers](#)

AMU time is a valuable time for me to check in with other teachers and to share thoughts and ideas about how to better our school and our students.

70% 80% 90% 100%

Answer Choices	Responses	
▼ Strongly Agree	52.38%	22
▼ Agree	35.71%	15
▼ Disagree	11.90%	5
▼ Strongly Disagree	0.00%	0
Total		42

AMU Rocks

12/17/2014 9:11 AM [View respondent's answers](#)

Hell yeah!!!!!!!!!!!!!!!!!!!!!!

12/17/2014 8:47 AM [View respondent's answers](#)

This time removes a sense of is

12/17/2014 8:22 AM [View respondent's answers](#)

AMU doesn't seem prepared and goes on a lot of tangents

12/17/2014 5:45 AM [View respondent's answers](#)

How do we get more?

12/16/2014 7:43 PM [View respondent's answers](#)

Nothing is changing for the better this year. If anything, I feel like we are barely staying together at all.

12/16/2014 5:53 PM [View respondent's answers](#)

I am confused about when we have amu time and if we are getting all of the information on time since I feel like do not meet as often as previous years.

12/16/2014 5:03 PM [View respondent's answers](#)

What is your preference for when AMU time is scheduled?

Answered: 42 Skipped: 0

Tuesday is designated as "Collaboration Time." This should not be used for AMU time, as that should come during PD.

12/18/2014 12:15 PM [View respondent's answers](#)

After PD

12/17/2014 12:36 PM [View respondent's answers](#)

I'm at PD either way

12/17/2014 12:35 PM [View respondent's answers](#)

Not Friday; I prefer to go into my weekend in good spirits.

12/17/2014 9:11 AM [View respondent's answers](#)

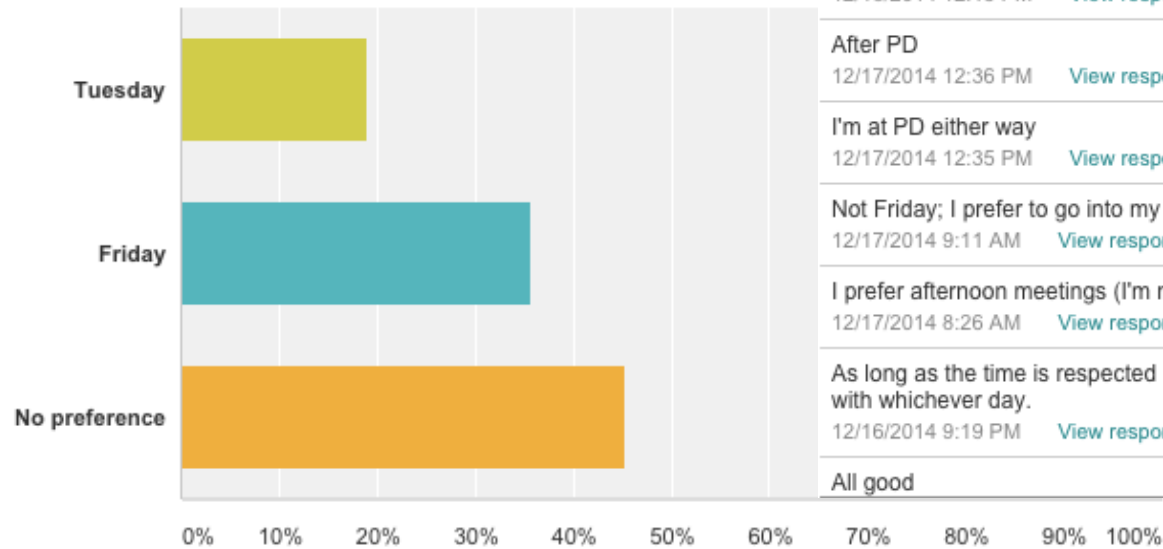
I prefer afternoon meetings (I'm more cognitively active in the afternoons.)

12/17/2014 8:26 AM [View respondent's answers](#)

As long as the time is respected (not allowing another part of a meeting to go over 5 minutes, etc. I'm fine with whichever day.

12/16/2014 9:19 PM [View respondent's answers](#)

All good



Answer Choices	Responses
Tuesday	19.05% (8)
Friday	35.71% (15)
No preference	45.24% (19)
Total	42

Tuesday is collaboration time.

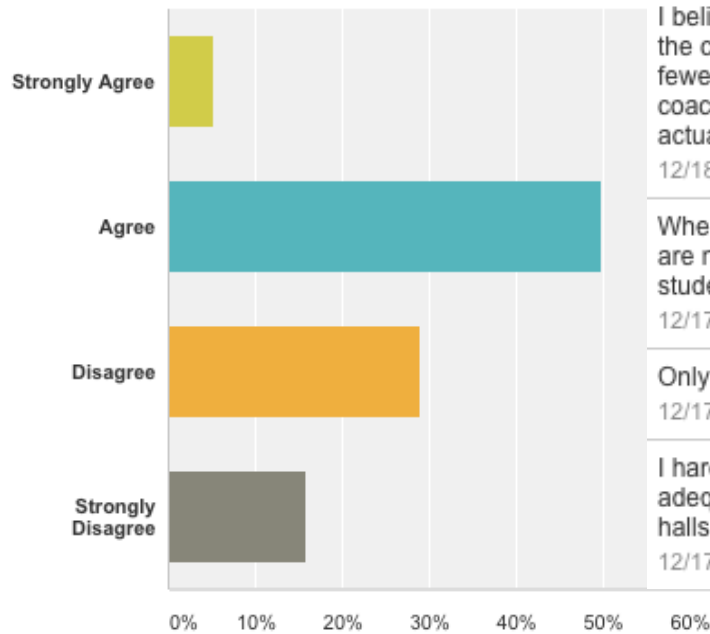
12/16/2014 7:43 PM [View respondent's answers](#)

Academy B needs to grow up. Who cares when we meet?

12/16/2014 5:53 PM [View respondent's answers](#)

I feel supported by my current administration.

Answered: 38 Skipped: 4



Answer Choices	Responses	
Strongly Agree	5.26%	2
Agree	50.00%	19
Disagree	28.95%	11
Strongly Disagree	15.79%	6
Total		38

I believe that admin thinks teachers are the problem at this school. They do not realize that if they followed the contract and treated teachers as the well-educated and competent individuals we are, they would have fewer problems. Compared to last year when Maguire was my evaluator, I feel I have received much less coaching support from my admin. Instead, meetings have been arguing over rubric scores, rather than actually getting meaningful feedback that might improve my practice.

12/18/2014 12:25 PM [View respondent's answers](#)

When students are added to our roster with out any notification or background information, I feel that we are not being set up for success. It also becomes a safety issue for me when we are not notified about a student that may have had trouble following school expectations in the past.

12/17/2014 12:20 PM [View respondent's answers](#)

Only from one administrator

12/17/2014 11:55 AM [View respondent's answers](#)

I hardly see the principal and I do not feel that PD is helping me grow. Also, I do not see student behavior adequately addressed. However, my evaluator/AP Luis Lopez has been very supportive and present in the halls positively interacting with students.

12/17/2014 10:47 AM [View respondent's answers](#)

I feel defeated and unwanted by this administration. Even when I am doing my job I feel I am being told I'm doing it wrong. For example, when I have been out at nutrition supervising consistently all year, and when we were given posts, I was instead outside talking to students instead of a hallway with 5 students, whom were uninterested in talking to me, I was given an email about how this is "unacceptable behavior." I have not received any feedback from when my principal has come to observe me. That they voted to disband out school while working at it, and claiming, 1. "The data is why I voted," which was data that was only organized by admin with zero teacher input. 2. "If you don't like it here, don't work here. You as teachers are making this a toxic environment." When all this "toxicity" was only spawned by comments and actions of administrators.

12/17/2014 10:21 AM [View respondent's answers](#)

Dr. G can be very understanding of diverse situations.

12/17/2014 9:14 AM [View respondent's answers](#)

I feel attacked, not supported. I was stupid and asked for some very specific help in one area and now they are making me submit lesson plans and do all my planning with them. They are constantly in my classroom and telling me that my classroom management needs work, because it's my fault for the garbage that comes out of these kid's mouths and for the actions the students do with their bodies. Heaven forbid we make the students be held accountable for their words and actions. It can't possibly be the student's fault. It has to be bad teaching. (It doesn't matter that I've been teaching and teaching here longer than my evaluator ever taught)

I feel supported by my current administration. (continued...)

Answered: 38 Skipped: 4

I believe teachers are perceived as incompetent by the leaders we have tried to look at for support at my campus which is extremely demoralizing. There is a rhetoric in which several teachers around me have gotten along the lines "If you don't like it, leave" in one form or another. That along with not empowering or trusting teachers has been a formula for chaos. Little power or voice in reform has been given to teachers of veteran status in their assistance as the leaders they are has been given, rather they have been written off as low performing teachers as discipline is not being taken care of after their interventions have taken place within their classrooms. Administration at other Academies has been supportive, as well as individuals such as the APs. I have received meaningful coaching from other campuses and techniques that have been at least been modeled successfully in my classroom. My growth as shared with others as a teacher, student, and professional I find limited at this campus, as there is no focus or value on the curriculum or the expertise brought prior to coming here.

12/17/2014 8:36 AM [View respondent's answers](#)

1) There is not a content expert on the admin staff to coach me in my content. Coaching that I receive is more tied to safe and civil strategies than it is to instructional delivery and the content itself. 2) The severity of discipline incidences seems skewed. Students who refuse to put on a sweater stay out of class for the period. A student who uses profanity at another student (or me) is allowed to stay (I would feel ridiculous writing a BIF for that even though I think it's a reasonable action to take). We are inadvertently communicating to students that as long as their phones are put away and they are in uniform we will accept just about any behavior in the classroom. 3) I feel that when I voice a dissenting opinion I am challenged to have a "growth mindset". Sometimes this could be the case but I am frustrated with hearing that phrase when it is not a matter of being close-minded but rather just disagreeing about the best way to do something. The fact that I do not agree with an administrator does not mean I have not carefully considered all the aspects of my own point of view.

12/16/2014 9:31 PM [View respondent's answers](#)

I feel that I am supported but it is conditional.

12/16/2014 8:08 PM [View respondent's answers](#)

As mention in top concerns our administration is more concerned with teachers fulfilling top down directives that work to DEprofessionalize our craft, rather than leading a school, building solidarity with teachers and adjusting Green Dots top down policies and structures to best fit our needs as a staff. They come in see students disrespect teachers and script away: NOT SAFE NOR CIVIL.

The APs are incredible and work hard. The principal is a complete joke.

12/16/2014 6:05 PM [View respondent's answers](#)

They are trying, given present circumstances.

12/16/2014 5:58 PM [View respondent's answers](#)

Evaluation is very subjective.

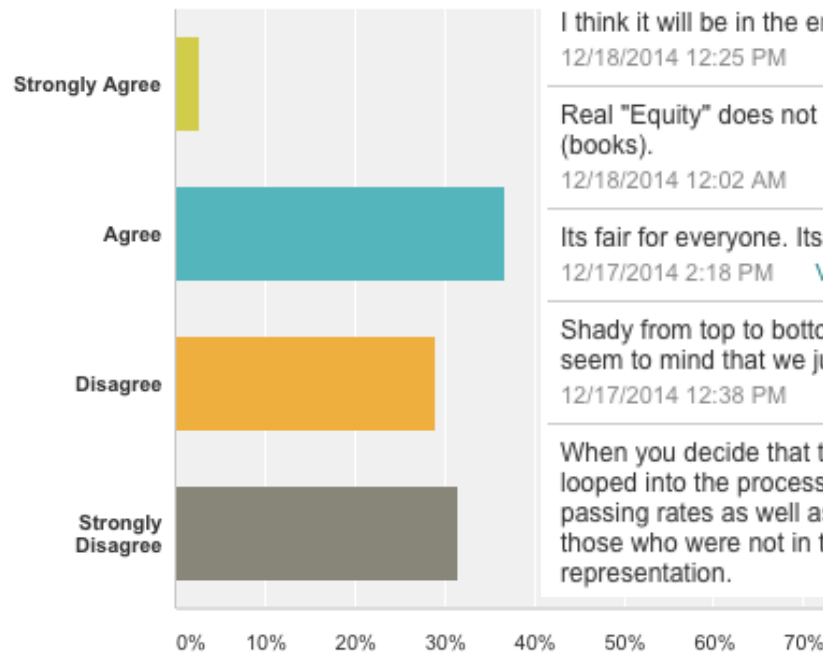
12/16/2014 5:27 PM [View respondent's answers](#)

The APs are supportive, but not having a principal makes me feel largely unsupported.

12/16/2014 3:49 PM [View respondent's answers](#)

The restructuring process has been equitable and fair for all AMU members at Locke.

Answered: 38 Skipped: 4



Answer Choices	Responses	
Strongly Agree	2.63%	1
Agree	36.84%	14
Disagree	28.95%	11
Strongly Disagree	31.58%	12
Total		38

I think it will be in the end, but right now it is clear that A and C have favored nation status on campus.

12/18/2014 12:25 PM [View respondent's answers](#)

Real "Equity" does not exist. Teachers across all academies do not have the same technology or supplies (books).

12/18/2014 12:02 AM [View respondent's answers](#)

Its fair for everyone. Its just a raw deal for everyone. Lets restructure GD and administration!

12/17/2014 2:18 PM [View respondent's answers](#)

Shady from top to bottom, but it concerns me even more that AMU in C & A (and our members) don't seem to mind that we just threw a good number of our members under the bus.

12/17/2014 12:38 PM [View respondent's answers](#)

When you decide that the school is going to be restructured, teachers and councilors should of been looped into the process from the beginning from the choices of data to look at for student skills, and passing rates as well as what we looked at. During the voting process, opinion was presented as fact to those who were not in those meetings, as well as clear targeting of an academy through choices in data representation.

The restructuring process was a facade of false collaboration and did not take into account options that were not produced by the cluster director.

12/17/2014 9:14 AM [View respondent's answers](#)

As it has been stated by many, it feels like Academy B has had a target on its back ever since the Locke2/ACE "merger." They (the higher powers that be) had an agenda and they simply tried to make us believe that we had a say by hosting all those ridiculous restructuring meetings. They were going to eliminate Academy B regardless of what the outcomes of those meetings were.

12/17/2014 9:01 AM [View respondent's answers](#)

The process was too rushed and not enough time to process all the information.

12/16/2014 8:08 PM [View respondent's answers](#)

data pulled and used to guide the thinking around the restructuring was unilaterally decided upon and focused on the negative aspects of B. Data was taken out of context. B has now had its third restructuring and third administrative staff in three years. Minimize impact for students? WRONG! ALL students will be impacted, and B students will be impacted MORE!

I went to every meeting. NO ONE from Academy B showed up to the first one. NO ONE from C went to the last one. Most of the time, union reps didn't go (where was Mr. O?). Anyone who is complaining clearly didn't attend. It was a fair vote because all voices were represented. Just because you don't win doesn't make it unfair. Democracies aren't places where everyone wins.

What supports or information do you need in order to facilitate an effective transformation?

Answered: 19 Skipped: 23

I would like us to do this contractually, rather than the arbitrary way that Gordon has laid out, which violates article 20.2 of the contract. Further, I would like to end the false rhetoric that teachers at Academies 9, A and C can stay at their academies if they want to and Academy B teachers will go wherever there are openings after 9, A, and C teachers pick. Lastly, I would like the process moving forward to be genuinely collaborative, meaning that management stops pre-determining agendas for meetings regarding the transformation without AMU and ACEA input.

12/18/2014 12:25 PM [View respondent's answers](#)

Freedom with the curriculum to be able to support all my students. Collaboration time with the teachers at my academy

12/18/2014 12:02 AM [View respondent's answers](#)

More information

12/17/2014 12:52 PM [View respondent's answers](#)

Where will I be placed next year? Will i still have my co-wrokers?

12/17/2014 12:52 PM [View respondent's answers](#)

Nothing. Our students have done this before, we've done it before. Good times in urban education.

Teachers need to know where they are going to be placed before submitting the intent to return letter.

12/17/2014 12:38 PM [View respondent's answers](#)

More transparency on which teachers might receive an "invitation" to other academies.

12/17/2014 12:20 PM [View respondent's answers](#)

How will Locke move forward beyond the rhetoric of transformation? More open dialogue and collaboration among all stakeholders.

12/17/2014 10:47 AM [View respondent's answers](#)

I need an effective leader, who supports their staff, and is willing to admit to fault. I need to know if we are willing to add more science courses to broaden the outlook and opportunities for our students to succeed, as well as broaden their horizons.

12/17/2014 10:21 AM [View respondent's answers](#)

Knowing who has a job next year would help..

12/17/2014 8:45 AM [View respondent's answers](#)

Transparency, genuine interest in teacher relationships and student relationships, communication with teacher input and student interests.

What supports or information do you need in order to facilitate an effective transformation? **(continued...)**

Answered: 19 Skipped: 23

1) Is the person who made the erroneous enrollment projections 2 years ago the same person who is making enrollment projections this year? I need to know that this shift is rooted in more reliable data. 2) Please make sure to check rooms before moving copy machines and ensure that there are functioning printers and copiers that we can access when we return to the campus after summer break.

12/16/2014 9:31 PM [View respondent's answers](#)

Just give me a room and a key. I don't need any type of welcoming event or community circle.

12/16/2014 8:08 PM [View respondent's answers](#)

Transparency: Where do I rank in my department along with the calculation. Why I am being placed at a certain Academy over another. Opportunities to be involved in the decision making process. Opportunities to work with other academy teachers.

12/16/2014 7:51 PM [View respondent's answers](#)

Meetings with new principal as soon as they are known to start and instructional identity to the new academies that are focused on student growth, teacher support and growth, and collaborative NOT hegemonic in nature as they were this year.

I need Academy B to suck it up and start playing for the team. Also, if union reps could stop saying things like, "If one burns, we all burn" which is disgusting and disrespectful to our staff and students, that would be nice. If you can separate your feelings from due process, you need to step down as a union rep. Rep (woman) with the long brown hair from B, that means you. We're tired of infighting, which is making all of us weaker. You should be ashamed of yourself.

12/16/2014 5:58 PM [View respondent's answers](#)

Just keep us informed. We asked for our yearly evaluation scores to be published to each of us

12/16/2014 5:27 PM [View respondent's answers](#)

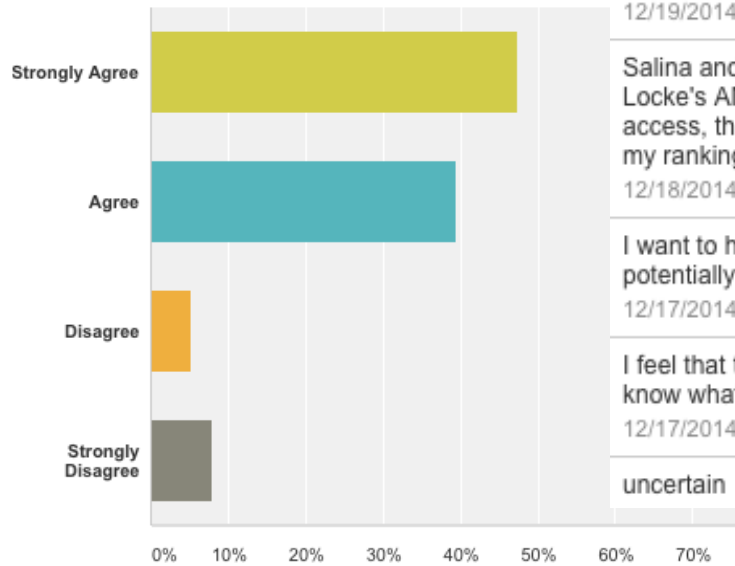
Although teachers had some say in decisions, I still feel that these transformation meetings are continuing to have the perception of input from teachers

12/16/2014 5:08 PM [View respondent's answers](#)

Transparency surrounding the distribution of Academy B students.

I would consent to the Locke AMU representatives having access to teacher rankings, in order to ensure that RIFs and teacher placements are executed according to the contract.

Answered: 38 Skipped: 4



Answer Choices	Responses	
Strongly Agree	47.37%	18
Agree	39.47%	15
Disagree	5.26%	2
Strongly Disagree	7.89%	3
Total		38

great idea. we trust that the reps can keep the list private, but also making sure the procedure is followed through without favoritism

12/19/2014 12:21 AM [View respondent's answers](#)

Salina and Penny are going to be involved in this, as will Kelly and Annette. Because of that, I don't think Locke's AMU reps need to be involved with this. If, for some reason, Salina and Penny are not granted access, then I would expect AMU to step in. That being said, I have no problem with AMU reps knowing my ranking. Honestly, I think they should be public to all teachers.

12/18/2014 12:25 PM [View respondent's answers](#)

I want to have this information BEFORE voluntary RIF options come out so that those being RIFed can potentially volunteer to RIF since volunteers get priority in GD openings.

12/17/2014 12:38 PM [View respondent's answers](#)

I feel that this information should be available to all teachers as well. At the very least, teachers should know what their own ranking/score is.

12/17/2014 12:20 PM [View respondent's answers](#)

uncertain

These need to be for ALL teachers across ALL academies, not just Locke B.

12/17/2014 9:01 AM [View respondent's answers](#)

I can't think of a downside to this but I would consider downsides if they were presented to me before officially agreeing.

12/16/2014 9:31 PM [View respondent's answers](#)

I not only consent, I expect that my union would be fully informed about the teacher ranking process. I expect the home office and AMU to compile the data and process it together to ensure transparency.

12/16/2014 8:08 PM [View respondent's answers](#)

Hell Yes! We are a UNION!!!!!!

12/16/2014 7:51 PM [View respondent's answers](#)

This should be public knowledge.

12/16/2014 5:58 PM [View respondent's answers](#)

Ea

Locke reps are still locke teachers and they cannot be involved in having access to rankings since they are ranked as well. Maybe the amu board should have access, but definitely not the amu teacher reps.