

Declining IMPACT Rating: Seek WTU Support or Accept Management Decisions

What are the reasons that some District of Columbia Public School (DCPS) teachers with declining IMPACT ratings do not seek Washington Teachers' Union (WTU) support?

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Rationale

- After receiving the lower IMPACT Teacher evaluation rating, some teachers do not immediately contact WTU.
- Teachers often think they can increase their rating by working harder and following Administrator recommendations; they also believe that seeking union support will increase conflict with management.
- Though the WTU is the most effective pathway to successfully challenge a declining rating, a final evaluation rating can be challenged by filing a grievance with Office of Employee Appeals (OEA).
- WTU and OEA have specific filing timelines. In addition to filing late, teachers often have insufficient critical documentation available in the event a grievance needs to be filed.

Literature Review

- Retention and rewards are based on teacher's IMPACT rating. (Dee, T.S., & Wyckoff, J. 2017)
- Does the Principal have more power than the Central Office? According to one study, School Principals had higher influence on performance standards and evaluating teachers. (Xia, J., Shen, J., & Sun, J. 2019)

- Currently employed DCPS Teachers who are WTU dues-paying members responded anonymously to a 10-question online survey
- Social media sites such as LinkedIn and Facebook were used along with word-of-mouth to recruit the 67 Respondents

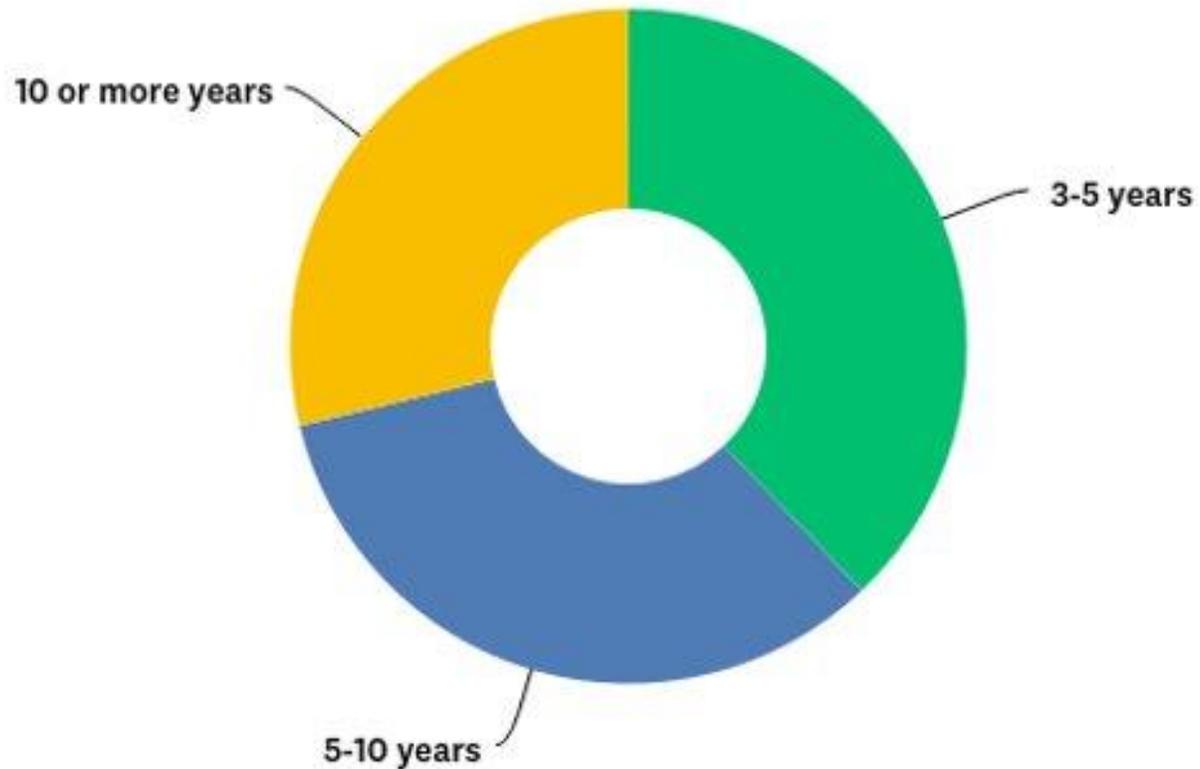
Methodology

Data Analysis

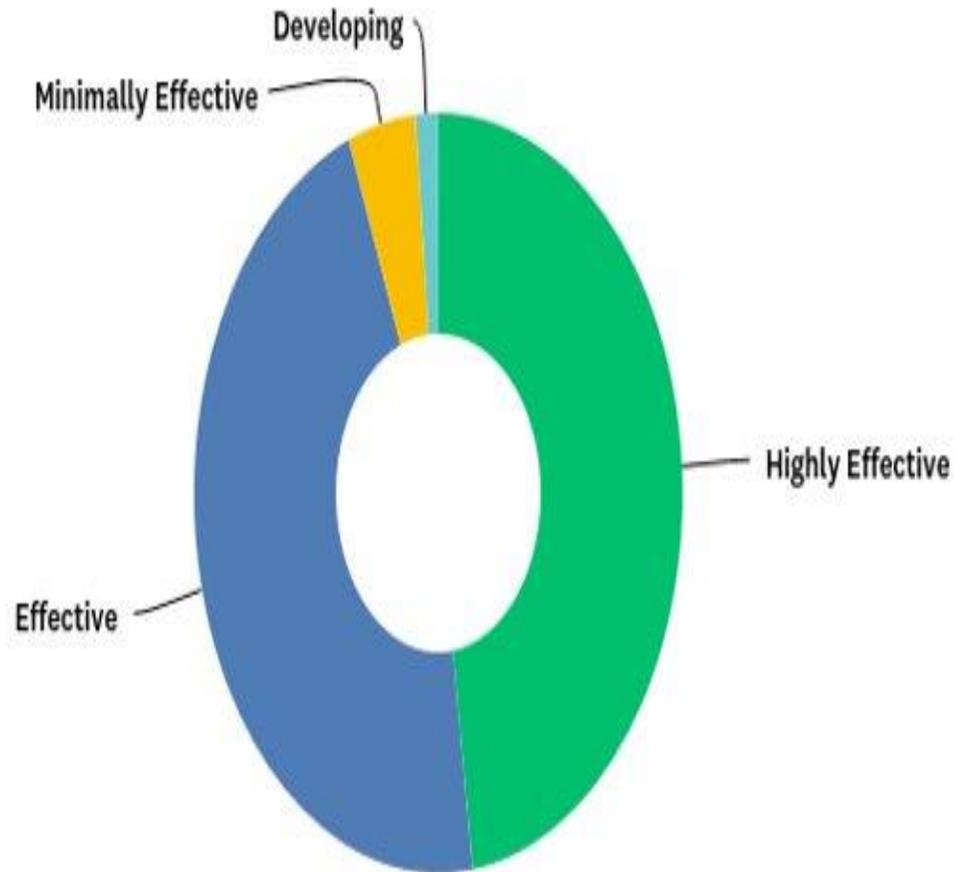


How many years have you been teaching in DCPS?

All of the 67 Respondents had three or more years of teaching experience



What is the highest IMPACT rating earned in the last three years?



48% (32) Highly Effective

46% (31) Effective

4% (3) Minimally Effective

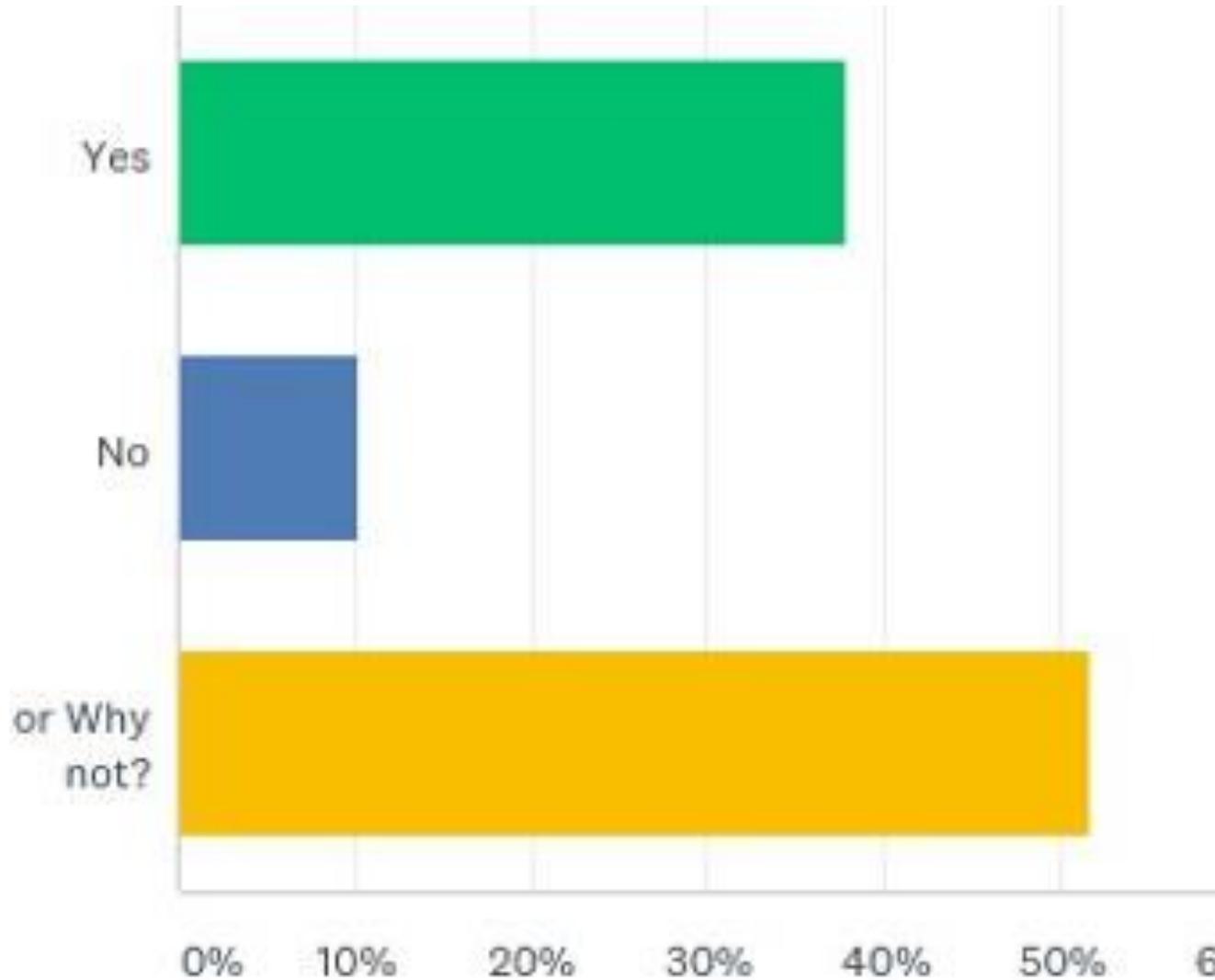
1% (1) Developing

Did you contact WTU for help?

20 out of 67 Respondents answered:

53% (16) Contacted WTU

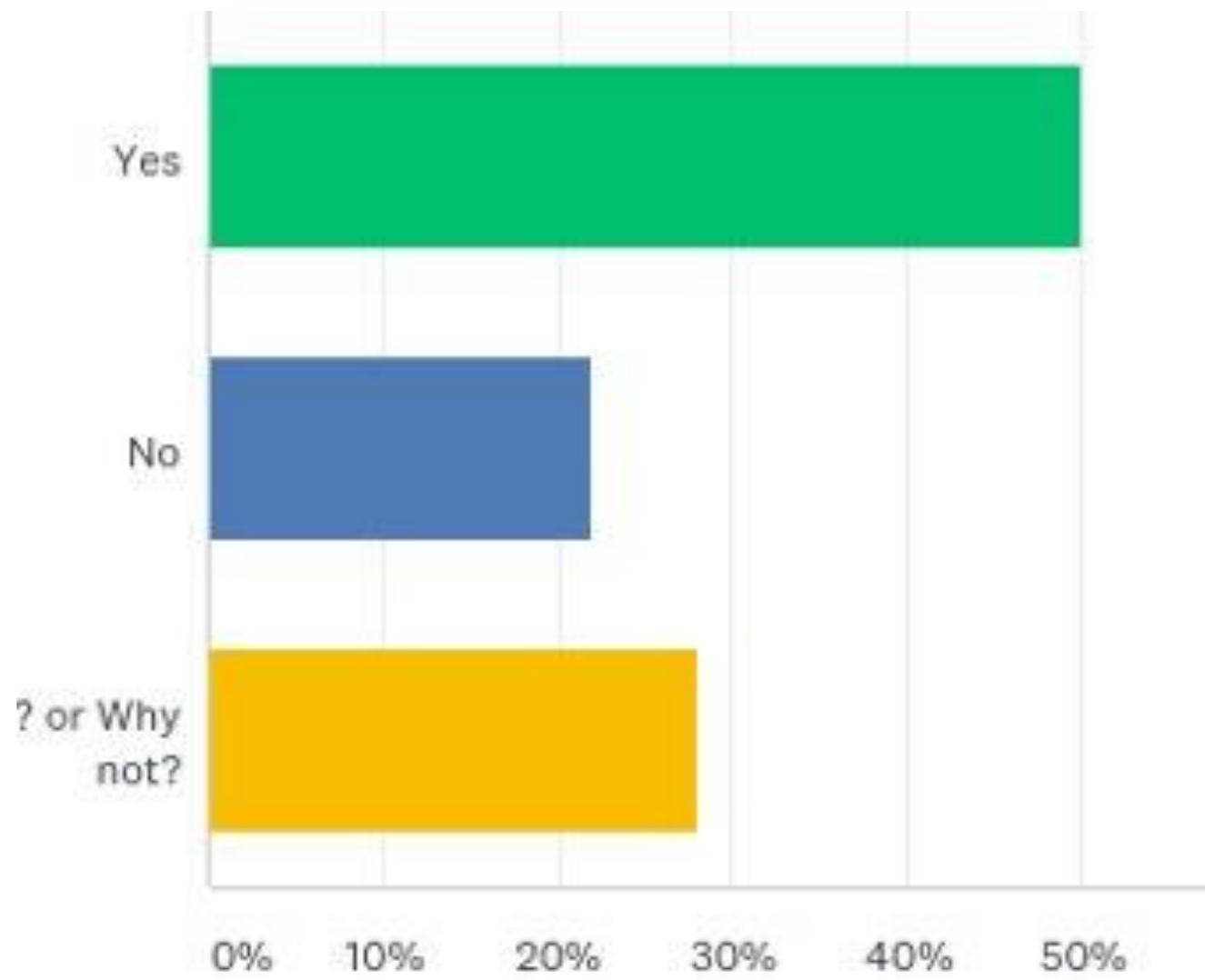
13% (4) Did not Contact WTU



Reasons for not contacting WTU:

- "Didn't feel like it was worth it."
- "Trust."
- "Didn't see any point."
- "Figured it would not help."
- "WTU can no longer help DC Teachers when it comes to IMPACT."

Would you recommend WTU to Colleagues with declining IMPACT ratings?



32 out of 67 Respondents answered:

50% (16) Would recommend WTU

22% (7) Would not recommend WTU

28% (9) With Explanations: 3 Yes, 5 No and 1 Maybe

Recommend WTU: Why or Why Not?

- "Yes. They are there to help."
- "Yes but I think WTU's level of support is to guide and provide facilitation to teachers with the main goal being a conversation with the school leader."
- "WTU cannot do nothing for you due to the law."
- "Principals have all the power and if you don't leave after 1st ineffective score you are doomed."
- "I am a proud WTU member so I would recommend the WTU to fellow staff/members. I came from a previous district where being a union member is a proud thing. It goes hand in hand with being a public school teacher. That isn't the case in DCPS. It may be the case at certain schools but by and by being a proud WTU member has only put a target on my back by administration within DCPS."

WTU members with concerns or complaints pertaining to IMPACT Teacher Evaluation rating, should be instructed to immediately seek WTU and or its representative(s)

WTU should collect data in order to track Administrators with a high number of grievances; data should be made public to DCPS, OEA, Elected Officials and Membership

WTU should hire and make available additional WTU Field Representatives; Field Representatives should have flexible working hours, in order to meet the demand that IMPACT Teacher Evaluation has created

WTU should continue to endorse and support local political candidates and elected officials who will write and pass legislation that supports teachers and students

Recommendations

Conclusion

WTU is working hard for its members. One Respondent stated, "Took it to court, two years later and won."

There are situations which can be resolved without filing a grievance. One Respondent stated, "WTU Representative spoke to my Principal."

So when IMPACT ratings decline, always seek WTU support!