

Parent Input on Staff Evaluation

Follow-Up Survey

A survey of 1,000 parents was conducted at the request of the Superintendent to assess parent feelings on the processes used by the Anchorage School District to collect information to be used as part of the evaluation process for certificated staff. One thousand parents were selected who had students enrolled in Anchorage schools at the time that the National Computer Systems mailing took place in early December. A copy of the questionnaire is attached.

Of the 1,000 surveys mailed, 33 were returned by the post office as undeliverable. One hundred and seventy-six (176) of the potential 964 surveys were returned for a return rate of 18 percent. This low response rate makes it problematical to generalize the results and raises a question about the level of parent interest in the process of collecting input into staff evaluations.

Questions were developed to cover both the open-ended input forms distributed at parent-teacher conferences and report card pickup held between November 4th and 13th, 1999 and the mail out of "bubble sheet" questionnaires to all parents a week prior to the Christmas holidays.

Response to Parent-Teacher Conference Open Ended Form

Most of the 176 parents indicated that they had attended parent-teacher conferences or report card pickup (90%). The majority of these parents indicated that they had been given an open ended input form at that time (64%). Another seven percent (7%) indicated that they did not get a form but had seen signs indicating that forms were available.

Sixty-eight of the one hundred and seventy-six parents (39%) indicated that they had returned forms. Some of those that did not return forms indicated that they forgot (12 parents), had nothing to say (8 parents), did not know the teacher or principal well enough to answer (15 parents), were satisfied and had no need to answer (17 parents) or listed some other reason (11 parents). About one third of the parents that indicated that they did not return forms gave no reason.

Response to NCS Mailed Bubble Sheet Form

Most of the 176 parents indicated that they had received a bubble sheet form in the mail (148 parents, 82%). Many of the parents, 75 of the 144 that recalled getting a form, indicated that they mailed the form back (52%). Nine parents indicated that they had received multiple forms and returned some but not all. Forty two parents indicated that they intended to return forms but did not get around to it and another thirty two did not respond to the question.

Parents that did not return forms were asked to give their reasons were given for not returning the forms. The most common reasons were forgot (42 parents), found the forms too complicated (6 parents), felt the forms took too much time (24 parents), did not know the answers to the questions (8 parents), did not know the teachers or principals well enough to answer (22 parents), were satisfied with the staff and felt no need to answer (11 parents), felt that their input makes no difference (17 parents), felt that parents should not take an active role in evaluation (2 parents) or provided another reason (9 parents).

How do you think parents should provide input regarding the performance of teachers and principals?

A final set of questions asked parents how they felt input should be provided. Respondents selected from a list of seven options or could suggest additional options. Many of the parents marked more than one option and the suggestions are attached to this summary.

Only four parents indicated that they felt that parents should not take an active part in evaluation. Many selected one or more options. The most popular option was providing face-to-face input through a direct contact with the teacher or supervisor as needed anytime during the year (136 parents, 77%). The next most popular option was having a general form available at school that parents can obtain and complete which asks for the name of the person and allows parents to give written input in their own words (92 parents, 52%). No other options drew 50% or more of the group.

Other options favored included open ended forms sent home through school newsletters (49 parents, 28%), bubble sheets mailed home to parents (49 parents, 28%) open ended forms handed out at parent teacher conferences or report card pickup (47 parents, 27 percent), a general form that asks the parent to name the person to be assessed mailed near the end of the first semester (27 parents, 15%). Nineteen parents marked "Other" and their comments are attached.

Conclusions

Only 176 of 964 potential surveys were returned (18%). The parents that did respond were about four times as likely to report that they had returned input as the overall return of actual surveys to NCS. This suggests that the group may be somewhat different than parents in general and a group that is more likely to respond to mailed questionnaires. Results may not be representative.

Most of the responding parents indicated that they did attend parent-teacher conferences and the majority of these parents returned open-ended questionnaires. Those that did not return forms did so for a variety of reasons: some forgot, some were satisfied, some did not know the teacher well enough to respond, and some did not think their input made a difference. Many did not say why they did not return forms.

Most of the responding parents indicated that they did get an NCS teacher and principal input forms through the mail. Seventy-five of the one hundred and forty four parents that recalled getting the forms indicated that they mailed them back. Parents that did not return forms indicated that they did so for a variety of reasons: some forgot, some were satisfied, some did not feel they knew enough to respond, and some did not think their input made a difference. Many did not say why they did not return forms.

Only 4 of the 176 parents that responded indicated that they felt parents should have no role in the process of providing input on the performances of teachers and principals.

Summary of Parent Response

Parent Survey on Parent Input into Teacher Evaluation

1000 surveys Mailed - 176 Surveys returned -- 17% Return

Q1 Did you attend a parent/teacher conference?

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Yes	1	159	90.3	90.9	90.9
No	2	16	9.1	9.1	100.0
	.	1	.6	Missing	
		-----	-----	-----	
	Total	176	100.0	100.0	

Q2 Did you receive an open ended form at the conference?

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Yes, at conference	1	113	64.2	71.5	71.5
No, but saw signs	2	13	7.4	8.2	79.7
Know nothing about forms	3	32	18.2	20.3	100.0
No Response	.	18	10.2	Missing	
		-----	-----	-----	
	Total	176	100.0	100.0	

Q3 Did you complete and return forms?

Valid Cum

Value Label	Value	Frequency	Percent	Percent	Percent
Yes	1	68	38.6	57.1	57.1
No	2	51	29.0	42.9	100.0
No Response	.	57	32.4	Missing	
		-----	-----	-----	
	Total	176	100.0	100.0	

Q4A Why not return forms - I forgot.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
I forgot	1	12	6.8	100.0	100.0
No Response	.	164	93.2	Missing	
		-----	-----	-----	
	Total	176	100.0	100.0	

Q4B Why not return form - I had nothing to say.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Nothing to say	1	8	4.5	100.0	100.0
No Response	.	168	95.5	Missing	
		-----	-----	-----	
	Total	176	100.0	100.0	

Q4C Why not return - Didn't know people well enough to answer.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Didn't know teacher/principal	1	15	8.5	100.0	100.0
No Response	.	161	91.5	Missing	
		-----	-----	-----	
	Total	176	100.0	100.0	

Valid cases 15 Missing cases 161

Q4D Why not return - Satisfied with teachers and principals so no need.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Satisfied	1	17	9.7	100.0	100.0
No Response	.	159	90.3	Missing	
		-----	-----	-----	
	Total	176	100.0	100.0	

Q4F Not Return Form - Parents should not have a say in evaluation.

Valid Cum

Value Label	Value	Frequency	Percent	Percent	Percent
No Response	.	176	100.0	Missing	
		-----	-----	-----	
Total		176	100.0	100.0	

Q4G Not Return Form - Other Reason - See Q4 Comments

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Yes	1	11	6.3	100.0	100.0
No Response	.	165	93.8	Missing	
		-----	-----	-----	
Total		176	100.0	100.0	

Q5 Did you receive a mailed bubble questionnaire?

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Yes	1	144	81.8	85.2	85.2
No	2	25	14.2	14.8	100.0
No Response	.	7	4.0	Missing	
		-----	-----	-----	
Total		176	100.0	100.0	

Q5E Why not return - My comments make no difference.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Comments don't make difference		9	5.1	100.0	100.0
No Response	.	167	94.9	Missing	
		-----	-----	-----	
Total		176	100.0	100.0	

Q6 What did you do with the bubble questionnaire?

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Mailed Back	1	75	42.6	52.1	52.1
Returned Some	2	9	5.1	6.3	58.3
Forgot	3	42	23.9	29.2	87.5
Don't know	4	18	10.2	12.5	100.0
No Response	.	32	18.2	Missing	
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Total		176	100.0	100.0	

Q7A Not Return Bubble - Forgot

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
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I forgot		28	15.9	100.0	100.0
No Response	.	148	84.1	Missing	
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Total		176	100.0	100.0	

Q7B Not Return Bubble - Too Complicated

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Too Complicated	1	6	3.4	100.0	100.0
No Response	.	170	96.6	Missing	
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Total		176	100.0	100.0	

Q7C Not Return Bubble - Answering questions takes too much time.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Too much time	1	24	13.7	100.0	100.0
No Response	.	152	86.4	Missing	
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Total		176	100.0	100.0	

Q7D Not Return Bubble - Didn't Know Answers

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Didn't know answers		8	4.5	100.0	100.0
No Response	.	168	95.5	Missing	
		-----	-----	-----	
Total		176	100.0	100.0	

Q7E Not Return Bubble - Not know staff well

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Not know well enough	1	22	12.5	100.0	100.0
No Response	.	154	87.5	Missing	
		-----	-----	-----	
Total		176	100.0	100.0	

Q7F Not Return Bubble - Satisfied With Staff

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
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Satisfied	1	11	6.3	100.0	100.0
No Response	.	165	93.8	Missing	
		-----	-----	-----	
Total		176	100.0	100.0	

Q7G Not Return Bubble - My input makes no difference.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Input makes no difference	1	17	9.7	100.0	100.0
No Response	.	159	90.3	Missing	
		-----	-----	-----	
Total		176	100.0	100.0	

Q7H Not Return Bubble - Parents should not have input.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Parents shouldn't	1	2	1.1	100.0	100.0
No Response	.	174	98.9	Missing	
		-----	-----	-----	
Total		176	100.0	100.0	

Q7I Not Return Bubble - Other Reasons - See Comments Question

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Other Reasons	1	9	5.1	100.0	100.0
No Response	.	167	94.9	Missing	
		-----	-----	-----	
Total		176	100.0	100.0	

Q8A Parent Preferred Input - Parents should have no input.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
No Parent Role	1	4	2.3	100.0	100.0
No Response	.	172	97.7	Missing	
		-----	-----	-----	
Total		176	100.0	100.0	

Q8B Parent Preferred Input - Visit teacher or principal if problem.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Visit	1	136	77.3	100.0	100.0
No Response	.	40	22.7	Missing	
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Total		176	100.0	100.0	

Q8C Parent Preferred Input - Form available at school on request.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Available Anytime	1	92	52.3	100.0	100.0
No Response	.	84	47.7	Missing	
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Total		176	100.0	100.0	

Q8D Parent Preferred Input - Hand out at parent-teacher conferences.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
At Parent - Teacher Conferences	1	47	26.7	100.0	100.0
No Response	.	129	73.3	Missing	
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Total		176	100.0	100.0	

Q8E Parent Input Form - Send home in newsletters.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Form in Newsletter	1	49	27.8	100.0	100.0
No Response	.	127	72.2	Missing	
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Total		176	100.0	100.0	

Q8F Parent Preferred Input - Open Ended Form

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
General Input Form	1	27	15.3	100.0	100.0
	.	149	84.7	Missing	
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Total		176	100.0	100.0	

Q8G Parent Preferred Input - Bubble sheets mailed home.

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Bubble Sheet	1	49	27.8	100.0	100.0
No Response	.	127	72.2	Missing	
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Total		176	100.0	100.0	

Q8H Parent Preferred Input - Other Suggestions - See Q8

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Other	1	19	10.8	100.0	100.0
	.	157	89.2	Missing	
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Total	176	100.0	100.0		

Comments on Question Four

Why did you not return the open-ended forms?

It would only be my perception of what is going on in the classroom. It would not be fair.

Tired of filling out forms.

None of the forms addressed the areas of my concerns.

Pure Procrastination Sand Lake there are 2 teachers per grade for the Japanese program and would need 2 forms because I have 2 different opinions of 2 teachers.

Too much wasted time. Need to concentrate on basics. Form was a good example of waste of time.

Feels awkward to criticize the teacher when the child will have the teacher the rest of the year.

Is very tired of the surveys. And hire more teachers.

Did not receive the forms.

The questions are too general.

Why waste time?

Gladys Wood is doing a wonderful job.

If I have a concern, I go to the source.

Principals do what they want. Principals support teachers not parents and family/ kids.

Comments on Question Seven

Why did you not return bubble sheet forms?

We were in a remodeling project and they were put into a pile to be found later.

Some questions were irrelevant.

More procrastination again.

So much was duplicated on the form.

The teacher is nice but struggling and I volunteered a lot in the class to help her catch up.

Too many surveys.

Too lengthy.

I did not have a 2# pencil.

Wanted to get to know the staff / teachers and principals before returning the forms.

Would not be favorable.

Got more than one.

Student should evaluate teachers.

Question Eight Comments

Other suggestions on how parents should be asked to provide input

A bubble sheet survey and general form should be provided at first and second conferences.

Does not know why people do not return the surveys?

Not enough time to fill out forms.

Should be mailed near the end of the last semester. Call or write directly, using school chain of command.

How about giving our students extra credit if we obey.

Send out forms via e-mail.

Some visibility that parent comments are taken seriously!

Evaluations for special Ed. aids, ignite teachers etc.

The form is really very good.

E-mail addresses for teacher administration contact.

24-Hour telephone "hot line" to leave recorded message regarding any school district issue.

More aggressive involvement by the counselors.

Appointments should be made for the discussions.

Bubble sheet "after" parents see grades and meet teachers 1# - 3# grades

Ask at the end of the school year, when every one has gotten acclimated to the grade and material.

A phone line where parents can leave recorded comments.

The results of this input - including survey results should be disseminated to parents if it is to be meaningful to parents.

Results of earlier surveys were made available to parents would generate a better response.

Can do this at Ocean View

Waste of money for postage.

The second choice but omitting anytime they wish.

Anything but bubble sheets.

Postcard / prepaid postage.

Specific forms available for special situations.

Ambassador for each school. They should call a selection of parents at home and ask their opinion on subject.

Let the parents know forms will be completely confidential.

Phone line where messages may be left.

Set up appointed time for concerns

These should be mailed to district offices not the school.

Teacher inquiry to parents.

For high school students the form should be mailed at the end of the second semester also.

Hard to comment on the teachers when you only have five minutes.

General Comments Made by Parents

I feel that if parents inform school with anything they should receive a response no matter what the outcome and parents should receive the reasons as well.

I am very upset that the "loop up" system for 5th to sixth grade will not be repeated

Parents should be encouraged to fill out mailings whether they are Negative or positive responses.

The bubble sheet survey is most likely to solicit both good and bad responses.

Can a section for comments could be included on the form?

My clients don't evaluate me, co-workers and team members do.

Teachers and Kids have personality conflicts.

Would like BP Teacher of Excellence program, ASD should emulate this.

Happy with Abbott Loop. Dissatisfied with the way the strike was handled.

Should get an invitation to attend classes or a class with their child.

Or Homeroom should have treat your parents to breakfast / lunch and would attend class or classes.

The problem in all schools starts with (Name)!

North Star has done a wonderful job scheduling parent conferences.

I do not feel that I have any influence at all over teachers and administrators because of politics and union influences.

I appreciate the interest and commitment of the ASD. Would like to see a summary of the input and print in the school newsletter.

The executive directors for elementary and middle and high are invisible.

I live in Washington State and appreciate the mailing thank you.

The policy for not retaining a child in their current grade is broken.

If a child is aggressive toward a teacher they should be sent home for a min. of 2 weeks.

My child has had the same teacher for the last 2 years.

The teacher is doing great.

Parents can provide a fair evaluation of teachers and principal if they stay involved.

Written comments are made informative and can be evaluated for true performance or a note from an angry parent.

Management is the problem.

Administration does not answer their phones well.

I have taken my child out of public school and put in to private and spent 5,000.

Our experience with individual teachers has been generally very positive at West High.

There is a lack of parental supervision by kid's friend's parents.

Forms should be available twice a year.

Might help for the teacher to hand out the form and request it filled in at the time of conferences.

I am a proud parent to have my child in the Anchorage School District.

You are only interested in receiving parent comments when parent opinions mirror those of ASD staff.

What would you do with the information, would this information be used to help or hinder? Many of the parents try to help the teacher get organized.

I want input on the administration and the instruction in the school district.

Elementary level is ok but once you get to the high school level the quality provided by ASD is miserable. I have one child in private school and will soon put the other in private school.

My experience with Goldenview principals, teachers and staff has been very positive.

How are the surveys used?

Make it easier for parents to input.

A report card on teachers / principals at the end of the school year.

Special Ed. children should get more attention.

One bubble sheet per household. Too much to complete in one day, with conferences.

Parents are not involved in their child education.

I am a satisfied parent.

I am a happy parent.

The principals are not visible.

I am not happy at all

The forms are good but I want to see more encouragement for parents to speak out

School is doing a fine job.

One or two opportunities a year to provide input.

No bubble sheets.

This is a good way to tell how teachers and schools are performing.

Overhaul the giant questionnaires.

Make parents responsible.

Waste of time and money.

Teachers should send a form home with kids, kids bring back to teacher.

Teachers need to listen to students more.

The comments will get lost in the system.

Just don't take the time to fill out the forms - bubble sheets take too long.

Narrative portion to the teacher evaluation is fine.

Problem with the bubble form - parents do not know these things.

What is done with the information? Does it change anything?

Written comments used in combination with bubble sheets.

Feed back from surveys for parents.

Reminders in the school news letter to return the forms.

Who is over the principal?

The parent conference should be scheduled. Long lines, little time.

No problems exist.

Romig teachers and principal are doing great.

Parents should take note of the principal and teachers but not to interfere with the teaching process.

Too many surveys are given in general.

Input should be based on more one on one with parents and teachers.

Great teachers Name and Name.

Schools definitely need more security.

What happens to this survey?

Teachers and principals are very reasonable and compassionate people.

Who really goes over the evaluations? Do they mean anything?

Ursa Major both teachers and staff were eager to talk and provide assistance.

Forms given to early in the school year.

Do you think students should be allowed to evaluate their teachers?

More communication is needed between teachers and parents.

Newsletters should be encouraging parents to return forms.

I do not feel that my comments make a difference.

Shorter forms would be nice.

Parents should be encouraged to contact ASD or educators with questions.

Forms should be readily available if a parent has a problem.

Parents should get information regarding how this information is to be used.

Appreciate your efforts to include parents in all facets of school.

Need to discuss the problems with teachers and principals before you fill a form.

(Complete surveys and comments are available for review at the Assessment and Evaluation Department Office).