

APPENDIX IV – 3

IV.K.1.k Superintendent Focus Groups Findings SY2017-18

This year, at the direction of the Superintendent, focus groups were held at several school sites for the purpose of gathering information from teachers. Part of the information gathering included feedback on the Human Resources Department and the TUSD hiring process.

Focus group participants shared that the TUSD Job Fairs were very effective and indicated a desire to see more fairs held in the future. Participants also shared that the fingerprinting process was efficient and that interactions Human Resources staff were overall very positive. Participants also offered some suggestions for improvements in the hiring process, noting that it was lengthy and that there were too many steps needed to get through the process. Participants would also like to see a more efficient way in which to get their questions answered during the hiring process. While participants felt that they had positive interactions with the HR staff, they suggested that additional HR staff may improve customer service.

The focus groups also provided information on retention as it relates to student discipline. Participants noted that the current discipline system was not effective, the process is too long, and it is too difficult to remove a student from the classroom. Participants see this as a lack of adequate support from the District. Participants also recognized a need for suitable classroom resources and supplies to support effective teaching. Participants indicated that they purchased needed items themselves, that they would go without supplies/resources, or that they would have to make use of available items which were often of poor quality.

Other needs as noted by Participants included an MTSS Facilitator at every site, more allotted time in Professional Learning Communities, and the need for more support staff including Teacher Assistants, Counselors and Psychologists.