

OSSTF Limestone District 27

Teachers' Bargaining Unit

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MEMORANDUM

To: All Teachers and Extended Occasional Teachers
From: Steve Newstead, District and Teachers' Bargaining Unit President
Date: 9/29/2009
Re: Assessment and Evaluation Survey Results

Dear Member,

Last June, many of you participated in an Assessment and Evaluation Survey. I would like to thank each of you that took the time to complete the survey. It provided valuable data to the District Office both through the survey's statistical data and through your comments.

In late June, the District Officer, Teresa Marrello and I spent a significant amount of time analyzing the results of the survey and grouping the comments that you provided into themes. With the hope of affecting change and ensuring that representatives from the school board understand our membership's concerns, the survey results were presented to senior management of the Limestone District School Board on June 26, 2009 – the last day of school.

A complete copy of the survey results are available for viewing through your Branch President. However, individual comments are not included with the results. Also, results are not broken down by school or worksite. Even though some sites have a low response count, their responses are part of the overall results.

Survey Results

- 157 respondents – this represents approximately 25% of our membership
- 84.7% of respondents have more than 5 years of teaching experience
- 76.4% - increase in workload – tracking of students due to missed assignments and/or skipped tests
- 71.3% - increase in workload - preparing alternate assessment and evaluations
- 70.4% - increase in workload – supervising students who are making up missed assignments
- 75.2% - increase in workload - preparing work/assignments for credit recovery programs

- 73.9% - increase in workload due to new Assessment, Evaluation and Reporting Policies and Procedures
- 21.0% are satisfied with their options for dealing with missed assignments
- 75.2% reported that if a student skips a test they receive another opportunity to write test at another time
- 33.1% are satisfied with the options they have for dealing with skipped tests
- 65% are not satisfied with the level of support in place to manage truancy
- 63.7% want more time to meet with colleagues and share best practices
- 79% feel the standards for credit achievement are decreasing

Since the implementation of the new Assessment and Evaluation Policy, respondents reported seeing an increase in:

- 79.6% - student submission of late assignments
- 69.4% - students skipping tests
- 71.3% - student absenteeism
- 68.2% - student apathy
- 75.2% - students explicitly stating they would engage in any of the above because there is no negative impact on their mark

Respondents reported experiencing pressure to:

- 52.2% - increase their pass rate
- 56.7% - grant credits they felt were not earned

Since the initial presentation of the survey results to senior management at the Limestone District School Board, discussions have been ongoing between the Board and the Federation. We met again on September 11, 2009 as a follow up meeting to discuss ongoing issues and to review some changes the board has initiated as a result of our discussions.

Members are encouraged to keep the District Office informed of how ongoing and new initiatives are affecting your workload as well as school culture and tone. We would be interested in hearing what is working and what is not working.

On another note, the OSSTF Provincial Executive has endorsed the Ministry of Education funded Ontario Teachers' Federation (OTF) research project "The Teacher Voice on Assessment" (TVA). The major element of the project will be an online survey available to every secondary teacher in the province. It is hoped that the results of the survey will assist in shaping board policies on assessment and evaluation. I would encourage each of you to participate in this survey once it is released.

If you have a question or comment on this or any issue, please email Steve Newstead at tbupres@kingston.net.