

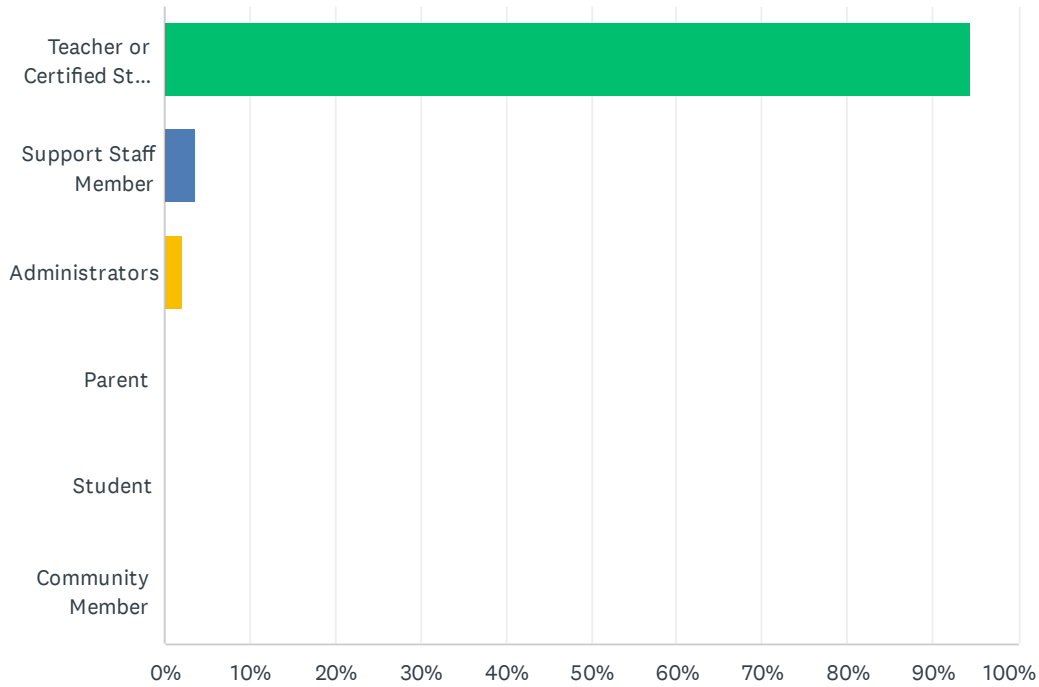
Q1 Contact Information

Answered: 1,115 Skipped: 0

ANSWER CHOICES	RESPONSES	
First & Last Name	100.00%	1,115
Company	0.00%	0
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Personal Email Address	100.00%	1,115
Personal Phone Number	100.00%	1,115

Q2 Please tell us which perspective you'll be speaking from in answering this survey

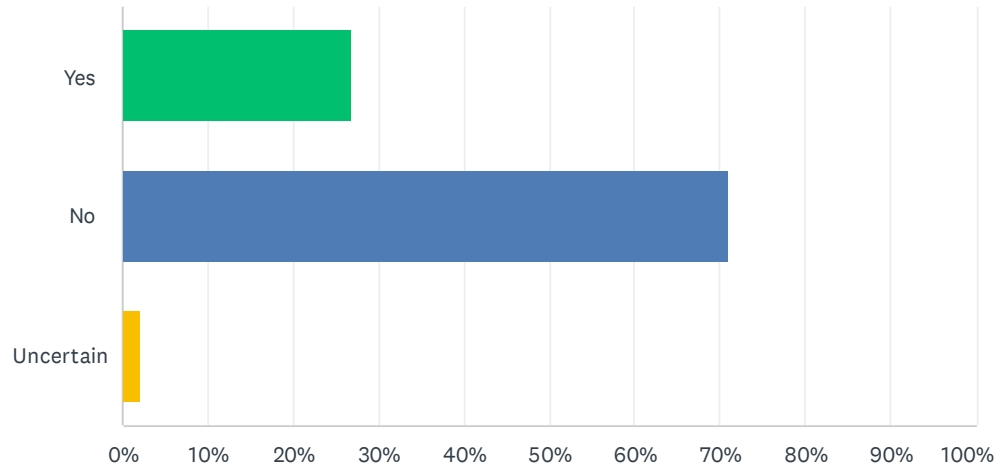
Answered: 1,115 Skipped: 0



ANSWER CHOICES	RESPONSES	
Teacher or Certified Staff Member	94.35%	1,052
Support Staff Member	3.59%	40
Administrators	2.06%	23
Parent	0.00%	0
Student	0.00%	0
Community Member	0.00%	0
TOTAL		1,115

Q3 Do you work at a New Education System (NES) or New Education System-Aligned (NES-A) campus?

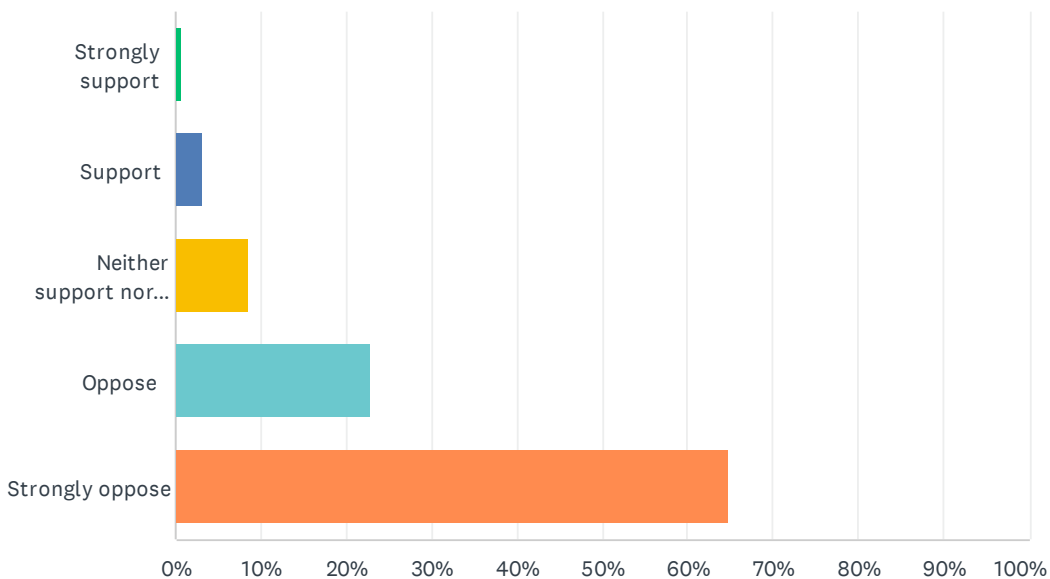
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ANSWER CHOICES	RESPONSES	
Yes	26.86%	253
No	70.91%	668
Uncertain	2.23%	21
TOTAL		942

Q4 Superintendent Miles has confirmed he will move Houston ISD teachers to a “pay-for-performance” model of compensation, with teacher pay based largely on students’ standardized test scores. Do you support this change?

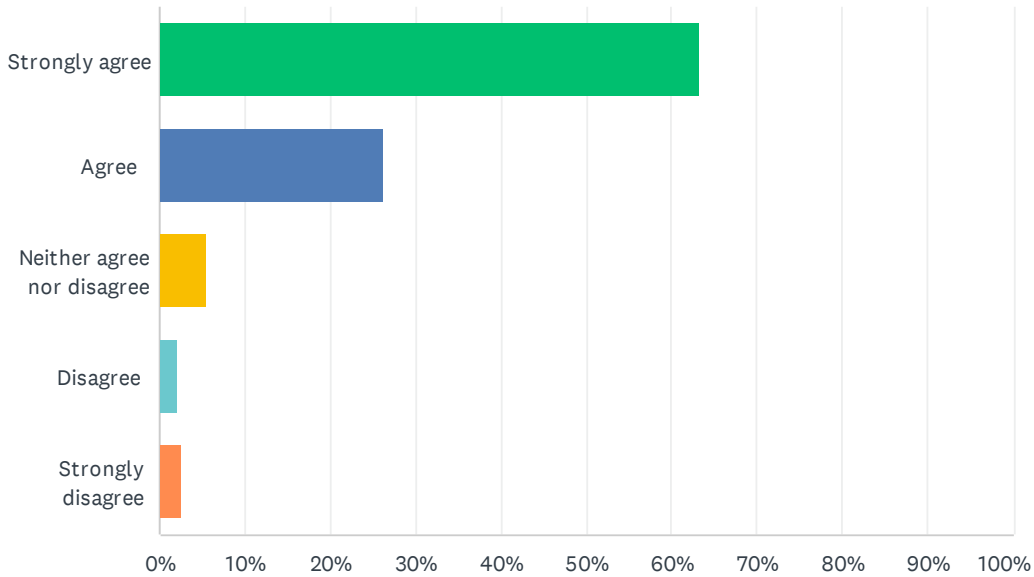
Answered: 942 Skipped: 173



ANSWER CHOICES	RESPONSES	
Strongly support	0.64%	6
Support	3.29%	31
Neither support nor oppose	8.60%	81
Oppose	22.72%	214
Strongly oppose	64.76%	610
TOTAL		942

Q5 Rate your agreement with this statement: Experienced teachers and staff should be paid more.

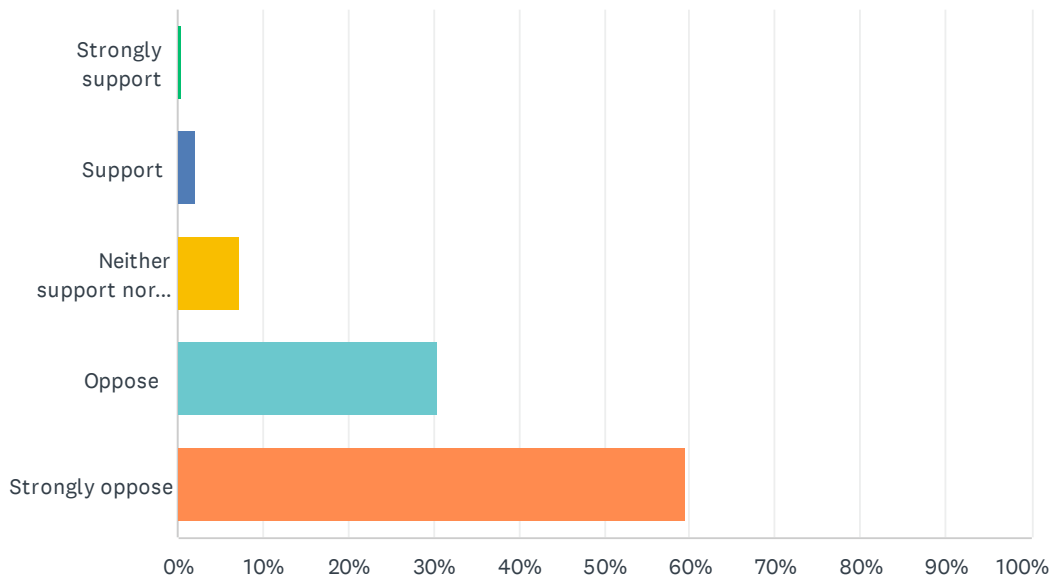
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ANSWER CHOICES	RESPONSES	
Strongly agree	63.38%	597
Agree	26.33%	248
Neither agree nor disagree	5.63%	53
Disagree	2.12%	20
Strongly disagree	2.55%	24
TOTAL		942

Q6 Superintendent Miles' new evaluation system for teachers assesses "effectiveness" in four areas: student test scores, student surveys, spot observations, and the ability of the teacher's school to meet a "group performance metric." Do you support this change?

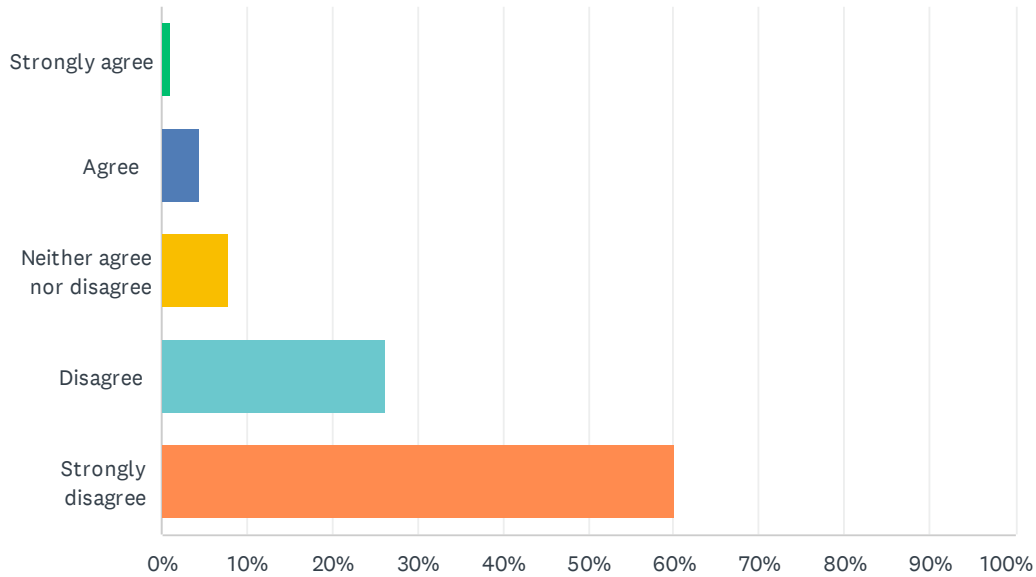
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ANSWER CHOICES	RESPONSES	
Strongly support	0.53%	5
Support	2.23%	21
Neither support nor oppose	7.22%	68
Oppose	30.57%	288
Strongly oppose	59.45%	560
TOTAL		942

Q7 Do you think a pay-for-performance evaluation is fair to teachers and helpful for students?

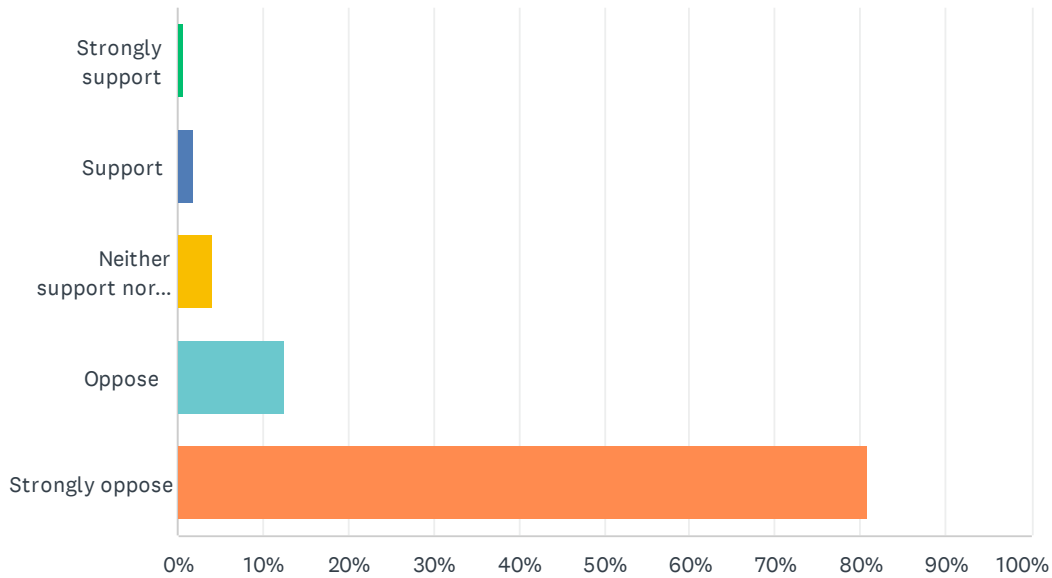
Answered: 942 Skipped: 173



ANSWER CHOICES	RESPONSES	
Strongly agree	1.17%	11
Agree	4.46%	42
Neither agree nor disagree	7.96%	75
Disagree	26.22%	247
Strongly disagree	60.19%	567
TOTAL		942

Q8 Superintendent Miles has announced he is eliminating librarians at NES and NES-A campuses and transforming library spaces into Zoom detention centers for students. Do you support this change?

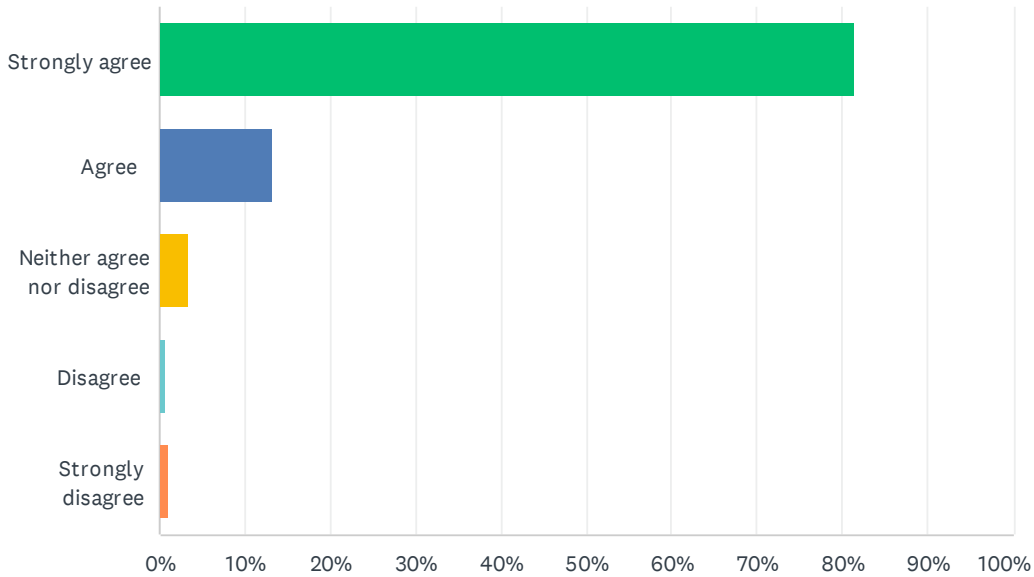
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ANSWER CHOICES	RESPONSES	
Strongly support	0.64%	6
Support	1.91%	18
Neither support nor oppose	4.14%	39
Oppose	12.53%	118
Strongly oppose	80.79%	761
TOTAL		942

Q9 Rate your agreement with this statement: Libraries provide a critical service for public school students.

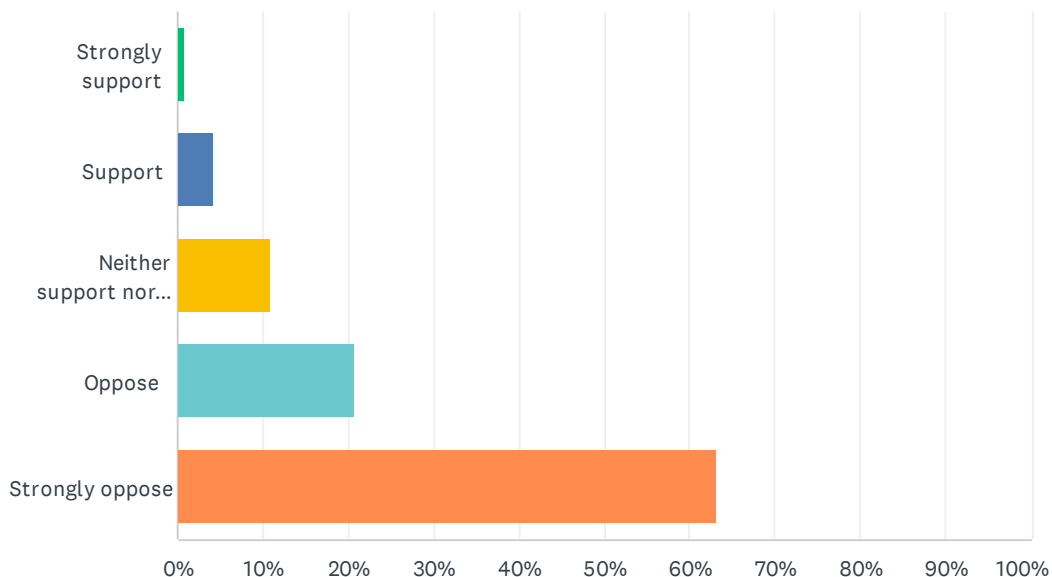
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ANSWER CHOICES	RESPONSES	
Strongly agree	81.53%	768
Agree	13.27%	125
Neither agree nor disagree	3.50%	33
Disagree	0.64%	6
Strongly disagree	1.06%	10
TOTAL		942

Q10 Superintendent Miles has mandated that teachers on NES and NES-A strictly teach from scripted lesson plans provided by a vendor (Amplify). That pre-planned curriculum will be made available to other campuses too. Do you support this change?

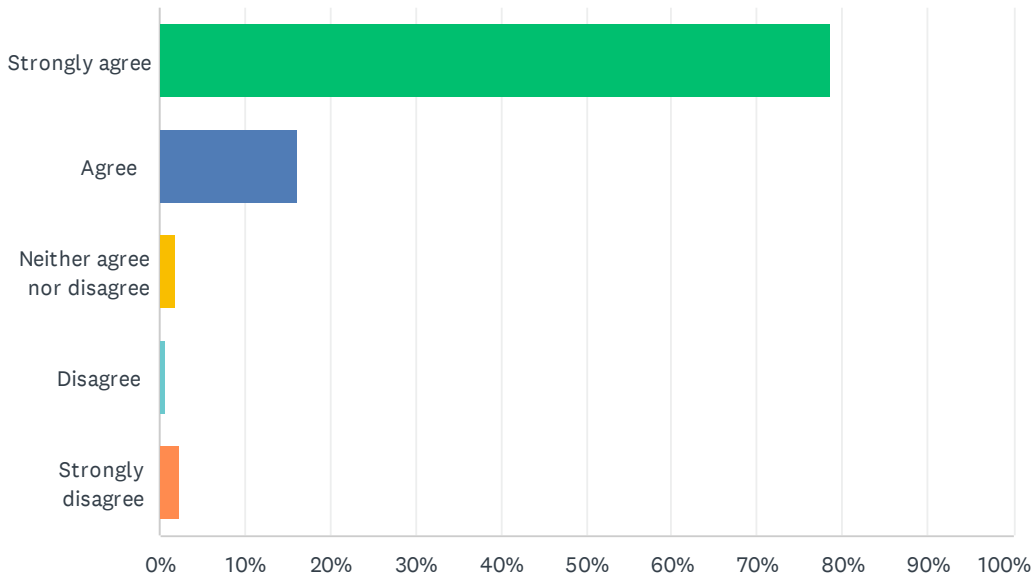
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ANSWER CHOICES	RESPONSES	
Strongly support	0.96%	9
Support	4.35%	41
Neither support nor oppose	10.93%	103
Oppose	20.59%	194
Strongly oppose	63.16%	595
TOTAL		942

Q11 Rate your agreement with this statement: While scripted lesson plans may be helpful for new or struggling teachers, experienced teachers should have more autonomy to adapt curriculum to student needs.

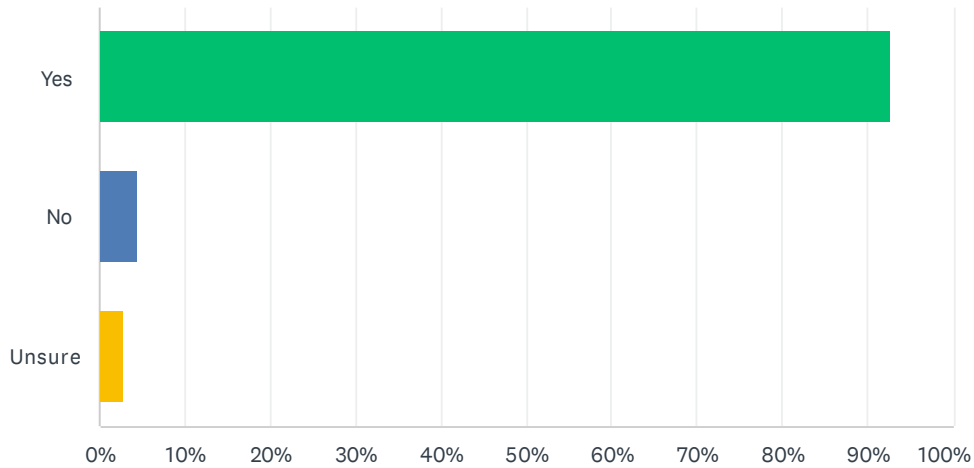
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ANSWER CHOICES	RESPONSES	
Strongly agree	78.77%	742
Agree	16.14%	152
Neither agree nor disagree	2.02%	19
Disagree	0.74%	7
Strongly disagree	2.34%	22
TOTAL		942

Q12 Superintendent Miles has implemented an “open door” policy on NES and NES-A campuses, requiring classroom doors to be kept open all day. Are you concerned this policy makes classrooms less safe in the event of an emergency?

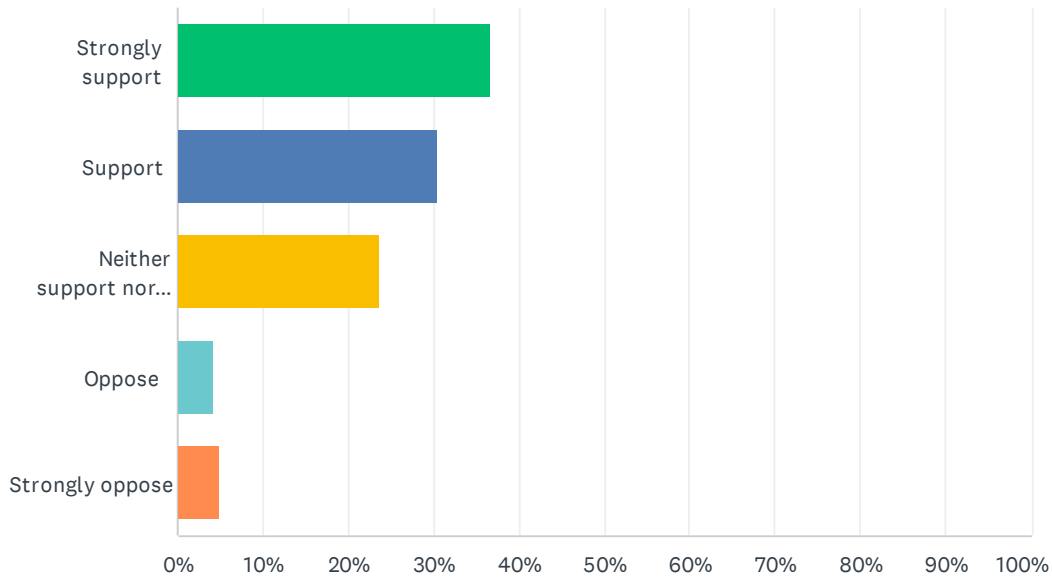
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ANSWER CHOICES	RESPONSES	
Yes	92.78%	874
No	4.46%	42
Unsure	2.76%	26
TOTAL		942

Q13 Would you support converting some of the NES and NES-A schools to a community schools model — with services that students and families need — instead of the current plans for those schools?

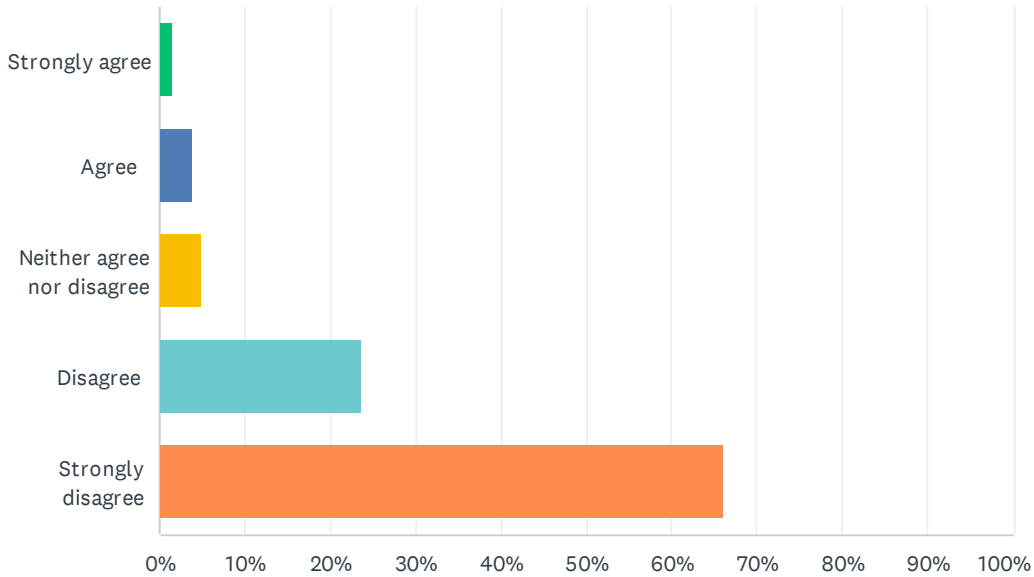
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ANSWER CHOICES	RESPONSES	
Strongly support	36.73%	346
Support	30.47%	287
Neither support nor oppose	23.57%	222
Oppose	4.25%	40
Strongly oppose	4.99%	47
TOTAL		942

Q14 Do you feel that you are being kept well-informed by the district of impending changes that affect your work?

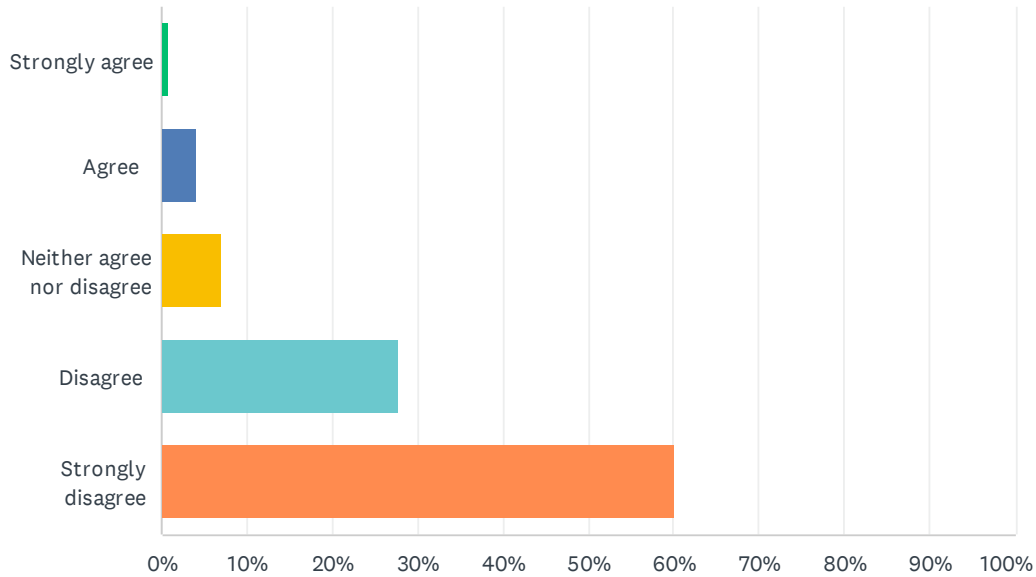
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ANSWER CHOICES	RESPONSES	
Strongly agree	1.59%	15
Agree	3.82%	36
Neither agree nor disagree	4.88%	46
Disagree	23.67%	223
Strongly disagree	66.03%	622
TOTAL		942

Q15 Do you feel that you have effective channels of communication to clarify expectations from the district?

Answered: 942 Skipped: 173



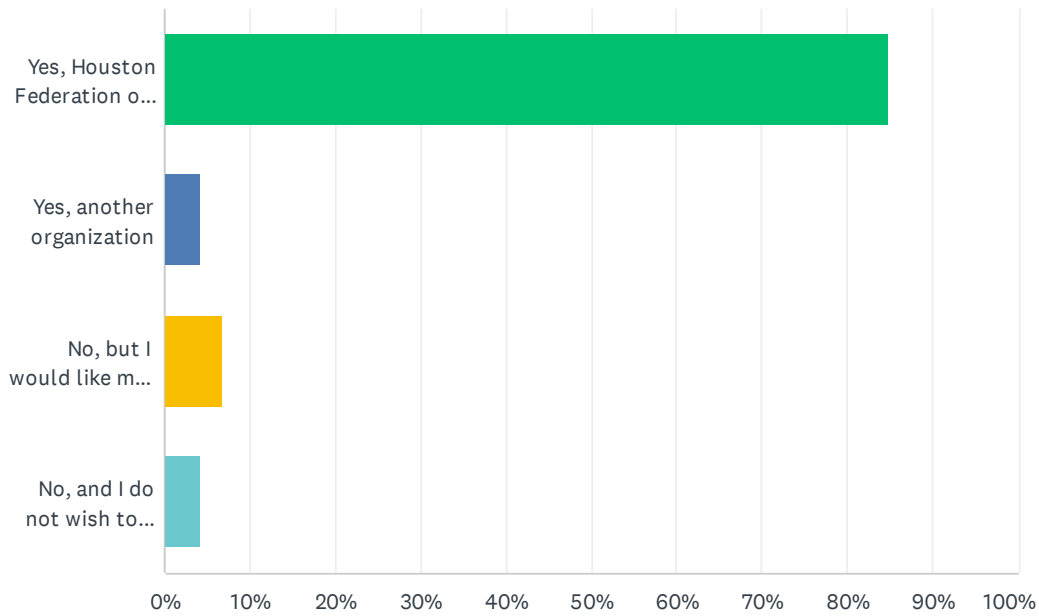
ANSWER CHOICES	RESPONSES	
Strongly agree	0.96%	9
Agree	4.14%	39
Neither agree nor disagree	7.11%	67
Disagree	27.71%	261
Strongly disagree	60.08%	566
TOTAL		942

Q16 What would you like to see put in place to improve our community's schools and student outcomes?

Answered: 589 Skipped: 526

Q17 Are you a member of a school employee organization?

Answered: 932 Skipped: 183



ANSWER CHOICES	RESPONSES	
Yes, Houston Federation of Teachers	84.87%	791
Yes, another organization	4.18%	39
No, but I would like more information	6.76%	63
No, and I do not wish to join one	4.18%	39
TOTAL		932