

Teacher Roundtable with Shiry Sapir
Scottsdale, AZ
May 14th, 2022

1. Eliminate Indoctrination

- a. Professional Development
- b. Vetting supplemental materials for CRT
 - i. Textbooks
 - 1. More hands on books
 - 2. Less Digital, because the language is change by the state.
- c. Teachers pay teachers
- d. Eliminate PLC program (Professional Learning Community), some teachers are better than others
- e. CRT is written in the Standards and needs to be re-written
- f. New teachers are being indoctrinated now with CRT but some don't know the basic tenants of it

2. Improve Literacy

- a. Phonics – Use Spalding
- b. Address the root problem from K-3
 - i. Visual is the primary learning style
- c. Diagnostics- Shorten time from a year
- d. Students do not learn Harvey's Grammar
 - i. We need to teach fundamental grammar, so students can read textbooks
- e. Kids are not exposed to English language proficiency standards.
 - i. It was done away with for English as a secondary language, because of refugees.
- f. Put kids at their education level, not by age
- g. Teach literacy
 - i. Read aloud to kids
 - ii. Get that from Tutors?
 - iii. Get parents & grandparents to read aloud
- h. Get novel studies more in class
- i. Get rid of computer dependency
 - i. The computers don't increase the cognitive learning part of the brain.
 - ii. Bill Gates says learning on the computer is Eco-Friendly.
- j. State Superintendent can reject the MOWERS app for phonics
- k. State testing standards are now on computers
 - i. That's why we have digital text books

3. Improve Positive Professional Development

- a. Professional Development Session needs to be actual development in being a professional
- b. Teach teachers how to properly discipline and classroom management
- c. How does this affect/effect the child I am teaching?
- d. Streamline
- e. Teaching teachers what curriculum actually is
- f. Quarterly not weekly training
- g. Teachers need a Professional Development Plan

4. Improve teacher Autonomy

- a. No Fed \$\$
 - i. Strings attached
- b. Teaching to the test-approved curriculum
- c. Consequences for rogue teachers
- d. Send assignments home to parents
 - i. So they can see what their children are learning
- e. Enforcement of teaching standards
- f. Teachers must show lesson connections to the standards to the Principals
- g. Retrain Principals or require certifications
- h. Administration must be part of School Improvement Plans
- i. Some subjects don't have standards
- j. Parents must be part of the accountability
- k. Boards must enact policy for consequences
- l. Require boards, Administration go to law class as part of their Professional Development
- m. Supervisors must support principals so they're not afraid of getting sued
- n. Liability Insurance from the state?
- o. Are budgets tied to the city council?
- p. Cops need to stop drugs in the bathroom.
 - i. Teachers need to take kids to the principal
- q. Call the cops about drugs, but issues need to be posted on social media
- r. Use the data to show families go to Teacher supported districts
- s. More vocational programs – not college
 - i. Kids are bored
 - ii. Boys especially do not feel engaged

5. Retain Teachers and Shortage

- a. Reduce administration by evaluation
- b. Teachers work w/out pay, which is part of the contract
 - i. It can add up to 6 weeks of full time work over 10 years
- c. Treat school as a business to get good contracts
- d. Training and mentor teachers
 - i. Teachers certifying teachers means nothing
 - ii. These trainings need to be refined
- e. Unions are not supporting tenured teachers from other districts or states.
- f. Teachers need to keep their years of experience, even from state to state.
 - i. It will create competition for the best teachers.
- g. Create a statewide Teacher Advocate Assoc.
 - i. not just individual unions
- h. Districts need to recognize ALL the teacher's years of experience
 - i. Years of experience should not be erased because a teacher moves to another area
- i. Improving schools will inspire young teachers now.
- j. Fire bad teachers quicker
 - i. Create a Student first policy

6. IDEAS

- a. Don't limit charter school choice or vocational choice
- b. Basic Life Skills needs to be taught. It's in the Standards
 - i. Home Ec
 - ii. Mechanics
 - iii. Wood Shop, etc.
- c. More validation to Jr. High Boys
- d. Teachers need to be taught on how to manage their classroom
 - i. How do we get kids off their cell phones?
 - ii. Appropriate Phone management training
- e. Smaller Class sizes
- f. Lunches are garbage
- g. Federal \$\$ is a problem