




### **Learning Teams**

As the Board is aware, the District's conversation regarding a late start for the purposes of providing specific time for Learning Teams at each school has been placed on hold. We are continuing to move forward with the concept of Learning Teams in our school communities with staff and parents. Parent meetings will be scheduled from November 5 thru December 5 in our schools. A common overview of Learning Teams will be provided by the District to each team of presenters. This time will also be used to engage our community in developing a deeper understanding of collaboration and the specific purpose of this time with regard to the outcomes we are pursuing to support higher levels of engagement and learning by all students.

Principals will have an opportunity to join together with other schools to provide these parent sessions. Each principal will be submitting a communication plan identifying how information about these sessions will be communicated. A complete schedule will be provided to the board electronically.

As a part of this report, emails sent to our school communities by Dr. Rose and Karen Hoffman, BEA President, have been included.

From:  Jeff Rose October 15, 2012 2:51:36 PM   
Subject: Sixth Week of School Message & Learning Teams Update- Oct. 15, 2012  
To:  Urgent Info

---

## Sixth Week of School Message & Learning Team Update - Oct. 15, 2012

Dear Beaverton School District Educators & Community,

Based on current challenges in our schools, as described by our educators and the preliminary feedback from the community, District leadership has decided to modify the direction and take a new tact in our pursuit of a District-wide teacher collaboration model.

The District's Strategic Plan was developed in 2009 with broad community involvement and support. The plan identified teacher collaboration as the key strategy for ensuring individual student growth. Dedicated and consistent time for collaboration will give teacher Learning Teams a more comprehensive view of students' instructional needs, resulting in greater academic achievement, individual student growth and personal success.

Over the past several years some of our schools, primarily at the elementary level, were able to provide time for collaboration by using substitutes to release teams of teachers. The use of substitutes is not sustainable or equitable as federal dollars are used, which only support some of our fifty-one schools. Middle schools once had more scheduling options in the past to support teachers working in teams, which have since changed due to our recent staffing reductions. Practices varied from school to school with inconsistent terminology.

As you may know, the District has been working with the Beaverton Education Association (BEA) to develop a sustainable model for teacher collaboration, including a description of the work and a draft proposal for a weekly late start. This model (Learning Teams) emphasizes student learning and supports best instructional practices of teachers.

Recently a comprehensive teacher survey was conducted to determine the level of teacher support and to help inform next steps. With over 1500 responses, the survey indicated enthusiasm at all levels for a collaboration model. However, there were concerns about starting Learning Teams in January and questions about the time and structure of the model. The many changes to our schools due to dramatic reductions have created stresses throughout the system. Many share the sentiment that in time capacity for this focus will be realized, as teachers clearly value the ability to work with one another as opposed to working in isolation.

Time is a valuable commodity. With increased class sizes, program reductions and eliminations, as well as overall financial duress, time has become even more precious, making this a sensitive topic for teachers, parents and the community. Listening to these concerns and focusing on implementation at a later date seems to be the compassionate, wise and strategic course to take at this time.


We recognize we have more work to do. Over time, we will continue to move forward with a collaboration model, but the late start will not be proposed at this time. Rather, we will continue conversations with staff, parents and community to pursue future options. Thank you for your continued support and involvement.


Until next time.....

Be well,  
Jeff

Jeff Rose, Ed.D.  
Superintendent  
Beaverton School District

District Goal for 2010-2015: All students will show continuous progress toward their personal learning goals, developed in collaboration with teachers and parents, and will be prepared for post-secondary education and career success.

From:  Karen Hoffman  
Subject: Learning Teams Survey Results

October 15, 2012 1:01:25 PM 

Bcc:  Carl Mead

---

Thank you for your participation in the Learning Teams Survey last week. Over 1500 members completed the survey and shared their opinions with BEA leadership. On Friday, I shared the survey results with the Superintendent and his Cabinet as they were very interested in teachers' opinions on Learning Teams.

Almost all BEA members surveyed want to collaborate with their colleagues but most feel now is not the time for Learning Teams to be implemented. Members shared that with the multiple challenges of large class sizes, Synergy difficulties, and with so many of their colleagues in new assignments, they are overwhelmed, frustrated, and spread too thin. Collaboration is important, but clearly now is not the time to add any more to teachers' plates and disrupt school schedules.

The survey results confirmed a Learning Team model that is designed to be self-selected and self-directed, that does not add to a teacher's workload, and that does not inconvenience the community has the potential to be an effective and valuable tool for teachers. BEA leadership will continue to have conversations with the District around Learning Teams. We hope the District will refine their model so that next year or the year after we can enthusiastically support their Learning Teams proposal.

Thank you for your time and input on the survey.

Karen Hoffman  
BEA President, 503-645-6066  
[www.beavertonea.org](http://www.beavertonea.org)