

## Protocol Stakeholder Survey Results U of U

We are sensitive to the concerns about the potential for comments to be used as a bully pulpit. We feel the solution to this issue should not be the removal of overly negative comments from the reports for the following reasons:

1. We have been advised to maintain our protocol of providing all comments to the teacher to whom the comments were directed. These are provided generally to the supervisor for distribution to the teacher. Providing comments about a faculty member to that person's superiors without also providing those comments to the teacher would possibly prevent the teacher from having due process.
2. Due to the nature of the design and assurances to individuals taking the surveys and receiving the results, we cannot remove negative comments completely from the reports (providing them to neither teachers nor administrators) without artificially skewing the survey results.
3. The comments, although not always beneficial, provide important information about the ways that stakeholders perceive faculty and staff. Removal of the negative comments deprives faculty and administration of important information that can be used to improve practices, address perceptions, or address areas of professional growth.

The following solutions have been considered:

Option 1: All comment options can be removed from the surveys. This solution is not recommended; as the comments provide important information that can help teachers and administration better interpret the scaled (numeric) results. Generally, these are positive to neutral.

Option 2: All comments will be provided in the reports. The UEPC will screen comments for profanity. The following safeguards should be clearly described and repeated often to faculty and administration.

Negative comments will be prevented from being used as a bully pulpit in the following ways:

1. **Comments to the teacher or principal are not intended to be used in teacher evaluations.** Teachers and administrators both understand that negative comments can be used to inform improvement strategies. Only scaled questions can be used in teacher evaluations. Comments may inform understanding of scaled responses.
2. **Comments may not be representative of facts or actual circumstances.** Teachers and administrators understand that negative comments provide insight into parent and teacher perceptions, and are not confirmed.
3. **Comments and scaled scores for individuals are confidential.** Teachers and administrators understand that comments, along with scaled scores, for any teacher will not be shared with anyone other than the teacher and the teacher's principal. However, comments that indicate potential violations of the Utah Professional Practices Advisory Commission (UPPAC) and need to be investigated will be discussed with the teacher in question before the comments are escalated to higher levels of administration.

We apologize for any issues this misunderstanding may have caused. We also want to reiterate our willingness to discuss additional options for the handling of the survey comments if you desire.