

The Complaints You Won't Hear

Paige Williams

Texas Classroom Teachers Association

About me



Teacher Working Conditions are Student Learning Conditions

“A recent review of ESSA Title I through IV literature found that teacher satisfaction is related to the amount of voice they have in decision-making about issues related to their job performance...in a survey...respondents cited the opportunity to participate in school decision-making and the quality of relationships among the staff as the most important factors influencing why they chose to stay.”

- Podolsky, A., Kini, T., Bishop, J., & Darling-Hammond, L. (2016, September). Solving the teacher shortage: How to attract and retain excellent educators. Palo Alto, CA: Learning Policy Institute
- Fute Mick, K (2007). A possible dream: Retaining California teachers so all students learn. Sacramento, CA: California State University.

TC TA's Most Common Calls

- 1. Problems with Administrators
- 2. Appraisals
- 3. Discipline
- 4. Alleged Misconduct
- 5. Resignation or Release from Contract
- 6. Parent Issues
- 7. Extra Duties
- 8. Reprimands or Write-ups
- 9. Salary
- 10. Leave Questions

Problems with Administrators

- Broad, all-encompassing term
- Ranges anywhere from accusations of harassment by a principal/administrator to “I don’t think my principal likes me.”
- Main examples: enforcing policies haphazardly or inconsistently; requiring some teachers to do “less desirable” duties; an “inner circle”
- Threads of commonality
- Unfair typically ≠ against policy, procedure, or law
- However, grievances are going to be filed, and possibly DIA complaints, when policies are enforced against one subset of employees or only employees that belong to a particular class.

Leadership is KEY

- Research looking at factors related to teacher turnover have found school working conditions appear to have some of the strongest and most robust effects.
- Some research suggests that principals may be in the best position to influence school working conditions.
- From the study: How Much Do School Principals Matter When It Comes to Teacher Working Conditions? Susan Burkhauser, Rand Corporation, Loyola Marymount University, 2016
- <http://journals.sagepub.com/doi/10.3102/0162373716668028>

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