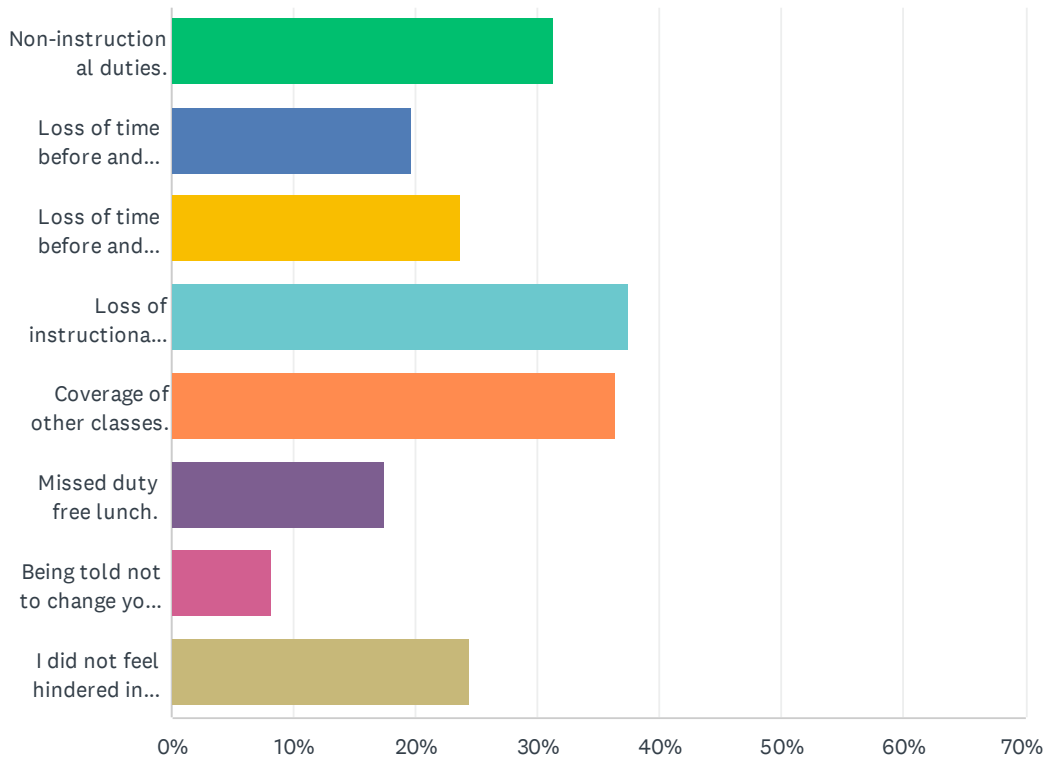


### Q3 Were there tasks/directives that hindered the instruction of your students this past year? Listed are some frequent concerns shared with AEA. Did any of these apply to you?

Answered: 727 Skipped: 65



ANSWER CHOICES	RESPONSES	
Non-instructional duties.	31.36%	228
Loss of time before and after school to other duties as assigned.	19.67%	143
Loss of time before and after school to meetings.	23.66%	172
Loss of instructional planning time.	37.41%	272
Coverage of other classes.	36.45%	265
Missed duty free lunch.	17.47%	127
Being told not to change your lessons to meet student needs.	8.25%	60
I did not feel hindered in these ways.	24.48%	178
Total Respondents: 727		

#	PLEASE ADD OPTIONS NOT COVERED ABOVE AND/OR ELABORATE ON SOMETHING YOU FEEL STRONGLY ABOUT.	DATE
1	The number of behaviors and unidentified students who needed extra support and the increasing number of hoops to take them through SST to identification.	7/7/2023 10:16 AM

## 2023 End of the School Year Survey (From Your AEA Bargaining Team)

2	I had duty before school (breakfast), after school (car tags called - often not cleared until at least 3:45), also had lunch duty.	6/27/2023 3:56 PM
3	Principal thought my report card grades didn't match benchmark percentiles and told me to change how I grade student work	6/1/2023 3:53 PM
4	PLCs were mostly a waste of time	5/26/2023 10:48 AM
5	We are part of a small school and will always take on additional duties and are happy to do so.	5/25/2023 7:39 PM
6	It is very frustrating that elementary teachers are consistently not allowed academic freedom to meet the needs of our students. Immersion programs have specific schedules and restrictions. Yet we are expected to use the same curriculum and pacing as non immersion. I am expected to deliver WIN individualized instruction when we don't have time to deliver the basic instruction in the first place. I feel that if ASD is going to have special programs, that we should be allowed to modify instruction to fit the needs of the students in the program.	5/25/2023 10:00 AM
7	Anytime i was out for a pm, my classes were moved from the am to the pm so building could use sub elsewhere or as no sub was available. That created a loss of planning time or librarian shelf work time that day.	5/24/2023 5:00 PM
8	Large class sizes = loss of instructional time due to greater behavior demands and more time needed for grading.	5/24/2023 12:17 PM
9	Adminstration change over	5/24/2023 12:15 PM
10	overwhelming demand of my services vs .5 FTE status at my school	5/24/2023 10:37 AM
11	Not enough time to spend with students	5/24/2023 10:27 AM
12	Consider a different pay scale for ASD/AEA nurses as we do not receive "duty free" lunches. Thank you	5/24/2023 9:09 AM
13	CT time for a specialist is not effective.	5/24/2023 8:27 AM
14	My choice, but I did have to do grading and calling parents during my lunch along with during my planning time so I could try and not plan and work at home.	5/23/2023 10:32 PM
15	Poor student behavior of students really was a concern.	5/23/2023 9:39 PM
16	No passing time between classes, lunch and planning. Split classes daily. No subs.	5/23/2023 9:09 PM
17	Excessive amounts of data collection(5months worth)/meetings for students that have never gotten help. Hours given after work on a weekly basis to document behavior in Q, with no results. Being in Kindy and not having a TA for the first quarter, then one was hired that was like having 10 more kindergarten students in the room. While the principal told us both that it was a trial, she would not release her from the position. While I suspected a student of having a disability, I was ignored and the Child Find process was not used. It was later in the year that MTSS was followed, and an IEP was written 4 days before the end of the school year.	5/23/2023 9:02 PM
18	redundant data entering: ie data binders and data spreadsheets online, exit ticket trackers	5/23/2023 3:19 PM
19	Individual meetings with students cut into planning time	5/23/2023 2:42 PM
20	I don't like losing instructional time to PLCs. I don't feel they are worth the shortened face to face time. They are just another thing to worry about.	5/23/2023 1:31 PM
21	Administrators not enforcing rules in the halls, and not backing teachers up. That is my number one frustration this year. No accountability or school wide behavior expectations make it more difficult to manage my classroom.	5/23/2023 1:30 PM
22	As a counselor, we are the vacuum...expected to handle all the things. I work at a high academic school with a counseling opening and we had zero qualified applicants. The district must pay more and take a stronger stance on supporting a reasonable retirement.	5/23/2023 1:24 PM
23	Loss of team time due to RESET coverage	5/23/2023 1:22 PM
24	ASD continues a proud tradition of adding more and more responsibilities to educators' plates without ever auditing and eliminating old/outdated/irrelevant things.	5/23/2023 12:57 PM
25	Not enough staff to support and	5/23/2023 12:50 PM

## 2023 End of the School Year Survey (From Your AEA Bargaining Team)

26	Insufficient planning and grading time	5/23/2023 12:43 PM
27	Challenging schedule in order to meet the IEP needs.	5/23/2023 12:32 PM
28	There's just not enough time to prep and grade	5/23/2023 12:28 PM
29	Inclusion was forced without clear alignment from Sped for maintenance of Continuum of Services aspect of the law	5/23/2023 12:25 PM
30	Snow days with no plan and the extended day make-up made 3rd quarter unbearable for staff, parents and students alike.	5/23/2023 12:24 PM
31	No complaints	5/23/2023 12:24 PM
32	Behavior and SPED services not covered	5/23/2023 12:22 PM
33	student behavior/need more support from principal	5/23/2023 12:21 PM
34	Counselors covering all of the make up testing for all of the tests takes us away from supporting students.	5/23/2023 12:20 PM
35	I think the lack of clear objectives for IGNITE for elementary education, school board goals for all ASD schools that are not traditional neighborhood schools, should be brought up. I was at an optional program and the upper IGNITE class was canceled many times due to the control of one teacher and long time specialists at that school and a new principal. I felt very frustrated and hindered all year at the optional school. I felt very supported at the other 2 schools. However, in the struggle of all going on, IGNITE may be very low in the challenges and struggles we face next year. So, I am just changing my mindset on the reality of what my role truly is.	5/23/2023 10:09 AM
36	under staffed at our school (open/unfilled positions)	5/22/2023 3:09 PM
37	My problem is unique to me, and I get that, but I'm a .5FTE librarian and I'm still expected to managed the library and provide instruction as if I was a 1.0 FTE	5/22/2023 10:50 AM
38	District-mandated activities to be completed during team collaboration time to prove our appropriate use of the time was wasteful and kept us from getting important tasks done for our students	5/22/2023 10:29 AM
39	Occasional loss of time due to other duties. Not on a regular basis, and it was because of being short staffed, so I won't complain about it. I do feel it important to mention though, for if we continue to be short staffed and do not have enough substitutes, this may become a norm which would then need to be addressed.	5/22/2023 9:25 AM
40	Scheduling special education meetings has been a nightmare without clericals. Many more parent no-shows, teacher's missed planning time, missed deadlines, and records/compliance issues.	5/22/2023 8:47 AM
41	Student behavior and mental health.	5/22/2023 8:34 AM
42	I didn't lose much planning time, but i spent a lot of time after school and before school to prepare lesson plans	5/22/2023 8:03 AM
43	I am the only resource teacher at my school because we weren't able to fill the open position. I struggled to do the paperwork and meet the hours for two caseloads.	5/22/2023 7:48 AM
44	I am out on playground duty for over an hour everyday at my second school. This is unacceptable. I also have to share a classroom which requires me to clean up and move out every other Friday. I am not given any time to make these things during my work day but yet it must be done. As an example, I was at school this last Friday until just after 10 p.m. and this is not unusual. Clean up and moving time should be built into my schedule. No other classroom teachers have to do this.	5/21/2023 9:47 PM
45	Feeling pressure to return to school for evening family events several times during the school year.	5/21/2023 6:06 PM
46	STAFFING SHORTAGES!!!!!!!!!!!! having to change lessons/activities because program TAs out with no subs, or program TAs being pulled to cover for other staff out with no subs.	5/21/2023 5:47 PM
47	Covering 3, 4, 5, and 6 curriculum and trying to differentiate/plan with 6 teachers with no common planning time	5/21/2023 5:44 PM

2023 End of the School Year Survey (From Your AEA Bargaining Team)

48	Mandatory WIN takes too much time from the GenEd curriculum in the immersion program I'm in. Micromanaging from the district takes professional autonomy away from elementary teachers in a way that is inequitable across grade levels. Middle school and high school teachers are NOT subject to this level of micromanagement, so elementary teachers should also not be. It interferes with job satisfaction in a very big way. Just because we teach elementary school aged children, doesn't mean we need more guidance on how to teach than upper levels. We are just as professional as members who teach upper grades, but we are not treated as such.	5/21/2023 12:53 PM
49	Conflicting instructions how to deliver mandatory curriculum	5/21/2023 10:09 AM
50	Not enough support for high needs students (from Sped Department)	5/20/2023 11:32 PM
51	We need a longer duty free lunch.	5/20/2023 6:56 PM
52	Lack of substitute teachers to support absent teachers	5/20/2023 6:44 PM
53	Way more time spent entering IEP/504 data & meetings, way more time communicating with parents about behavior/low-performance	5/20/2023 4:33 PM
54	Struggled to get my 3 ppwrk days a quarter due to sub coverage	5/20/2023 1:24 PM
55	I was not allowed to differentiate my lessons to meet the needs of my students. I was only allowed to strictly follow the Priority Plus plan with fidelity.	5/20/2023 1:07 PM
56	Due to the lack of kindergarten TAs we had this year, much of the prep work and things that we depend on them for was unavailable. We didn't have the full support we usually have to meet our class needs. Our principal tried to send subs to help, but students had a hard time connecting with different people who were not consistent. While we appreciate the help, it was also hard to manage another adult and let them know how to assist.	5/20/2023 12:11 PM
57	Having to create/teach a combo class starting end of Oct with a grade I hadn't taught before.	5/20/2023 11:53 AM
58	In past years, we had 4 days of inservice before students started, and one of them was cross-district. Then they cut it to 3 days and moved cross-district to Veterans Day (which was fine). This year, they brought back cross district as one of the 3 inservice days, AND had another cross-district on Veterans Day. The net effect is we lost a whole day of classroom setup and time to do mandatory trainings before school starts.	5/20/2023 9:47 AM
59	No subs for meetings, covering for unfilled positions,	5/20/2023 8:37 AM
60	No sub for specialist	5/20/2023 12:28 AM
61	Way too much time spent on assessments causing even more loss for instructional time.	5/19/2023 11:35 PM
62	Lack of subs = didn't feel that I could take necessary time off	5/19/2023 7:52 PM
63	Meeting during the day... IEP's, PLC type meetings, etc	5/19/2023 6:50 PM
64	Behaviors of students and lack of support and training to deal with high need kids is a huge burden. At my school there is a large percentage that fall into the high behavior category. A student pushed a teacher this year and was allowed back even when they aren't zoned for the school. Why do they get to stay?	5/19/2023 6:07 PM
65	Co teaching with no additional planning time	5/19/2023 4:56 PM
66	Elementary Specialist being pulled from our classroom to sub in another with zero additional compensation. We are asked to step away from lessons and our own classroom to find our way through sub plans, give up educational time with our subject and only get pay if we miss a designated planning time. Yet a classroom teacher who has to flex and takes on a portion of a split class gets additional pay for the additional duty. Quit pulling specialists or pay us for the additional workload.	5/19/2023 3:58 PM
67	ASD can solve the bus driver crisis but can't do *&^% about hiring subs?	5/19/2023 3:48 PM
68	So many behaviors- filling out behavior forms, contacting parents, counselors, etc.	5/19/2023 3:48 PM
69	Added paperwork such as TIF forms; covering other classes due to no subs	5/19/2023 3:32 PM
70	Specials were often canceled so the specialist could cover classroom teacher absence if there wasn't a sub. While not ideal, I understand the need.	5/19/2023 3:29 PM

2023 End of the School Year Survey (From Your AEA Bargaining Team)

71	Materials not available for sped also not having access to R4R, iready, fast ridge, map data Those of of covering multiple grade levels across multiple blocks did not allow us to meet minutes and have common planning time. Also not enough staff to cover minutes 9 32.5 kiddos in 9 different classrooms and only 6 total sped staff. 20 classroom with sped needs in everyone.	5/19/2023 2:35 PM
72	ongoing staffing issues, lack of subs lead to covering additional students, lack of ability to have paperwork days due to no subs.	5/19/2023 2:27 PM
73	My classroom is a Tier 3 Life Skills 2 classroom, and we are allotted 2TAs for us.This year I might have had 1 TA sometimes, or, as today, no TA's at all. So.... Lack of appropriate staffing!	5/19/2023 2:08 PM
74	WIN classes	5/19/2023 2:04 PM
75	Student needs are so high.	5/19/2023 1:57 PM
76	removed from my "classroom" 1/3 of a quarter on random dates, classified as "flexible" so I could teach in the hall and others could use the cafeteria; my class is too big to fit in a standard classroom so anywhere else did not result in actual instrumental ensemble education.	5/19/2023 1:52 PM
77	lack of behavior support, lack of sped support	5/19/2023 1:41 PM
78	My burn out is organizing for students that are absent and losing contact time due to PLC's.	5/19/2023 1:36 PM
79	lack of time to complete the continually increasing expectations	5/19/2023 1:28 PM
80	Refusal of following doctors' orders concerning my mental and physical health. More extra non-instructional duty compared to the rest of the specialists.	5/19/2023 1:27 PM
81	Data Wall entry/SAEBERS/IREADY/TIF - Classroom Teachers carry the burden.	5/19/2023 1:18 PM
82	No required zooms for MS students - made it hard to connect or have chances for students to check in with teachers	5/19/2023 1:14 PM
83	District Mandates, Standardized Testing	5/19/2023 1:07 PM
84	lack of substitute meant frequently losing planning time and having extra students placed in my classroom	5/19/2023 1:04 PM
85	Changing of schedules due to implemented extended work days. Testing, testing, always testing! PLC's what a joke, who's job are we justifying at the crystal palace(ASD Head shed) to promote this time off task? Now I hear rumors of "home room" coming back on Fridays? We have done this twice before....didn't work then, won't work now.	5/19/2023 12:58 PM
86	extra duty addenda inadequate and unequal amongst colleagues	5/19/2023 12:57 PM
87	Class sizes were too big	5/19/2023 12:48 PM
88	The Battle of the Books addenda was a mess. Principals doing whatever they want with Battle: not paying a level 2, making up rules that have never been stated before to have Battle at their school; not having coaches sign addenda before it begins, etc. This could use clarification before next year's Battle starts up. Keeping in mind we want Battle to stay on a positive note and not give anyone a bad taste in their mouths for the future.	5/19/2023 12:44 PM
89	Within a self-contained elementary setting I am still required to submit weekly grades, report cards, data collection, progress reports, and annual/re-evaluation IEPs. The paperwork with lack of staff and coverage was extremely overwhelming.	5/19/2023 12:43 PM
90	Sped-heavy classes too large. Sped teachers too overwhelmed by excessive workload to help modify. Team time requirements for middle school was excessive, pointless busywork and took away time that could've been spent actually helping kids.	5/19/2023 12:43 PM
91	Large class sizes, focus on teaching to students who were habitually absent from school, Lack of enough administrative staff to support a strict cell phone policy.	5/19/2023 12:42 PM
92	Not being able to pull students who have small group instruction because the principal wants full inclusion yet the IEP states otherwise.	5/19/2023 12:42 PM
93	Too many staff meetings through the year regarding issues that did not make us better teachers	5/19/2023 12:42 PM

## 2023 End of the School Year Survey (From Your AEA Bargaining Team)

94	I have more students, more preps, and less planning than every before.	5/19/2023 12:38 PM
95	There is no incentive to do extra things, only the crush on all teachers to spread themselves thin to get the minimum done. Kids are uninspired because the teachers are exhausted.	5/19/2023 12:37 PM
96	When ASD doesn't have enough subs, they frequently cancel specialists' classes and assign them subbing duty. This puts students behind in their specials' curriculum and makes grades harder to calculate.	5/19/2023 12:32 PM
97	Behaviors are getting harder and harder to control and more of them. Parents are either super helpful or not at all on board with education. This adds to our workload.	5/19/2023 12:31 PM
98	screening potential needs, supporting spikes in behavioral needs of students	5/19/2023 12:30 PM
99	Staffing and sub shrotages are hindering school abilities to manage classrooms, provide PD and training as needed, and makes it challenging for teacher to take PTO	5/19/2023 12:29 PM
100	lack of a universal cell phone policy/enforcement	5/19/2023 12:28 PM
101	Our principal decided not to get subs for sp.ed mtgs - used before/after school and planning time as well as moved therapy groups in order to accomodate	5/19/2023 12:27 PM
102	PLC's will only add to this list. We do need PD days, but PLC's are not as productive due to short time frame and lack of ability to make them your own.	5/19/2023 12:27 PM
103	Filling out the TIFF forms took 6 hours of my own time plus having to meet with the special education teacher an hour after school to complete them for end of the year check out.	5/19/2023 12:26 PM
104	All of the above.	5/19/2023 12:22 PM
105	After School Duty this year for teachers changed from 2 days a week to three days a week. Lots of meetings (SST/IEP/Student Concern Meetings) scheduled before contract hours or ended after contract hours. Keeping up with the data wall for first grade was overwhelming and so much more time was needed to input than other grade levels.	5/19/2023 12:21 PM
106	Too much testing - most ELL students took five standardized tests this year- 3 MAP tests, WIDA, and STAR !!! Wow- so much instructional time loss and not sure how valuable certain tests are.	5/19/2023 12:20 PM
107	Advisory classes that shortened our normal instructional periods.	5/19/2023 12:20 PM
108	Allowing students who continuously display disruptive behavior in the learning environment back in the classroom with little to no consequences to curb the behavior.	5/19/2023 12:19 PM
109	Specialists forced to sub or teach win groups	5/19/2023 12:19 PM
110	No TA in other classes so my TA being pulled to cover. Having to cover her duties as well as mine.	5/19/2023 12:18 PM
111	Having additional things added on by the district such as electronic data walls in the middle of the year & then wanting all the information from MAP, FastBridge, mClass, etc. added to the data wall, when we already have access within the system. To me, it's a waste of time to manually re-enter data into another form. Also, closing out TIFFs and being out of the building testing at other schools. The issue wasn't the demands at my school building, but the extra tasks wanted from the district.	5/19/2023 12:17 PM
112	lack of IDEA compliance	5/19/2023 12:16 PM
113	Too many kids in my end of the day 2nd grade math class.	5/19/2023 12:15 PM
114	Co-teaching 3 classes, plus teaching a resource level math and a general education Informal Geometry. 4 preps (in a different classroom the first 5 periods a day) plus the added duties of case manager. I never felt stationary long enough to be able to get any steam with working.	5/19/2023 12:13 PM
115	Co-Teaching	5/19/2023 12:12 PM
116	The amount of testing hindered instructional time. Too much testing!	5/19/2023 12:10 PM
117	student behavior dictating schedule.	5/19/2023 12:09 PM
118	due to student behavior	5/19/2023 12:06 PM



## 2023 End of the School Year Survey (From Your AEA Bargaining Team)

119	Data collection, lack of sped materials to use, NO sped help or guidance on education	5/19/2023 12:05 PM
120	Requiring all lessons on Canvas. I've gone back to paper, mostly. Having all learning activities in Canvas for those who are absent is redundant. Keep in mind most students, when absent, do not look at Canvas. 43% of my high school students were absent from my class 15 or more times in second semester (when bussing wasn't an issue). 23% of my students were absent more than 25 days.	5/19/2023 12:04 PM
121	being asked as a counselor to take student statements that could lead to discipline situations and being asked to take student statements about a colleague	5/19/2023 12:03 PM
122	Sub Shortage	5/19/2023 12:03 PM
123	Department Chairs treating Staff like they are students rather than coworkers.	5/19/2023 12:02 PM
124	lack of administrative support for student behaviors	5/19/2023 12:01 PM
125	lack of trained substitutes for intensive behavior students	5/19/2023 12:00 PM
126	Student behavior, use of phones, ear buds	5/19/2023 12:00 PM
127	Being tasked to do weekly assessments that take so much instructional time and enter the data. With younger children, many are unable to work independently and it is difficult to get accurate assessment data with all the distractions and interruptions.	5/19/2023 12:00 PM
128	Life Skills Sped caseload was high. Hard to focus on instruction when all my time goes to paperwork. B-team and Assistive Tech stretched too thin to be of real service.	5/19/2023 12:00 PM
129	Loss of instructional time due to PLCs.	5/19/2023 11:59 AM
130	Student behaviors are out of control and we have little to no support from admin and head shed.	5/19/2023 11:58 AM
131	5 minutes padding our duty free lunch is not sufficient to get the kids to recess and back to where we can eat our lunches. If anything is not running on time, we miss lunch. Missing our specials for lack of sub coverage is exhausting.	5/19/2023 11:58 AM
132	Not having subs to cover paperwork days	5/19/2023 11:58 AM
133	Added WIN groups	5/19/2023 11:58 AM
134	Piloting programs for ASD is a pain. It is hard enough to do everything I'm supposed to do now. I don't need to be a test pilot for ASD.	5/19/2023 11:58 AM
135	Special Ed caseload too big. Cannot finish within contract hours.	5/19/2023 11:57 AM
136	I refuse to take the pay for missed planning. The money doesn't get grading done, lesson plans done, or copies done. This is an easy way out for the district, and I refuse the money and make the school give me my planning time back.	5/19/2023 11:57 AM
137	I believe the most irritating part is lack of discipline for students.	5/19/2023 11:55 AM
138	Constant schedule changes for assemblies and fuel schedules	5/19/2023 11:55 AM
139	co-teaching and large caseload	5/19/2023 11:54 AM
140	Other duties that are not ASCA approved services for school counselors	5/19/2023 11:52 AM
141	students unprepared or uninterested in academic work	5/19/2023 11:52 AM
142	Last second requirements to input all clipboard checks.	5/19/2023 9:40 AM
143	instructional time not protected. Constant interruptions loss of time.	5/19/2023 8:45 AM
144	ASD has required teachers to maintain Canvas pages that include all assignments. It takes a huge amount of additional time to create and maintain resources that are useful to students, yet those duties have been piled on without any additional negotiation. The additional workload is close to one hour per day and we have to fit it in, or work later without compensation. Regardless we are doing much more work for much less pay (our pay has lost >15 percent value after 3 years of high inflation).	5/18/2023 3:10 PM
145	Pressure to take on additional duties	5/18/2023 12:16 PM

2023 End of the School Year Survey (From Your AEA Bargaining Team)

146	pull outs for sports, choir, WDS, band	5/18/2023 7:27 AM
147	Absences of other staff members with no subs available. Students missed WIN, Sped, ELL, and other groups.	5/17/2023 10:54 PM
148	Lack of substitute teachers/paras	5/17/2023 10:09 PM
149	student behavior	5/17/2023 5:52 PM
150	Coverage of other classes is out of control.	5/17/2023 12:45 PM
151	My students were extremely behind except for 1-3 students and I would like to have have spent more time working on the base skills they needed. My immersion program needs some real thought intentional thought process in it before it becomes a huge success	5/17/2023 10:08 AM
152	Student behavior was a huge drain on time and emotions.	5/17/2023 9:43 AM
153	Distributing students caused loss of instruction for all involved.	5/17/2023 8:40 AM
154	Add protections for elementary specialists, and the delivery of their content, to the contract.	5/17/2023 8:04 AM
155	Overwhelming class size without adequate special needs support	5/16/2023 8:36 PM
156	too many preps; lots of students with IEPs, no policies for dealing with students' absenteeism, phones, ear buds....	5/16/2023 7:52 PM
157	Canceling elementary specialist classes to cover for classroom teachers when a sub wasn't available rather than splitting up the class.	5/16/2023 5:39 PM
158	Learning the new curriculum...again & subbing in multiple classes during my planning periods throughout the year.	5/16/2023 3:22 PM
159	We do need more highly qualified and available subs	5/16/2023 2:16 PM
160	Special Education case load is too large on top of teaching 4 preps.	5/16/2023 1:52 PM
161	Staff resigning or moving positions and the coverage required of their work duties in their absence with no rehire for the positions	5/16/2023 1:06 PM
162	WIN groups farmed to other teachers!	5/16/2023 11:29 AM
163	Just me learning a new role. Super happy with this current position, admin and coworkers :)	5/16/2023 10:38 AM
164	Many WIN groups	5/16/2023 8:50 AM
165	Uncertificated co-teachers, lack of clear communication about expectations, devices, tardies, lack of follow through on behavior concerns, lack of support for the MASSIVE mental health needs of students	5/16/2023 7:34 AM
166	Intensive behaviors interfered with providing consistent special education services. Staffing, and meetings interfered with provided instruction. My population requires the most highly structured and consistent instruction.	5/15/2023 11:43 PM
167	having to watch a student or students because we don't have a behavior person, counselor, and our Sped department is short staffed.	5/15/2023 8:33 PM
168	Student behaviors and contacting parents.	5/15/2023 8:20 PM
169	Lots of student needs. Mental health, more parent meetings, more time helping students one on one.	5/15/2023 8:06 PM
170	meetings are scheduled for me during my planning such as : 504, SST, and Sped and I got pushback when I tried to say no or ask for compensation. Contract language stating planning is to be used for conferences as a "professional responsibility" in article 452A worked against me	5/15/2023 7:36 PM
171	No coverage for TA's when they are out sick. No coverage for me when I am sick. No coverage for IEP meetings or paperwork days. No coverage for pull out teachers when they are sick so that leads to missed planning time.	5/15/2023 4:24 PM
172	Too many high needs/behaviors to meet all students needs with such high numbers in primary!	5/15/2023 3:12 PM
173	4 high needs SLC classes with 12+ kids and difficulties with consistent staff coverage. I was	5/15/2023 1:55 PM



## 2023 End of the School Year Survey (From Your AEA Bargaining Team)

often not able to meet with needs of my students because support was needed in the classrooms.

174	The new Ready math curriculum does not allow for student needs. It moves too fast and for struggling readers, there is a lot of reading. Yet I felt from the district just keep moving forward, even if students weren't understanding.	5/15/2023 1:40 PM
175	Not enough support to meet the needs of all sped. students	5/15/2023 1:13 PM
176	all planning time was used for IEP, collaboration, behavior	5/15/2023 12:59 PM
177	Many of us had too many WIN reading classes. It took a lot of time, planning and coordinating.	5/15/2023 12:47 PM
178	zero academic freedom	5/15/2023 12:06 PM
179	So much is asked of teachers today. This was my 21st year and every year we are asked to do more with the same or less time. It is overwhelming and unsustainable.	5/15/2023 11:58 AM
180	Resource classroom used as ISS for significant behaviors	5/15/2023 11:58 AM
181	COVERING STUDENT LUNCH IS A BIG DRAIN	5/15/2023 11:48 AM
182	Facility issues. Unsafe building, that eventually collapsed	5/15/2023 11:48 AM
183	Teaching Positions were not filled within our school. Our admin assistant has been amazing at asking people to fill those positions. However, sometimes we have TA's filling them because our teachers are not capable of giving up their planning period for the day. It's a huge stress on everyone in the building.	5/15/2023 11:46 AM
184	Our districts focus is not on our children and their specific needs. It's disheartening, depressing and discouraging.	5/15/2023 11:29 AM
185	Less support for sped clerical duties (TE structure and loss of clericals) makes it harder and harder to do direct work supporting students.	5/15/2023 11:16 AM
186	Not given enough time to collaborate with a co-teacher.	5/15/2023 11:07 AM
187	Middle school collaboration time duties--always adding new expectations without giving us time to fully complete previous tasks	5/15/2023 10:57 AM
188	Extra support needs of students	5/15/2023 10:26 AM
189	Class size was too large to be effective as a teacher. I had 30 second graders, from students with no English to highly gifted and I had no support at all.	5/15/2023 10:15 AM
190	When things have been set, but then we change them randomly throughout the year.	5/15/2023 10:05 AM
191	additional sped caseloads	5/15/2023 10:05 AM
192	When we have a teacher out, we share those kids with other teachers in the building. I have had up to 39 students in my classroom for more than 2 weeks running.	5/15/2023 10:01 AM
193	Scheduling and no transition time between classes	5/15/2023 9:57 AM
194	Behaviors of students that were not getting consequences for their actions	5/15/2023 9:54 AM
195	special education student elopement	5/15/2023 9:40 AM
196	Lack of substitutes for specialists	5/15/2023 9:36 AM
197	Anything we voluntarily choose to organize (field trips, assemblies, enriching activities, exchanges, ...) takes SO much extra time and effort, that is not rewarded financially or with more planning time for our regular classes.	5/15/2023 9:21 AM
198	TE were asked to cover 8 schools, perform added duties such as supervising Alt/Cert, J1s and LTS, ,this is not sustainable	5/15/2023 9:21 AM
199	Classroom coverage has been more than usual. I have had to cover more classes this school year than ever before.	5/15/2023 9:20 AM
200	The lack of substitutes.	5/15/2023 9:18 AM
201	Class size especially in elementary, not enough TA support for teachers.	5/15/2023 9:15 AM

2023 End of the School Year Survey (From Your AEA Bargaining Team)

202	Too much paperwork to keep up with	5/15/2023 9:07 AM
203	itinerant, with expectations of a full time teacher at each school. each school wanted 4 bulletin boards made a year, etc. lack of adequate supplies. backlash.	5/15/2023 9:05 AM
204	way too much testing!!	5/15/2023 9:05 AM
205	Every minute I was not with students, my schedule read "super sub". I was mainly recess duty and parapro for life skills. Also as TIC, I was constantly on duty before and after, called to handle conflicts, behavior escalations, answer parent calls, it was too much. Without a fabulous partner teacher that helped with curriculum, I would not have been able to have a quality IGNITE program. I feel strongly that unless the district has a strong plan moving forward for life skills coverage, the entire program needs to be reconfigured. It is not sustainable.	5/15/2023 9:03 AM
206	Principal not supporting schedules- disrespectful towards teachers/paras	5/15/2023 9:01 AM
207	Loss of instructional time during the day due to meetings.	5/15/2023 9:00 AM
208	Planning time needs to be respected. I would like to see 30 minutes planning/day for every new Prep I have to be a reflective, effective teacher.	5/15/2023 8:56 AM
209	The lack of substitutes took specialists into the gen ed classroom forcing us to loose our specials. Additionally, gen ed classroom teachers had to absorb students from other grades when there was no coverage! The mixed grade level classrooms were disruptive and impacted education for all students.	5/15/2023 8:51 AM
210	No cell phone policy. They should not be allowed.	5/15/2023 8:46 AM
211	High workload for sped, loss of my para	5/15/2023 8:44 AM
212	Wrote referrals and nothing happened, students had the power over the teachers.	5/15/2023 8:44 AM
213	I started with a 5/6 SBBS transition classroom, meaning these students are starting to transition back to a gen ed setting. Then, a teacher position was removed and I became a 3-6 classroom that combined intensive students with transitioning students. A second grader was added who, in a traditional SBBS model, would have gone into an intensive room. I expressed my concerns about the level of support needed for so many grade levels but I had no impact. My older students' scores in MAP have all dropped since the fall. I am no longer able to give the instruction needed to support my older students who had been excelling earlier in the year. I'm heartbroken about this and feel like this has been my most ineffective year in education. When I speak up I'm told about how difficult Tyson is. I realize that we are not the hardest school, however, my students have a right to the best education I can give them This year, decisions were made by people outside of my site which tied my hands in a way that I am not able to give the instruction that my students deserve.	5/15/2023 8:37 AM
214	PLC time is taking time out of needed instruction in the classrooms.	5/15/2023 8:32 AM
215	time spent coordinating and facilitating testing sessions	5/15/2023 8:31 AM
216	Data sheets, paperwork, high caseload of intensive students in resource	5/15/2023 8:31 AM
217	LACK OF SUBS FOR RESOURCE, TA'S, AND TEACHERS.	5/15/2023 8:31 AM
218	Being told to take gen ed kids during WIN and Walk to Read made it so I could not meet the hours and the goals of my students. My students' scores declined on their IEP reading goals.	5/15/2023 8:26 AM
219	Lack of Substitute teachers	5/15/2023 8:25 AM
220	This is something I accept, and do not have a grudge about, but it can be a problem for some.	5/15/2023 8:24 AM
221	paperwork, added clerical duties	5/15/2023 8:19 AM
222	Student Behavior	5/15/2023 8:15 AM
223	Being assigned a WIN group as a specialist	5/15/2023 8:13 AM
224	enormous caseloads, administration doesn't respect counselors or even know what we do, lack of student support for meeting grad requirements	5/15/2023 8:12 AM
225	Staffing issues within my classroom	5/15/2023 8:08 AM

## 2023 End of the School Year Survey (From Your AEA Bargaining Team)

226	Behaviors overwhelmed our school. We are not consistent with discipline/management of behaviors. Behavior plans for students are not being followed. The disruptions directly impact student learning.	5/15/2023 8:06 AM
227	Behaviors of other students interfered with my instruction	5/15/2023 8:01 AM
228	Paraprofessional competence was terrible	5/15/2023 7:57 AM
229	not being able to run programs because of TA/Para ed shortage	5/15/2023 7:50 AM
230	The institution of logging Clipboard check data was overwhelming. I teach immersion and the clipboard checks don't match our instruction. I was literally assessing students on things they had not been explicitly taught. Clipboard checks are not appropriate in an immersion classroom and administering them one-on-one to 40 kids every week took a significant amount of time away from my already limited instruction time.	5/15/2023 7:49 AM
231	I teach in the HG program. I would have checked more boxes if I was a neighborhood teacher!	5/15/2023 7:46 AM
232	I rarely get a planning period to work on administrative tasks such as calling parents regarding overdue immunizations or searching for /entering immunization records.	5/15/2023 7:45 AM
233	Student behaviors	5/15/2023 7:38 AM
234	Absorption of IEP clerical duties	5/15/2023 7:37 AM
235	Assemblies during class time, class field trips skipping class time, lack of communication making the days feeling unpredictable and schedules unreliable	5/15/2023 7:36 AM
236	Large class sizes	5/15/2023 7:35 AM
237	Being told I could not supplement the Ready Math curriculum to meet my students' needs	5/15/2023 7:33 AM
238	Unnecessary and drastic grade level changes 3 grade levels to encourage transfers of myself and two other teachers.	5/15/2023 7:24 AM
239	I cannot complete everything I'm being asked to do during contract time. I spend hours of my own time every week. It's not a choice. 4 hours for planning and everything else is not enough.	5/15/2023 7:17 AM
240	We have 4 meetings after school each month. Additionally, I teach up to 7 different classes.	5/15/2023 7:14 AM
241	Loss of time due to high volume of parent contact necessary due to behavior and poor performance on the part of students.	5/15/2023 7:00 AM
242	All the documents we need to fill out during team time are a drag	5/15/2023 6:57 AM
243	Ongoing sub shortage has made calls to cover other classes a daily event. Our bldg tries to make it voluntary, but it's a major issue.	5/15/2023 6:42 AM
244	School administration not trusting staff to perform their duties for the benefit of students. Micromanaging	5/15/2023 6:27 AM
245	Student behavior greatly impacted instructional time.	5/15/2023 6:21 AM
246	Student behavior and 7:30 am start	5/15/2023 5:56 AM
247	Non counseling related duties	5/15/2023 5:52 AM
248	Move to co-teaching model without proper training in place and additional challenges added to workload	5/15/2023 5:44 AM
249	Empty the materials, get new materials, get the training, revise the training, replace the curriculum, replace the training, resources and personnel are not available in key areas such as sped, paras, and lunch room staff.	5/15/2023 5:32 AM
250	Change of preps mid-year	5/15/2023 5:31 AM
251	IEP meetings and out of district paperwork.	5/15/2023 5:14 AM
252	Missed planning time because of unfilled sub jobs.	5/15/2023 12:07 AM
253	WIN can be a good idea for students who need that extra, targeted instruction, but for those who don't need it - doing enrichment is a total waste of time - I would rather just spend that time teaching students in my own classroom.	5/14/2023 11:47 PM

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254	Specialists are still being used to make up for other shortages! Administrators are not helping cover!	5/14/2023 11:43 PM
255	Class coverage was major this year, more than experienced in other years even with returning from Covid	5/14/2023 11:26 PM
256	It only takes looking at payroll to see how many of us were forced to take on other classes, lose our planning time, etc. BUT our data should still be strong. We should still maintain high standards and make sure our students are on grade level. Explain to me how this is supposed to happen with an entirely different grade level in my room all day? How as a teacher am I supposed to shift gears without notice to teach to whomever arrives at my doorstep? I'll keep them safe and happy, but how am I supposed to teach to different grade levels without notice??	5/14/2023 11:14 PM
257	Screenings at secondary by nurses with no help	5/14/2023 11:13 PM
258	Administering MAP and AK Star consumed way too many instruction days	5/14/2023 11:13 PM
259	Losing planning period to cover classes due to no subs was incredibly hard and often this year.	5/14/2023 11:08 PM
260	"Planning time"/specialists are scheduled 30mins but realistically, by the time ALL the students actually get there, deal with behaviors, have necessary conversations, drops to like 20. Very hard to get things done.	5/14/2023 11:08 PM