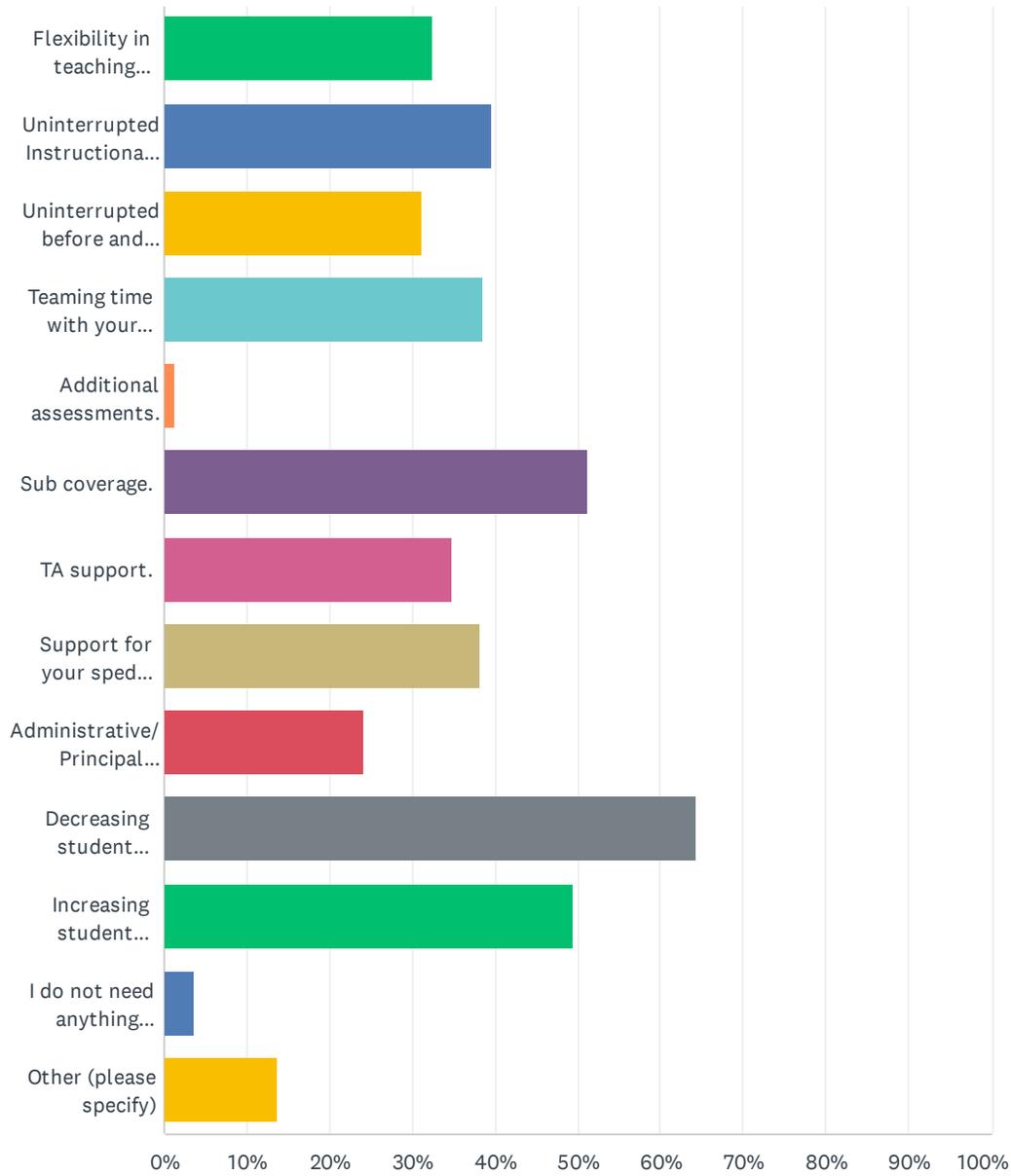


Q4 Would any of the items listed below help you better meet the needs of your students?

Answered: 787 Skipped: 5



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

ANSWER CHOICES	RESPONSES	
Flexibility in teaching students and meeting their individual needs.	32.40%	255
Uninterrupted Instructional Planning Time	39.64%	312
Uninterrupted before and after school prep time. (Less non-instructional duties)	31.13%	245
Teaming time with your colleagues.	38.50%	303
Additional assessments.	1.27%	10
Sub coverage.	51.21%	403
TA support.	34.69%	273
Support for your sped students.	38.12%	300
Administrative/Principal support.	24.14%	190
Decreasing student behaviors that negative impact the learning environment and student outcomes.	64.29%	506
Increasing student attendance.	49.43%	389
I do not need anything additional.	3.56%	28
Other (please specify)	13.72%	108
Total Respondents: 787		

#	OTHER (PLEASE SPECIFY)	DATE
1	Allowing teachers to include community building and SEL lessons within instructional time; treat students like they are more than just a test score	6/1/2023 3:53 PM
2	Ensuring sub coverage during PTO days so students are not split among other classroom days would be ideal.	5/25/2023 7:39 PM
3	We need to reduce the amount of time that elementary students spend taking assessments. For instance, we should not be required to give iReady + Maps + AK star. All these tests take a lot of time and take away from instructional time.	5/25/2023 10:00 AM
4	In need of English language learners instructional tutors	5/24/2023 10:27 AM
5	True "Duty Free" lunches.	5/24/2023 9:09 AM
6	Teaming with other specialists during CT time.	5/24/2023 8:27 AM
7	If I have another year like this year I am quitting. Life is too short.	5/23/2023 9:09 PM
8	Less students in the classroom. 27 2nd graders is far too many for one class and all the behavioral issues with these kids being the covid kinders.	5/23/2023 7:21 PM
9	General education teacher implementing tier 1 in reading, math, and behavior with fidelity	5/23/2023 5:55 PM
10	Too many pullouts for extra curricular activities. Sports continually interrupt the day	5/23/2023 1:31 PM
11	all the things would be better for students, but things can't happen without people and without support from the state and district, those of us in buildings are left vacuuming all the things. We can't be afraid to take a stand and strike if necessary.	5/23/2023 1:24 PM
12	Smaller Class sizes (overall -not specific to me)	5/23/2023 1:22 PM
13	Immersion teachers need more educational resources that are translated into the language that the teacher is teaching. We would have more bilingual students by the end of high school if the proper curriculum and resources were given at the elementary level. Please do not expect the teacher to translate every single document and/or create curriculum. This takes too much time away from meaningful and intentionally planning.	5/23/2023 12:24 PM

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14	Listed above but adding it again - ATTENDANCE - kids need to come to school and parents need to quit pulling them out for vacations - COVID is over. Send your kids to school or home school them.	5/23/2023 12:24 PM
15	Is IGNITE different for optional programs or other schools in any way or can it be a written document since no gifted director as other specialists have what is expected at all schools as a pull out specialist for IGNITE...There seems to be confusion since we don't pull all students.	5/23/2023 10:09 AM
16	Explicit and universal behavior plans for escalation procedures including process of requiring parental engagement (initiated by admin) for chronic behaviors.	5/23/2023 6:24 AM
17	Attracting and retaining sped resource paras, having related service staff in person vs zoom	5/22/2023 7:19 PM
18	TAs who are compensated fairly for the amazing work they do	5/22/2023 10:10 AM
19	I spend 1hour 40minutes a week on bus duty while classroom teachers spend 50 minutes a week on bus duty. This is way too much time to be spent standing outside in the cold, and not getting any extra pay for it. We have plenty of work to do inside the building and don't need to be crossing guards and door monitors. I would like to have time to Zoom with other specialists during the upcoming Monday morning PLC time and not to have to sit through math and reading training that won't be a good use of my time as a specialist.	5/21/2023 6:06 PM
20	The district should be more strict on student attendance. So many of my students leave on so many vacations they miss important content; are tested on said content, then I'm dinged if they show low or no growth. They have to be present to learn. Also, I'm spending an insane amount of time getting make-up work to students before or after travel. I'm too nice and all that extra time takes away from my valuable planning time. The district doesn't provide enough planning time. There is no way to meet the expectations of the district, parents, and students without bringing grading home on nights and weekends. If we cannot have more planning time, there should be a mechanism for getting paid to work outside our normal work hours. Or maybe just have a salary that acknowledges all this extra time. We put our family lives on hold for over nine months of the year to do this job, but our pay doesn't reflect it. No other job are you expected to do your work at home just to be effective at your job.	5/21/2023 12:53 PM
21	Springboard Teacher edition online access	5/21/2023 10:09 AM
22	Help for students that are not in SPED yet require specialized instruction. The TIFF form only puts more of a workload on the teacher.	5/20/2023 6:56 PM
23	Especially decreasing student behaviors as it takes away from the learning of other students.	5/20/2023 6:44 PM
24	When told to cover another class having the option to miss TEAM planning time instead of meeting swing out on PERSONAL planning time	5/20/2023 4:33 PM
25	When administration held grade level meetings, we were told exactly what to do. We were never allowed to make any decisions. We met privately as a teaching team daily to go over lessons without input from admin. Admin blamed student behaviors on teachers building-wide, often not supporting teachers. Students were allowed to disrupt the learning space sometimes so much that lessons could not be taught.	5/20/2023 1:07 PM
26	No new major district initiatives. Let us just teach. So much staff time is eaten up in these initiatives that don't last very long.	5/20/2023 9:47 AM
27	Class sizes are too big to adequately meet all kids needs.	5/19/2023 6:50 PM
28	student accountability when behavioral infractions took place and were elevated to administration.	5/19/2023 2:41 PM
29	Grouping like needs in the same classroom	5/19/2023 2:35 PM
30	I cannot stress enough how the decreasing of student behaviors that have a negative impact on the learning environment alone would help!	5/19/2023 2:21 PM
31	I feel that administration has not taken care of previous problems with colleagues that should have been addressed. They hid their heads in the sand and did nothing to help solve problems. I had GREAT support from our vice-principals, but poor support from our lead principal from the get go.	5/19/2023 2:08 PM
32	Having specialist that have extra planning time assist in recess and WIN times	5/19/2023 2:04 PM

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33	Less micro-management from my admin and those above her.	5/19/2023 2:04 PM
34	Time to plan, assess student need and prepare.	5/19/2023 1:57 PM
35	District Departments and School Admin communicating- as a teacher, I'm navigating conversations between the two like a kid between mom and dad	5/19/2023 1:52 PM
36	Class size...how are we supposed to meet School Board goals when class sizes are increasing, not decreasing...	5/19/2023 1:31 PM
37	more paid student time in the school calendar to meet all the expectations	5/19/2023 1:28 PM
38	Get rid of cell phones via a district mandate! Instructional time is lost to them on a massive scale.	5/19/2023 12:58 PM
39	Smaller class sizes	5/19/2023 12:48 PM
40	PLC's should help with teaming time. Parents need consequences for letting their child miss so many days of school. Attendance is terrible. Student behaviors is a huge one. We need help with behaviors! Building subs has been a great thing.	5/19/2023 12:44 PM
41	Allow veteran teachers to use what works for team time instead of requiring a program (Nicole Fraiser) that does not work.	5/19/2023 12:43 PM
42	Increased training opportunities for TAs	5/19/2023 12:42 PM
43	Pulling SPED students into small group instruction per their IEP.	5/19/2023 12:42 PM
44	Multiple class interruptions from the building admin for now known reasons.	5/19/2023 12:42 PM
45	The district has made an absolute mess of the student computer situation with zero accountability. In fact, we have created a theft culture. Steal someone else's computer so I do not get fined. The district needs accountability for student computers on a regular basis and to support mid-level students in learning the skills they need in order to care for and be responsible with a computer. I barely used computers in my instruction because it was not at all reliable to believe students would have functioning computers in their possession. And, when they did, the battle to not play games was no worth it.	5/19/2023 12:40 PM
46	Administrative support of educators when negative student behaviors impact the learning environment for the rest of the students in the classroom is needed. It seems that there is more efforts and attention given to pleasing and giving into parents of the ONE student who is taking away the instructional opportunities from THIRTY+. How are we expected to improve overall student achievement when we are now in the business of people pleasing one at a time?	5/19/2023 12:40 PM
47	Follow through with student discipline. They know there is no consequence.	5/19/2023 12:27 PM
48	Last minute communication from district with unreasonable deadlines.	5/19/2023 12:26 PM
49	Respect from admin and trust, allowing teachers to teach, assess and not having others doing it for us. Testing teams does nothing for teachers. Teachers need to be trusted to give assessments to get real true results. Another person giving my assessments means nothing to me or my data.	5/19/2023 12:22 PM
50	Actually hire subs in this district, so specialists don't have to sub.	5/19/2023 12:19 PM
51	The student behaviors not only impact that student and the classroom, but also neighboring classrooms. Also, we need to provide cross training (ELL, Title I, SpEd) for all our teachers and TAs. Also....we need more support to New to ASD teachers and staff, & not just at the beginning of the year. We have new hires after school starts & there should be a plan for training & support for people hired during the year. A new teacher consumes so much time that it makes it challenging to get to other teachers.	5/19/2023 12:17 PM
52	More School Psychologists and Counselors to meet student needs	5/19/2023 12:16 PM
53	Less than 38 students for math in 2nd grade at the end of the day	5/19/2023 12:15 PM
54	Less testing.	5/19/2023 12:10 PM
55	Counselors being expected to proctor spring assessments takes us away from our offices during critical times we need to be available to students. During AP testing we can at least	5/19/2023 12:03 PM

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have our computers so we are able to communicate with students and parents through email during the proctoring time but AK Star does not allow proctors to have a computer so we are prevented from doing any of our actual job during that time. I am the freshman counselor which means in the spring I have my normal caseload of 9th graders plus all incoming freshman. When I am out of my office, I am missing a significant amount of student/parent communication

56	Having not to watch my class for lunch time.	5/19/2023 11:59 AM
57	Student attendance is my MAJOR concern.	5/19/2023 11:58 AM
58	IEP clericals	5/19/2023 11:57 AM
59	Behaviors are majoar distraction and kids not being removed from the classroom with severe behavior issues takes away from the learning environment of all the other kids who showed up for school.	5/19/2023 11:57 AM
60	Instructional time was "ok" to take away to sub, but not CT time...	5/19/2023 11:55 AM
61	Less assessments	5/19/2023 9:40 AM
62	Accountability for behavior. STOP reinforcing negative behaviors. Protect instructional time. Stop interruptions for everything.ELL support,	5/19/2023 8:45 AM
63	more severe punishment/accountability for cheating	5/18/2023 7:27 AM
64	PLC's that actually are teacher directed per department.	5/17/2023 5:52 PM
65	Training in New Curriculum/New to Curriculum Mentor Program	5/17/2023 2:08 PM
66	Student Behavior, Student Behavior, Student Behavior	5/17/2023 9:43 AM
67	Add protections for elementary specialists, and the delivery of their content, to the contract.	5/17/2023 8:04 AM
68	Lowering class size in k-2	5/16/2023 8:36 PM
69	The lack of TA's was a huge issue for my students this year. We had a different sub nearly every day because there were no TA's to hire. The resulted in a lot of inconsistency for the students who need it the most.	5/16/2023 1:45 PM
70	enough staffing to complete the work	5/16/2023 1:06 PM
71	Paperwork days are great- but what would be better, is being provided an outside addenda for paperwork. I'd rather be in the classroom teaching the neediest population.	5/15/2023 11:43 PM
72	counseling support for kids who suffered trauma	5/15/2023 8:02 PM
73	filling sped teacher and TA vacancies	5/15/2023 5:30 PM
74	I need more coverage for high behavior students.	5/15/2023 4:24 PM
75	Class sizes in primary are too high with behaviors and increased/expected growth outcomes!	5/15/2023 3:12 PM
76	Alternative placement for violent students other than SPED	5/15/2023 11:58 AM
77	Proper classroom for my program	5/15/2023 11:48 AM
78	The behavior question is more - when there is a behavior deal with it don't just send them back to class.	5/15/2023 11:42 AM
79	With the advent of Canvas, it seems some families see long family trips (2+ weeks or more) as fine - because students can learn online! The district needs to do a better job of framing Canvas as a receptacle for materials NOT an online learning platform that stands in for in-person teaching.	5/15/2023 11:15 AM
80	Honestly, there are no subs for library. ASD deleted all non-active library subs during COVID. Before we had about 60 library subs, now there are about 12 on the list and 6-8 have long term sub positions. Those library subs who were deleted were wronged by ASD and many will NOT return to subbing due to ASD's treatment of them. The district should renew an invitation for library subs to join our sub-list. In addition, ASD should apologize.	5/15/2023 10:38 AM
81	Class sizes are the number one impact on education at this time.	5/15/2023 10:36 AM

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82	Many unfilled sub jobs, and teachers not wanting to come to work under the conditions of the behavior of the kids in the building. Doors slammed all the time, all day long, items thrown at teachers, being bitten, teachers and students being physically harmed, many students elope from the classroom and/or building each week.	5/15/2023 10:01 AM
83	AEA needs to address school start times. ASD thinks HS students wont be late coming to school at 8:45- they are wrong. Students will still show up late and now we are adding 2,000 more people to the roads at rush hour. And HS kids dont want to be in school til 315!	5/15/2023 9:44 AM
84	Reduce the number of schools we cover, Outline our added duties and properly compensate	5/15/2023 9:21 AM
85	Principal support would be helpful!	5/15/2023 9:20 AM
86	Duty free lunches as defined by the Alaska Nursing Statutes	5/15/2023 9:11 AM
87	not having classes combined all the time due to lack of subs.	5/15/2023 9:05 AM
88	Flexibility in teaching students goes hand in hand with class size. Classes can quickly get to the point of where it is overwhelming to meet individual needs.	5/15/2023 9:00 AM
89	I have space and set up challenges with my area and number of students.	5/15/2023 8:56 AM
90	Please NO more assessments that we can't use.	5/15/2023 8:31 AM
91	Someone to help with testing, data gathering OR dependable parapros who come to work regularly	5/15/2023 8:26 AM
92	clerical for special education	5/15/2023 8:19 AM
93	additional FTE	5/15/2023 8:12 AM
94	Lots of pushback from one TA in my classroom	5/15/2023 8:08 AM
95	NOT changing the school start times-it's horrible for all parties	5/15/2023 8:04 AM
96	I would love assistance in the nurse office for special projects such as immunization compliance monitoring and health screening.	5/15/2023 7:45 AM
97	Special ed clericals to return	5/15/2023 7:37 AM
98	Stop useless trainings!	5/15/2023 7:35 AM
99	Less State testing	5/15/2023 7:31 AM
100	Other avenues to prevent one principal from destroying teachers career simply because she doesn't care for you, or how you decorate your classroom.	5/15/2023 7:24 AM
101	fewer meetings and fewer classes to plan for would work	5/15/2023 7:14 AM
102	Get rid of PLCs. They don't make me a better teacher and they take away from instructional time.	5/15/2023 7:12 AM
103	later high school start time	5/15/2023 5:56 AM
104	District follow up of chronic absences	5/15/2023 5:32 AM
105	Our lack of realistic attendance policy, coupled with lack of manpower to carry out discipline were seemingly insurmountable challenges. Also, so many kids are gone for finals to vacation!	5/15/2023 5:02 AM
106	Making it more difficult for students to take random vacations	5/15/2023 4:20 AM
107	We need to be more strict with student attendance - students should not be going on vacation 2-3 times a school year and come back and blame teachers for not teaching the kids well enough. Also, students should not be missing school just simply because they need a haircut. We also need to simplify the process of getting students on IEP or 504 or offer school more support so students can get academic support more easily. Plus, we definitely need a full-time counselor for EVERY school. We have a lot of students who are severely struggling emotionally. There is no way a part-time counselor would be enough to handle 400+ students in a school.	5/14/2023 11:47 PM
108	Director for nurses strongly needed	5/14/2023 11:13 PM