

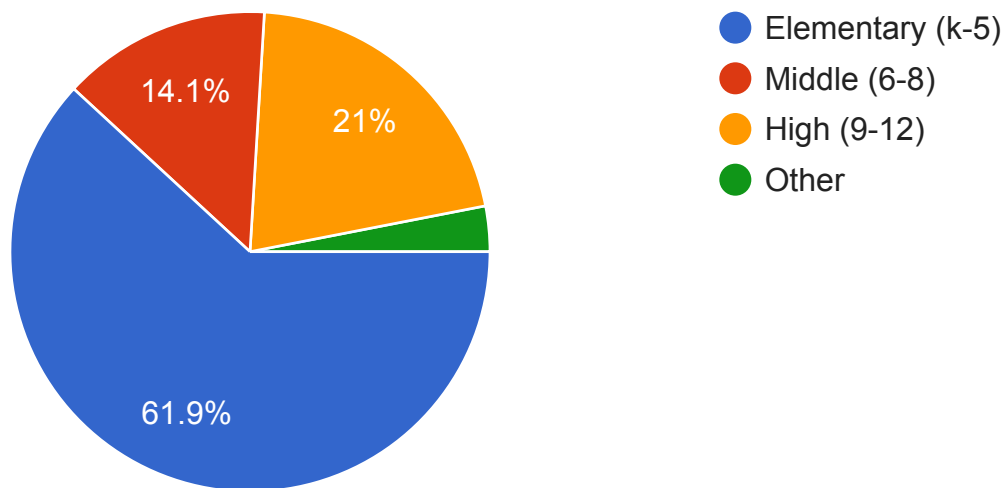
Winter Survey

654 responses

Please answer each question with the best response. The answers (without your name, email, school, or other identifying features) will be shared with district officials.

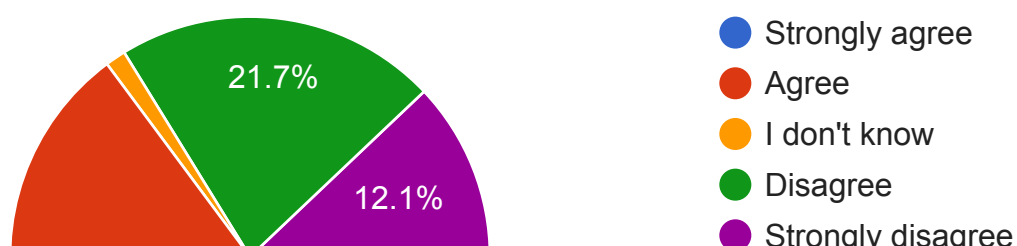
Which best describes your grade level?

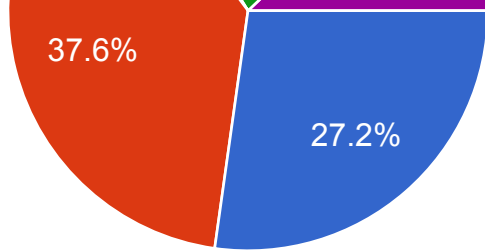
653 responses



I get at least a 20 minute break during the day to eat lunch or rest.

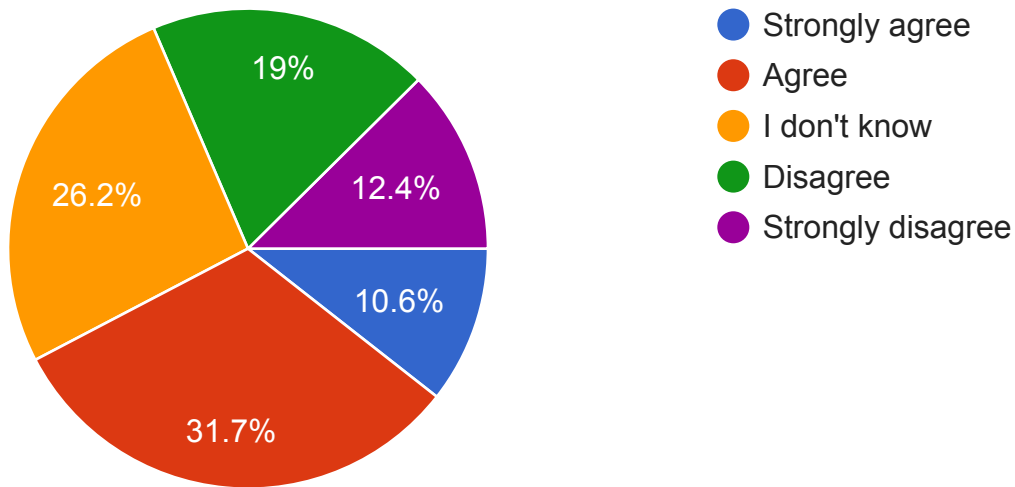
654 responses





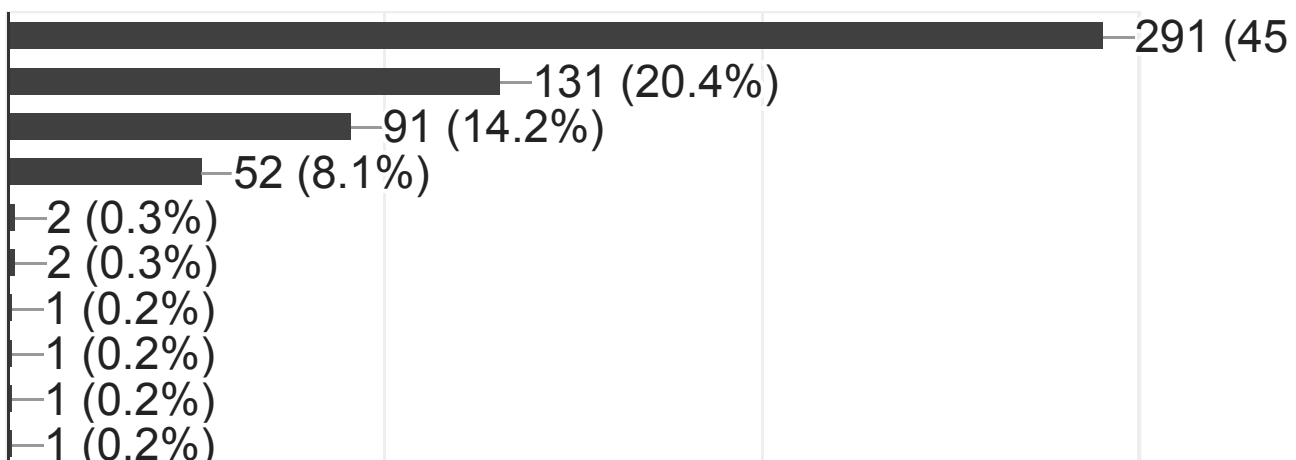
Family data conferences are helpful in achieving my school's objectives.

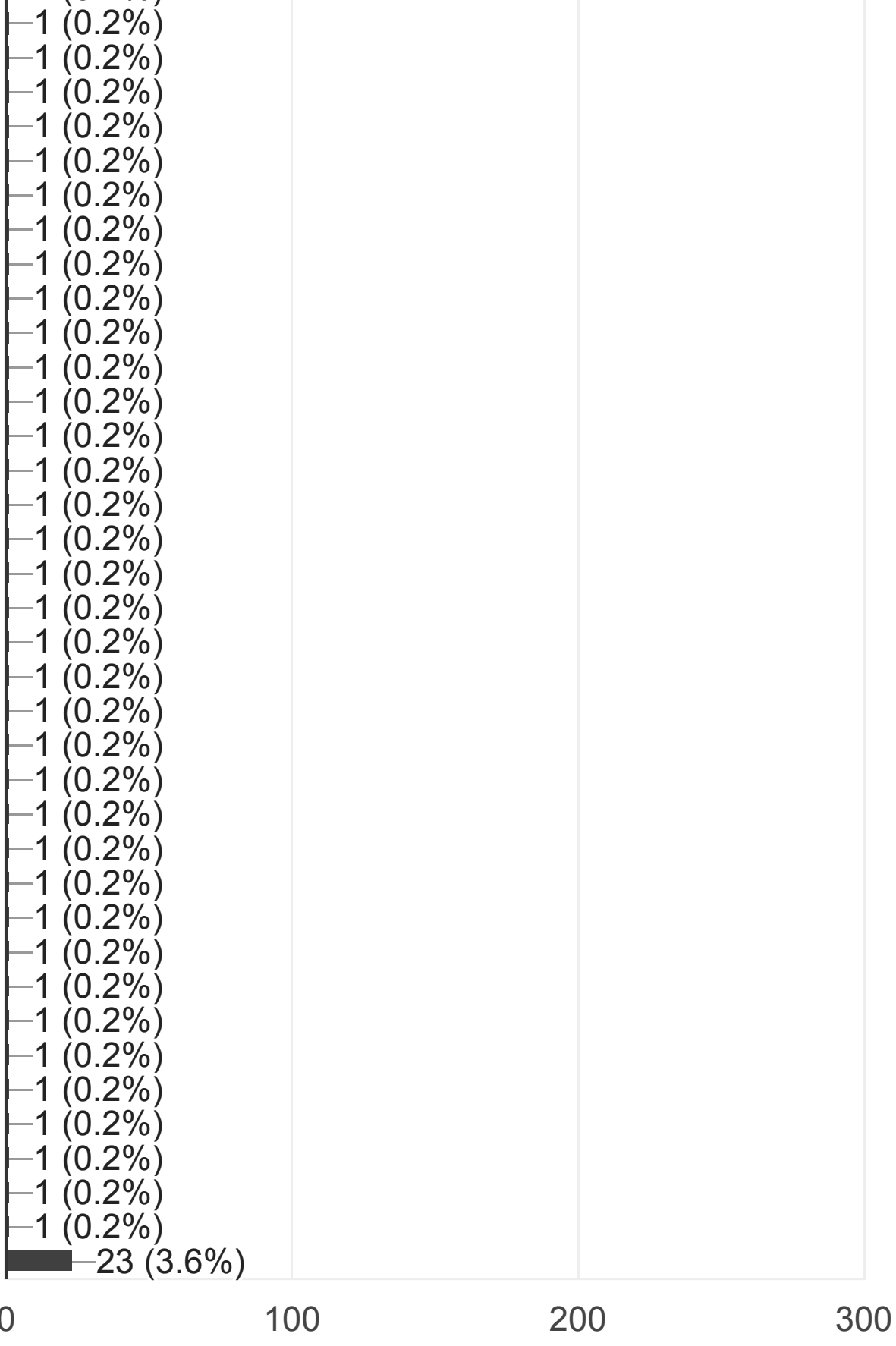
652 responses



Which best reflects your thoughts on family data conferences? (Check all that apply)

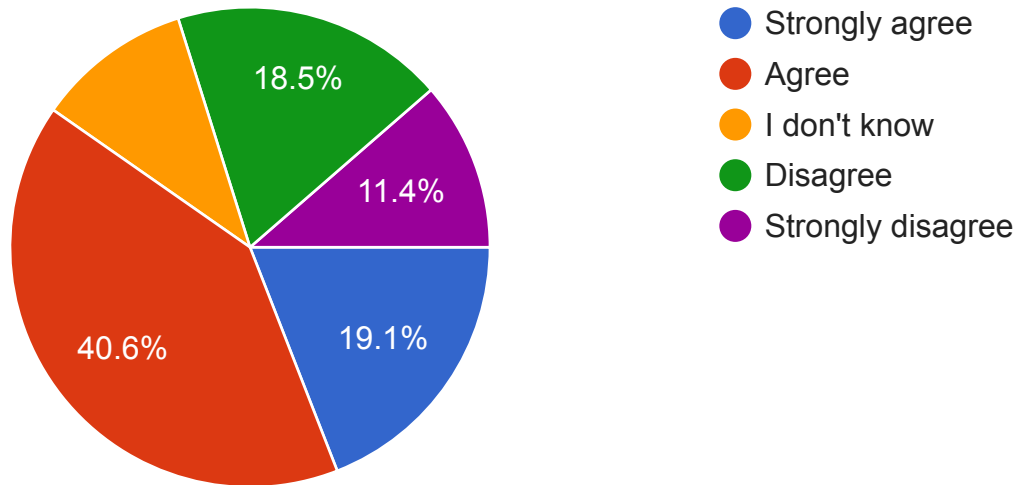
641 responses





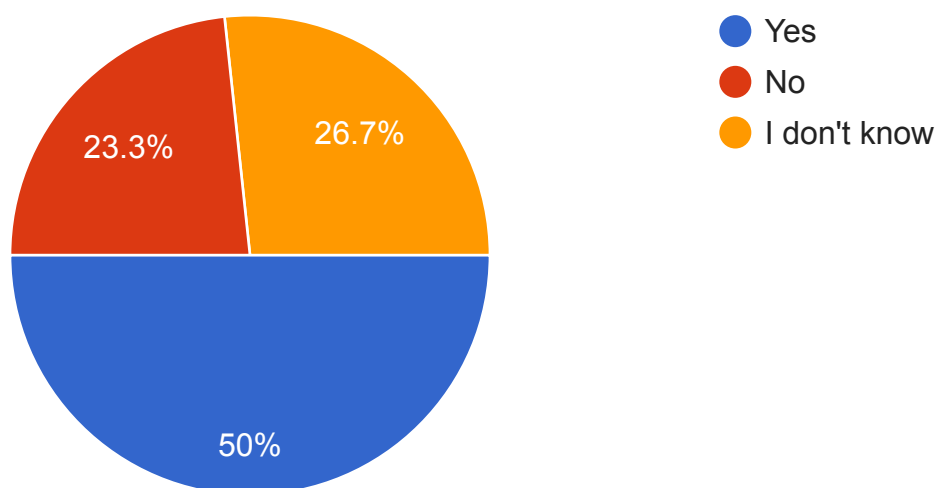
Early release days are an effective use of time.

650 responses



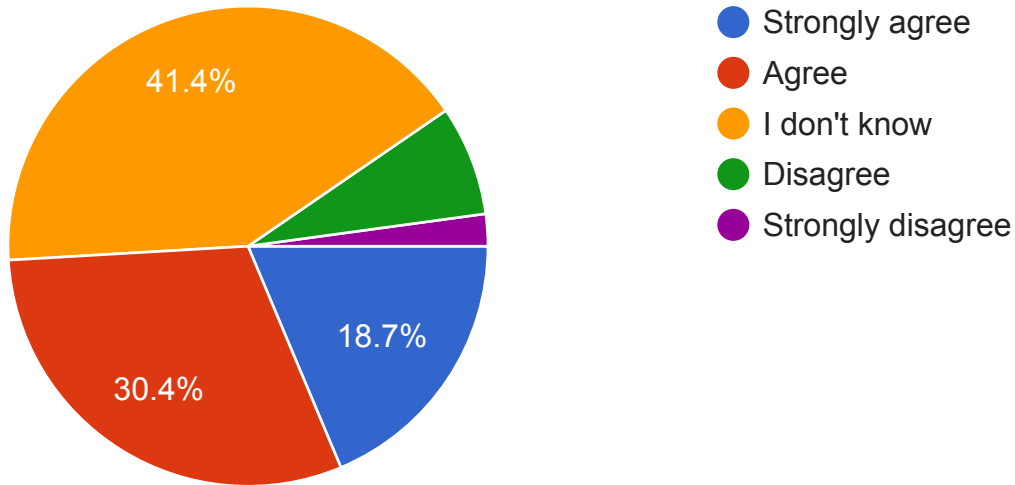
Has your principal given you access to a copy of the district's Progressive Discipline Plan?

648 responses



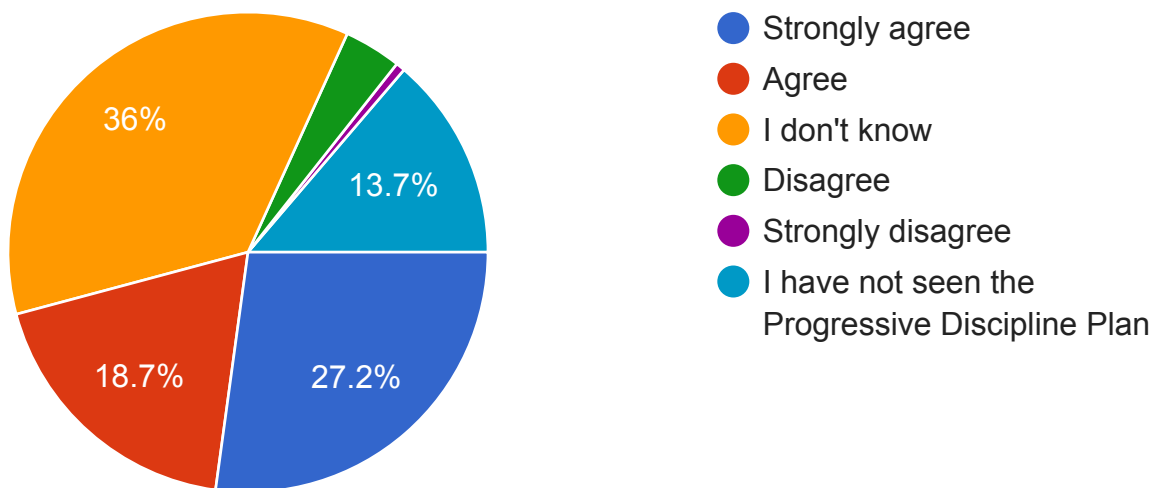
My principal (or assistant principal) follows the Progressive Discipline Plan.

648 responses



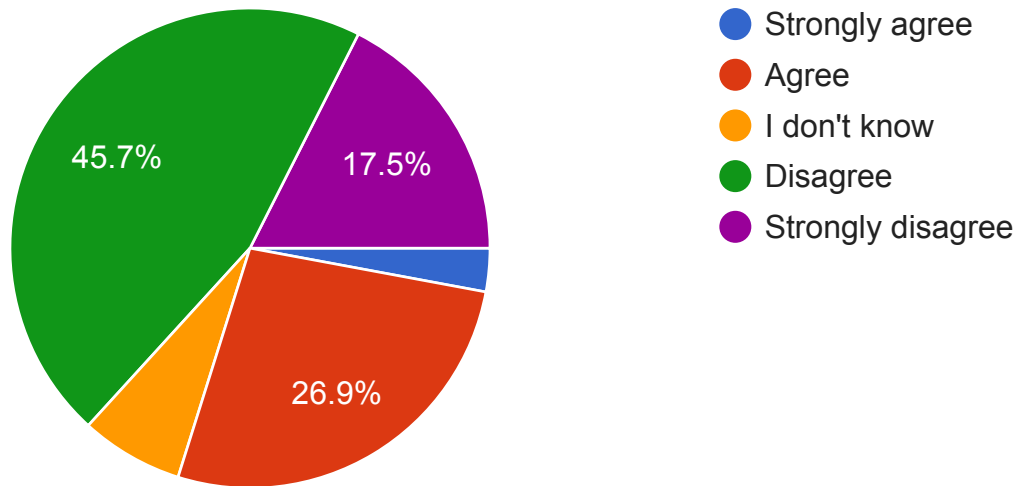
The Progressive Discipline Plan needs a major overhaul.

648 responses



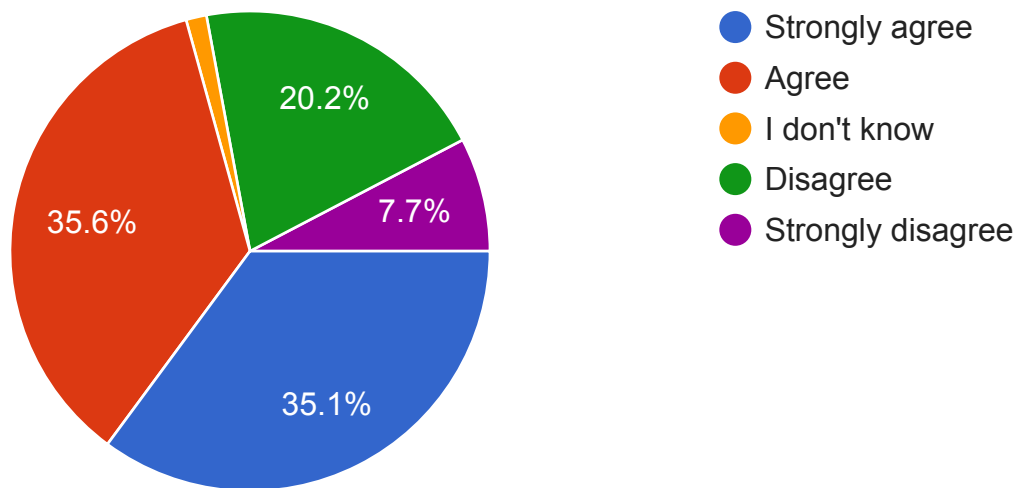
When teachers are out of school, a substitute teacher can be found to fill in.

650 responses



I have had to watch another class this year because a substitute has not been available.

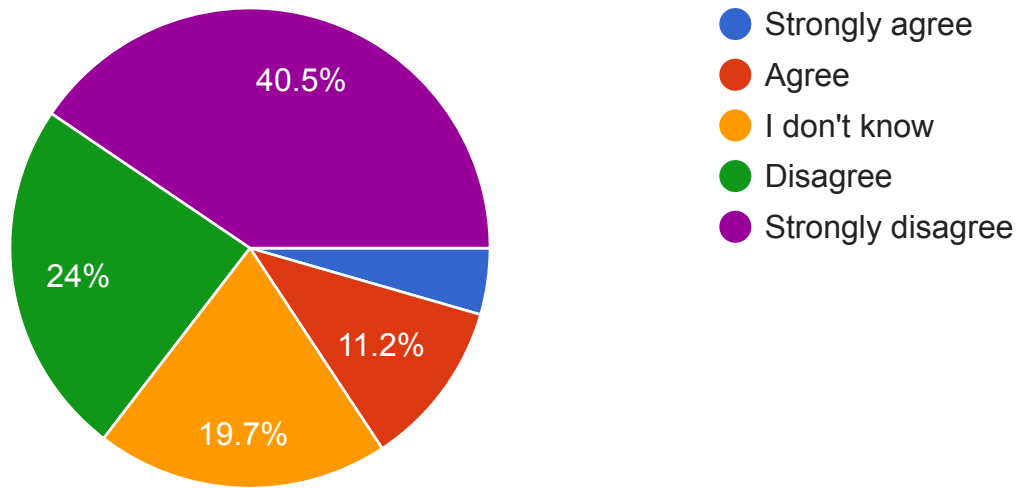
652 responses



When I have to give up my planning period to watch another class, my school pays me

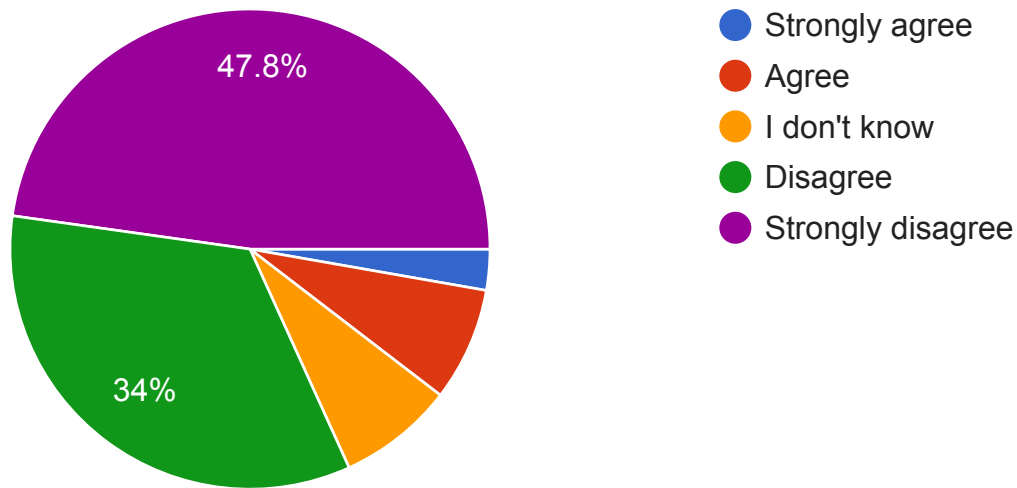
concern pay's inc.

649 responses



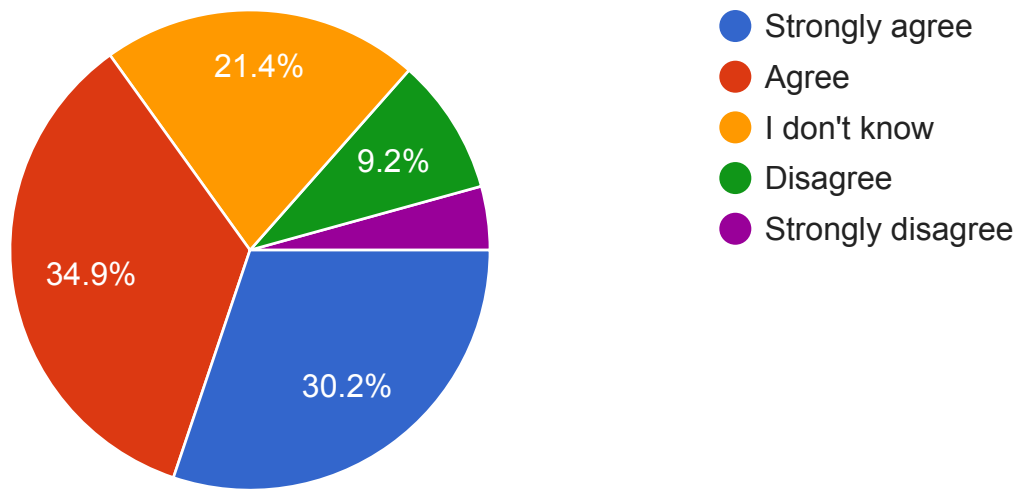
Pay increases should primarily go to first and second year teachers to aid in recruitment and provide them a living wage.

653 responses



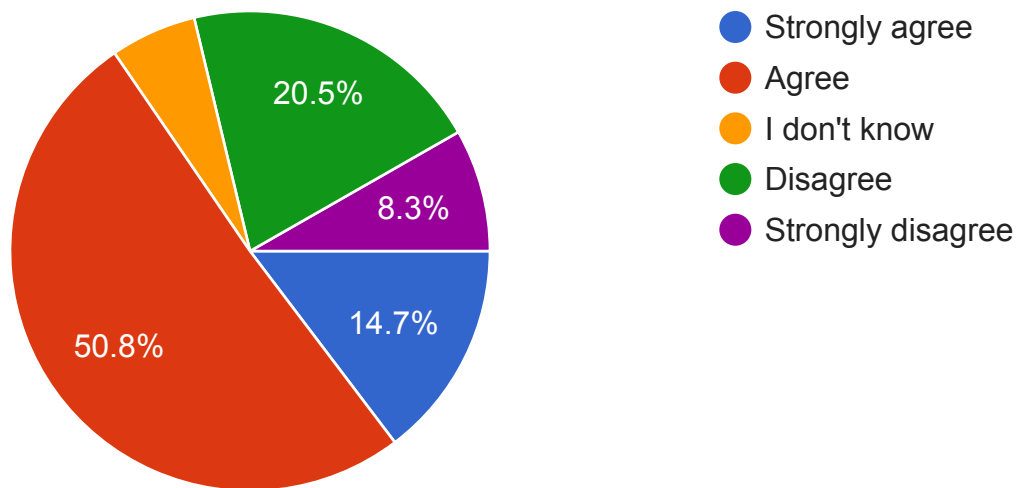
My principal communicates critical district information to me that is consistent with what is being communicated at other schools.

653 responses



iPads, Chromebooks, laptops, or computers at my school work well and without many problems.

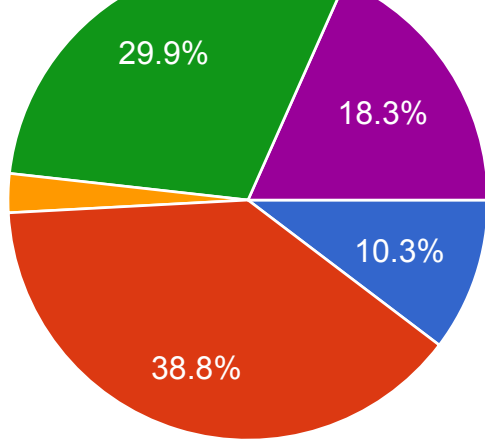
654 responses



This year my class sizes are small enough to permit me to effectively teach my students.

649 responses

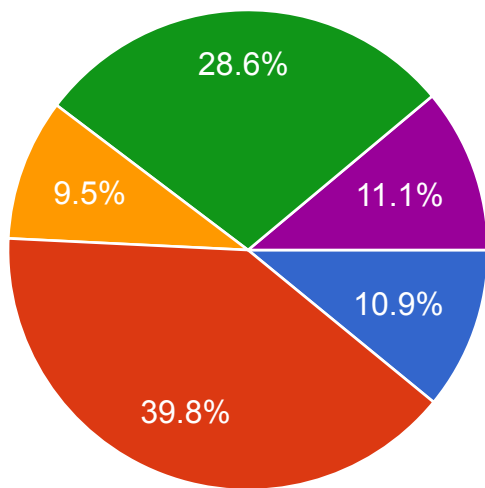
Strongly agree



- Agree
- I don't know
- Disagree
- Strongly disagree

Teacher morale at my school is strong.

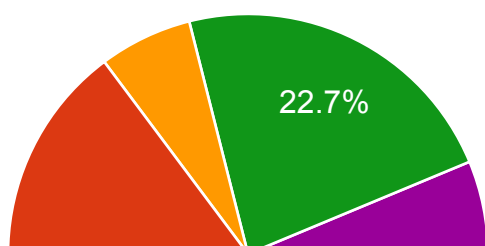
650 responses



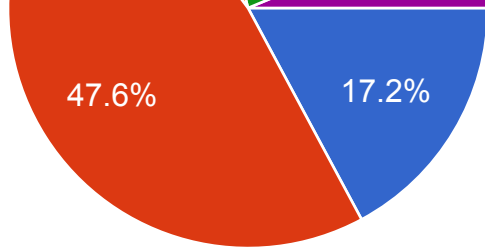
- Strongly agree
- Agree
- I don't know
- Disagree
- Strongly disagree

I feel empowered to help make critical decisions that impact the learning of my students.

653 responses

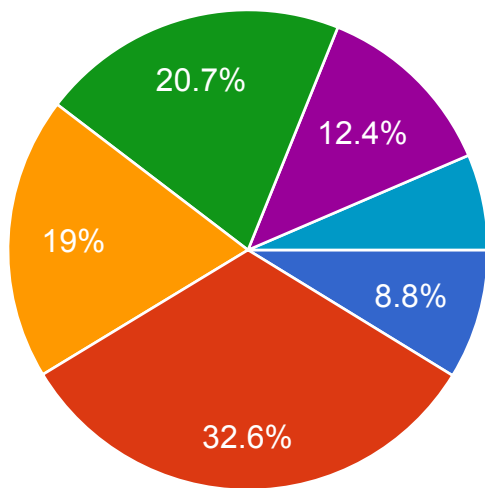


- Strongly agree
- Agree
- I don't know
- Disagree
- Strongly disagree



PBIS at my school is a valuable asset to sustaining good discipline and orderly behavior.

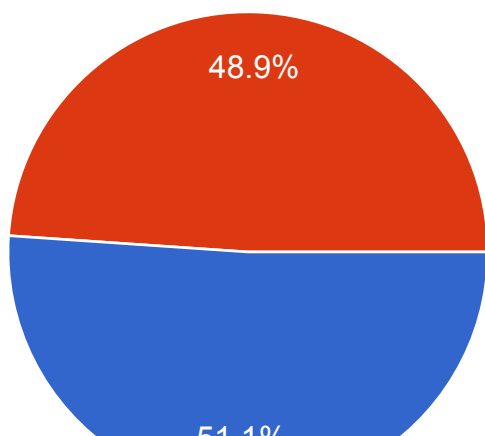
651 responses



- Strongly agree
- Agree
- I don't know
- Disagree
- Strongly disagree
- My school does not use PBIS

The process for submitting receipts for \$275 teacher supply checks:

648 responses

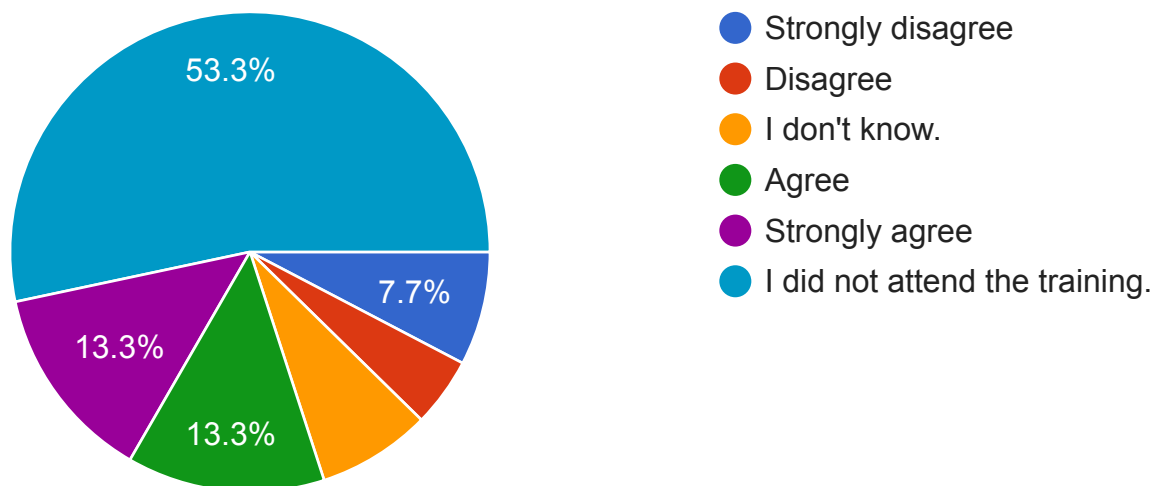


- is fine as it is.
- should be changed so that I just hold on to my own receipts.

51.1%

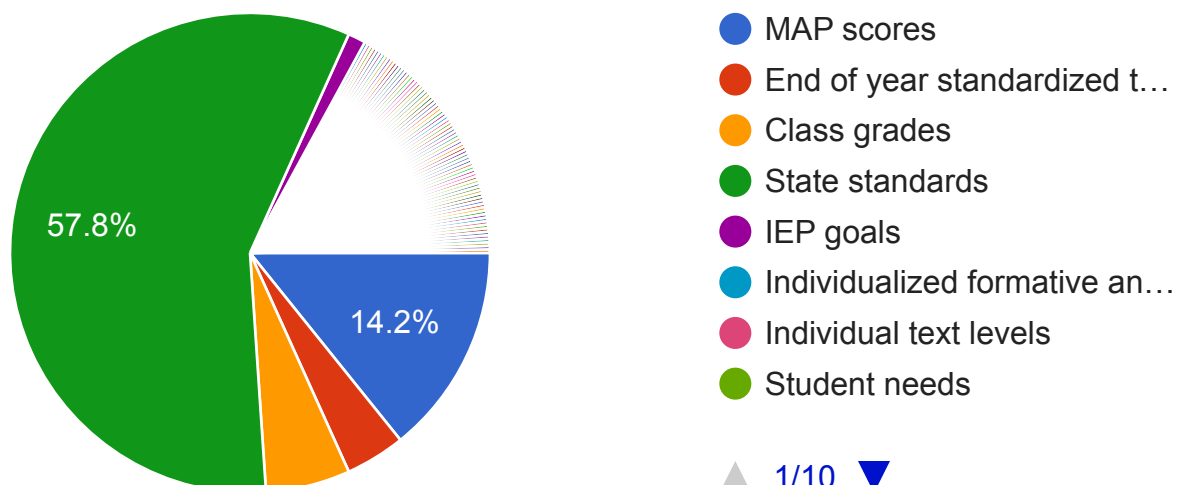
For math teachers ONLY: The professional development I received in OGAP training will help my students succeed in math class.

300 responses



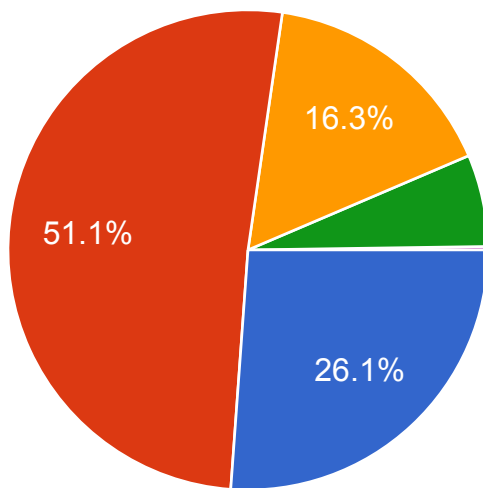
For English, math, and elementary teachers ONLY: Which of the following do you focus on most in planning and delivering instruction to your students?

422 responses



For English and elementary teachers ONLY: The position of literacy coach at my school:

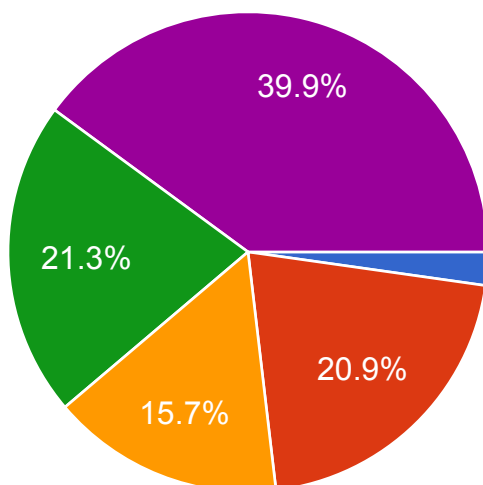
436 responses



- provides me with critical professional support, which in turn helps student achieve...
- would be better used to teach lower-performing students.
- should be eliminated.
- My school does not have a literacy coach.
- is critical to my students' improvement in reading.

For middle and high school teachers ONLY: The district's policy on permitting students to have access to cell phones during the day is beneficial to students.

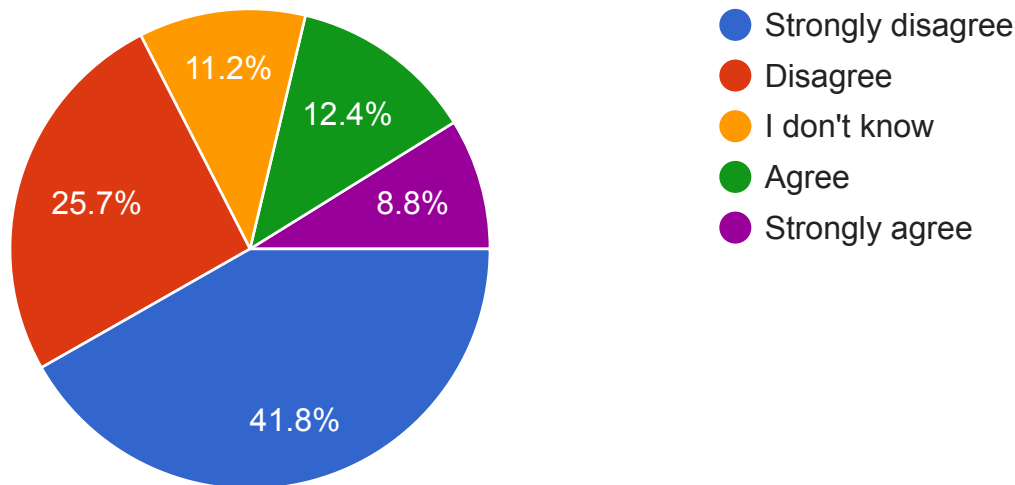
268 responses



- Strongly agree
- Agree
- I don't know
- Disagree
- Strongly disagree

For middle and high school teachers ONLY: The district's policy on permitting students to have access to cell phones during the day causes very few distractions.

249 responses



Retaining quality teachers is a problem for CCSD. Please share any ideas you might have for aiding teacher retention in our county.

447 responses

Higher pay (4)

Salary increase (2)

Competitive pay (2)

- Pay more competitive wage for the current cost of living
- Improve PDP so teachers don't feel completely helpless.
- Stop so many initiatives. It's too much.
- Better leaders in school - principals should have to send out a weekly formatted email that contains the information they are supposed to communicate to us and they are held accountable by their supervisor.

Support the teachers you have by paying them more. Keep your experienced teachers in place. Pay

teachers in more challenged schools more to stay, because the longer you are in a given teaching position the more effective you can be.

Quality teachers are not feeling supported by their administrators, partially due to the Progressive Discipline Plan and partially due to the administration not doing their part to discipline students when given the opportunity

Increase pay

Pay more.

Increase teacher pay at all levels not just new teachers. Provide supportive administrators instead of trying to get rid of teachers. Experience is important and teachers make mistakes along the way to becoming highly experienced. Don't expect perfection! Teaching is continuous growth every year.

Teachers do not feel secure. There is always a threat looming over our heads. Test scores, COT evaluations etc. There is little support but plenty of blame. To retain teachers, pay them more. Listen to their ideas. Treat them like the professionals they are.

Increase pay across the board.

Institute a teacher career ladder so that good teachers don't have to become administrators to make enough money to support their families -- see the structures in Denver and Houston.

Add teacher-coach positions at all schools -- ideally one teacher-coach per 5-10 teachers.

Provide funding for teachers to participate in CCSD leadership meetings -- many teachers, not just the ones that always get selected.

Provide funding for teachers to attend conferences and workshops.

Treat teachers with respect

Higher pay and the school needs to provide materials that are needed to teach! I paid over \$3,000 buying materials for my classroom this year!!!!

Get the "extras" out of our lap. We are spending an inordinate amount of time on things that used to be done by staff. More and more keeps getting dumped on us. Morale is sinking because of the disgruntlement this generates.

Providing teacher support, behavior modification training, and extra planning time to complete all of the "assignments" new teachers have to do for the district

more support from continuing teachers onsite

ALL teachers need to be paid more. They also need additional support from mentors. I think the co-teaching model has a lot of potential if implemented carefully.

Respect and trust teachers as decision makers for their students. Their voices need to be heard and valued.

Support teachers with difficult situations with parents and students

If teachers feel supported they will want to stay. I am in my second year in CCSD and I do not have a strong support system. There are maybe 3 teachers I can rely on, but the whole school should lift everyone up. Especially the new teachers. Also, communication between teachers and principals should happen more than it does. There are many issues at my school because of communication. Lastly, discipline is nonexistent. The kids think that they run the school and they don't get punished for unacceptable behavior.

Stop holding teachers accountable for student test scores. Students should be graded on the work students do ,teachers should be graded on the work they do . This is common sense .

Revise the Progressive Discipline Plan (so it's easier to remove disruptive students from the classroom).

The pay is insufficient for survival-I am a 30 plus veteran and am capped out on the payscale-that does not say much for staying and working all these years in education-we need to be paid for ALL that we do-and we do it all the time-pay us a living wage!!

The Progressive Discipline Plan is extremely in effective. Students are allowed to do what they want, when they want it because their is not real consequences. The amount of students who take away from the learning of other students on a daily basis due to their extreme behavior is out of control. Due to this issues, awesome teachers are not only leaving CCSD but the profession entirely.

Better pay for ALL teachers, not just new teachers. Providing more support for low achieving students, such as interventionists. Reduce the pressure on test scores such as MAP testing.

Give us a lunch break!

Pay increase, more help with reading and math interventions, each school should have their own school psychologist (more kids need to be evaluated but there is not enough help , they are slipping through the cracks) Stop changing so many things all the time. Teachers are asked to do too many extra things that don't help the children.

Teacher pay is a start - higher pay for everybody - new teachers to keep them and veteran teachers as they stay and provide stability and leadership. Maybe bench mark bonuses for years of service - at 5 years and so forth. Stop putting every kind of student in a classroom. We are hearing about individualized instruction in the classroom. Why not individualized programs for students. Discipline, emotional, career, etc students need something for just them. Teachers are ruined by giving them these kinds of problems to deal with and teach. Create the best discipline school and put kids there that need it. Don't slap them on the wrist and put them back in a classroom to create havoc. Make Garrett the best trade/skills/tech/etc. school around and promote it and sell it - not every student goes to college.

There are so many things teachers have to do besides lesson plans and teach. Every year the list gets longer for added responsibilities. This leaves us with less time to be prepared for our classes. Some days, it seems like the last thing we do is teach. (Data days, committee meetings, faculty meetings, department meetings, PLC, lunch duty, professional development assignments, keeping track of attendance for 90 students a semester, writing class absence notifications, denial of credit notifications, paperwork for attendance make up, different lessons for homebound students, handling much of the discipline problems ourselves, calling parents, emailing parents, documenting that we have called, emailed, sent a letter or any other methods of handling the discipline situations, entering discipline in PowerSchool 360, hauling needed supplies to our classrooms to be able to teach, mentoring students, tutoring students, entering grades in a timely manner, SLO work, studying student data, as a high school teacher having 9-12 graders in one classroom, having special education students through Dual Credit students in one classroom, all while expecting an unannounced COT any minute.....) I personally work anywhere from 70-80 hours a week and can't keep up. This is my 20th year working for CCSD. I love what I do, but I have to give up a lot in my outside life. I think about switching to a different career. I have other degrees. My advice is to LET TEACHERS TEACH! Give them TIME to prepare for classes. Some things we do are so unproductive but we are made to do them for the sake of "looking good on paper". We documented that we did it, so it must be good.

Student and parent accountability is sorely lacking and getting worse as the years go on. Until we have a

strong discipline system in place, new and veteran teachers are going to continue to leave.

CCSD keeps asking us to do more, and they do not show any respect to teachers. I feel overworked and underappreciated. I have taught for CCSD for many years. I love spending my time coming up with great lessons for my class, but I do not like to be given work that doesn't help my students. CCSD shows more interest in testing teachers instead of helping students. I can't believe that they keep giving us larger classes, and they take away intervention. That is not helping children!

Cut down on the requirements placed on us. I may have to quit in the future due to the many unnecessary tasks that take up time (such as creating unit plans when the district already provides these for us). SLOs and the grading/data input waste time. As does doing F&P testing 3x a year.

Pay them accordingly. We moved here from Northern Virginia and took a 20K pay-cut per teacher (2) to teach here. We cannot sustain our income due to the high sales taxes.

Partnering with local or online universities for offer a Master's Degree at a (significantly) discounted rate in more areas of study.

Teachers need to be treated like the educated professionals we are. The amount of daily supervision required is ridiculous. Teacher planning time needs to be supported and respected by admin. Teachers should be given a supervision free lunch every day. Support for new teachers should include out-of-state teachers, not just brand new teachers. There are a lot of expectations for teachers in this state/district and very little compensation or support.

Value teacher time and effort.

Hire quality leaders. Many teachers are negatively affected by incompetent APs and Principals.

The district does not consider this a priority. My dissertation study in this topic was not found of value and was denied.

duty free lunch, protected planning, good administration, good PD - money for subject area conferences, autonomy in teaching

Pay more

Reduce the amount of required assessments

More money, less paperwork, realistic expectations

Give new teachers a break with all this SAFETY stuff. Also, we get these great experienced teachers from out of state who also have to go through the SAFETY process. But going back to new teachers, no wonder they leave. I think I might have quit too if I'd had to put up with all that. Provide them with a good mentor.

Substantial salary increases, and elimination of positions that are needed t necessary in order to fund these

pay all better increase all

increase cost of living wages

PAY US MORE AND TREAT US AS PROFESSIONALS. We are paid minimally for a thankless, stressful job. More and more trivial tasks are being imposed on us every single year- SLOs, Family Data Conferences, EVAAS, R2S requirements, the list is endless. Pay never increases, only the workload, responsibility, and expectations for us to do more.

Yes. Teachers work so hard at managing behaviors that we are lucky to do any instruction

Teachers at low income schools should be paid more.

Better pay. Step increases should NOT top out at 25 years.

Providing bonuses for current teachers infield's and schools where teachers who are being hired are getting bonuses

It is really hard for me to survive in Charleston based on the salary I receive...and I have an advanced degree and multiple years of experience. I spend so much time planning, grading, and working beyond my scheduled hours that I cannot work outside of teaching, but working paycheck to paycheck is very stressful. It is not CCSD's fault that the cost of living is so high in Charleston County, but it is the most difficult part of my job and the reason I most consider finding something more reasonable. First and foremost, teachers need competitive salaries. Beyond that, communication and support from the district level must improve for teachers to be attracted to CCSD and motivated to remain there.

Yes - because of the disrespectful nature in which the admin treats staff!

Respect! Language in Contracts, letters of agreement, etc. has a disrespectful tone! The Latest... Certified teachers subbing are only getting \$12 more than uncertified subs? Couldn't believe it! Again, what another slap in the face!

Pay teachers more. Support teachers with student behavior. Better administration.

Peer mentoring. Promote collaboration. Departmentalized instruction . It's hard for teachers to teach all subjects to 27 kids all day. Becomes overwhelming. Make it that all elementary schools departmentalized.

Increase pay (Isn't this obvious?)

Better pay and better communication/treatment from downtown

Retaining teachers boils down to feeling valued and having high morale within a school. The administration teams at each school can make or break the morale of their faculty. I wish CCSD had more strict guidelines for administrators instead of just shuffling them around to other schools in the district.

higher salary

Struggling students in low-performing and Title I schools should have access to interventions and supports to assist them. So many students are placed on a "wait list" and are not being serviced. This is an injustice to our students. Any student who qualifies for interventions should be serviced but there are not enough interventionists to help in these low-performing schools.

Pay raise across the board for all teachers would be helpful - not just new teachers. Mentors are needed for supporting new teachers.

Pay increases; more effective principals (who care about teachers - I've been fortunate and moved schools and now work for Michael Antonelli and Kyle Smalls, and they're both amazing!); leeway regarding instruction and allowing teachers to focus on teaching students vs. test scores; improved facilities; lower student-teacher ratios; improved teacher resources

You must increase pay, and not just for first year teachers.

Discipline is a big problem in many schools. Teachers cannot teach and instruction is interrupted. Or cannot take place at all. There is no respect for teachers by parents and students. Teachers need to be supported by administration.

respect your teachers as professionals

Increase pay for all teachers to better compete to hire and retain teachers. While we don't get into teaching for the money, we have to live off of our pay checks.

Inequality among the school in resources and renovations. New schools and renovated schools are provide with the most current technology devices and those schools that do not fall in this category do without.

Better pay

Lack of support from admin, not necessarily of your principal, but higher ups, coordinators, for example.

Make better decisions and stay out of the News

Give incentives/bonuses for teachers who remain in the district, especially in Title I schools.

Treat teachers as though we are respected professionals with years of experience and education. The longer I teach, the more teachers become treated as though we are the lowest of the education system. Our opinions and knowledge are not respected nor encouraged. We are expected to be mindless followers of the latest trends but somehow make every student successful no matter what the circumstance. It seems as though the the job of teaching is to make miracles happen while obstacles will be thrown at you that keep you from doing your job. I am most upset about students truly needing help and not receiving it. Instead they are labeled as a behavior issue and passed on to the next grade level, when truly they need intervention or special services.

Step up DISCIPLINE and we have a better shot to keep good/young teachers in the county!! The discipline plan CCSD uses is a JOKE! Students crave structure and WE must give it to them! The numbers/statistics will correlate if we discipline students appropriately (since many of their parents are NOT).

higher pay, better working conditions,

be open to more alternative pathways to certification, increase pay for all levels of teachers, provide more options for teachers to be promoted or recognized as leaders in the building- with pay to match

salary and poor leadership at district level

Better pay! After 25 years, there is no longer a step increase. If the district does not desire to retain teachers who have honed their craft through vast education and experience and would like to replace them with teachers with lower salaries, offer attractive early retirement packages as other employers do.

PAY US MORE!!!!!!!!!!!!!! PRETTY OBVIOUS SOLUTION THERE. AND TAKE LESS MONEY OUT FOR BENEFITS!!!!!!!!!! I KNOW TEACHERS WHO HAVE BEEN WORKING FOR 10+ YEARS AND STILL BARELY CAN PAY THEIR BILLS, UNLESS THEY WORK 2-3 JOBS, COME ON NOW!!!!!!!!!!!!!!

I think morale is low because teachers don't feel valued or important. If morale is low, you are not able to enjoy your job. If you don't enjoy this EXTREMELY demanding job, then why not go do something else. There are plenty of other less-exhausting jobs that pay as well or better.

To retain quality teachers CCSD needs to implement more pay, treat us with respect, and communicate to us.

Treat teachers as the professionals they are, give duty free lunch daily, guarantee planning time for elementary, make each school completely equal in terms of money and resources (help the title 1 schools with effects of poverty), give teachers the strong, research based materials needed for student achievement and train teachers effectively in using these materials (Reading and Writing Workshop from Teachers College Reading and Writing Project), stop making teachers use materials that are developed by random publishers, PAY teachers adequately (CCSD pay is \$20,000 less annually than northern school districts)

Pay us more, treat us with more respect, give us more support.

increase in pay for all teachers; veteran teachers are living paycheck to paycheck as well as new teachers

Respect our teachers more, increase pay for ALL- especially your most experienced teachers that stop getting the small step increases

Better pay.

**cashing out unused leave upon leaving CCSD

**paying a stipend to National Board certified teachers

**not freezing salaries at year 25

Most new teachers should not be placed in a high needs school right out of school unless their professors feel that they are ready to handle the struggles that come with it. Classroom management skills should be very good. These teachers should have plenty of support from inside and outside the school to ensure they are getting what they need to be successful. Administrative support is crucial.

Treating teachers more respectfully and as professionals would be a good start.

Compensation and recognition for veteran teachers.

Instead of giving them more work (creating and submitting yearly plans, attending meetings, etc.), we should lessen their burden by giving them resources and support. This should come heavily at the beginning of the year, perhaps during workdays before students come, and throughout, too. For schools that need mentors but don't have veteran teachers, pair them with someone at a nearby or similar school.

In our school, we meet way too much. We meet 3 out of 4 Wednesdays a month on top of mandatory meetings on Tuesday, Wednesday, and Thursday of each week during one of our planning periods. We also have mandatory duty each day. Expectations are unclear and morale is low. It feels as if teachers are not trusted to do their jobs. I would like someone to investigate the teacher turn over at our middle school. It is a great school, we should not have the turn over we do each year. Also, we do not feel supported by admin in regards to discipline. There is never any communication explaining what was done after a student is referred. Often times, it takes days or even more than a week for a situation to be addressed.

ALL teachers need a raise!!! Prices continue to escalate in Charleston and even though I have been teaching for 20 years, it is still difficult to make ends meet. I am widowed and there isn't another source of income in my household. If I taught in Columbia or Greenville, I could make \$10,000 per year LESS and maintain the standard of living that I have here in Charleston!!!!!! We are paid the same as teachers in other parts of the state, but it is FAR MORE expensive to live here. I am seriously contemplating moving somewhere else where my dollar would buy more.

Every teacher I know has left because they document, admin documents, student goes up for review and are sent right back to school. Students know and verbalize nothing will happen to me. They are correct. We need real alternative schools.

Monitor how principals treat their teachers and staff.

I don't know of an answer. We work at least ten hours a day at the school and bring home more each night and weekend. The winter break is meaningless because of the amount of grading to be completed. And we are not paid for this time and our families are sacrificed. So I don't know how to alleviate this problem unless smaller classes are given. Just an extra five students equals an extra hour of grading essays. Then I lose endless hours on SLO and meetings. Not many young people are going to work 60 to 70 hour weeks for little pay or appreciation.

Have a pro-active plan to recruit retired people.

Raise teacher pay to match cost of living

Pay increases. More planning time.

Teachers feel overwhelmed and overworked for what little pay they make. Teachers should have more support with behavior. Teachers are frustrated that a student can continuously be a behavior issue day in and day out and be able to stay in class with no consequences. It takes away from the teacher's ability to teach the other students. I have seen so many excellent teachers give up on teaching and leave my school because they do not feel supported by our principal with behavior.

Other (342)

Please let us know what you think is the most important issue currently facing CCSD teachers.

447 responses

discipline (2)

Low pay. (2)

morale (2)

pay (2)

class size (2)

Teacher pay. (2)

Pay (2)

Discipline (2)

Morale (2)

Discipline.

Literacy!!! We need to add back to the Literacy program. There are way too many students on wait lists who desperately need to be served by the literacy teacher and literacy assistant. We cannot improve student achievement without adequate support staff.

no comment.

Lack of administrative support. Veteran teachers are leaving because the combination of lack of administrative support and the Progressive Discipline Plan are forcing us to be less effective teachers. We are having to lower our standards

Retention. See answer above.

Pay and support from administrators

Low moral and low pay including ridiculously inadequate retirement pension.

Lack of funding

Pressure to pass students

Lack of funding for materials, large class size/small classrooms

Over testing (PACT, PSAT, ACT, SAT all are given during class time) not only uses up valuable time but also places an unnecessary stress on the budget that could be better spent elsewhere on instruction.

Trust in leaders

It probably differs from school to school ranging from discipline issues to the heavy weighting of standardized test scores.

Teachers need lower class sizes and more time to plan strategic instruction.

Being a valued stakeholder in what is best for our students.

No consequences for student absences, poor behavior, poor study habits

We are tired, overworked, and underpaid.

Holding teachers accountable for student work. If a student misses 50 days of class due to pregnancy, the teacher is not to blame for that ,

An ineffective Progressive Discipline Plan is the most important issue facing CCSD teachers.

teacher shortage

Holding parents accountable for their child's extreme behaviors which hinders the teacher from being able to do his/her job - TEACH!

Pressure of MAP scores for lower grades.

In Mt. Pleasant parents have too much influence over the administration.

Unhappy teachers and not enough help for more children. Too many kids in the classroom (might be a state problem also)

technology - We embrace it way to quickly, are willing to spend millions of dollars on it up front and then don't continue to spend money to support it while always looking for the next new thing (the process repeats) and don't seem to consider the long term ramifications of its use. In my field I continually fight the impact of technology. We seem more concerned about making CCSD teachers better users of technology instead of better teachers. A second issue is students in the classroom. Students are placed in the classroom with needs beyond the abilities of a regular ed teacher. Nobody benefits.

The majority of my high school students say they could NEVER be a teacher. They watch how hard we work and the discipline problems we face. They admit they would end up on the news if they were a teacher for losing their temper with some of the students we have.

Problems. Teachers are underpaid and put in a lot of hours. More is expected every year. We need help with discipline!

The Progressive Discipline Plan does not work for most of the schools in Charleston County. It is way to slack on behavior.

*Large class sizes and lack of intervention

Low morale. Feeling undervalued. I get tired of everyone just expecting teachers to deal with stuff when we speak out about issues because "this is the career we chose."

Larger class sizes

Compensation and fair working conditions.

Waning enthusiasm due to the realization that our system is for administrators not students.

I think that we are too often left out on an island to fend for ourselves. We can seldom count on administrative support.

Teacher evaluation, retention and salaries

Lack of classroom management PD, and too much required paperwork.

Low salary

Too many changes every year!!!

Pay teachers more. Including those with years of experience.

The progressive discipline plan is not effective for all students. Repeat offenders should have adequate consequences that reflect their behavior

safety from students....teacher assaults go unreported usually

Lack of appropriate compensation for the amount of work hours and responsibility concurrently with the lack of support and respect from parents, administrators and CCSD BOE.

Discipline and pay

2nd graders at my school took two separate MAP tests while other schools did not. I do not believe these scores are valid and should be used to evaluate teachers.

Inconsistent district leadership.

Competitive pay (see above) and communication from the district level is critical, but almost nonexistent. I get most of my information from local education groups on social media. That is not how I should find out information about CCSD. I am extremely happy at my own school, but leadership beyond my own school is inefficient and unsuccessful.

Aging technology

Lack of replacement classroom printers and smartboards

Teacher pay

EVAAS

Teacher pay and poor leadership at the district and school level

NO JOB SECURITY EVEN GIVEN GREAT TEST SCORES! Age discrimination per lower paid new teachers! Veteran teachers are really unappreciated by the district!

Poor administration

Class size and departmentalized instruction

Salary is too low for the work required.

Quality teachers

Support- Teachers need to feel supported from every entity within CCSD.

ineffective principals

Teachers need more planning time. Duty free lunch is only given when one teacher watches another teacher's class for lunch. We should also have more Early Release days on the calendar which should be used for teacher work time, not more PD.

Timely communication seems to be an ongoing issue.

Dr. Postlewait and school board governance

This year's calendar was a mess. We don't even get a full two weeks at Christmas.

Discipline and support. More planning time and being treated like a professional. Smaller class size!

morale/low pay/discipline plan not realistic

Students who come to us with so many needs- mental health, poverty, low in reading/writing/math, and

truancy (our truancy policy needs to start with 5 year olds, not wait until they miss chunks of kindergarten and it needs to be addressed more rapidly.) We can't teach them if they aren't here physically or mentally.

Student discipline. Not consistent throughout the district. Allowing students to constantly bounce between schools due to behavior issues. Student tardiness and absences without consequence. Passing students with failing grades or not on grade level.

Not enough pay

Morale. Feeling disrespected, undervalued, and unappreciated makes me wonder if I will continue doing this job much longer. I have considered leaving teaching even though I have over 12 years of experience and more than a Masters degree of education and training.

See above.

discipline issues in schools, low wages,

low pay

Reckless spending on digital learning tools and then using those tools to

postlewaite and then board

Lack of respect. After nearly 30 years working for CCSD, I have never felt the kind of fear that one could lose their job at any moment as has occurred in the past year. Also, teachers in Title one schools, should have much better pay, time for planning and PD, experience, and treatment. We put the youngest, most inexperienced teachers in the most difficult situations where need is greatest. It is treated as a way into the profession until one can find a better job at a better school. More is expected and needed from these teachers. The turn-over is insane. How can an lasting, sustained impact be accomplished in these conditions is beyond me, but should not be treated with a shrug of the the shoulders and an "this is just how it is" attitude.

Being able to afford to live in this insanely expensive town. Student behavior is another. Budget issues; how could this be one of the fastest growing cities in the country and we have constant budget issues? It is a disgrace.

SLO! (a HUGE glitchy pointless waste of time that could be better spent teaching my 4 year olds- it in ABSOLUTELY NO WAY makes me a better teacher), inane rules such as the new rule that preschoolers can no longer chose chocolate milk (they will stop purchasing school lunches, unless they are free lunch kiddos), the problem with securing subs or having them show up.

Effective discipline enforcement ranging from cell phone use to serious offenses.

Lack of communication is the biggest issue. All of the other issues come from lack of communication.

Salaries and respect as professionals

Lack of faith in administration.

pay and the feeling of not being valued by the district

Poor district level leadership

I do not trust the district office.

The focus changes too much. You get used to doing something one way, and the very next year it changes. Communication is poor. Implementation is not well thought out and lacks support.

Morale. The disconnect between teachers in the classroom and everyone else-literacy coaches, principals, media specialists, and everyone at 75 Calhoun- is as crippling as I've ever seen. The two "sides" seem to be going in two opposite directions. Those in the classroom have the added burden of being accountable while getting "support" that is at odds with their needs.

We have a new principal who doesn't seem to realize that PD cannot be held on Teacher Workdays. We have a morning PD on Jan. 3.

Pressure to grow all students a year. How am I expected to grow my top kids who are testing at an 8th-11th grade level when I am teaching 6th grade standards? It feels like ELA and Math are doing it all alone. Science and SS do not have MAP . Also, I hear rumblings from other teachers that student progress is unacceptable. We are working so hard, but have students reading on a 3rd grade level in a class with students reading and comprehending well above grade level. Getting all teachers vested in the student progress is essential.

PAY! DISCIPLINE! LACK OF RESPECT! PEOPLE WHO KNOW NOTHING ABOUT EDUCATION WHO TELL US HOW TO DO OUR JOB AND/OR MAKE DECISIONS ABOUT OUR PROFESSION WHEN THEY HAVE NO CLUE!!!!!!!!!!!!

Respect

Lack of real alternative schools that meet the needs of students with various behavior issues. Verbally disrespectful students that want to disrupt learning. I spend my free time helping other teachers with discipline issues or watching students that have been removed from class. I have worked at an alternative school and realize all children can be successfully.

Teachers have to sacrifice their health and families to try and manage the work load that is on their shoulders. Nothing is ever taken off of our plate. Always one more thing to implement or complete. Lack of respect for veteran teachers will cause them to leave continuously.

Safety in the schools.

Morale and time taken away from teaching to test and test and test and test and test and test our students.

Increasing expectations, less/same planning time.

Having support in holding students and the parents accountable for their behavior so teachers can actually teach!!

Other (338)

Google Forms