

Excerpts of members comments about being Valued as a professional

I do not feel valued or treated as a professional. The district continually has shown that they care about the top and not the people that are working in the trenches. They don't want to spend money on teachers or support staff but instead on administrators and directors. They won't pay for our reading support people, they are not taking care of our behavior issues that we are facing and they are continuing to cut from the bottom to meet the needs at the top.

Larger class sizes and increased students with needs, and NO support = failure all around

The lack of adequate support, salary increases, and recognition continually show that I am not valued.

Teachers are not going to stick around for this anymore. There are staff here who are going to leave and take a year off to figure out other options because their mental health is tapped out. We deserve support and low class sizes. No more of this restorative justice. It's clearly not working.

I do not feel like SpEd is considered by administration as we are getting more students without proper support to run our programs. When someone is absent or a position is unable to be filled... we are expected to move our schedules around to support students. This can be unsafe, unequitable and removes our time we need to prepare for our students with high levels of need.

I think we give feedback that is not actually used. Additionally, class sizes are too big and student needs are too high and we don't have enough IAs or supports for kids.

I feel unvalued and dispensable.

They consistently and overtly blame us for all of their ridiculous policies that were never going to work in the first place. Good leaders listen and Dr. Sue is the worst leader this district has ever had.

It's not that I personally don't feel like a valued professional, but that's mostly because they don't know who I am; and I'm certain that goes for most people. I do, however, believe that they don't take the professionalism of each member into every decision they make. Most decisions feel like

"bottom line" decisions that eliminate the human element from the equation.

There are many times that I don't feel valued as a professional, just not all the time.

Here's my two cents . . . there are way too many expectations on teachers, way too many emails, way too many new "must do's" which causes a level of stress that converts a regular "professional" into a super stressed out stumbling fool! Thanks for the new giant TVS (NOT) and for taking the document camera away (NOT) and then telling us to buy our own equipment and to make the ipad "work", well come take a look at how ridiculous this act of juggling has become while kids are throwing materials, cursing, running out of the room, etc. It's a joke. Too much is too much.

Thanks for fighting for the students!!!

The approach they've taking to things like the contract negotiations and the contract language they wanted to add makes it feel like they see us more as servants who need to be kept on-task/working than as respected professionals. It's like they don't trust us to do our jobs and thus feel like they need to structure the time they give us to do them. And that they seem to think we work less than our contract hours.

STRONG NO. I am currently looking at other school districts to get away from the district admin/school board mess. I used to be VERY proud to work in TTSD, now I'm embarrassed.

Instead of valuing our years of experience, we are treated as though our thoughts and ideas are antiquated and that we are not on board with their initiatives; we are painted as "un-enlightened"

This district needs a big revamp.

We are on the wrong path. We are like troops on the front line who are being lead by people with no combat experience and who get their battle plans from Instagram. This districts is consistently lower expectations for students and devaluing the hard work teachers do.

I've thought about quitting more this year than in my entire career.

I don't think the District admin cares what teachers are experiencing or they'd be here with us problem solving. It's also been years since I've seen a board member in my classroom, they used to visit and write lovely notes of encouragement. I think there's a huge lack of trust and a disconnect between teacher and District admin and school board. The District admin thanking us with a box of Rice Krispy Treats at the beginning of the school year for the staff room isn't valuable (actually insulting, that's what kids like not adults). It isn't just swinging by for the first week of school. It isn't coming to have coffee and bagels when public relations are blowing up in TTSD. It's not coming to only lay off people, when it wasn't necessary. We are asked to build relationships with our families in a respectful way and be responsive to their needs. Where's the modeling of that from our District admin with us? We're the face of the district with families and teachers work hard to build those relationships, but we don't receive the same courtesy from District admin and sometimes it feels deflating.

They have showed us over and over that we are not important and have no value other than being a warm body in a classroom.

I believe our school board needs to understand the need for smaller class sizes in order to give students the environment in which to be successful.

Once again... Walk a mile in our shoes

If they trusted and valued us, they'd be in buildings seeing what we are dealing with. They would ask us questions about our job. MAYBE they would sub to see what it's really like.

The cuts were a horrible thing to do and the way that process happened. It would not have happened that way if we were valued.

How long did it take to get a contract last year?

If specific things don't change soon, we are going to lose so many great educators.

We need more counselors and Psychologists that can provide targeted interventions and support to our students.

Some administrators -yes Some administrators -no

We are just a number to them. I am still soooo angry at them firing teachers and moving people around last year. It has impacted my job in the negative this year. It was so unnecessary.

If we were treated professionally, they would know that adding so many new curriculums and new policies at once, does not make us great at them. It makes us in survival mode, doing the best we can to hang on, and not have a nervous breakdown.

We are cattle

There are simply too many examples of the District treating it's teachers poorly to answer yes. Our District has shown over and over again that they only care about themselves and not us. We are not treated as equals, and we should be. We are the reason they are here. I can't think of any teacher that would say that our district values us as professionals.

I feel that Sue R does not value or respect teachers or their union.

The way they handled large class sizes by making split classes was not thought out at all. If I was the parent of a child in a split I would be so disappointed. It was completely unfair to teachers, students, families and I don't believe those kids are getting everything they need in comparison to their peers.

I've never felt more alienated from the DO as I have under Dr. Rieke-Smith. She seems vastly out of touch with what's happening at the classroom level.

District admin consistently force us to "wait and see" when we told them we were understaffed with no understanding of what that means for my day. District admin NEVER comes to observe or visit the classrooms. They choose curriculum with no teacher input then do not provide the training, materials, or staff needed to implement it. They fail to realize or provide for their own vision for inclusive education. It is NOT a good system and teachers are begging for things to change with no one answering our requests.