

Excerpts of members comments about Behavior

District office staff and the superintendent are doing bandaid solutions and ignoring the needs of the teachers. People are going to quit if things don't change. The behaviors are out of control and we are going to exhaust ourselves at the rate we're going.

Admin reacts to "fires," but with lack of bodies to help, students are back in class before they have regulated again.

The district offers a lot of talk, very little action.

It is sometimes hard to feel safe and supported by the district when we do not have a full staff. We are constantly short staffed in support areas and the decision to combine a counselor and school psych into one position has had a massively negative impact.

If someone reports a behavior it's often met with "have you tried building a relationship with that student," which quite honestly is insulting to suggest I haven't done that.

I feel like the district's approach to dealing with unsafe behavior has made the safety of those impacted by the behavior secondary to the person engaging in the behavior. The district also doesn't have supports in place at the middle school level to truly help the students engaging in the behaviors. It feels like we just spend three years putting band-aids on the issues until the students move up to the high school and can get some more targeted support. We need middle school alt-ed/targeted behavior support options!!!!

The only reason I haven't sustained an injury is because I was able to get out of the way when violent students were in my classroom.

I was kicked in the shin and punched in the jaw in one incident and hit on the side of the face

I have been sent three times to the hospital.

I have students who are yelling at me in class because they are high need students who are use to a teacher student ratio of 1:10 and I have them in a class of 40 when I am the only teacher.

The District personnel have not even honestly stated the issues that are happening

I do not feel comfortable going into the hall ways during passing time. Kids ignore adult corrections, flip them off or tell them to F-off. The kids are in control not the adults.

Mostly the hallway behaviors which can be wildly out of control and unsafe, this is where most fights occur

Student behavior is at an all time high making it difficult to get work done, support students and teach so students can learn.

I have had MULTIPLE staff members in my room sustain injuries due to a student in my class. My class have watched these take place.

I have been bit, kicked and punched.

I did have one student threaten to punch me in the face. I called down for help from the administrators but no one showed up. I was left to deal with the situation alone when I already didn't feel safe.

The collateral damage is that learning needs are not being met, "low level" behaviors are being passed off, disruptions and opting out is negatively impacting the spaces and defiant or rude behaviors have increased.

My classroom is pretty good once I have established routines and built relationships. The issues in the classroom are with students who throw chairs, cuss out others, run out of class, or cause other issues beyond my control. The hallways and bathrooms are another story. The group of students that constantly roam the halls, beat on teacher doors, and terrorize other students is awful.

Sometimes it is not about safety only, sometimes it is just really hard to do your work when there are all these insane behaviors in the classroom.

I think the district is so out of touch with what goes on in school buildings it is negligent at best

Less safety more just unbelievable disrespect to spaces, adults, and fellow students.

This district is a joke when it comes to safety. They only got upset about Hazelbrook because video finally got out and shows their inefficient governing. This has to change NOW.

We need an alt ed school for the extreme behaviors with plentiful counseling and psych support and family resources to get these kids on a graduation path and get them the education they deserve while preserving the academic environment of the typical school setting

We aren't sufficiently staffed

There are no longer consequences for behaviors. We are simply asked "well did you try this? or did you say it this way?" Yes we did we are still get the verbal and aggressive attacks and not wanting to do something when we have asked so many times so many different ways.

Not with language, more so with outbursts, kids grabbing scissors when they're mad, students kicking things in the classroom, etc.

Teachers are getting burnt out and kids see wild behaviors from each other

These last two years have been a continuous source of anxiety regarding my personal safety due to the unpredictability of student behaviors. This year before school even started they came into my room surveying it for sharp objects that could be potentially used as a weapon by a student they had put in my class. This was extremely disconcerting to me.

Sometimes I avoid the hallways because I don't want to interact with older students who have responded aggressively when confronted for behavior. Confrontations have included students vaping in the bathroom, being physical with another student, skipping class, hiding in the staff work room, etc.

I have observed many teachers and LSAs at my school being struck by students.

There are always kids yelling, screaming, kicking, etc. My students have told me they feel unsafe when they see. or hear this. Kids are tossing chairs. Students are bullying kids on the bus but get to continue to ride the bus. Apparently we cannot take that right away.

Admin standing in the hall for a week is not the answer. Neither was Dr. Sue walking in all of our classes for a week. Deal with the root cause, students in the hall doing nothing productive all day long!

Many students do not feel safe in school. There is a lack of empathy for the extreme anxiety some students experience that leads to low attendance and engagement.

WE NEED AN ALTERNATIVE EDUCATION PROGRAM FOR THE MIDDLE SCHOOL LEVEL

Also, there are a considerable amount of students that are "safe" but do not behave respectfully towards teachers and other students. Their disruptions constitute a significant loss of learning and teaching time. I feel that students are not being held accountable for their actions in a way that results in the behaviors discontinuing. I fear that we are not helping them prepare for adulthood and a society that holds them accountable by using much harsher consequences. Our opinions on behavior are taken, not regarded.

The students are generally great. But students with extreme negative behavior are being treated with kid gloves and teachers are being asked to put up with more than is reasonable. We don't help students by teaching them they can swear at teachers and asking teachers to not respond. This is no way to raise children.

All the kids that roam the halls every single period with no consequences, are exhausting. I've never seen the hallways like they are now...kids everywhere. No adults in the hallways...it's shocking.

Racial comments, physical abuse of peers, ganging up on other students, threatening to beat them up and the only consequence talking to the parents.

No consequences for any behavior. A student can say "F you", steal, hit, break or destroy things, scream at the top of their lungs for 30 minutes or longer every day and nothing happens.

The kid just stays in the classroom and teacher and other learners are supposed to ignore it. What about all the other students? Don't they have a right to an education, especially one without fear and trauma.

We are never asked our opinion in regard to behavior.

It happened every day last year, next door to my class. It was awful. He called his teacher an idiot, fat, and stupid most every day. She had to stay calm and continue her teaching, while shaking and taking deep breaths through it. Kid was rarely removed, and gets candy for being good for 10 minutes in the Learning Center.

The majority of students are safe, but it is the few extreme behaviors that have made our school an unsafe place to be. We are training out students how to "ignore" when a student is dysregulated and to put headphones on and try to continue working. It feels strange that they are expected to endure these extreme behaviors. It is frightening to them.

Our SPED department is doing an amazing job this year, however they do not have enough resources and are unable to meet every student's IEP needs.

Students are emboldened to disrespect staff including classified and administrators

I think our school administration are doing the best they can but are heavily restricted by idealistic and unreal expectations from the district.

We are talking about a pretty small population, but it is a population that has a huge negative impact on the rest of the class. If we feel like we need to send a student out of class, the admin needs to support that and not make us feel like we aren't doing our job right.

Decisions are made top down. People making decisions DO NOT deal with any behaviors on a daily basis if at all. We are not cared about as people. All the district cares about is keeping things quiet and hidden from public eyes and ears. We are not listened to when we tell them what WE want to happen in regards to behavior. It's all about reputation.

It could be better. I think with around 30 kids in a class, one child on a behavior plan can be impossible to manage. We need more adults in the classroom or smaller class sizes to help manage behaviors.

Teachers have been asking for stronger consequences and behavior protocols for years, but it falls on deaf ears. Our school is out of control and nothing is being done about it.

We don't have the staffing we need in support roles to provide safe spaces for escalations.

Everything is top down about behavior. Nobody at the top listens to teachers or staff. We are the bottom of the priority list.

The district has their own agenda. They send surveys to make it appear they are taking input from parents and teachers but they word the survey so it supports their agenda, Restorative Justice, and yet they don't train teachers or supply the resources to support the kids who have severe mental health and behavior needs.

Our district seems overly concerned with supporting the assailant in student conflicts and minimally concerned with supporting the victim or protecting others from future assaults. Many students are afraid at school, and afraid specifically of reporting inappropriate behavior for fear that there will be repercussions, and there have been. Perhaps if/when enough families of victims sue the school district or transfer out they may finally adjust their priorities to align with the community's concerns.

We have absolutely NO input. We used to have school wide systems that staff created collectively. They have all been dismantled and replaced with a system that is incoherent. We used to incentivize good behavior. Now we are told to catch students who chronically misbehave doing the right thing one time and rewarding them. Kids who do the right thing all the time rarely get recognized. All the focus seems to be going into shelter disruptive students from the natural consequences of their actions while building their self-esteem. They are not learning anything except that they can act with impunity. We're effectively creating kids who feel good about themselves for making the wrong decisions.

Teachers are not being included in the current process (we are not invited to the work sessions, or the listening sessions). In addition, we have tried to ask for changes the past few years, but are usually told any discipline is part of the "school to prison" pipeline, and that the district office knows better than the people actually working with students every day.

We have been presented with the discipline plan, have examined data, and have brainstormed how to positively change behaviors in high referral areas of the school, but I do not recall ever having an opportunity to provide input about the discipline plan itself.

Administration does it their own way and makes their own decisions. They act like they are asking for feedback but it is rarely taken into consideration. They don't listen to the teachers!

Even right now as the district says they are working to change policies teachers aren't in the meetings. This makes zero sense to me. When public entities make decisions on a regular basis without have people with their boots on the ground as part of the planning/ decision making process it makes no sense and disregards professional in the building who are doing the work.

I am beyond angry at the district. How dare they do this to us? Sitting in the district office when they KNOW we are out of compliance with legal plans, telling us to hang on for weeks while help is being hired. Really? Get down here and help us on the front lines!!!!

The behaviors outside my classroom are outlandish! We have had more fights in our hallways in the last two years than in my 28 year career. Ridiculous. Our administrators and counselors do nothing but roam the halls. Many students have no respect at all. We are losing many good students to private schools...

Our school feels like a free for all (kids in the hall frequently). It's been going downhill even before the pandemic. The amount of kids who come to school and don't go to class has been increasing as well as not coming to school on a regular basis.

I want to ask people in District admin...Have you been physically attacked in your position? Have you had to protect children and shield them from being physically attacked by a student (with desks, chairs, sharp pencils, etc...) in your job? Do you know what it feels like to be injured by a student multiple times, then teach them and treat them like all the other students for the remainder of the school year? Have you ever been told to not share what happened in class with families? Well, as a teacher in this school district I have. Not one school district should say that it's going to be a restorative justice district and add no additional training, funding, or partnerships. TTSD did not have a well executed plan for rolling out restorative practices, nor supply continued support systems to sustain them. The leadership teams for TTSD adopted it district wide without notifying the frontline workers. Instead of restoring, learning, growing, and mending, students are allowed to behave in a way that harms others and disrupts learning environments. TTSD didn't replace suspensions with something restorative. Now students will share with you, "I won't get in trouble so why does it matter how I act?" Teachers' hands are tied. Much of the data on restorative practices says that robust human resources are needed. We need more human resources to support all the programs we have, including SPED, which is always understaffed and human resources are consistently being pulled from gen-ed to support outlier situations. We need staffed spaces for dysregulated students to go and work through a protocol and show the expectation before returning to class (other inclusion districts have successful models for this practice). When a repeat offender returns to class, soon after causing physically violent injuries; it causes trauma for teachers and other students. TTSD does not do a good job of allowing victims to grieve and heal from an attack. Restoration needs to include the victim's recovery, not just the cool down period of the assailant. TTSD's climate and culture is unclear regarding restorative practices, has provided little training, inconsistent protocols, and far less staff support than needed to provide logical consequences and opportunity to repair relationships.