

## Excerpts of members comments about Workload

Too many meetings.

Not enough prep time - coming in early everyday to even attempt to be prepared for the day.

But there are many times that I don't have enough time and that impacts my time at home with my family and other responsibilities

Lesson planning for two core classes takes more time than I have at school so it often gets done at home. My school time is taken with meetings, parent communication, grading, mediating students conflict and more meetings.

We have after school duties every three weeks in addition to meetings after school. Some weeks there is not enough time to get my regular prep work done.

Class sizes are insanely large this year.

Bigger classes is a real issue, more grading, IEP's, 504's and all of those meetings that comes with that.

The amount of time spent in meetings (scheduled, unscheduled yet happened, Meeting with one person than 4 more people join) has prevented me from being able to get my day to day work done. I AM SO THANKFUL I HAD MY PLANNING DAY TO HELP!!!! thank you!

Leadership meetings are now mandatory for one person on each team. So the weeks where we have leadership, EBIS and a staff meeting means those people don't have time to get their work done. Also had in that we now have to do PLC's again with our ELD teacher.

I chose this one because of the additional meetings we are having this year that we did not have in the past. Some of these meetings require extra work on our part in order to meet the expectations of the meeting. Specifically the PLC meetings, which have been given a specific focus they did not have in the past, and the student success meetings, which are new this year. The weekly meetings also took away the unscheduled Wednesday mornings we used to have that we could use to get some work done.

I can't get everything done, but I refuse to work at home.

I just want someone to sit down and do the math about grading for teachers whose job it is to teach WRITING. We need to decide: do we care about writing anymore? If not, let us all know we should start doing our jobs differently. If we do, though, we need to acknowledge that we can't teach writing this way — your teachers will leave or have to move to part time and accept

less pay, AND the students won't get what they need from their writing classes.

Class sizes are out of control. Not only are they overcrowded - (not enough chairs in my room) there is no way it's safe for the content of the class.

The level of grading this year is so much higher with so many more students - everything takes longer. Additionally, the focus on meeting needs of TAG kids (which IS super important) but also having so many kids struggle and kids who are ELL or SPED is also so hard to differentiate and make materials at appropriate levels for all of them. And it's ONLY ONE OF ME. I can't help EVERY student.

I am being pulled from my prep and consult periods at least 4 times a week to address significant behaviors issues with a handful of students AND because we have had 1-2 LSA positions open since the start of the school year.

I have 3 preps total: 2 are entirely new preps, in addition to taking on teaching ELD students as their primary ELD instruction in a core class. It is overwhelming, and I am working 8-16 hours every single weekend to try to stay on top of the excessive amount of prep and grading this has created.

The amount of tasks that need to be accomplished each day that I CAN NOT do while I have students in the room is ridiculous. AND more and more are getting added every year. Admin need to think about when teachers are going to do the additional task(s) even if it seems like a small task

With additional staff meetings, IEP meetings, other commitments and only a 44(40) minute prep which often is decreased due to extra duties, material clean up, classroom transitions, parent conversations and more is not enough time to complete work. I spend many hours outside of school creating curriculum, grading and preparing for my students.

There are parts of my job that are very specific and require an incredible amount of time to accomplish outside of the school day. I have very little time to get my work done during the school day.

Increased class sizes create an enormous amount of grading that takes up a substantial amount of my time.

We have so many meetings and this makes it really hard to stay on top of the work when I rarely have time during my prep. Also, I have such full classes and lots of students with big needs. The

amount of time I spend communicating with other staff about challenging students is also a big taker of my time. I also find some of the meetings to not be a good use of my time, so then I feel frustrated because I have to spend time outside of my class.

I am very tired of feeling guilty for dedicating time outside work to my family and myself because I am overwhelmed by the amount of work that piles up.

I frequently do not get my prep or lunch due to behavior issues, meaning I do not have time to prep and therefore can't get my work done during the contract day.

I feel constantly forced to choose between the demands of the building and admin vs. my assigned job and it puts me in an uncomfortable position of "being a team" and not doing what I do well.

I find myself staying late to prepare for the next day, and when I can I try to get ahead but that often requires me to stay past my contract hours.

I am at school until at least 4, if not 4:30 most days. There have been a few days I was here until 5:30pm. I still feel like I am drowning.

This is my 26th year in TTSD and the first year I have been so stressed that I've wanted to quit and am seriously considering leaving the teaching profession at the end of the year.

This district is shameful!!!

I have 4 preps which I have had before but the huge class size in some levels has made the workload beyond control.

. I work at school nearly 10-12 hours each day and am still behind. There are so many kids who cry and yell and get easily frustrated. I often have to call for help. It just seems so unreasonable to plan for so many things in only 1 hour a day, sometimes we have meetings so we don't even get time that day. We all do the best we can but it is taking a toll on my body and my mental state.

I have a large population of behavior that I am trying to manage throughout the day so academics often feels second and I find myself using a lot of my prep time to troubleshoot behavior management systems and then spend time at home prepping for content.

I am currently working about 30 hours per month outside of contract hours

I work weekends and before and after my contract time.

I am co-teaching with no planning time given besides prep which I have to use in order to make this work yet no time to prep for the other classes I teach.

Job demands, in its present form, ALWAYS exceed the eight hour day. I routinely put in 10+ hours/day in the building.

I have worked every single weekend since school began this year, plus I stay late every day and also take work home.

This is exhausting and unsustainable. The needs of TWI students vastly outstrip what the district seems willing to dedicate to the program. I don't understand why anyone thinks it is structurally, professionally, or personally appropriate to ask anyone to teach several subjects in several languages. I am trying to juggle differentiating for TAG students and developing Advanced options in response to parental lawsuits/pressure while switching languages between class periods. This is fucking nuts.

Class sizes are ridiculous and caseloads are at their breaking point for Learning Specialists

We have SO much work put on our plates by admin. I feel like more and more is loaded each week. And now teachers are feeling the stress with these new evaluations/observations. My principal made is sound extremely pessimistic and intense and let us know none of us would be getting distinguished this year. That's a quote.

No enough time in the day, even after working at home to plan for effective teaching with ability grouping in reading and math, and planning for science, writing, grammar and then having committee meetings as well as meet and respond to parents, send out communication to them, plan parent volunteers, write goals, prep for 5 D observations, create lesson plans, and on and on.

There are SO many meetings. I feel like after school is taken up so often.

I teach 3 different classes and have 3 preps. My prep time is about 45 mins per day and less on Wednesdays. I often have meetings during prep which has given me about 2 prep days a week. This means I have 90 mins to grade, contact families, and prep 3 subjects for 5 days.

1-2 students with extreme behaviors that require several adults to assist and are often not given the hours required by their IEPs due to lack of staffing and we are not allowed to inform the parents of these issues. Many of these students will not make the growth needed to be at grade level due to the high class sizes. How is the Class size committee going? :-/

There just is not enough prep time to get newsletters typed and printed, copies made, post

learning objectives, materials organized, lessons assigned on Seesaw, not to mention actually planning for instruction and what I will be teaching.

I am currently working my contract bc that is what I am valued as, a paid employee so I will do an honest day's work for my honest pay and not a damn thing else

I am working overtime and letting things slide because I am exhausted by the end of the day. Things are falling through the cracks.

I have never had to work this hard before. I feel like I can't catch up and no matter how many tiered assignments/MLL strategies/SPED modifications/TAG extensions/advanced options/engaging lessons I plan, I still feel like I am not doing my job to the quality I would like to. I do not have enough time to get it all done.

I don't have time to get my work done during the day, so I come in on the weekend, do it in the evenings or suffer the consequences and do it on the fly or be unprepared during class. All have happened this year.

I'm drowning.

I will no longer work if I am not being paid to do so.

This includes working during lunch.

I work late every day until at least 5 pm, if not 6.

The amount of unpaid work I am doing is unsustainable.

I get to school an hour before my contract starts, work through my lunch and usually I'm here until at least 5:00 (1.5 hours past contract time). It dose take much to hit at least 16+ hours of extra work in a week. And I'm feeling like I'm just barley keeping up

I'm preserving my mental health and refraining from working on weekends even though it puts me further behind.

With three preps and no common prep with any of my full teams, it falls to us to do this outside of work.

I am constantly buying art supplies on my own time and coming in on the weekend to prep the materials for students.

I work a few extra house/week but I am not going to work into the night and on weekends- I have my own kids!

I'm in the building an average of 10 hours a day, I take work home almost daily, and I haven't had a weekend yet this school year where I didn't do at least a few hours of work.

Giving the extra hours that I am is taking its toll on me through lack of sleep and anxiety.

About 5 hours/night M-Th then about 10 hours on the weekend = 30

It's been important to reflect on the pace of the past few years and realize it's deteriorated my wellbeing. I'm tired of volunteering so much of my time and my effort doesn't feel valued. I think it's time to work my contract hours and walk away, knowing the workload is impossible. I give my best when I'm here and that will have to be good enough.

Usually there are 1 or 2 kids who need major differentiation but this year the kids are so far behind that I must create many groups and materials. The small group math requirement in our building is ridiculous and I have never seen kids so far behind in math since we began it.

I try VERY hard to not work outside of my contract hours but my students and myself would suffer greatly if I did not put in some additional hours.

This answer could easily be 16+ but I am trying very hard to be ok with leaving some things unfinished so I can have some balance and be available for my family right now.

I can't get it all done. I have to pick and choose so it isn't more hours!

I'm filling out this survey on the weekend because I didn't have an extra moment during the week. I stay at least one hour past my contract time daily.

I arrive early to work almost every day and I stay late almost every day. I also end up working once I get home or on the weekend just to stay on top of what I need to do to teach. Right now I feel like I am working day by day and haven't had a chance to even attempt to get ahead.

It never ends. Every year more is added to our workload

I am working every night. I am creating slides for reading, math, science, and writing. We don't have document cameras anymore so I have to create slides to present my materials on my HUGE tv that takes up my whiteboard.

I could easily spend more than 15 hours per week if I wanted to get everything done, which includes grading & grade entering. The amount of time I have spent fixing seating charts and my specific class lists due to changing student rosters and has been high.

come next week I will have over 100 essays to grade, and it will not be sustainable.

In prior years we could use Wed to work on units and assessment, with we aren't able to do this year due to required weekly meetings.

There is very little time to work with other teachers or student families to develop valuable strategies for all students. Without that time, I am planning blind when it comes to strategies that work for student success. This makes planning excruciating when it doesn't work out.

There are more things being put on Teacher's plates without consideration of how much more this is asking of us. It comes from many different people outside of the classroom.

I get to school by 6:30 every morning and rarely leave before 4:30. I have also had to take work home on the weekends. I have never had to work this much. I have been teaching 18 years, it shouldn't be this hard.

I cannot get it all done, and I am exhausted. And no matter how much extra time I put in, I still feel like I am failing.

I want to say HOW DARE THE DISTRICT allow us to start the year so understaffed, when they KNOW the needs we have? I am so disappointed.

There are TOO MANY meetings where I am not able to get my regular classroom work/planning completed. Teachers are on a sinking ship with unsustainable amounts of work to do!

Low staffing in the SPED department is preventing students from getting their full minutes and contributing to higher strain on everyone, more violent, disruptive behavior and lost prep time as well as reduced learning time for all students