

## Excerpts of members comments about Stress

The safety concerns in my school have increased my stress level in major ways.

Needing medical assistance because my stress and anxiety are so severe.

I've been teaching 21 years and never been this stressed about school.

I have already (in October) thought about quitting this year--this is usually an April/May pipe dream.

I need balance.

I'm waiting for a doctor's appointment to get on depression and anxiety meds because of this school year so far.

I feel disrespected on a regular basis. Largely due to frequent tardies and cell phones. My value as a human being is irrelevant to some students and admin.

The stress comes from lack of leadership, too many meetings.

I have had to go to urgent care several times because I was so anxious and stressed from working in a hostile environment.

I have increased my therapy from once a month to weekly. I am getting migraines much more consistently.

I feel like it is the end of May!!

I manage my stress well, but a "normal" person probably would've quit by now

I've never felt so underappreciated and unseen in a job and I am not the only one.

The lack of flexibility to step away to recharge makes it even more exhausting, like I'm trapped here. Three floating Holidays is insufficient

For the first time in 25 years, I have sought professional help for my mental wellness due to stress, anxiety, and trying to cope.

Missed many days of work. Had to talk with doctor about increasing and adding to my anxiety and depression meds. This is not okay. I sleep an average of 2-3 hours a night due to not being able to because of the stress and anxiety I have over all aspects of my job.

My stress is mostly around my building intense amount of meetings held in the mornings, we have a staff or team meeting of some sort nearly every week, and I have morning duty and iep, 504 and equity meetings, I feel torn on so many directions and it can be difficult to prioritize my meetings schedule.

I was getting headaches for 2 weeks straight on school days but not on weekends. I feel like I'm constantly in "fight or flight" mode even when I'm not at work.

I don't make weekend plans because I know it will be dominated with school work.

Too many extra responsibilities and eating up time that could be used for our workload. This district has become unbearable.

This job is impossible. I love this job, but I feel like I'm set up to fail each day.

I am considering leaving this district due to the level of stress this year and the lack of support from the district to adequately staff my department.

I'm extremely stressed by supporting regular ELL kids, Newcomers, and co-teaching/push-in. It's too much and I don't feel like I'm doing anything well anymore.

I feel more wiped out/tired/exhausted when I get home this year than I have in other typical school years.

I feel handcuffed in trying to deal with any disciplinary issues. Those issues slow down the learning process for other students. Poor behavior by one student leads to poor behavior by other students. It snowballs very quickly.

I get so stressed my body breaks down.

It is very unsustainable at this point; every day is a struggle mentally and physically

The lack of student engagement post covid is staggering. So much heavy lifting beyond content. So many issues with anxiety and mental health as a barrier to normalcy.

larger class sizes, more behaviors.

The amount of stress I am under has caused me to have heart palpitations and landed me in urgent care.

We are understaffed, over-populated in our classrooms. The amount of academic and social needs of the students is far greater than a classroom teacher can support. The emotional needs also seem to overwhelm the fact we have (1) counselor for roughly 500 students...somehow that ration seems a bit unbalanced.

I will retire sooner than I normally would have.

Feeling disrespected and unsupported on top of this workload is too much. How do they expect teachers to stay?

Replying to parent emails in the evenings after my own kids get to bed so I can reply in a timely manner, it is affecting my home life. Stress dreams about work. I was sick the whole first month of the year and the huge amount of the school year plus CONSTANT mandatory meetings didn't give me any time to get healthy or slow down enough to get my head above water.

The pace of teaching and the amount of curriculum that we are expected to cover does not fit in the hours we have to teach! There is very little time at the elementary level to teach art, science, and social studies.

The larger class sizes compared to my other years in the district are making it even more challenging to differentiate for the variety of different needs, provide quick feedback, and give one-on-one coaching to students in my classroom. I feel really burnt out and it's still early in the year.

If I wasn't this far into teaching as I am I would resign and find a different job. Teachers that are young and 1-5 years in ask if it gets any easier, it doesn't, the path were on puts all the blame and job burden on the teachers. I encourage them to look elsewhere for a career path.

Severe emotional issues with students that are not being addressed. We do not have enough trained professionals working with these students. We need a full time counselor at each elementary school (not split with psych). We are also being pressured not to call for support for behavior issues. There are not enough qualified adults in the building to support students and teachers.

Student behaviors are creating a work environment where I feel stressed, overwhelmed, and pressured each day

I'm at the point where I am dreading coming to school in the morning because I know how hard the behaviors are going to be and how stressful the day will be.

Just last week, I told my husband I couldn't come back for another year, that I would quit.

I have such bad anxiety about work because I never know how I am doing and feel like I am never doing enough-even though I am doing absolutely everything I can.

I put pressure on myself to do my very best every day. It's definitely overwhelming.

Way too many meetings

Student behavior this year had been overwhelming. I have had to deal with more students yelling, screaming and grabbing others. At the end of the day I feel like I am going to fall apart. adding PLC, more mandatory meetings. Being pulled out of my room for 100% meetings or IPS meetings during the day during the first couple of weeks I am teaching reading and getting structures in place are too much. I am being pulled out of my classroom and the first 2 weeks with IA's and I don't even have my structures in place. I love having IA's but I also have to plan for them. but that means I need more time to get my stuff together so I am prepared for them. Admin doesn't seem to understand that.

The stress is compounded because we have the same discipline problems as last year with no solution.

Morale is affecting the stress level to feel worse than prior years.

The year we came back from COVID, it was extremely stressful, but it was understandable given the difficulties we had the year prior. Now, it seems like this shouldn't be happening, or could be avoided, but it has added so much extra stress on people, it's hard to bear. People that I know always go the extra (ten) miles, are starting to fracture and want to give up.

The expectation of meeting every child's needs while trying to teach with inclusion and poor behavior is extremely stressful. I think the stress and amount of time it takes to prepare each day is worse because so much more is expected from classroom teachers.

The last several years the stress level has increased exponentially. Our job went from one that I enjoyed to one that doesn't feel sustainable. We lost between 25-30% of our workforce due to turnover last year and I think the year before that was probably 15 -20 percent. I am not sure of the numbers but it has been a lot. Teachers who have taught for years are reconsidering their profession and or leaving the district and some new teachers have left teaching altogether.

There is so much social and emotional needs, behavior issues, and more kids than ever that are below grade level in my 30+ years teaching in TTSD.

Every year things just keep getting harder. Behaviors are trickier each year and the district always throws new things on our plate each year- new curriculum, expectations. It all feels so much at times I can't keep up. At night I go home, try to spend time with my own children and then when they go to bed I am spending time planning and prepping. Behaviors are hard to get support for because all of our SPED, tier 2 supports are spread so thin!

It's absolutely unsustainable. I need additional support from the district in terms of adequate staffing in order for this to be a manageable career.

Having teachers responsible for things outside of our school training or buying curriculum that is too heavy teacher prep for little outcome (TWIGG) makes our jobs infinitely harder.

I am tired of the same crap every year.

Learning specialists also have a high number of students on caseloads, and many referrals and transfers are coming in. This plus having to teach classes with 35+ students have made it very challenging. Spending too much time on prepping, grading, working on IEP documents, and not able to check in with students 1:1 as much as I did last school year.

