

Exchange Summary

Martha Mann, The School District of Osceola County Florida
October 5, 2023

2. What is one opportunity where the school district could improve?



PARTICIPATION

Breakdown of Participation



605
Participants



671
Thoughts



14,031
Ratings



WORDCLOUD
Top Rated







THOUGHTS



Key Thoughts





Making veteran teachers feel appreciated and valued. Helps with retention and building the next generation of educators.

4.6  (34 )
Ranked #1 of 671

Increasing salaries for veteran teachers and staff

4.6  (33 )
Ranked #2 of 671

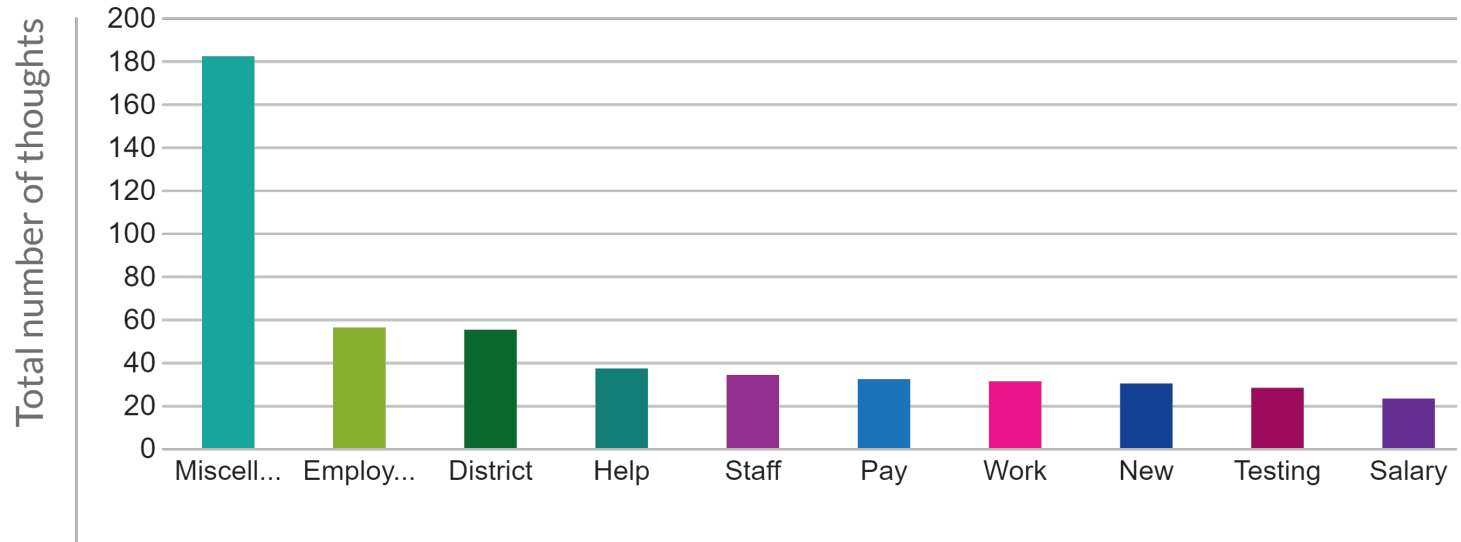
Pay the veteran teachers more Need to feel valued and not cruising the job listings when my bills are due

4.6  (33 )
Ranked #3 of 671



KEYWORD THEMES

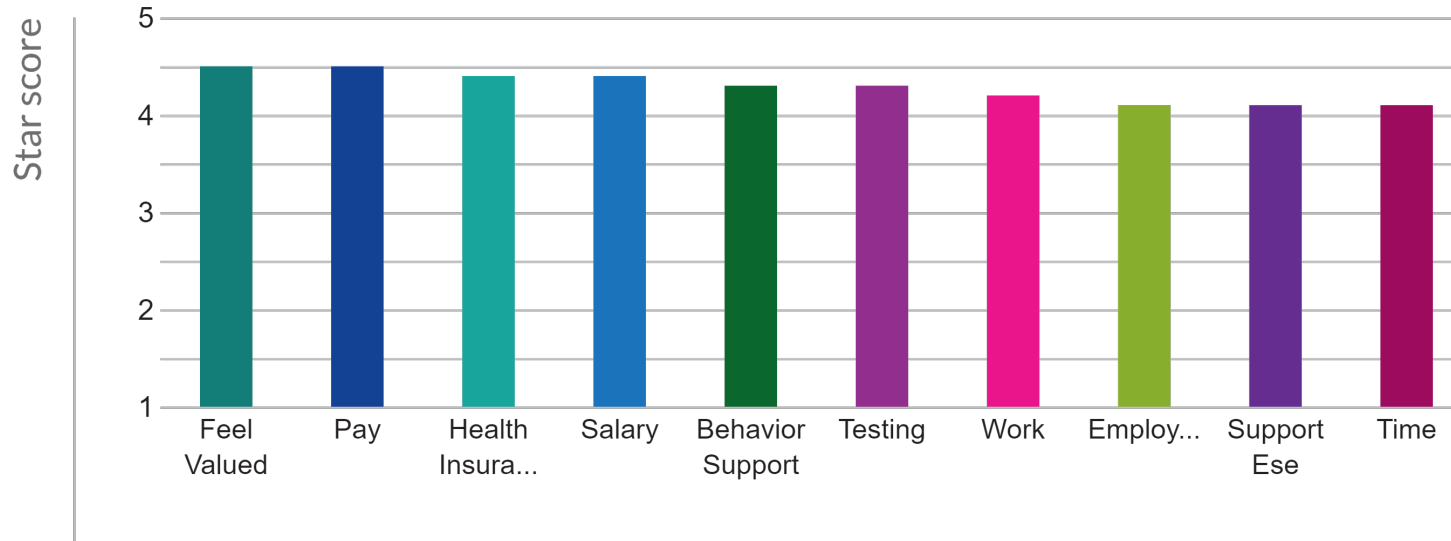
Top Themes by total thoughts





KEYWORD THEMES



Top Themes by star score







THOUGHTS Feel Valued



Making veteran teachers feel appreciated and valued. Helps with retention and building the next generation of educators. 4.6  (34 )

Pay the veteran teachers more Need to feel valued and not cruising the job listings when my bills are due 4.6  (33 )

Value veteran staff more 4.5  (32 )



THOUGHTS

Pay



Better pay Inflation

4.5  (33 )

Veteran Teacher Pay Experienced teachers are leaving the classroom because we don't have the appreciation of pay for our experience.

4.5  (33 )

Higher Pay Higher pay every paycheck to match the cost of living for all employees.

4.5  (15 )



THOUGHTS

Health Insurance



Provide teachers with better health insurance. We need to be healthy to be able to provide for our students.

4.5  (19 )

Health insurance options We either pay a ridiculous amount of money for subpar coverage or can't get into the clinic when we choose that option.

4.4  (22 )

Health Insurance Evolutions is not accepted as universally as a known entity such as Cigna; I've lost three doctors including my primary because of the insurance.

4.3  (34 )



THOUGHTS

Salary

Increasing salaries for veteran teachers and staff

4.6  (33 )

Salary Keep qualifued and experienced staff here

4.4  (35 )

Better salary I will be able to have more school participation.

4.4  (33 )





THOUGHTS

Behavior Support



We need better support and management of extreme student behavior. We shouldn't be dodging furniture or other thrown items, or being hit or bit. Students can't learn in an environment where they don't feel safe. Extreme behavior puts all students at risk.

4.5  (23 )

Holding students accountable, having consequences for student behavior, following through with consequences, supporting teachers and staff Student learning can not take place when students are in control of a school. I believe the best learning takes place when everyone is on the same pag

4.5  (22 )

Hold students accountable for their behaviors, and discipline accordingly. If students don't receive consequences the behaviors continue, this leads to increased levels of classroom disruption and lower learning gains.

4.4  (22 )



THOUGHTS

Testing



Stop testing for the sake of testing. We miss out on so much valuable teaching/learning time taking tests that do not give us useful information. Students are missing out on valuable learning time and are starting to dislike school.

4.5  (32 )

Less testing It eats up a lot of important time and resources and doesn't really prepare students for life after high school.

4.5  (29 )

Less required testing. I spend as much time testing, retesting and catch up testing as I do teaching in elementary. I need to teach these kids.

4.4  (31 )



THOUGHTS Work



Managing work load, way more is expected of classroom teachers than is possible in a day. Working overtime should not be expected.

4.4  (33 )

Allow principals to be creative and use their talents. This "one size fits all" is hurting our progress. What works at some schools may not work at others. Every school has their own needs.

4.3  (24 )

District office understanding the day to day life on campus. Pushing out ideas, programs, etc without talking to school leaders.

4.2  (37 )



THOUGHTS Employees



They can pay their employees better. More is asked of employees and everyday bills increasing better pay is needed It will help keep employees at the job.

4.4  (20 )

Retaining our employees is crucial. We need salary consistency across the District, and we need to appreciate ALL our employees.

4.4  (17 )

Provide more step increases for seasoned employees I enjoy my current position but am maxed out at getting any step increases or bonuses new employees in my position are making as much as I am .

4.4  (12 )



THOUGHTS Support Ese



Serving our ESE with the correct appropriate services including our gifted students. Achievement gaps of students who could be much more engaged in school.

4.2  (35 )

ESE The structure of our ESE classrooms is unsafe and unacceptable More VE Support-Per grade level 1 to help with supports ESE is not making gains

4.1  (22 )

ESE services provided at schools. Not all students are receiving appropriate services due to funding/shortages etc... The number of ESE students and needs are growing. If services aren't provided we won't see growth

4.0  (28 )



THOUGHTS Time



Increase salary or give incentive to resource teachers, perhaps being 11 or 12 months employees Working on time, being better prepare for the next school year and receive just payments and on time

4.4  (37 )

Too much time assessing, not enough time teaching.

4.4  (34 )

LESS ASSESSMENTS My kindergarteners take 6-7 assessments weekly - many on School City. All are either small group or one on one. It is taking away small group time.

4.3  (23 )



DIFFERENCES

Support For Ese [226 | 37]

Employee



A and B rated high

The responses to the question suggest that veteran teachers should be appreciated and valued, and that this could be done through increasing salaries and providing better retention incentives. Additionally, there were suggestions to manage workloads and provide better salaries and morale for staff. Finally, there were calls for Masters pay for M Ed degrees, and for better school participation. All of these responses point to the need for better recognition and support of veteran teachers.



A rated high, B rated low

The responses to the asked question suggest a variety of initiatives to support the ESE community. These include district-wide attendance policies, credit recovery/graduation requirement recovery schools, diversity in top leadership positions, increased pay for ESE staffing specialists, behavioral support for elementary students, better community engagement, and improved training for new teachers. These initiatives are intended to ensure staff safety, teacher retention, and better performance from new teachers. Overall, the



DIFFERENCES

Employees [166 | 29]

Employee



A and B rated high

The responses to the asked question indicate that there is a need for competitive salaries for veteran teachers, support staff, and administrators in order to retain them and improve academic success for students. It is also suggested that listening to people and having a solution is important to make people want to become involved more. Furthermore, it is suggested that systems should be in place to ensure that district school support is valuable and that experienced teachers should be appreciated with pay.



A rated high, B rated low

The responses to the question of professional development during summer suggest a variety of ways to promote continuous improvement. These include doing more professional development facilitated by teachers, providing equity with support programs for non-local students, encouraging more parent volunteers, recognizing employees for their work, showing appreciation for employees, involving and getting feedback from non-instructional support staff, providing salary for all types of employees, refreshing older schools, and celebrating successes more



DIFFERENCES

Ese [135 | 27]
Employee



A and B rated high

The responses to the asked question suggest that veteran teachers should be paid more, with better retention incentives, and should feel appreciated and valued. Additionally, there should be less testing, as it takes away from valuable teaching and learning time. Furthermore, staff pay and morale should be improved, as well as managing workloads, so that working overtime is not expected. Finally, salaries should be increased to account for inflation.



A rated high, B rated low

The responses to the question suggest a variety of initiatives to improve the educational system. These include giving grade book autonomy back to teachers, providing more support for ESE classrooms, creating standard operating procedures for all departments, providing equity in leadership opportunities, providing equity for non-title schools, providing ESE services at schools, creating a school for students learning English, better informing parents and families about rigor, providing better training on strategies for ELL students, and implementing a four-day



WRAP UP Next Steps



Thanks for participating

We'll be carefully considering what we learned and sharing our actions back with you.