

Certified Written Responses



Q30 Is there any additional information you would like to share about your experience as a New Hanover County Schools employee?

Answered: 1,003 Skipped: 0

| # | RESPONSES | DATE |
|----|---|-------------------|
| 1 | N/A | 1/3/2022 9:05 AM |
| 2 | None | 1/3/2022 9:01 AM |
| 3 | NA | 1/3/2022 8:40 AM |
| 4 | no | 1/3/2022 8:38 AM |
| 5 | It is very disappointing that the district is providing bonuses to counselors and psychologists but NOT social workers. Our roll is pivotal in to ensuring student's ongoing mental health, community connections, staff wellness, and day to functioning of the school. | 1/3/2022 8:35 AM |
| 6 | n/a | 1/3/2022 8:33 AM |
| 7 | n/a | 1/3/2022 8:27 AM |
| 8 | na | 1/3/2022 8:03 AM |
| 9 | NA | 1/3/2022 7:50 AM |
| 10 | n/a | 1/3/2022 7:24 AM |
| 11 | This is my first year in NC after teaching in a different state for 4 years. I teach special education at the [REDACTED] level. Our class ratios are unsafe and make teaching less effective for students of this age with the level of need they have. We don't get lunch breaks or planning periods. We don't even get to leave the room some days. If a teacher or assistant is out, there is no sub coverage and someone is alone in a special education classroom. Nobody should ever have to be alone in a special education classroom. I feel extremely undervalued by NHCS, especially considering I do not get paid for my master's degree. My school administrators are great and I appreciate their support, but I do not feel support from the county as a whole. | 1/3/2022 7:17 AM |
| 12 | NA | 1/3/2022 5:55 AM |
| 13 | #6. The schedules at the high school level are different than elementary and middle. Stop grouping us all together. Certain programs do not get the planning or scheduling as other courses. Some teachers are teaching during all their planning blocks and other may have to cover all the time- no way is there enough time. And then staff is expected to work into the evening and on weekends?? What other profession does this? #7. I do not feel safe on campus. Children open doors for others and there are too many doors for them to come in and out of. There are no security checks and there are basic measures not even being put into place to make staff feel better. #8. There probably is access to professional support but I wouldn't know where to look- unless it is from an email sent by our wellness insurance... and when should staff access this help? On the weekends? In the evenings? Instead of spending time with their families and community? #9. This question is ridiculous. Of course teachers and staff are spending more time with social and emotional development. I believe the county is spending a great deal of money dealing with this issue. Considering that the school has only 5 (4) counselors for 2000 students.... The social and emotional needs of our students is suffering. Also, teachers or other staff did not go to school to get a BS in social work so if this type of "teaching" is required, pay should be adjusted and reflect that. numbers of teachers are leaving because of this. #9. Class size has been way too high for a while. Change it, or stop asking this questions. 11. With everything that admin has to take care of, they barely get enough time to complete their observations. Therefore, I do not expect a solid review or suggestions to improve. #12. Some teachers do not even have classrooms nor technology. Not even books. #13. I would like to get my masters degree but why? Besides NB what would my professional growth look like? The compensation is penny's. #14. I do truly enjoy coming to work each day because of my coworkers and students. We are all in it together. I do not | 1/2/2022 10:44 PM |

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teach for a paycheck. I show up each day for the students, even though I do not feel safe or supported all the time. My coworkers feel the same and so do my students. Sometimes it is like Groundhog Day (the movie). Just going through the motions. #15. The disciplinary policies are horrible. Students are ruling the school and dress code is non existent. Lunch time, planning(if applicable), and time spent after school is taken to call home and make contact, usually resulting in no contact and no changes, just time wasted. 16&17. The staff in this school are not respected and therefore are leaving. Even the best ones... but define best. #18. I am worried about speaking up and even just writing these comments. I follow my teaching "script" provided to me by the state. I do not want to talk off topic, even when questioned by high schoolers, in fear of losing my job. #19. I love my coworkers but can not comment on this. I do not really know them, even after working with them for years. I believe that we all would respect one another but at the end of the day, who knows. #21. As busy as admins are, I do feel like they do recognize staff (this is different than staff feeling respected). Either through an email shout out or at our meetings. Everybody is so crazy busy and overwhelmed that they don't have the time to say it all the time and that is sad. And this will lead to question #22. About being valued.... And I think I am but no one has come around lately and thanked me for showing up. #24. I am not privy to the schedules of admin or supervisors to know if they are following through on commitments. #25. I think admin want to involve staff in decision making but have their hands tied from those higher up (parents, school board, superintendent, influential community members...) It is going to be what it is going to be. #26. Hmmm. Again... sometimes staff do not get information in time or at all. There is information that can not be shared with us. This question needs more explaining. If you are talking about hello and goodbyes, yes, sometimes that happens. #29. I love to teach. I do like my coworkers, students and admin. I am learning a lot but not what I thought I would be learning about. These surveys are horrible and the school board was elected to make changes and be there for the students. If the teachers are there for the students, then ultimately the school board should back the teachers, but that isn't happening. Stop talking about everything so much. I am confused about why there is so much talking. If it is a wrong decision then you can always change it. But not doing anything is also having negative effects on everyone.

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| 14 | █████ truly has the most dedicated, passionate, and compassionate educators. | 1/2/2022 10:00 PM |
| 15 | It would be refreshing if teachers were actually asked about what they think is best for students. If teachers were actually asked what schedules and teaching/learning structures would work best for them instead of being handed boxed curriculum or being told how to structure and organize our classes and lessons. Being trusted as professionals and given the autonomy to make instructional and curricular choices for students would make the biggest difference in teacher satisfaction and, ultimately, in student success. We are the ones in the classroom with them day after day. Why are we not trusted even to share with upper admin and the board how best to serve our students? Why are we not even asked? | 1/2/2022 9:20 PM |
| 16 | There is so much stuff put on teachers and its very hard to handle. With all the new programs teachers have been expected to implement this year along with the LETRS training, it is very overwhelming. We have had little training on how to implement these new programs. Staff morale is extremely low and we have little support throughout the day. We have barely any breaks and are with students all day long. It is exhausting. I love teaching and helping students learn but as a new teacher, it has been tough to handle everything that is going on. | 1/2/2022 8:51 PM |
| 17 | I feel that the Board of Education does not value us, as educators. The fighting at the board meetings about how to give the day off and questions how to do this and questions our integrity is quite insulting. The central office continues to keep putting more and more on our plate. What is the purpose of MTSS when children are not held accountable? Why do we spend so many hours meeting these students and then they are passed along? Why do we continue to test them Aims Web, SCA, and Check-ins when the state wants less testing? What do we do with this data? Why do we have to do a PD book study? We spend more time meeting and less time planning. The amount of meetings during my planning is ridiculous, especially when you have the EC students in one class and spend most of your planning meetings on these students. There are weeks when no planning happens because of this. Why can we not be treated like professionals and do our jobs without constant micro-managing from the county? | 1/2/2022 8:12 PM |
| 18 | Our principal, █████, does not leave █████ office. When █████ does, staff worries as to what they are doing wrong because █████ doesn't seem to support or frequent our classrooms. | 1/2/2022 8:09 PM |
| 19 | I love working at █████ especially under █████ and the other AP's. The only concern I | 1/2/2022 5:56 PM |

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have working here is that we "our faculty" was never given any justification, reasoning or time to ask questions about why we followed the procedures that we followed after our school shooting. I feel like we were asked but never "really" answered or had the opportunity for follow up questions. That is my only concern working at [REDACTED]

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| 20 | More planning time is needed in order to reduce burnout and retain teachers. Having lunch and recess duty daily and meetings scheduled during some planning blocks leaves very little time for planning/prep/grading during school hours, especially when specials occur in the classroom on the majority of days. [REDACTED] has received more admin support which is appreciated, but we need more counselors and support staff for behavior and SEL. | 1/2/2022 4:59 PM |
| 21 | I love the support My principal and I are receiving for the needs we have in our school. | 1/2/2022 4:52 PM |
| 22 | I am planning to leave education after this school year if conditions do not drastically improve. | 1/2/2022 2:45 PM |
| 23 | The rigorous mask mandates for singers has destroyed our program. The change of administration has been a difficult transition for me. There has been little to no support for music in schools especially when compared to athletics which is an obvious priority. | 1/2/2022 1:37 PM |
| 24 | N/A | 1/2/2022 1:21 PM |
| 25 | No | 1/2/2022 11:13 AM |
| 26 | None | 1/2/2022 10:43 AM |
| 27 | N/A | 1/2/2022 9:49 AM |
| 28 | No | 1/1/2022 1:15 PM |
| 29 | NHCS has not secured enough reliable substitute teachers leading to teachers having to cover for one another. Teachers are rarely getting planning periods or time to collaborate because they are a often covering classes without any compensation. Also, we still do not have metal detectors at the front door to all of our schools. The schools are not properly staffed with enough SROs and many staff members are not able to break up fights or handle severe discipline problems. We need metal detectors and better security within our schools. We also need to compensate employees appropriately. Teachers should not have to work at two jobs to make ends meet. | 1/1/2022 11:39 AM |
| 30 | At my school I feel valued and cared for to the best of the abilities of the administrative team. At the district level, I feel there could be more care and consideration for teachers. I teach at [REDACTED] and we were asked to come back into the building the day after a shooting...this is RIDICULOUS! We are still recovering and many are very not okay. The treatment of our staff after a collective trauma was horrendous on the part of the district. We received 0 training on how to meet the needs of ourselves or our students. We were told to take the day to recover, but students would be back the next day. We were gaslighted for hours and there has still not been a single recognition from the district that they made a mistake or could've handled the situation with our staff differently. Chicken minis for breakfast is nice, true care looks completely different. The district's response to our trauma has caused many highly qualified and quality teachers to leave the profession. | 1/1/2022 11:33 AM |
| 31 | The district has poor leadership from central office. Many have left because of the superintendent. The school board fights and resolves nothing much. Principals have their heads in the sand. Teachers are leaving. Bus drivers, teacher assistants and all staff should be paid more. | 1/1/2022 8:49 AM |
| 32 | I believe that at the end of this school year 2021-2022 - You will see A large number of Professionals leave NHCS - The fact that the students are treated better than staff - just a couple of examples - Students are being able to use the staff bathrooms - where they urinate And defecate all over - | 1/1/2022 3:55 AM |
| 33 | No | 1/1/2022 1:53 AM |
| 34 | Nothing at this time | 12/31/2021 10:11 PM |
| 35 | This has been the hardest year in my teaching career. | 12/31/2021 9:50 PM |
| 36 | Yes | 12/31/2021 8:06 PM |
| 37 | Too much has been out on teachers' players this year. Our personal lives are not valued. We are exhausted and stressed out. We have to spend way too much time doing things that aren't | 12/31/2021 7:24 PM |

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related to what we were hired to do-teach children. We are expected to roll with whatever is thrown at us. This happens too often.

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| 38 | Unfortunately, I was transferred from the school I applied to on the first workday and have lost a month of pay due to being moved from traditional to year round, didn't have a mentor for a month, now I have a mentor out of my department, didn't have a department chair for 3 months, and I have had issues with admin and district support for both safety, academic, and parent concerns throughout the year. | 12/31/2021 6:48 PM |
| 39 | The climate of my workplace is very supportive. The educators have increased responsibilities that are not limited to academics. The school day is very busy, and at times, can be overwhelming. | 12/31/2021 12:17 PM |
| 40 | I do not feel that the school board as a whole takes any staff concerns or questions into consideration. It seems entirely political and it is disappointing to feel such a lack of respect toward teachers. | 12/31/2021 10:53 AM |
| 41 | Our school has been a well-oiled machine until this year. Everything that was working has been changed. Our staff moral is obsolete! We are not valued as professionals and our years of experience is often not valued. I have always enjoyed my job and going to work until this year. Everyday there is something new that is thrown at us that we have to do or deal with. Our copiers are usually needing service and this makes our job very difficult when this happens. | 12/31/2021 10:09 AM |
| 42 | no | 12/31/2021 9:57 AM |
| 43 | I have worked under 4 administrators and [REDACTED] has been the most professional, respectful, and supportive. | 12/31/2021 9:19 AM |
| 44 | There is not enough staff to properly serve students with disabilities. All the programs, all the coaches, all the specialists - does not alleviate the need for staff. Special education teachers do not have common planning time with other special education teachers, let alone time to plan with general education teachers. Self-contained teachers are lucky if they get their planning/lunch. Take a 30 minute planning - 5 minutes to use the bathroom. 5-10 minutes to make copies. That leaves 20 (ish) minutes a day (if all students transitioned without any issues) to plan and modify instruction/curriculum (because no curriculum is truly built for students with disabilities in a self-contained classroom), grade, take daily data, and truly implement each students INDIVIDUAL education plan (IEP). | 12/31/2021 9:05 AM |
| 45 | Redistricting needed | 12/31/2021 9:03 AM |
| 46 | none at this time | 12/31/2021 8:37 AM |
| 47 | N/A | 12/31/2021 7:10 AM |
| 48 | Not at this time | 12/31/2021 6:50 AM |
| 49 | There is no on boarding process or guidelines to support new teachers. All I formation is expected to be obtained and retained by speaking directly to the administrator in charge of specific areas. This could greatly be improved by having a document references or a guidebook for many standard operating procedures instead if of wasting valuable time trying to find points of contacts and available meeting times. | 12/30/2021 8:26 PM |
| 50 | All Teachers/staff need adequate time to eat lunch/have a break in order to maintain health and perform their duties effectively. | 12/30/2021 7:53 PM |
| 51 | I feel the Board either doesn't care or is incapable of attending the needs of the teachers who are bearing the brunt of overcrowded classes, understaffed schools, frustrated students, insufficient time to prepare lessons/review student work, insufficient resources and teaching materials, on top of miserly salaries. I was disgusted by the offer to pay \$30 to sub a class, when I don't get any overtime pay for the many hours I have to stay after class working on school things because more and more responsibilities are piled on top of us. The pay raise proposed was ridiculous and to offer a bonus and then have it taxed at a luxury rate is adding insult to injury. With so much money newly allocated to education and such poor administration, I often feel disrespected and unappreciated. I despair of where education is going and fear for the quality of citizens we are forming. I feel impotent and although I love teaching and the kids, I am increasingly considering leaving the profession or moving elsewhere more hopeful. | 12/30/2021 7:24 PM |
| 52 | Please don't take away teacher workdays for all day trainings. We need this time to plan for | 12/30/2021 6:54 PM |

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| | our students. | |
| 53 | The last few years with Covid have been very challenging. As teachers we have been forced to change the way we teach with technology. Now that students are back in person, we are forcing them to do more with one another collaboratively and students and adults are struggling. Socially students have not learned how to work with one another. | 12/30/2021 5:51 PM |
| 54 | I was disappointed there weren't questions specifically regarding the School Board. Most of the reasons I dread going to work have to do with county and state leadership, guidelines & expectations. | 12/30/2021 5:27 PM |
| 55 | Right now I believe that teachers are not allowed creative liberties with our instruction. At the elementary level we are reading out of scripted programs for most of the day. It feels too robotic. Plus there isn't time in my blocks to do all of the "required" programs (i.e. ELA block). | 12/30/2021 4:31 PM |
| 56 | N/A | 12/30/2021 1:52 PM |
| 57 | This survey did not ask all of the important questions. Overall, I love my school, administrators, coworkers, students, and the neighborhood community. I am not happy about all of the new programs being mandated while we are still in the middle of a pandemic. It is too much. There is not enough time to teach ourselves the new programs and effectively implement them (and take the LETRS course). More and more is being demanded of educators without anything being taken off of our plates. | 12/30/2021 1:35 PM |
| 58 | The administration is really not the problem. We have new administrators this year and has been a learning curve for all. We are as supported as we can be with all of the changes that have occurred at our school. We should not be asked to substitute in another class during our planning period and not be compensated. This takes valuable planning time away from my own students. We are often given tasks by the county that have not been thoroughly thought out. What looks good on paper doesn't necessarily translate to what actually works in the classroom. Or is reasonable to ask of teachers. The central office staff has often looked ill prepared with directives and expectations of our teachers. I have witnessed this several times during school board meetings. People who are making decisions for teachers seem out of touch about what actually goes on in the classroom especially with the demands put upon classroom teachers. The mask mandate went on far too long. This should remain a personal choice at this point and not be mandated again. I am an intelligent and educated adult capable of making my own decisions about my health. The school board should not "control" the narrative of that. They have used that word many times during board meetings when discussing the masks. I am very appreciative of the supplement increase. The raise overall from the state is dismal and just shows how undervalued teachers are. Especially veteran teachers. The school calendar has not been the best. We have crazy amounts of workdays at the beginning and end of school. Why can these not be scattered throughout the school year? We are testing our students far too much with SCA AND NC Check ins. I thought we were moving toward less testing, but it seems we are doing even more. All of this testing disrupts the students day and schedule. We are in desperate need of laptops for all students in each classroom. This should be a top priority. This would make testing much easier with the amount we have to do. We often have to change our daily schedules to accommodate each grade level due to lack of enough laptops. We should also be able to apply for jobs within our system during the school year that open up. We should not have to wait for the "transfer" period. This does not promote bettering your job situation or career goals. The last few years, especially the last two have been extremely stressful and taxing. We have been asked to perform superhuman feats. We have done it and still feel uncompensated and undervalued. Even though it may not sound like it, I am thankful to have a job and be employed. I have given many years, time and weekends to be sure my students are prepared and ready to be productive members of society. Please just let us teach our students without all of extra unpaid duties and assignments. Any other job would be compensated for extra work. Unfortunately, teachers are leaving the field early because of a multitude of reasons. We are losing some really great educators. Our students need us. And we need to do better in retaining our teachers. Thank you. | 12/30/2021 12:37 PM |
| 59 | Right now, the teaching profession is incredibly challenging. District policies, such as giving all students a 50% no matter what and not having an attendance policy, are diminishing the value of public education. Students are not held accountable and are suffering as a result. As much as we don't want to negatively punish students, they need to know disrespect will not be tolerated. Something has to be done to protect teachers and students who are doing the right thing. The behavior in the hallways, bathrooms, and certain classrooms is dangerous. For the | 12/30/2021 11:42 AM |

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first time in my career, I do not feel safe. It is now common to be verbally assaulted just for being in a student's way. The SRO's are virtually unseen and teachers are left vulnerable.

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| 60 | I wish curriculums were not mandated by the district. We are professionals who need to be trusted to teach our students standards in a way that is best for our students. | 12/30/2021 11:37 AM |
| 61 | None | 12/30/2021 11:33 AM |
| 62 | I believe that teachers should be given more time to plan and prepare for lessons. We are given very little time to plan, let alone differentiate our lessons to better suit the needs of our students. And because we teachers are dedicated to our job and our students we take our work home. This means that we have to take away from our families and our mental health. This is a growing problem based on the Reading of science and other professionals developments that are taking planning time and collaboration time out of our teacher workdays. | 12/30/2021 11:05 AM |
| 63 | no | 12/30/2021 9:58 AM |
| 64 | ██████ is a shining example of how a public school should work! | 12/30/2021 9:57 AM |
| 65 | State/District/School mandated PD is so overwhelming this year. Combined with the everyday responsibilities of running a classroom and nurturing/providing support to families, there is literally no time left to dedicate to going above and beyond to plan/ differentiate instruction. I arrive to work each day at 6:15 and leave after 5 (typically with work to still complete at home) and I still internally struggle with knowing I could and should be doing so much more. My goal for the New Year is to focus on finding a healthy balance as my personal/family life can not continue to to always be the choice I make to suffer. | 12/30/2021 9:55 AM |
| 66 | We need more support when it comes to SEL. Although my role doesn't require a lot of work in this area, admin and counselors are stretched thin when it comes to student crisis situations. I see this as one of our biggest obstacles in moving forward as a pedological leader and overall great place to learn and work. | 12/30/2021 9:55 AM |
| 67 | I enjoy working at ██████████ | 12/30/2021 9:50 AM |
| 68 | I am a new teacher, but in the current job market I can make more money working less hours at an entry level retail job. I seriously doubt I will be teaching again after this year. | 12/30/2021 9:41 AM |
| 69 | ... | 12/30/2021 9:04 AM |
| 70 | I have witnessed an extreme level of stress and anxiety among staff and students this year. Systems do not provide for staff coverage during illness, too many disciplinary problems, poor environment in building strong community for students, lack of planning and professional development time. | 12/30/2021 9:04 AM |
| 71 | We need more planning time to have successful classes and participate in PDs outside of our home lives. | 12/30/2021 8:50 AM |
| 72 | I have nothing to add | 12/30/2021 8:04 AM |
| 73 | No attendance policy and the minimum 50% grade for assignments has had a significant negative impact on the classroom environment and behavior of students. | 12/30/2021 7:38 AM |
| 74 | My only real complaint with working in NHCS is the insistence on pushing kids forward in math when they are not ready. Great stress is created for students, and teachers have an impossible, joyless job. When math is rushed, there is no way to keep it fun, and kids tune out. | 12/30/2021 7:06 AM |
| 75 | The principal acts like a supervisor and not a leader. Never compliments anything or consistently says hello. Kind of strange as a new hire but others say that's normal. | 12/30/2021 4:59 AM |
| 76 | No | 12/30/2021 4:30 AM |
| 77 | no | 12/30/2021 2:46 AM |
| 78 | ██████ is a very kind person but we really need a stronger principal who can make positive changes and school-wide decisions. Many students don't even know that she is the principal when she walks down the hall. It doesn't seem like our administration works as a team or puts in equal effort to improving our school and holding high expectations. The 50% minimum grade rule is ruining instruction in our classrooms, student work ethic, attendance and participation in class. Students know they can get a 70% in the first quarter and do absolutely no work during | 12/30/2021 1:06 AM |

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the second quarter and still pass the class. Teachers are verbally abused by students daily and nothing is done about it. We have several "support" staff members who are paid as teachers who consistently spend full days doing absolutely nothing related to their job and have no duties. It's infuriating for those of us who teach 3 classes, attend IEP/504/parent meetings and have duties. I used to be really proud to say that I teach at [REDACTED]. That sense of pride had dwindled and I truly feel that our [REDACTED] is barely afloat. My suggestions to increase teacher retention and staff morale: 1. Leadership- from the top down. The RIGHT kind of leadership. 2. Remove the 50% rule. 3. Remove Flex and go back to a 3:30 release. 4. The master schedule should be created by administration- not a guidance counselor. 5. Bring back an attendance policy that means something.

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| 79 | If I could change one thing, it would be class size. Building community and prompt feedback are essentials and impossible to complete with 30 plus students in a class. | 12/30/2021 12:18 AM |
| 80 | We have had principal changes at [REDACTED]. These scores reflect [REDACTED] time as our principal. If I were to complete based on [REDACTED] time the scores would have been very different if she would have stayed. Our school was not a good place [REDACTED] was there. I did not want to go to work, she backed parents and did not seem to understand the teacher's roles. [REDACTED] was intimidating and very much belittled myself and our staff daily. We had no ownership of our school. It has been a true blessing to have [REDACTED] and I once again love coming to school, because I truly do love my job and teaching. | 12/29/2021 10:26 PM |
| 81 | I am grateful to be working at [REDACTED]. | 12/29/2021 10:21 PM |
| 82 | Many students have come back to school with a poor work ethic making the job very difficult. The 50 minimum score allows them to put in very little effort and still pass the course. Fighting the phone use during instruction, cheating, profanity and disrespect in classes that are too large are causing me to look at early retirement. I greatly appreciate the increase in county supplement but the lack of state salary increase adds to the overall feeling that students, parents, community and state legislators sadly do not respect or appreciate what teachers do on a daily basis. | 12/29/2021 9:16 PM |
| 83 | If you really wanted to treat staff as adults and professionals, you would give the option of working from home on work days every time, instead of threatening people with a sign in and out sheet. Professionals do not sign in and out like hourly workers. Also, give all staff a budget to buy materials they need throughout the year. As SLPs, we have to beg, borrow and plead to get simple materials. It does not make you feel like you are a professional. And, all SLPs should fall under special education administration not individual schools. Those administrators are not trained in what we do and can rarely give appropriate feedback. They try, and they are very nice and respectful, but they are not really qualified to judge our performance. | 12/29/2021 9:00 PM |
| 84 | n/a | 12/29/2021 8:53 PM |
| 85 | I have worked in several districts and this has been my least favorable experience. I feel as if I am not trusted to do my job professionally due to all the scripted programs. The amount of work completed outside of my hours is overwhelming. Not enough focus is being placed on adjusting expectations on students due to the pandemic, and as a result I do not have time to help students deal with the social/emotional impacts it has had on them. I have not felt valued or respected as a result of how the district has handled decisions during the last year. | 12/29/2021 8:46 PM |
| 86 | None at this time | 12/29/2021 8:23 PM |
| 87 | There are too many curriculums being implemented in a single year to be as effective as possible. | 12/29/2021 8:08 PM |
| 88 | No | 12/29/2021 7:48 PM |
| 89 | I am proud to work at [REDACTED] | 12/29/2021 7:46 PM |
| 90 | No | 12/29/2021 7:37 PM |
| 91 | No | 12/29/2021 7:05 PM |
| 92 | [REDACTED] is a great school! I wish we had more support for discipline though. | 12/29/2021 7:03 PM |
| 93 | Teachers were not involved in selecting the mandated curriculums. | 12/29/2021 6:47 PM |
| 94 | I love my school, the staff and administration but feel like the district as a whole has done nothing for our very overcrowded school in twenty years. It is way PAST time to build another | 12/29/2021 6:09 PM |

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school or build on to our present school. PLEASE DO SOMETHING NOW!

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| 95 | none at this time | 12/29/2021 5:32 PM |
| 96 | No | 12/29/2021 5:09 PM |
| 97 | No | 12/29/2021 5:08 PM |
| 98 | No | 12/29/2021 5:05 PM |
| 99 | No | 12/29/2021 4:28 PM |
| 100 | I enjoy my school. However, many of the problems (not enough planning and collar time, constant meetings, and burn out from district and state expectations) are from the district level and not my school. | 12/29/2021 4:27 PM |
| 101 | No | 12/29/2021 4:15 PM |
| 102 | Or a fan of Eureka math... | 12/29/2021 4:14 PM |
| 103 | The programs that have been chosen for our social studies, math, writing, and reading curriculum (plus FUNdations!!!) do not allow for teachers to be teachers. Learning all of those curriculums at one time—due to changing grade levels—is nearly impossible and leaves little time for much needed personal time out side of school hours. Did we need some updated curriculum to align grade levels and schools—absolutely, but new programs will not make up for the past 4 years of inconsistent instruction, due to hurricane Florence and COVID. | 12/29/2021 3:55 PM |
| 104 | Security needs improvement overall. Known dangerous and repeatedly bad-behaved students (~ 1% at 15 to 20 students) should be educated in schools such as [REDACTED] as they take ~ 50% of the Administrators' time and effort that they need to be spending on the other [REDACTED] students' needs. The minimum quarterly grade of 50% should only be effective for Q1 & Q3. As the policy currently is, students know they can do absolutely nothing (don't even need to come to school) if they have a 70% in Q1 or Q3 b/c the guaranteed 50% in Q2 or Q4 will ensure a minimum passing grade for the semester. Bottom line: some students are passing courses and learning next-to-nothing. Finally, there should be a student attendance policy that encourages and requires them to attend school. They will be required to go to their job one day n'est pas? The proper example and requirement must begin when they are a teenager. I've had students with over 50 absences to pass course due to the combination of the minimum of 50% policy and no attendance policy. | 12/29/2021 3:54 PM |
| 105 | Current administration is supportive and respectful. Can not say that for our previous principal. The district regulations and mandatory professional development are a serious problem that must be addressed to retain qualified professionals. | 12/29/2021 3:47 PM |
| 106 | NA | 12/29/2021 3:42 PM |
| 107 | No | 12/29/2021 3:38 PM |
| 108 | No | 12/29/2021 3:36 PM |
| 109 | n/a | 12/29/2021 3:36 PM |
| 110 | I think all title 1 schools need a vice principal. More teacher/admin relations. I like the new curriculums, especially aligning ELA with SOR | 12/29/2021 3:30 PM |
| 111 | There have been many extra responsibilities put on all staff (most especially classroom teachers) since Covid. When we are not given a duty-free lunch and have to cover recess a few times a week, it is challenging to get time to plan or set up activities. There is a tremendous amount of extra pressure put on classroom teachers leading to overall lower morale. Class sizes are larger in individual classrooms than the cap since the grade level average is still within the range, but that doesn't help the teacher with the higher class enrollment. There are so many student needs and not enough time to concentrate on the social/emotional needs of the students. We need more MTSS support personnel to assist with the many academic needs of our students. Not every school is getting the same amount of time to complete the Letrs training and while some schools are being given time during the school day, we are working on it on our own time at home. Honestly, these past 2 years have made me question my career choice more than I have ever before. | 12/29/2021 3:29 PM |
| 112 | Nope | 12/29/2021 3:26 PM |

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| 113 | Time on duty is the biggest challenge. We have students with us from 7:20 to 3:20 most days with the exception of 40 minutes 3 to 4 days a week. We miss duty free lunch, recess, and dismissal rotations. There is little to no time to plan and prep, much less go to the bathroom. | 12/29/2021 3:23 PM |
| 114 | I'm very disappointed with the leadership at my school. I've been at my school for 19 years, and have never planned on moving to another school or changing careers. However, the lack of leadership at school has made me question whether or not I want to be here for another 10 years. There is no accountability for student behavior and far too much pressure on test scores, EVAAS scores, etc. I have been a huge advocate for teaching and public education. I've been a partnership teacher with UNCW for many years. My mother was in public education for many years. I have always believed in the public school system, but over the past few years, I now see why people are leaving the profession, and parents are sending their children to private schools. There are far too many unrealistic demands on teachers, and no standards for student behavior. | 12/29/2021 3:21 PM |
| 115 | Why bother. My overall experience is that it doesn't matter what we share. | 12/29/2021 3:19 PM |
| 116 | We all lost all autonomy as professionals when the state and district mandated the use of programs in all subject areas for elementary schools. Behavior is at an all time high due to covid and we do not have the staff, training, or resources to handle the social and emotional needs of our students. As a result the majority of my colleagues are burnt out and ready to leave ASAP. What is your plan as a district to remedy these issues and concerns? | 12/29/2021 3:18 PM |
| 117 | Helpful administrators | 12/29/2021 3:06 PM |
| 118 | It is frustrating when effective supplemental learning resource subscriptions like Flocabulary and Science Techbook are not renewed, without teachers' input. | 12/29/2021 3:04 PM |
| 119 | None. | 12/29/2021 3:04 PM |
| 120 | I love [REDACTED] because of the other teachers. Unfortunately, there are three admin who are ineffective. IMHO. | 12/29/2021 2:59 PM |
| 121 | I am sure there are pockets of great administrators, etc in this county. Both as a parent and as an employee, I have found them to be few and far between. It seems the "in" club has continued to drive discussion and action or inaction for the entire school system, whether it is best for teachers, employees, and/or students or not. First, my area rarely has professional development. A coworker inquired and was told it's because teachers often take workdays off. I know I would be more likely to work on a workday if I knew there was relevant staff development that I need to renew my license. Also, these canned curriculums are too much. It's great to have a framework for units and lessons, but one size really does not fit all and teachers are not robots. It's insulting to educators, who are college educated and who spend years honing their craft. Also -- WAY too much testing. Yes, the last several years have been unusual, but it's quite obvious from people who interact with students daily that grace will go a lot further right now. Students need time to be re-taught how to be students. Instead, the scripted curriculums and over-testing are creating more behavioral issues and conflicts. Last, I want a [REDACTED] who represents the entire county and students as well as teachers. I see a [REDACTED] who visits two schools: [REDACTED]. Maybe [REDACTED] visited other schools, but those are the ones I've seen. [REDACTED] also says things at Board meetings like "the teacher shortage is a myth" and that low staff morale isn't really happening. I don't feel very supported by the person in the highest position who should be advocating for everyone in NHCS. Feeling supported wouldn't solve all of the morale issues, but it would help some to feel like we're on the same team. | 12/29/2021 2:50 PM |
| 122 | There is a lack of leadership within the board and the inconsistency of decisions is awful. | 12/29/2021 2:44 PM |
| 123 | None | 12/29/2021 2:43 PM |
| 124 | no | 12/29/2021 2:40 PM |
| 125 | . | 12/29/2021 2:37 PM |
| 126 | The lack of discipline in our school this year has change the entire climate at [REDACTED]. I used to love to come to work every day and couldn't wait to see my students. Now there are days and times I dread being at work because I feel powerless as an educator due to the fact that we do not discipline students for their insane behaviors. Although this has improved in the last two weeks before Christmas break, the "inmates completely run the asylum" and it makes it very difficult to do our jobs safely and effectively. | 12/29/2021 2:30 PM |

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| 127 | I do not feel our profession is respected by persons/staff that do not directly work in the schools, with students and families every day. You can ask us about our administrators all you want but they are not the problem with the moral in this county. It is the people who do not spend the time in the classrooms that cause the low moral and disrespectful vibe in this county. | 12/29/2021 2:29 PM |
| 128 | As a self contained special education teacher it would be nice if we had equivalent planning time as our general education colleagues. With such high behavioral, emotional, and physical needs, as well as limited support staff, we rarely receive planning time. | 12/29/2021 2:27 PM |
| 129 | No | 12/29/2021 2:27 PM |
| 130 | Admin. Is very supportive of staff | 12/29/2021 2:25 PM |
| 131 | None | 12/29/2021 2:24 PM |
| 132 | The "nothing below a 50" grading policy has created a wave of students advancing to the next level, unprepared. | 12/29/2021 2:22 PM |
| 133 | It used to be great! It comes from our direct admin as the discontent and disconnect grow stronger each day. They are only concerned with themselves and do not care about the teachers or students in our building. | 12/29/2021 2:12 PM |
| 134 | I have enjoyed working alongside staff to meet the needs of the children we serve. | 12/29/2021 2:07 PM |
| 135 | N/A | 12/29/2021 2:04 PM |
| 136 | Not at this time | 12/29/2021 2:02 PM |
| 137 | We continue to see an increased need in professional development opportunities and trainings on things like student mental health and equity. | 12/29/2021 2:00 PM |
| 138 | I would like to see the dept. in NHCS communicate with each other. Collaborating would be helpful plus when they plan professional development there isn't a conflict | 12/29/2021 1:58 PM |
| 139 | No | 12/29/2021 1:53 PM |
| 140 | Not at this time | 12/29/2021 1:38 PM |
| 141 | N/a | 12/29/2021 1:37 PM |
| 142 | Get rid of My Perspectives. It does not support student growth. | 12/29/2021 1:37 PM |
| 143 | Our district wide discipline policy needs a review. Yes, restorative practices are an important part of student discipline. However, the district has rushed this process and the results are lack of trust, increased behaviors in the classroom, lack of communication, and student academics suffer. | 12/29/2021 1:31 PM |
| 144 | None | 12/29/2021 1:31 PM |
| 145 | I feel like I most likely wasted this time I just spent filling out this survey. County brass are excellent with window dressing but short on doing anything about it. | 12/29/2021 1:28 PM |
| 146 | No | 12/29/2021 1:27 PM |
| 147 | No | 12/29/2021 1:26 PM |
| 148 | No | 12/29/2021 1:25 PM |
| 149 | No; thank you. | 12/29/2021 1:21 PM |
| 150 | Keep the schedule as is instead of pushing it back to mid June release. Look at year around calendars. Space out teacher work days. Stop with the dog and pony show decisions and make practical decisions that will help our schools function well along with push for pay raises for all employees to help keep our schools staffed. All the Jeans days and mailbox treats in the world will not fix the fundamental issues of having a competitive paying job for educated professionals in this job market. | 12/29/2021 1:20 PM |
| 151 | We need more time to plan and collaborate. | 12/29/2021 1:18 PM |
| 152 | no | 12/29/2021 1:18 PM |

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| 153 | I feel Invisible | 12/29/2021 1:15 PM |
| 154 | No | 12/29/2021 1:12 PM |
| 155 | Specifically at [REDACTED] the schedule seems to have a longer school day (8:10AM-3:50PM) compared to other schools in the district. Also, buses at dismissal continue to remain a huge issue. We have students still on campus waiting for a bus long after dismissal. Sometimes after 4:30PM. This has been a problem way before the bus driver shortage. | 12/29/2021 1:11 PM |
| 156 | Please provide adequate time for staff to complete mandated PD (LETRS, Eureka, etc.) outside of instructional time. Asking teachers to sacrifice planning time is unethical. | 12/29/2021 1:09 PM |
| 157 | The lack of teacher autonomy is due to the district. The elementary schedule allows floor minimal planning during the day vs the middle and high school levels have 90 minutes of planning daily as well as an unencumbered lunch. We don't get an unencumbered lunch. | 12/29/2021 1:07 PM |
| 158 | I believe more efforts should be made to ask and truly listen to teacher input. Many times decisions are made at the district level that could have involved those who are on the front lines- the classroom teachers. Teachers problem solve and the daily, multiple times, and could offer valuable input. | 12/29/2021 1:02 PM |
| 159 | I don't like being forced to participate in diversity and equity trainings with "facilitators" who clearly have a bias of their own. Overall I feel NHCS is a great place to work and I have learned a lot from my 7 years in the district, at two different schools. | 12/29/2021 1:01 PM |
| 160 | There are serious issues with the quality of the [REDACTED] that are being provided in our school. | 12/29/2021 1:00 PM |
| 161 | . | 12/29/2021 12:56 PM |
| 162 | I am worried for the safety of my own child at the high school level. There is not enough being done at the district or the school level to address the discipline and safety concerns. The district is not allowing for students to be suspended at any school. Teachers at the high school level are leaving because of these concerns. Some of the high school students are out of control and know there will be no immediate consequence. | 12/29/2021 12:56 PM |
| 163 | Wish there was an automatic 12 month pay option. | 12/29/2021 12:56 PM |
| 164 | NA | 12/29/2021 12:49 PM |
| 165 | Love it! | 12/29/2021 12:49 PM |
| 166 | N/A | 12/29/2021 12:46 PM |
| 167 | No | 12/29/2021 12:43 PM |
| 168 | Overall my experience has been fine. | 12/29/2021 12:42 PM |
| 169 | Teachers have an increased demand placed upon their shoulders this year without any thought to their mental state. Nor do they have the resources and support to be successful. There are Times we only have one copier working at a time, we really should be going to 1:1 technology immediately. We also need two more high schools to help mitigate class room size, this should have been in place years ago with the influx of population- now it'll just be a piece of tissue on a gaping wound. We are not creating 21st century learners, we are not creating world changers. We are raising a generation of inflated character with inflated skills and inflated survival mechanisms. This is not only NHCS biggest shame, it devalues everything we stand for | 12/29/2021 12:41 PM |
| 170 | No thanks | 12/29/2021 12:38 PM |
| 171 | Reading Fundamentals is not nearly rigorous enough to be our primary reading curriculum at the elementary - especially 3-5 - level. It explores a lot of wonderful mentor texts and promotes a love for reading, but it does very little in making sure children have mastered the skills necessary for skilled reading comprehension. Never once in any of the units do the students read a passage and answer questions about the main idea, theme, plot, make inferences, etc., until the unit test at the end of the unit. How does that reflect best practice pedagogy or prepare students for an EOG that is reading comprehension based? Yet we have to be teaching the approved, prescribed curriculum and nothing else. If I had more time, I would create questions about each of the mentor texts myself (that are quick and easy to grade for teachers - not all open-ended), but time is not a luxury I have, as I'm already overloaded with | 12/29/2021 12:36 PM |

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too much to do and too little time. And passing that job off to our district leads is not fair either, as they have enough on their plates as it is. We should have a curriculum that provides what students and teachers need. As a parent and teacher, I believe children should be reading high-interest passages/books each week and answering questions in order to pinpoint the comprehension skills they lack or need more work at. Having a Master's degree in education and years of experience, I would like the autonomy of using the materials I know will meet the needs of my students. The lack of objective, formative assessment in Reading Fundamentals makes me question its ability to truly prepare our children for the rigors of the EOG.

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| 172 | No | 12/29/2021 12:33 PM |
| 173 | No | 12/29/2021 12:33 PM |
| 174 | None at this time | 12/29/2021 12:31 PM |
| 175 | No. | 12/29/2021 12:30 PM |
| 176 | Listen to teachers! When we say we need something believe us. We need more TA's and support staff less mid level management | 12/29/2021 12:29 PM |
| 177 | Hard to be excited about the LETRS training when I have to use my personal time to complete without any extra pay. Staff meetings are very long and feels inconsiderate of all other things on my to do list. I do feel welcomed and appreciated as a new teacher at [REDACTED] | 12/29/2021 12:28 PM |
| 178 | The county truly needs to honor all committed staff. Celebrate those that have taught 10, 15, 20 years! Show that you value our commitment to the students and county. I get that bonuses can't happen often, but celebrating staff as often as possible would be nice. Come read to our classes, come cover lunches, show each school support. [REDACTED] is my 3rd school and by far my favorite. [REDACTED] is awesome and hopefully will stay to continue to help [REDACTED] | 12/29/2021 12:28 PM |
| 179 | More and better tools are needed to do my job effectively | 12/29/2021 12:28 PM |
| 180 | I am very fortunate to work at the school I do, and the staff and administrators are terrific. I do not feel safe now that the mask mandate has been lifted. I think it was a hasty and incredibly dangerous decision, and we as teachers were given no time to prepare. Our Covid numbers began to climb so quickly after that decision was made. As a teacher who is considered to be "high risk", I do not feel that any consideration was given to staff who are in this predicament. Despite being vaccinated and boosted, I am putting myself in danger each day when I walk into my classroom. I hope that with numbers soaring from the new variant, the board will consider reinstating the mask mandate. I love my students and my school, and just want us to all feel safe while there. I know I am not alone with my feelings with this. I wear my mask, but science shows that it is much more effective if we all are wearing them. | 12/29/2021 12:27 PM |
| 181 | The moral at this school is very low. It seems as if last year was better than this year. There are more behavior problems and the students who are responsible do not get any consequences. Staff is not able to plan efficiently due to sub shortages and covering classes. Teachers are tired and burnt out.... | 12/29/2021 12:26 PM |
| 182 | No | 12/29/2021 12:25 PM |
| 183 | . | 12/29/2021 12:22 PM |
| 184 | [REDACTED] administration is strong and receptive. They help in all situations. I would love to see the superintendent and county level subject administration in schools. I think this would help to see what we are actually being faced with post pandemic. Coming into my classroom for one photo op does not allow you to see our experiences from 7-3. I think it may greatly impact your decisions for new programs and initiatives. Please consider talking to our students, talk to your staff, ask your school admin(who are in classrooms with STUDENTS) what is actually happening and be a part of strengthening this county's areas of weakness. We would love any help and support! | 12/29/2021 12:22 PM |
| 185 | Mask mandate needs to be back in place. Teachers need to stop belittling EACH OTHER and making large issues out of small ones. Not every little issue needs to be discussed with administrators—teachers need to be adults and work out their own problems. | 12/29/2021 12:21 PM |
| 186 | I am teaching with students from when I get there until they leave. I do not have enough time to plan, communicate with parents, do paperwork, and/or take and analyze data. I end up having to do that on my own time at home. | 12/29/2021 12:21 PM |

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| 187 | With the way the world is no one is at fault for the things we are going through other than the government. We are working with children who I love more than anything with a great administration. Mr madden is determined to make his school a happy place. But with children behaviors and us consistently having to cover other peoples classes we do not have time to do the things needed to help schools. | 12/29/2021 12:21 PM |
| 188 | I enjoy teaching. I'm thankful for my job; however, morale is low at my school. 360 can't be trusted because admin finds out who made the report whether it's a parent or employee. We need more TA's because the few we have can't do it all and teachers can't either. Respect is earned...or maybe it's a given until you are no longer respected because your actions deemed you unworthy of such respect! We are professionals that should be trusted! We are treated like children. We are trusted less in our teaching profession than we were in college! We are micromanaged by admin in ways that most schools are not! The school is a good place to work in that we provide a safe haven for our population. Not all are created equal. | 12/29/2021 12:19 PM |
| 189 | I would not mind having to teach 3 new programs this year if I had the proper training for all three PRIOR to implementation and being held accountable for the proper implementation of the programs. Completing a program such as LETRS would have been extremely beneficial PRIOR to my first year implementing Foundations as a teacher in my 20th year teaching upper elementary (3rd, 4th, and 5th). My only saving grace is that I have worked in title 1 schools in the past, unlike a majority of my colleagues. And I have a background in a foreign language. My job now requires beyond my typical 10hours a day and 4 hours a weekend. Making it four more years until retirement is now my biggest challenge; while being a wife, a mom, a stepmom, a sister, a daughter. Unfortunately the important jobs in life get hit the hardest. | 12/29/2021 12:19 PM |
| 190 | None | 12/29/2021 12:18 PM |
| 191 | Need more TAs so teachers can prep better | 12/29/2021 12:18 PM |
| 192 | I am very thankful for the continued support and guidance received working with the special education division . | 12/29/2021 12:16 PM |
| 193 | This seems more of a survey specific for the school I work at and the administration of the school. Not really a survey of the school district and district administration. I feel administration of my school does the best that they can however the county office has poor communication skills. Information and expectations for this school year from the county is often communicated with little to no time for teachers and administrators to make changes or plan accordingly. Many things are explained in very vague terms. | 12/29/2021 12:16 PM |
| 194 | I do not agree with all of the programs that we have to do in this county. Especially Eureka Math. Let teachers teach. | 12/29/2021 12:16 PM |
| 195 | I'd like to see more time for planning quality instruction and executing concrete safety protocols and less time worrying about social and emotional development of students. | 12/29/2021 12:15 PM |
| 196 | My school is not balanced. Our coaches are weak professionally and disrespectful. Please look at our staff turn over rate - it's NOT due to the student population - just FYI. | 12/29/2021 12:14 PM |
| 197 | None | 12/29/2021 12:13 PM |
| 198 | N/A | 12/29/2021 12:13 PM |
| 199 | All the new curriculum and PD has been overwhelming during this pandemic- especially the expectation that the PD/tutoring will be done over the non-paid summer/personal time. No other job would require employees to work hours that are unpaid, yet this is the case in NHCS with increasing frequency. There isn't enough time to meet the expectations/obligations of this job anymore! We are doing so much more with less support and time! Morale is at an ALL TIME LOW! | 12/29/2021 12:12 PM |
| 200 | At my school, our students and staff are disrespected and thrown to the side daily. We don't feel safe, we have no time to collaborate, and we are belittled by the district every day. We cannot take care of our students without more support and resources, and staff are providing the resources, since the district won't. We need more support for student mental health & social-emotional health, so we can teach-instead, we're having to discipline a lot & put academics to the side due to lack of support. Staff are quitting or thinking of quitting every day due to lack of respect and support, threats from students, and little planning/collaboration time | 12/29/2021 12:12 PM |
| 201 | We need more work days during year-between quarters and the fact that cannot give students a grade below a 50. Students are passing when they should not be. Can be very detrimental | 12/29/2021 12:12 PM |

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when they move up to next level because they passed the previous class with a 60 (averaging the two quarters together).

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| 202 | No | 12/29/2021 12:11 PM |
| 203 | No | 12/29/2021 12:11 PM |
| 204 | No | 12/29/2021 12:11 PM |
| 205 | I feel the administrators and teachers and assistants at my school work together to do their very best for students and families. There is an overwhelming amount of work and expectations for all staff in our district and state. Educators do not feel valued through compensation in the current state budget. | 12/29/2021 12:10 PM |
| 206 | Love my school, counties policies I'm not sure about. The targeted stipend being taken away doesn't make sense. Working at these schools IS harder, requires more effort and time than working at high income schools. We should be paid and respected to work in these schools otherwise these schools will have high turnover rates which is not good. | 12/29/2021 12:10 PM |
| 207 | We are expected to wear too many hats as a classroom teacher. Too much and too frequent testing, we are micromanaged, not allowed to teach using our professional experience and experience to provide the best for our students. Too many "new" programs without proper training prior to implementation. Not enough planning time during school day, impossible to accomplish all of the many tasks we have within the "school day". Even when I work 2 hours after students leave I still have work to take home and over the weekends. Salary does not reflect the amount of work we are asked to take on. | 12/29/2021 12:10 PM |
| 208 | My administrators have hired other teachers & staff who inspire me to be my best for my students. | 12/29/2021 12:09 PM |
| 209 | I think we should have more planning time and there could be a salary improvement. Also, iPads could be renewed. | 12/29/2021 12:09 PM |
| 210 | No more new things please!! Between LETRS training and adding Eureka math we feel like we are drowning! We are supposed to be "back to normal" and that is impossible!! The teachers are working above and beyond since Covid and we need some grace and breathing room!! No more new things!! We cannot handle any more! | 12/29/2021 12:08 PM |
| 211 | No | 12/29/2021 12:08 PM |
| 212 | Not at this time | 12/29/2021 12:08 PM |
| 213 | The district is expecting new curriculums to be pushed out with little training. The curriculum is very rigorous. Too rigorous for students who have never had a normal school year. My 3rd graders are very far behind and can't grasp the concepts of 3rd grade before having the foundational skills of K-2. | 12/29/2021 12:08 PM |
| 214 | - | 12/29/2021 12:07 PM |
| 215 | I enjoy my school but feel as if the district doesn't treat their teachers with respect. | 12/29/2021 12:07 PM |
| 216 | Our teachers desperately need more help with student behaviors. | 12/29/2021 12:07 PM |
| 217 | Our planning time is compromised almost everyday / I feel I have to bring home work often because there is not time during the day | 12/29/2021 12:07 PM |
| 218 | I'm not pleased with the county wide optional mask policy... seems unfair to require me to work in an unsafe environment...I have a baby at home | 12/29/2021 12:07 PM |
| 219 | My administration does do an excellent job with helping kids with social emotional problems but we still need help. I feel like my school has the most diverse set of students coming from so many different backgrounds and so many different elementary schools. My principal does an awesome job but I know she needs more community help And also the teachers bust their butt every day for these kids | 12/29/2021 12:06 PM |
| 220 | No | 12/29/2021 12:06 PM |
| 221 | Don't move admin from elementary to high school with no training | 12/29/2021 12:06 PM |
| 222 | Get rid of mandated/boxed curriculum for HS English. It's horrendous. Trust us to do our jobs instead of mandating reading that doesn't create space for creativity and for the teacher to tap | 12/29/2021 12:06 PM |

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| | into their own strength. | |
| 223 | None | 12/29/2021 12:06 PM |
| 224 | Pay us more please!!!! | 12/29/2021 12:06 PM |
| 225 | NA | 12/29/2021 12:06 PM |
| 226 | n/a | 12/29/2021 12:05 PM |
| 227 | N/A | 12/29/2021 12:05 PM |
| 228 | - | 12/29/2021 12:05 PM |
| 229 | Poor opinion of administration does not extend to [REDACTED] | 12/29/2021 12:05 PM |
| 230 | Class coverage is a huge issue. Not being paid for it now is just awful. That is time taken away that we need. | 12/29/2021 12:05 PM |
| 231 | Na | 12/29/2021 12:04 PM |
| 232 | No | 12/29/2021 12:04 PM |
| 233 | N/A | 12/29/2021 12:04 PM |
| 234 | The school district has taken away all autonomy in my job as a teacher. I do not feel trusted as a professional. | 12/29/2021 12:04 PM |
| 235 | If you want to improve teacher moral I would look at next years calendar. Winter break is not long enough. It need to be adjust. The whole calendar needs revision. This years calendar was well done. | 12/29/2021 12:04 PM |
| 236 | N/A | 12/29/2021 12:03 PM |
| 237 | I would like to see the mask mandate put back in place. | 12/29/2021 10:09 AM |
| 238 | I have enjoyed working in the New Hanover County Schools district, especially at [REDACTED], over the past few years. However, I do feel as if there is not enough support given to our team. We have to break our student to teacher ratio just to use the bathroom never mind having the ability to eat our lunches. Also the behaviors have been extremely overwhelming this school year with no extra help given. My TA and I rarely even have time to talk about the plan for the day never mind how we can manage the behaviors better. Therefore we usually discuss things while we are at home supposed to be spending time with our families. This also includes my other team members who we rarely even see never mind have time to plan together. Furthermore, we have no planning time during the day so I end up spending a lot of my "off" time working at home. Each week I work a lot more hours than I get paid for or even acknowledged for. Support is strongly lacking and needed in my opinion. | 12/29/2021 10:06 AM |
| 239 | We knew this year would be difficult because of covid; we weren't expecting this year to be so hard from trying to implement district-wide mandates that have caused more problems than they have solved. We don't have time for staff collaboration because we have to invent and run the flex time block that has exacerbated our attendance issues. It's absurd that maybe 20 students are receiving tutoring while 200 students are blatantly skipping this time. No one feels safe on campus, including the "hall monitors" that lasted 2 weeks before quitting. Our students have intense social and emotional challenges, but the end goal is always test scores and they know that. Would you want your child in a classroom of 30-40 other nearly-grown students during a respiratory pandemic? Our Principal, administrators and staff are trying their hardest to enact district mandates with no added support or reduced previous duties. Our students act out because they know there aren't going to be any real consequences aside from a vacation at home or a naptime in ISS. Don't pretend you're doing restorative justice. Just because you use the name, doesn't mean you're actually enacting it. Just like how "flipped classroom" approach was an inaccurate sham. We aren't adequately staffed for the number of highly traumatized students that we have. We aren't being treated as educational professionals when grades are boosted with automatic 50s. Why is the district not finding out why a student received an 18 in their class? Because then they'll have to admit what a deeply rooted problem attendance is? I have autonomy over my job because my administrators and other staff are too busy trying to keep the school running to enter my room and dictate what I do outside of district mandates. Every board member, the superintendent, and the upper administration that deemed 50% grading cap, flex time during a pandemic, and other burdensome mandates should have to volunteer as a substitute at each and every school. | 12/28/2021 10:17 PM |

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The dog and pony shows we give to avoid disciplinary action do not count as any insight into how the schools work. It would take 2 months, but would be worth it so you can see what is and isn't working in each school instead of poking and prodding us with tactics that aren't even backed up in educational research. Teaching is only ever about the students and we are desperately trying to uphold that vision.

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| 240 | I'm not sure if it's due to the stress of Covid and all of the added responsibilities but the behavior issues are at a high level. In addition, for certain behaviors/situations, it seems like the follow up process is quite lengthy and not taken seriously at times. | 12/28/2021 1:49 PM |
| 241 | none | 12/28/2021 10:36 AM |
| 242 | We need better pay for the amount of work expected on a daily basis. | 12/28/2021 10:34 AM |
| 243 | Communication is a key need. | 12/28/2021 10:06 AM |
| 244 | This year alone has been the worst of my 5 years. From the lack of support for our kiddos who need to be in a smaller setting to the numerous meetings and new curriculum requirements that are not age appropriate!! | 12/28/2021 8:08 AM |
| 245 | . | 12/28/2021 7:12 AM |
| 246 | Many of the questions need further clarification for me to answer them completely. When you are referring to administrators, our principal and assistant principal handle issues differently. I hate to answer the questions saying it is completely agree or disagree. Also, having to say what school and what our role is giving administrators ways to narrow down results based on the number of years of service. This may lead to not so accurate results or more "Neither agree nor disagree" responses. Fear of being called out to defend your answers is a concern. | 12/27/2021 7:30 PM |
| 247 | . | 12/27/2021 7:19 PM |
| 248 | NA | 12/27/2021 6:57 PM |
| 249 | I find a huge variety in how I would answer the above questions depending on which staff and/or administrators I am thinking of. It's often a challenge to give ratings that capture our entire school experience and I feel very supported, encouraged, and valued by some, but not all in our community. | 12/27/2021 2:35 PM |
| 250 | unsafe the students they can get away with anything | 12/27/2021 1:35 PM |
| 251 | Too many "programs" that are not engaging to students, like Eureka Math, Foundations and Reading and Writing Fundamentals. Would prefer Letterland for phonics. | 12/27/2021 1:08 PM |
| 252 | There is a huge disparity regarding resources between different schools in the district. [REDACTED] school population is too homogeneous | 12/27/2021 11:50 AM |
| 253 | We should have more assistants as they are a valuable asset in order for teachers to accomplish all that is expected of us on a daily basis. This would enable us to better meet the needs of all of the diverse learners in classrooms. | 12/27/2021 9:30 AM |
| 254 | * | 12/27/2021 8:32 AM |
| 255 | N/A | 12/26/2021 8:01 PM |
| 256 | It would be nice if we had a planning time as [REDACTED] is not planning we are taking care of take home folders, children who are upset etc. we have to be on playground. There is no time away from children! Please change this if you respect us as you do [REDACTED] | 12/24/2021 4:37 PM |
| 257 | NA | 12/24/2021 4:01 PM |
| 258 | Curriculum choices and implementation of curriculum has been imposed by the district. Adoption of new curriculum needs to be piloted and democratically voted on with student feedback too. The math curriculum has switched three times in the last three years, and our ELA curriculum is been revisited with a new way of teaching students in group rotations. These decisions are done in the middle of the school year and imposed with no input from faculty, or done with a long term approach that is backed up with researched evidence. | 12/24/2021 1:25 PM |
| 259 | NHCS is all sizzle, no steak. Feckless BOE and central office. | 12/24/2021 8:23 AM |
| 260 | [REDACTED] is a sound facility. However, student behavior is out of control. When administrators suspend student, I know for a fact they are reprimanded. Who protects the good student. Not | 12/24/2021 7:52 AM |

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the teachers, not administrators who? Often I fear for my safety. I am hit, spit on, foul language beyond belief. Yet we are not allowed to correct this behavior with suspension. I can only imagine how teachers feel. The school board is out of touch, has no idea. We need a K-12 behavior correction school that will keep behavior isolated. Then Pay teachers more to work their, problem solved.

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| 261 | It has been a very positive experience. I feel respected and supported by my admin. I would like to see smaller class sizes and more raise incentives. The new calendar does not align as well with the dual enrollment schedule. I would also like to see more lockdown drills. Thanks for valuing our feedback. | 12/23/2021 9:12 PM |
| 262 | NA | 12/23/2021 8:19 PM |
| 263 | <p>Yes, I have a significant amount of teaching experience but less than 3 years in NHCS. I feel our particular school is treated very inequitably. Due to redistricting, our school is far too overcrowded. We have very serious behavior challenges and mostly a new staff. Despite what is said at Board meetings, we have not been given adequate support and the support we have been given was only after working with NCAE for an extended period of time. We have a class in the media center and vestibule. We are consistently short-staffed and cannot (even before the pandemic) secure enough substitutes. We need help and staff should be paid additionally for remaining at such a challenging school. Our turnover this year should be a huge red flag to district personnel. When mentioned all the things our school has been "given" this school year that other schools have not been given, he failed to realize this is the definition of equity. schools do not need as much support as The school is in a lovely neighborhood but our students do not live in the neighborhood and our teachers certainly cannot afford to live there. Compared to other districts, NHCS is extremely chaotic with high turnover and lack of forethought in planning efforts. Professional development is mandated. There is little choice for what staff feel they need or want. We rely far too heavily on programs and not standards. We have been working for many hours with Patalogos and that just disappears. Nothing stays the same and mastery cannot be achieved with anything because things change so frequently. We need to focus on standards and not Schoolwide or Eureka. We need a balanced literacy framework and targeted interventions, as well as staff to implement those interventions. We need to secure staff with experience and pay them/us extra for remaining at such a challenging school. We need equitable access to resources (we still do not have all Foundations or Schoolwide materials we need), particularly with technology so we are not having to constantly figure out how we can perform state mandated assessments with the limited technology we have. Our staff is wonderful but we are set up to fail and to fail our students, unfortunately. It certainly does not help to hear our superintendent speak publicly in such a negative way about our school. We are fighting for what our students need and staff should not be completing LETRS training AND expected to tutor, plus the myriad of so many other things that are expected for no additional pay during a pandemic. The district has so much potential and yet we are so far from where we need to be or could be. Staff are forced to remain at schools where they are not happy because of the 3 year rule. Please, start really listening to what staff are telling you. It takes a lot of time, effort, and energy to fight for the things we need for our students and staff and we would certainly rather not need to do that. Respect our staff and school, provide us with equitable resources and some autonomy, and let us teach our students based on standards and not programs. Many of our staff are unfortunately not planning to stay long-term at and, equally unfortunately, I cannot say I blame anyone intending to leave. It hurts our school, staff, and most importantly, our students. Please show us you truly care and provide us the help, support, and resources we really need.</p> | 12/23/2021 1:17 PM |
| 264 | No | 12/23/2021 7:25 AM |
| 265 | No | 12/22/2021 10:05 PM |
| 266 | As a relative newcomer, I am learning a great amount daily. My sense is that the many decisions and changes made at the district level effectively decrease the staff's sense of efficacy and morale. I'm seeking a clear mission for the year. Being in the midst of COVID, it appears that much of what is happening is reactionary and responsive. My hope is that over time, the school community will become more proactive in term of meeting the safety, social and emotional needs of its students and staff. | 12/22/2021 9:11 PM |
| 267 | none | 12/22/2021 6:28 PM |
| 268 | Teachers are overwhelmed by extra duties and after school committees but I think as the school year has continued, admin has adjusted the requirements. Classified staff feel | 12/22/2021 6:27 PM |

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undervalued due to low pay and high demands. My admin listens to staff but seems they are limited by upper admin. I have yet to see central office staff working side by side with educators and students.

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| 269 | N/A | 12/22/2021 4:53 PM |
| 270 | We need a new administration with the exception of [REDACTED] | 12/22/2021 3:47 PM |
| 271 | This year has been difficult because of the many new programs and the LETRS required training. There isn't enough time in the day to complete it all. Many after-school hours and weekends, and even holidays are spent preparing or trying to catch up on the workload. | 12/22/2021 2:49 PM |
| 272 | no | 12/22/2021 1:11 PM |
| 273 | None | 12/22/2021 1:06 PM |
| 274 | Not at this time | 12/22/2021 12:46 PM |
| 275 | No additional comments | 12/22/2021 12:45 PM |
| 276 | I have no comments at this time | 12/22/2021 12:02 PM |
| 277 | I have been discouraged lately but not because of my school, but because of my district and state making me feel not valued. | 12/22/2021 11:58 AM |
| 278 | A teacher workday (without PD requirement) is needed at the end of each grading period and preferably 2 workdays prior to the beginning of the Spring semester. | 12/22/2021 11:52 AM |
| 279 | This survey is very misleading. Although I am quite happy with the administration at my school. The district and it's leaders I am not respected by nor feel valued by. | 12/22/2021 11:45 AM |
| 280 | Spend all my time covering classes because of shortage. Then told I'm not paid for it. County wants discipline numbers down which is only creating more discipline issues. Administration cannot effectively discipline due to county pressure. That then trickles down to teachers. Also, the 50 policy creates much more discipline problems. Students can receive a 70 the first nine weeks and not do one assignment the 2nd nine weeks and still pass the class. Students will literally say don't give me that assignment. Imagine trying to control a classroom with students who know they don't have to complete work. The disconnect between county office and the schools is the largest I've ever seen. It's like they are looking into two different lenses. | 12/22/2021 10:54 AM |
| 281 | No. | 12/22/2021 10:26 AM |
| 282 | Several of the questions I answered "neither agree or disagree" because I can think of instances in which I would agree AND disagree with the statement. | 12/22/2021 10:09 AM |
| 283 | I moved to this district from [REDACTED] County and I have had nothing but frustration. The HR department isn't helpful when issues arise, the school I work at is not managed well, and the expectations for students mandated by the district are unbelievably low and as a result causes apathy and insubordination from the students. It is very likely I will not be returning next year. | 12/22/2021 9:55 AM |
| 284 | Nothing at this time | 12/22/2021 8:57 AM |
| 285 | Enough of mindless PLC meetings. Enough of being told how to teach such as pushing group work. Too much fluff and not enough REAL emphasis on teaching vital skills such as reading. Hiding low performing students in groups borders upon educational malpractice. Veteran teachers are not happy and conversations about retiring ASAP are common. | 12/22/2021 7:35 AM |
| 286 | It is very disheartening to see students who have completed absolutely NO work be given a 50 when we have other students who try their hardest and put forth their best effort for their grades when a student does nothing and is assigned a 50. I have definitely seen a decline in the quality of work that I have received over the past two years. This is a MAJOR educational disservice to these students and is ultimately teaching our future workforce that if they do nothing, they will still collect/earn half of what people who put forth their best effort will achieve. Furthermore, the students are the ones that need more development with their social skills, respect for themselves, authority, others, and their country. What good is it to have higher graduation rates if their emotional intelligence leaves them lacking the skills to resolve conflicts, communicate effectively verbally and non-verbally, and persevere in difficult situations with people who might not share their values and ideas? How will this impact our future workforce? | 12/22/2021 3:01 AM |

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| 287 | None | 12/22/2021 1:10 AM |
| 288 | Central office continues to get more positions while the schools need support in the building not top heavy. Is anyone paying attention to all the money being spent while we cannot retain good teachers and support staff? | 12/21/2021 9:06 PM |
| 289 | I would have answered some of the questions concerning administrators in a more positive (agree, agree strongly, etc.), if not for one particular administrator who is new at my school this year. [REDACTED] has caused many complaints from many teachers at my school. Otherwise, our admins are amazing, and they truly advocate for students and teachers equally. This particular administrator seems inexperienced in how to treat teachers as professionals and colleagues, rather than low-level rank and file employees who need to be micro-managed. [REDACTED] been very insulting to many staff members at my school. | 12/21/2021 9:03 PM |
| 290 | Needs Improvement: Unrecognized leadership potential Condescending attitude of leadership Inadequate training of important documents involving MTSS, IEP accommodations | 12/21/2021 8:42 PM |
| 291 | N/A | 12/21/2021 8:36 PM |
| 292 | n/a | 12/21/2021 8:05 PM |
| 293 | In my 18 years I have seen a lot changes and administrators more than 20 and to have [REDACTED] as a principal is a blessing for us. | 12/21/2021 8:02 PM |
| 294 | I truly think that teachers who work at [REDACTED] in the [REDACTED] deserve a stipend similar to those who work at Snipes, Freeman, etc. We are [REDACTED] and we have two classes of students we are responsible for which entails double the work in comparison to any other elementary school teacher. | 12/21/2021 7:57 PM |
| 295 | I wish downtown would learn more about the schools they lead | 12/21/2021 7:55 PM |
| 296 | Unhelpful, multiple district changes in curriculum with minimal or timely training greatly affects morale. | 12/21/2021 7:27 PM |
| 297 | Teachers need more support staff, smaller class sizes, and more recognition. NHCS is losing good teachers because they do not feel respected. | 12/21/2021 7:26 PM |
| 298 | The problem right now is the no down time and no planning time. We have to eat breakfast and lunch with our kids which means spending the entire time in kindergarten opening food and cleaning up spills. There is not one minute to eat your own lunch or decompress. We have kindergarten in trailers which is a safety concern. They cannot safely move between our trailer and the building alone. We have 40 minutes of planning 4 days a week and that is on a lucky week when the specialists are at school because half the time there is not a sub fir them and you cover your class. It's overwhelming when you then have letrs training on top of that. There is no work life balance. It's all work. I have always loved my job but this year is hard and I strongly believe that 5 year olds have no business being in a trailer. Oh also worry about the health of my students being in the trailer. The fire alarm didn't go off the first drill and when they came out they said it was full of water. It's been fixed but makes me feel like the walls must be full of water also. The trailer next to mine is being fixed for mold and I would love it if all of them were thoroughly checked! | 12/21/2021 5:57 PM |
| 299 | none | 12/21/2021 4:49 PM |
| 300 | I love working at [REDACTED] | 12/21/2021 4:46 PM |
| 301 | School leaders need to get into the schools and help out. Teachers are overwhelmed with new curriculum, additional duties, student discipline, grading, meetings, and giving up planning periods to cover classes. | 12/21/2021 4:44 PM |
| 302 | My school is a wonderful place to work. I am so thankful for the staff and administration. The county undertook way too many new initiatives this year which caused undue stress on employees. Requiring teachers to begin teaching programs where materials have not arrived was unacceptable. | 12/21/2021 4:41 PM |
| 303 | An adequate amount of pay to equal the expectations that are required. Teachers should afford to be able to make a living. | 12/21/2021 4:40 PM |
| 304 | No | 12/21/2021 4:01 PM |
| 305 | I do not feel supported by administration. I do not feel like she has my back and I feel like she | 12/21/2021 4:00 PM |

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is constantly looking for what we are doing wrong. I also do not think teachers get a say in decision made in the county.

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| 306 | None | 12/21/2021 3:41 PM |
| 307 | N/A | 12/21/2021 3:40 PM |
| 308 | No | 12/21/2021 3:35 PM |
| 309 | No | 12/21/2021 3:20 PM |
| 310 | Teacher retention my school is abysmal. I do not have the leadership from my instructional coach due to them teaching a 5th grade class. The board says they have appointed personnel to our school for extra support - and there is one grade, and one grade only getting extra support. I do not feel that I am safe at school. A child put his hands on me and there was never a conversation about it. There were two gun threats and teachers were not aware of it until detectives showed up. | 12/21/2021 3:07 PM |
| 311 | I feel that students who belong at an alternative behavioral school are not being placed there in a timely fashion. This has a trickle down effect on other students who have moderate behavioral issues because they see how much they can get away with before being sent to another school. Teachers would benefit from knowing the documentation necessary for such actions. | 12/21/2021 3:06 PM |
| 312 | Teachers need more say in decision-making or at least more notice when a policy is changing. If the county refuses to listen to and trust teachers, then those that are making the decisions need to be more present in the schools to actually see and experience the struggles that teachers face EVERY day. Additionally, parents should not be the main decision makers in NHCS. Parental support is vital to the community, but parents' opinions are extremely biased and are typically only concerned with the student in mind. Decisions need to be made with both students AND teachers in mind. Teachers are told everyday to do x, y, and z but are not given adequate materials (enough books, enough laptops, enough student desks, enough classrooms!) in order to effectively carry out even one task to its fullest potential. Teachers are not magicians. They cannot continue to do more with less like they have been forced to do for years. Teachers are college-educated professionals and should be valued and treated as such in this county. Teachers need support and PROPER working conditions. These conditions include but are not limited to: updated and reliable teaching and learning resources (such as enough books and digital tools per class), clear and effective safety precautions in place on campus, proper heating and air in classrooms, proper space in the building to collaborate with colleagues, and above all, reasonable class sizes. In order for the county to retain the highly qualified teachers that these students need, the county needs to start providing the proper level of resources, pay, respect, and value that these devoted teachers deserve. | 12/21/2021 2:59 PM |
| 313 | I love working for NHCS and do not plan on leaving the district. I do like to know that I can move schools for a different experience if I feel inclined. | 12/21/2021 2:27 PM |
| 314 | I work at multiple school sites. There is a lot of variability between schools. Because everything is a "site based decision" in our district, there is little consistency and our administrators have a lot of power, without a system of checks and balances. Often I feel that promotions and recognition are based on "who you know" rather than quality of work and expertise. Because of the high turnover currently, it is hard for my schools to have consistent staff, support, and guidance from central office. | 12/21/2021 2:22 PM |
| 315 | This year has been the most stressful and challenging year thus far. I had several issues with my lower level classes dealing with behavior, attendance, cell phone use, and masks. There were days that I seriously contemplated leaving the profession and mornings when I didn't want to come to school. Both of these feelings are very unlike me and were a shock to many of my coworkers. We are being forced into extra duties, covering classes multiple times, large class sizes, and an added period of Flex each day. I'm working from the time that I wake up until late in the evening and I'm physically, mentally, and emotionally exhausted. We also finished out the semester without any holiday lunch or faculty get together. I left for the break feeling very empty, especially after all of the hard we all put in to make this semester successful considering the circumstances. | 12/21/2021 2:13 PM |
| 316 | My principal is awesome! | 12/21/2021 2:11 PM |
| 317 | I was so disappointed to lose my NBCT stipend in August. I know the state has the guideline that teachers should be 70% in the classroom to be paid, but it was awfully convenient that | 12/21/2021 2:10 PM |

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those of us in a district LEADERSHIP position lost that pay at the same time the county commissioner stipend rolled out...this action sent the message that "we are not worth that much" as educators. I feel very undervalued now that the decision was made *now* to no longer honor that achievement through the 12% stipend although it had been for years previous to this. Doesn't the district want its most highly qualified teachers in leadership positions - especially in positions that directly support the instruction taking place in the classrooms when [REDACTED] is asking teachers to achieve proficiency for all students? I love what I do, and that's why I am still doing what I do. but this really felt like a slap in the face.

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| 318 | This year has been stressful with all of the new curriculums we are implementing along with teaching during a pandemic. The administration at [REDACTED] has been extremely supportive during this time. | 12/21/2021 2:09 PM |
| 319 | I would like to request more planning time each week. i.e. early release for students on Wednesdays or Fridays each week. | 12/21/2021 2:06 PM |
| 320 | Lots of requirements coming down from district level this year on top of all the in class expectations. | 12/21/2021 2:05 PM |
| 321 | N/A | 12/21/2021 2:04 PM |
| 322 | None | 12/21/2021 2:01 PM |
| 323 | NEW HANOVER COUNTY, PLEASE MAKE A BIG CHANGE! HELP US HELP OUR STUDENTS. We do not need "more" or "special" or "other" new programs. More than ever before, we need more adults per students. Not just for 1 hour or 2, but all day long. We need full time assistants in each k-2 classroom, like in the past. And different assistants for shared assistants in every 3-5. or We need much smaller class size. Our students deficits are vast. We can not make a large enough difference with these class size ratios. | 12/21/2021 1:57 PM |
| 324 | I have been committed to NHCS for 20 years now, and I will continue to be so. I am proud of the work we do, and I look forward to what the future holds. | 12/21/2021 1:56 PM |
| 325 | I truly hope that one day soon the district/state will reinstate Master's pay. | 12/21/2021 1:51 PM |
| 326 | N/a | 12/21/2021 1:49 PM |
| 327 | As of now, I feel as though class sizes are manageable for teachers to reach the needs of all students. However, the area we are in is growing. Which means more enrollments and I hope that the county keeps this in consideration for teacher allotments in the future. Instructional assistants are needed in all K-3 classrooms along with 1 per grade level in 4-5. Also, the social and emotional needs of students has grown immensely over the past several years this is including pre-Covid times. Yet, county and state expectations have been piled on staff. At what point will the county have serious discussions (beyond a survey) with actual staff in the buildings to discuss teacher retention. This discussion that needs to happen goes beyond pay when teacher's social and emotional well-being is also at stake. | 12/21/2021 1:45 PM |
| 328 | There needs to be more respect in the county for educators. We are all at an all time low in burnout and more keeps adding onto our plate while we are struggling to keep our heads above water on top of not making a liveable wage. | 12/21/2021 1:42 PM |
| 329 | Though I am extremely happy at my school with my job, I have to say that I can not say the same thing about working for this county this year. I feel that the expectations to complete the LETRS training, the Mental Health training, and the tutoring program (bus initiative) are entirely too much to ask staff to do in their own time. I also feel that the superintendent should allow for decision-making and problem-solving with administrators, rather than making them go through a chain of command to communicate. | 12/21/2021 1:13 PM |
| 330 | No | 12/21/2021 12:58 PM |
| 331 | I am very fortunate to work at this school. With the changes that have taken place this year and ALL of the new programs that have been implemented, I do not think that I would have been able to stay at this job, if it wasn't for my principal. I feel support from our administration at [REDACTED]. Third grade seems to always take a hit, we are grouped with the K-2 mClass testing and now Foundations, which we still do not have materials for. We are also grouped with the 3-5 testing, BOG, NC Check-Ins, SCA's, EOG and now Eureka testing which part of that program does not even go with our NC standards. I have never felt as burnout as I do this year. | 12/21/2021 12:57 PM |
| 332 | I personally have had a good experience at [REDACTED] I have had opportunities | 12/21/2021 12:57 PM |

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to learn and grow, and I have received multiple promotions. I am happy with the direction this department is headed.

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| 333 | I wish that people from student support were able to provide ideas/opinions/decisions that HUGELY affect student support (local & county level) | 12/21/2021 12:55 PM |
| 334 | Implementation of several new programs and LETRS training in the same year has been difficult and overwhelming | 12/21/2021 12:50 PM |
| 335 | none | 12/21/2021 12:48 PM |
| 336 | No | 12/21/2021 12:44 PM |
| 337 | I love the school I am at. I wish that the district had clearer communication and would recognize that we are overwhelmed by expectations this year. | 12/21/2021 12:43 PM |
| 338 | #26 Clarification- Administrators communicate with staff but some staff members don't communicate with administration. | 12/21/2021 12:42 PM |
| 339 | It's a struggle each day! We are teaching in dirty classrooms, because we are hit or miss on whether our custodians come to work each day, and if there is a custodial absence, then that means things don't get clean. PLANNING- (HAAAAHA) when? I may get a planning period twice a week, and that's only if I DON'T have a MTSS meeting or PLC. There are some weeks that I have 1 planning day or I get NO planning time until afterschool. With the schedules this year, there was NOT a ton of time thought about or devoted to planning or Grade level planning. (The only time we are able to grade level plan is during PLC, once a week) This is not enough time each week! | 12/21/2021 12:41 PM |
| 340 | My experience at [REDACTED], for the past 19 years, has been wonderful! [REDACTED] fully supports teachers and staff. My experience at NHCS has been mediocre. I feel the upper administration, at Central Office, makes decisions that do not lead to a positive working environment. | 12/21/2021 12:34 PM |
| 341 | None | 12/21/2021 12:34 PM |
| 342 | School admin are great. District admin are awful. We are micromanaged my above words cripted curriculum that does not align to the standards nor does it respect our autonomy and professionals. The district does not value my safety. Maskless before Christmas break is idiotic and short sighted. Get rid of scripted curriculum. Get rid of central office except for Human Resources and beginning teacher support. | 12/21/2021 12:31 PM |
| 343 | In general, I have been welcomed at my school. However, there have been two individuals who have acted completely unprofessional toward me and escalated simple situations way beyond acceptable communication. It is beyond unacceptable. My administration is aware and handling the matter. | 12/21/2021 12:26 PM |
| 344 | Many of these questions are conditional. It makes answering them difficult. | 12/21/2021 12:26 PM |
| 345 | Board decisions have been very impactful, distressing and micromanaging throughout the entire pandemic. There has been little teacher vote or say on what would work best. Even with which days could be worked remotely and which not. Lastly, masks were lifted as Covid cases started rising again, Omicron has appeared on the scene, and when they were presented with information that masks were helpful in stopping the spread. They lifted the mask mandate right before families with grandparents are planning to gather for the holidays. One board member even said that higher numbers of local hospitalizations and deaths would cause him to vote otherwise. So our community should suffer the consequences of Covid spread before we should mask? Our students who were having consistent schooling should be prepared for sudden quarantines due to exposures from not masking? Teachers are not only put at greater risk but now may have their instructional time with students further impacted. This is why safety is now marked as "dissagree". | 12/21/2021 12:22 PM |
| 346 | I feel valued and appreciated at a school level. At the county level and above, I feel ignored and like real improvements and action are not happening. After [REDACTED] we were given a lot of lip service that assistance would be given, but there is very little evidence of assistance and improvement from outside of our building staff. When senior staff shows up in clothing that costs half of what I take home each month, it seems superfluous, vain, and like they don't care about much more than a paycheck. | 12/21/2021 12:21 PM |
| 347 | The expectation for the LETRS program and the Healthy Classroom initiatives make working | 12/21/2021 12:17 PM |

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here very difficult because these courses take a lot longer to complete than the suggested amount of time. The LETRS program is a graduate level course and teachers should be duly compensated for their achievements in the course.

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| 348 | My answers to this survey are regarding the administration at my school. My answers do not pertain to the personnel in central office. It took the entire year last year for my CEU credits to be approved for one course. [REDACTED] was able to approve my credit this year. Why did it previously take a year? Reading Fundamentals is a not a program for lower performing students. The materials were not vetted before being purchased. The program doesn't have the rigor needed for students to be successful in the next grade level nor the EOG. This program was purchased as a complete reading program. It should be complete...I shouldn't have to spend countless hours redoing things and finding supplements. Eureka math is not a program that supports lower performing students either. The line of questioning contained within the workbooks is simply outrageous. Parents are unable to assist their students and it becomes a frustrating program all the way around. The online portion, Zearn is not providing the rigor that was found in Iready. The Iready reading, math and online programs were a much better fit and proved to increase student learning when used with fidelity! Bring back the Iready programs and require that all teachers use it with fidelity. Also, 1-2 restroom breaks would be nice during the day as well since we don't have a lunch break. Planning is often lost due to the art, music, library, and PE teachers being absent without a sub. | 12/21/2021 12:16 PM |
| 349 | no | 12/21/2021 12:16 PM |
| 350 | Please consider putting a class enrollment cap on 4th and 5th grades, just as there is on K-3. | 12/21/2021 12:13 PM |
| 351 | No | 12/21/2021 12:11 PM |
| 352 | NA | 12/21/2021 12:10 PM |
| 353 | I feel like NHCS central office [REDACTED] supervisors are micro-managing and not trusting teachers as educational experts. | 12/21/2021 12:08 PM |
| 354 | My administration is doing an incredible job with the resources they are provided. However, some of these issues stem from staffing shortages and administration gets the brunt of the pushback. Due to staffing shortages staff do not have opportunities to adequately plan, meet, and prepare. This leads to not being able to provide the best education for students. | 12/21/2021 12:02 PM |
| 355 | New Hanover County does not care about their teachers. They do not provide substitutes when we need to take a day off. They do not give us duty free lunches. They send kids to the classroom too early in the morning requiring me to watch children for 45 minutes each morning before school starts. I "pay" \$50 to take a personal day. We are required to put in for time off if we don't want to work on an Undesignated work day. You don't pay extra for a Masters Degree. You require teachers to stay at schools for three years before finding new employment within the county creating toxic work environments where teachers feel stuck. You do not offer sub days for teachers to get time consuming one on one testing done. You do not give us days to do parent teacher conferences requiring us to stay after work for days and weeks on our own time. You shove required curriculum programs like Eureka and Schoolwide at us and require us to teach them with fidelity, but then ask why we aren't taking time during the day to differentiate. You keep changing the state required tests from year to year, never giving the staff time to learn the new tests and how to read the data. Teachers aren't allowed to unionize or strike, so we all just put up with bad treatment, or quit. | 12/21/2021 12:01 PM |
| 356 | . | 12/21/2021 12:00 PM |
| 357 | While I do feel very supported, I do not always feel safe. Much of this has to do with the school shooting. We are not able to verify or trust that our kids don't have guns with them on campus. It is a scary thought that keeps me up at night. Many of our staff have PTSD. | 12/21/2021 11:58 AM |
| 358 | N/A | 12/21/2021 11:57 AM |
| 359 | I'm proud to be a [REDACTED] every day! [REDACTED] are amazing with parents, staff and students. ❤️ | 12/21/2021 11:56 AM |
| 360 | Safety concerns are in regard to mask mandates and large class sizes. With COVID, new variants and lack of time given for students to vaccinate while removing mask mandates, my health and my families health is in jeopardy. Fear of illness has created stress and large groups of students now are quarantined leading to instructional disparities. Health both physical and emotional need to be considered. | 12/21/2021 11:52 AM |

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| 361 | We need more teacher workdays during the years! | 12/21/2021 11:51 AM |
| 362 | Need better pay and safety protocols with both covid and guns | 12/21/2021 11:47 AM |
| 363 | Classes of 35-40 are away to large. | 12/21/2021 11:46 AM |
| 364 | No | 12/21/2021 11:42 AM |
| 365 | No | 12/21/2021 11:42 AM |
| 366 | I worked in a school district in [REDACTED] for 19 years, 14 as an administrator. Things are very different here. I think communication could be improved, at least at this school. | 12/21/2021 11:41 AM |
| 367 | There was a brief time during this pandemic that teachers were appreciated, but that time is long gone. Students, parents, and society no longer see our value and treat us that way. | 12/21/2021 11:40 AM |
| 368 | None | 12/21/2021 11:40 AM |
| 369 | I think there needs to be more professionalism in this school. | 12/21/2021 11:40 AM |
| 370 | NHCS is a great place to work and to learn. Thanks! | 12/21/2021 11:38 AM |
| 371 | The emotional/mental health and welfare of students and staff is not considered by NHCS. So many jobs are disproportionate. Some schools have more staff and less student body, while other schools are overpopulated and staff has multiple responsibilities and roles. A person cannot do a job well if they are travelling to multiple schools. Students deserved to have a full time teacher in the building everyday. Class size/case loads should not be over 20-25. Teachers are people too and need time to plan, prepare and live in order to do our jobs with fidelity. Resources should be available- having field trips planned and cancelled because of transportation and funding is not supportive. Listening to the needs of the school community isn't happening equitably throughout the county. | 12/21/2021 11:35 AM |
| 372 | More money would be great BUT having less required "activities" ie having to use planning time,after school time,weekends etc to continue schoolwork might be better | 12/21/2021 11:34 AM |
| 373 | I really appreciate being able to say this and hopefully someone can address this. Please address the issue of waste when it comes to temperature control at Laney. The energy and money being wasted on air conditioning is shameful. It makes us terribly uncomfortable and could be spent where it is really needed. My students complain every day that they are freezing. Even today, Tuesday 12/21, I am working with my coat on. It must be 60 degrees in my room. My nose is freezin and typing is difficult cause my hands are so cold. | 12/21/2021 11:30 AM |
| 374 | Instructional assistants are stretched too thin. They are pulled constantly to cover testing and absent teachers. This puts a strain on the class they are helping with. This is not the administrator's fault. We are short staffed with large classes and not enough instructional assignments. | 12/21/2021 11:25 AM |
| 375 | No | 12/21/2021 11:24 AM |
| 376 | No | 12/21/2021 11:22 AM |
| 377 | I am split between two schools each day and I would have answered these questions very differently based on which school I was referring to. Each elementary school I work at is very different, almost as if they are in two different districts. | 12/21/2021 11:22 AM |
| 378 | rethink support staff leadership to create a more collaborative climate | 12/21/2021 11:21 AM |
| 379 | The survey questions are vague and do not give a full picture. Does the schedule allow for me to collaboate and plan...yes if I was guaranteed that time but I am not. Class coverage, trainings and a host of other challenges have made it so that this does not happen. Morale and retention are at the lowest I have ever seen. Do my admin back me up? Yes but they have been pulled in a million different directions this semester as well. I have students with more emotional and behavioral needs than ever before and admin as well as teachers are spread thin. We need more counselors and support for our students. Teachers are not trained in how to handle the immense psychological stress that students are under and should not have to do this on top of myriad of other duties that are being required. I am extremely concerned with the violence and disrespect I have seen this semester. Also, cell phones. I can't do what I am supposed to do with the cell phones constanly being a source of distraction and escapism. A board policy doesn't help. | 12/21/2021 11:21 AM |

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| 380 | ? | 12/21/2021 11:21 AM |
| 381 | n/a | 12/21/2021 11:19 AM |
| 382 | I am pleased with my school and school administrators. I am disappointed with district level decisions(calendar, getting rid of mask mandate, not allowing a calendar change to complete LETRs training) that impact me at the school level. | 12/21/2021 11:19 AM |
| 383 | I do not feel comfortable addressing my concerns in this forum. I hope to one day be able to share my personal experiences in person with anyone who is genuinely interested. | 12/21/2021 11:19 AM |
| 384 | I thoroughly enjoy working at [REDACTED]! The staff is like a family to me. The students and families are amazing, and our community is a great support as well. I feel blessed to be part of [REDACTED]! | 12/21/2021 11:18 AM |
| 385 | no | 12/21/2021 11:16 AM |
| 386 | My school and principal are amazing. The problem is with administration at the district level. Their "shut-up" and do what your told management style and chain of command is demeaning. No one respects them or trusts them. You will continue to lose more of your BEST educators if they continue to lead our district. They are the reason for low morale and staff shortages. The overall problem of this county should be blamed on district administrators although they will do everything in their power to place the blame on everyone else but themselves. That is poor leadership. | 12/21/2021 11:15 AM |
| 387 | Teachers should have more of a say when it comes to major decisions that involve their students/families and coworkers. Overall, I do not feel that teachers are respected in this state or community. | 12/21/2021 11:14 AM |
| 388 | I only disagreed to "looking forward to coming to work" because after these last few years, I am extremely fatigued from the instructional challenges and overall emotional exhaustion. I taught in [REDACTED] for 20 years and feel more valued as a professional with NHCS. | 12/21/2021 11:13 AM |
| 389 | Not at this time | 12/21/2021 11:11 AM |
| 390 | No | 12/21/2021 11:11 AM |
| 391 | New Hanover County teachers do not have adequate planning and preparation time. It is always taken by mandatory PD or classes, meetings, and other "checklist items" leaving planning and communicating with families for evenings. The county seems out of touch with what is realistic expectations out of teachers with the time they are provided by the county. Purposeful instruction is so important and it become harder and harder to maintain with the other requirements. If mandatory PDs or classes are in place- subs should be provided to cover the time teachers are pulled to take/complete the PD (for example, LETRS). It should not go into teachers planning time and evening time. | 12/21/2021 11:11 AM |
| 392 | N/A | 12/21/2021 11:09 AM |
| 393 | I love to teach, but I hate my job. | 12/21/2021 11:08 AM |
| 394 | Most of my experiences in the system been positive. I do take issue with the 360 Ethics because it has led me distrust the system and I don't know that the distrust will ever change. | 12/21/2021 11:08 AM |
| 395 | The programs are too much. Teachers are not valued anymore and cannot make their own decisions. It is not fun to teach anymore. | 12/21/2021 11:07 AM |
| 396 | no | 12/21/2021 11:07 AM |
| 397 | na | 12/21/2021 11:06 AM |
| 398 | no | 12/21/2021 11:05 AM |
| 399 | None. Thank you for asking input. | 12/21/2021 11:05 AM |
| 400 | na | 12/21/2021 11:03 AM |
| 401 | I feel delighted to be part of this awesome team. This is a great school committed to help students to grow as global and happy citizens. | 12/21/2021 11:03 AM |
| 402 | n/A | 12/21/2021 11:03 AM |
| 403 | A great deal of work is needed at the Central Office regarding the lack of communication, lack of involvement in decision making processes, and the lack of support and/or resources needed | 12/21/2021 11:03 AM |

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to achieve district goals. Often times school level leadership is asked repeatedly as to what support and resources are needed, but at the Central Office level it is rare. Also, it is rare wherein Central Office staff are celebrated or rendered appreciation from Senior Leadership.

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| 404 | The students that attend our school need more intensive qualified intentional mental health services. I'm not sure if at the district level is it known the level of mental health needs at our school. | 12/21/2021 11:03 AM |
| 405 | POOR PAY! We NEED an accurate cost of living raise. As a single person in my early 50's, if my rent goes up a penny, i will need to move. As prices go up my pay stays the same and I have less and less more for bills and groceries. I'll be honest I never realized this until I divorced and was on my own. Now I know exactly what the other teachers are talking about. I do get scared of my future with no sufficient raises in place. The cost of living raise should be a given. | 12/21/2021 11:02 AM |
| 406 | 1) We have a had a lot of staff movement in the central office. We really need a new directory sent out so we can save time by being able to directly contact the person needed. 2) We understand change is necessary; nonetheless, in the future, we would greatly appreciate if all of the departments would communicate better between themselves so they can have a better understanding of what each one is sending out for the schools to accomplish. For example: a team of teachers in middle or high school work together to make sure that they are not all testing their team of students in all subjects on one particular day (4 tests). I have been in NHCS for 14 years now and this is one area that really needs to be looked into. Everyone has innovative ideas, but I feel as a whole, they lose sight on how much "new" is being sent, from each department, to the schools to accomplish at once. | 12/21/2021 11:01 AM |
| 407 | no | 12/21/2021 11:01 AM |
| 408 | There are WAY too many new programs and trainings required for Elementary Teachers! Reading Fundamentals, Writing Fundamentals, Foundations, Eureka Math and LETRS. LETRS is WAY TOO INTENSIVE in regards to time! You are killing teacher morale by implementing all of this while we are going through difficult times (the pandemic and COVID) I have loved being a teacher (23 years) up until this year. It is too much! | 12/21/2021 10:59 AM |
| 409 | ESL materials are lacking. | 12/21/2021 10:58 AM |
| 410 | I believe 1/2 day Wednesdays would be beneficial to focus on PD and LETRS expectations. Realizing the challenges that may pose, perhaps an hourly stipend could be provided for the hours we are putting into LETRS. With the way education has shifted these past few years it seems more is put upon us at the county level, providing us with less autonomy and faith in us as educators. It seems the nonstop "extras" are our stressors. We are also well aware these stressors are not only indicative of NHCS. Our admin has done their best to provide ample time for us to collaborate, but more is needed. Not sure where/how it can be provided fairly, without adding even more onto teachers. | 12/21/2021 10:57 AM |
| 411 | No | 12/21/2021 10:55 AM |
| 412 | District leaders and administration (at every school) need to take teacher and paraprofessional employees' opinions into serious consideration when they make changes in classrooms. | 12/21/2021 10:55 AM |
| 413 | No | 12/21/2021 10:54 AM |
| 414 | no | 12/21/2021 10:53 AM |
| 415 | Allow us to set standards and hold students accountable from dress code, attendance, to verbal abuse of staff and even drug use. There is no structure, there are no repercussions for bad behavior. Students were left to their own devices for too long. Giving 50s for zero work allows students to get a D with only a handful of assignments. We need to allow teachers to teach. Senior leadership and the BOE are failing students not teachers or administrators. | 12/21/2021 10:52 AM |
| 416 | NHCS expectation to hold IEP meetings after contractual work hours means that EC staff and some teachers are often required to work 9-10 hour days. This could easily be resolved by allowing each school to have one or two set IEP days per week and hiring a floating substitute teacher to cover classrooms while teachers attend IEP meetings during their work day. Additionally, teachers have had very little duty free time during their day for planning and do not even get time to get a true lunch break. There are many duties that need to be done in order to effectively prepare lessons, but teachers do not have any time during their work day to perform these tasks. So in addition to being required to stay after work to attend various | 12/21/2021 10:51 AM |

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mandatory meetings, including IEPs, they also must stay to prepare their lessons and materials.

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| 417 | N/A | 12/21/2021 10:51 AM |
| 418 | no | 12/21/2021 10:51 AM |
| 419 | I love working at [REDACTED]. They have an awesome staff and admin team. There are decisions at the county level that I have concerns with as an employee and parent. | 12/21/2021 10:49 AM |
| 420 | N/A | 12/21/2021 10:49 AM |
| 421 | The [REDACTED] decision not to renew the [REDACTED] position at this school after [REDACTED] retired will have a huge impact on our school. It puts a huge strain on our principle, our MTSS coaches and other support staff like our school social worker who are now picking up the pieces of an AP's job whilst getting no extra pay for their extra responsibilities. I would go as far as to say that it puts our school at risk. As a title 1 school, the decision seems to have no grounding in what is best for our staff or our students and appears to be a budgetary decision taken with no consideration of our schools needs. It is a huge backward step for our school at a time when our school is already creaking under staffing changes and shortages. It is a decision that makes me question whether NHCS is going in the right direction under our current [REDACTED] | 12/21/2021 10:48 AM |
| 422 | Unfortunately, there are high turn over rates at my school. I am one of the longest standing classroom teachers here and I have only been a teacher for 5 years. With the high turn over of teachers and admin comes several other issues and concerns. I love my students and do everything I can for them to succeed. I am hopeful the county will recognize the hard work we do daily and look deeper into why these turn over rates are so high, in comparison to other schools who have great teacher retention. | 12/21/2021 10:48 AM |
| 423 | FLEX period is largely ineffective. After school tutoring should be decided from a conversation between parents and teachers, not parents and Administration/Counselors without the teacher present. 50% credit for assignments that were not attempted is promoting laziness, decreasing motivation for good students, and is not impacting students who refuse to do work anyways. Students are not held accountable for reaching educational expectations by grade level. There is no focus on remediation for prerequisite skills needed to be successful. Placement in leveled classes should be determined strictly by the previous teacher's observation and data. We should not place a foundations student in an Honors class based on parent's preference only. | 12/21/2021 10:48 AM |
| 424 | No | 12/21/2021 10:47 AM |
| 425 | New programs should be avoided during a pandemic when most are just trying to do a good job. The last 2 years have been a roller coaster. With so much on our plates. | 12/21/2021 10:46 AM |
| 426 | I would like to see more recognition regarding special education teachers, ESL teachers, Art teachers, Music, etc. I feel all too often we are left behind when it comes to recognition. | 12/21/2021 10:46 AM |
| 427 | This career has a much higher focus on individual interventions to handle unique behavior needs and that has posed difficulties in my SDA classroom. I feel like I am putting a much higher focus on certain individuals as opposed to my entire classroom. I wish that it was possible to create a more balanced classroom experience for all students. | 12/21/2021 10:45 AM |
| 428 | NHCS & NC in general do not value educators as very obvious by our pay scale and failure to ensure our pay is keeping up at the bare minimum with inflation. My pay has been frozen in the past for years at a time and still reflects the pre-frozen pay scale more or less. As a 30 year teacher, I should not be making only \$55000. No other 30 year career has pay this low. How is it an administrative assistant at the district level and with way fewer years makes \$75000. Why is this happening? | 12/21/2021 10:44 AM |
| 429 | not at this moment | 12/21/2021 10:44 AM |
| 430 | It is clear to me that our department and the rest of our entire staff care about kids and each other. They work hard and are dedicated to supporting the whole child and their education to the best of their ability. However, multiple changes in a variety of processes, procedures, teaching methods, academic rigor and technology, many of which rolled out quickly and at times with confusion has created incredible stress and anxiety for staff. This coupled with significant regression in student behavior, social skills and learning in the past two years has taken a tremendous toll on everyone. Morale is down, a fatalistic and pessimistic perspective | 12/21/2021 10:43 AM |

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is growing and great people are leaving public education. Granted, some of these circumstances are out of our control, yet many lie within it. Yes change is needed generally and certainly in response to the global pandemic, however, I think better planning, training and communication can mitigate the stressors experienced in recent time. There has been some helpful recognition of this from the district senior staff and board members and these are appreciated. Sadly though, with the teacher shortage now stealing precious time from teachers and school violence doing so for administrators and support staff, managing all of the various changes continues to adversely effect everyone. I know we can find a better way! Thank you for this opportunity to share my experiences and thoughts with you. Take care.

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| 431 | No | 12/21/2021 10:43 AM |
| 432 | I think there is a lack of support at district level for teachers. | 12/21/2021 10:43 AM |
| 433 | I am an experienced teacher who is brand new to the county. The biggest stressor I had was the orientation and onboarding provided. The only thing I learned about was health insurance. I was not taught about the applications used (NCED cloud), how to use Schoolnet/Powerschool, who to go to for what, that I needed a code for printing, how to use the sub system (how many of what days I had), knowledge and training in my new role as a GES, and so much more. I would love to support the district in helping to support new staff to the county. It took months before my anxiety subsided. | 12/21/2021 10:42 AM |
| 434 | There is no advancement if your not connected to someone in the district. | 12/21/2021 10:42 AM |
| 435 | no | 12/21/2021 10:42 AM |
| 436 | I love that my school [REDACTED] is student-centered. The children have so much fun here while being held to high standards and expectations. I think, however, we need more staff training on creative classroom management to reduce off-task behavior. Teachers are working really diligently but could use continuous inspiration and training to implement effective management. | 12/21/2021 10:41 AM |
| 437 | . | 12/21/2021 10:41 AM |
| 438 | I have worked for the county for 23 years. This year has a completely different feel in every aspect. I do believe it is more due to things that are out of our control as a body of educators and leaders. It is difficult to determine what is in our control (admin and district) to determine if the level of difficulties we face as teachers can be adjusted. The presentation of expectations is overwhelming and the dead lines are almost impossible to meet. I am a person who wants to do my job and do it well so I work extremely hard at school and well into the night trying to complete all expectations from the district, school and parents. As well as prepare for my students. New curriculums and new social and emotional needs need new ideas. To research and implement new ideas a person needs time. I would like to find balance in my life. At this time, I am finding this to be an impossibility. That feeling... is what is so difficult to deal with! | 12/21/2021 10:41 AM |
| 439 | It appears there is a lot of inequity among the schools. | 12/21/2021 10:40 AM |
| 440 | Climate at the school level is impacted by multiple layers outside of the actual school. It's concerning that those interested in learning about climate did not include questions about structures, administrators, etc. outside of the school which impact us. It's also worth noting that many educator professionals are mostly unaware of the layers from where requirements, initiatives, etc. come from, and therefore feel further gaslighted and confused by the finger pointing, blaming, or buck-passing between schools/district/state. | 12/21/2021 10:39 AM |
| 441 | I feel as an educator in NHCS at this point that I am not as valued as I was when I began 15 years ago. The work load has exponentially increased and with it, the level of anxiety and stress. We are expected to offer grace to students and parents but I don't feel the same is extended to us especially through the pandemic. I would like to see workdays placed in each quarter so teachers can catch our breath and work on report cards during school hours and not at night and on weekends when we should be spending time with our families and taking care of ourselves! | 12/21/2021 10:39 AM |
| 442 | I would like to receive COVID pay for the time my husband (who also works at [REDACTED]) and I had to be out to take care of our [REDACTED] that had it/had to quarantine. We did not get COVID ourselves, but our girls were too young to be vaccinated, and there was no one else to take care of them. If the district has COVID pay to help prevent hardships on family that work in the county and get it, then I think it should be applied to these situations as well. I wrote the superintendent about it, and he forwarded the message to [REDACTED], who never got back to me. | 12/21/2021 10:37 AM |

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| 443 | Not at this time. | 12/21/2021 10:37 AM |
| 444 | I respect the administration at my school, they are very supportive and treat me like a professional. [REDACTED] are the best leadership I have ever worked for as a teacher! I am thankful for them. I struggle as an educator in this district (state) because I am a veteran teacher, I do not receive the step pay raise and haven't for a few years now. The amount of new programs that we have implemented this year has been an overwhelming and difficult challenge for all teachers. Especially after two years of dealing with hybrid and remote learning due to the Pandemic. Children are coming to school with many academic gaps and social/emotional issues. We as educators should have some grace time to support and help the students recover and come back from such set backs. Having new programs and higher expectations with state scores and testing make that difficult to achieve. The stress levels are high across the county. Sadly, many teachers are quitting and leaving the profession. | 12/21/2021 10:37 AM |
| 445 | Our pay (county stipend) needs to be raised considerably to be competitive with the current job market in Wilmington. As a first year teacher, I am seriously considering leaving teaching to work in retail. The pay and benefits are about the same with none of the extra unpaid hours of teaching. Also, I am really angry about being charged vacation days for days when the school is closed. Either allow me to come to work or do not charge me vacation days for days that I am not allowed to work because the school is closed. This would be criminal in the private sector. I will finish my contract this semester but I doubt I will return to teaching in the next school year. | 12/21/2021 10:36 AM |
| 446 | Support staff and classified staff sometimes do not feel valued because of the pay; their pay should be as competitive as teacher pay. | 12/21/2021 10:34 AM |
| 447 | NA | 12/21/2021 10:34 AM |
| 448 | I want to be clear that I believe administration at my school is (for the most part) doing the best they can under the circumstances. I am an EC teacher. We were overworked prior to the pandemic and things continue to get more difficult. Student behaviors have escalated significantly and there are times when I ask for assistance from administration and no one is available because they are already involved in other situations. It is heartbreaking to feel like you are on your own in increasingly difficult situations with students. I often feel like the district does not recognize or care about the incredible amount of pressure being put on teachers. The pile of stressors keeps getting bigger with mandated programs we are being asked to implement while maneuvering increased behavior from students who are struggling with life during a pandemic, unrealistic expectations related to student performance and increased animosity from the public. Teachers are burning out at a record amount. Support staff are leaving for better opportunities because they are not appreciated and paid a living wage. We are asking for relief and it feels like we are not being heard. We are told to take care of ourselves in one moment and then given unrealistic work loads and expectations in the next. I am proud to be a teacher and I believe I am very good at it, but I am not sure I will be able to continue teaching and maintain my own mental and emotional health. I know for a fact I am not the only educator who feels this way and that breaks my heart. The county and the state need to do a better job of supporting public educators. Our children depend on it. | 12/21/2021 10:33 AM |
| 449 | Not at this time. | 12/21/2021 10:33 AM |
| 450 | Not at this time. | 12/21/2021 10:33 AM |
| 451 | I wouldn't want to work any place else. We have great staff and students!!! | 12/21/2021 10:32 AM |
| 452 | 1. We need an attendance policy that holds the students accountable for their missed time (they currently skip days at will and are frequently tardy with no consequences). 2. In addition the new required 50% rule/policy on work that was never turned in is arbitrary grade inflation and is detrimental to the learning process for our students and insulting to the autonomy of teachers within the district. I hope data is being collected while this policy is in effect so someone on the county level can observe the inevitable dip in standardized test scores in real time as a result of this policy. I believe both of these issues are a direct result of the hyper-focus on increasing the graduation rate at all costs which directly detracts from improving the educational experience of 99% of the county's student population. | 12/21/2021 10:32 AM |
| 453 | I am very fortunate to work with an amazing staff and administration. We are each other's support system. I do not feel at the district or state level all school staff is supported and respected. | 12/21/2021 10:31 AM |
| 454 | I love the feedback I receive and do feel very supported by my lead. | 12/21/2021 10:31 AM |

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| 455 | I don't feel like my administration feel like I can do my job effectively. I think they offer feedback in order to not help me grow but to correct my mistake, which is when I get most feedback. It seems like they are working in my room to "catch my mistakes" I often do not hear much about the good I am doing from administration. I don't believe they have a lot of confidence in my teaching ability and it's beginning to make me believe it too. | 12/21/2021 10:31 AM |
| 456 | Certified staff have additional duties that preclude us from fulfilling our roles to the best of our abilities. Any chance of getting paid bi-weekly? | 12/21/2021 10:31 AM |
| 457 | I think teachers should have more choice in their own professional development rather than be dictated by the district as to which professional development they must do. | 12/21/2021 10:30 AM |
| 458 | NA | 12/21/2021 10:30 AM |
| 459 | This is year has been the most overwhelming year I have seen. Retention is low because us teachers can not take on one more thing. Our admin is doing great it's the county and those that work at the district level that are making teachers leave. This county under appreciates its employees and from a district level we feel no support. | 12/21/2021 10:30 AM |
| 460 | No | 12/21/2021 10:29 AM |
| 461 | I feel that administration at my school values me as a professional. | 12/21/2021 10:29 AM |
| 462 | My school is a great place to work. I feel decisions made from and communication from central office need improvement. Boots on the ground, in the classroom, seeing the every day classroom setting is important. | 12/21/2021 10:28 AM |
| 463 | It feels like all major decisions made for the district are made without the input of teachers. For example, we teachers celebrated the new calendar: final exams (9-12) occurring before winter break, and school ending before June 1st. The 2022-2023 calendar was taken back to the original, shitty version without any teacher input. Also, teacher workdays are clumped together resulting in too many workdays- and we could have these days spread out more so that we can use them at various times- these work days are all at the beginning or all at the end. Especially useless at the end when we are finished with everything. | 12/21/2021 10:28 AM |
| 464 | There seems to be a disconnect between senior leadership and school employees. Departments seem to operate in silos and not involving stakeholders from other departments. Certain directors are often not in key meetings where decisions are being made about their department, which seems like its intentional at times. This is a medium/large size district that seems to run like a tiny school system where only a couple of people are in charge and everyone else needs to stay in their lane. When ideas are brought up sometimes, others will say, Oh, well, "that person is related to so and so and nothing can be done about that". Or, ideas that will save the district money, will be shut down, because "so and so will never allow that to happen" or "that principal would never allow that to happen in their building". The "Good Ole Boy" system that is ingrained in the county is what is keeping this district from becoming the dynamic school sytem that it could be. I was here 15 years ago and it seems to still be operating the same way. I love what I do and believe in the students and staff I work with. That is what keeps me here. | 12/21/2021 10:28 AM |
| 465 | None | 12/21/2021 10:27 AM |
| 466 | There is way too much meddling from outside the school (at the county and state level). Just leave us alone to do our basic jobs, and all will be fine. Teachers and local administrators have too much extra stuff to do. Stop implementing special programs/initiatives that hinder our jobs. Also, please take our health and safety seriously and stop treating us like guinea pigs. | 12/21/2021 10:27 AM |
| 467 | We are not compensated nearly enough for the work we do in such a large, dynamic county as New Hanover. The cost of living in this area is skyrocketing to a level many of us cannot afford to own homes anymore and must pay exorbitant amounts in rent or must live very far from our places of employment and commute. Also, I know many teachers, including myself, with Masters degrees that are not compensated for this wonderful education and it is quite disheartening to know that my accomplishment is worthless in the eyes of our county and state because it was not obtained before 2013. Central office employees, NHCS board members and NHC commissioners should spend a day in class teaching from 7:15-3:15 various times a year to know what it is really like to be a teacher in this day and age. I do not feel anyone in our district outside of the actual school level respects or understands the challenges we face every single day. Additionally, please stop overinvesting in white, affluent schools like [REDACTED] while you routinely leave schools like | 12/21/2021 10:27 AM |

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██████████ to rot because we serve socioeconomically disadvantaged children. It is plain to see where this county spends its dollars and it is definitely not on investing in our most at-risk students. Do better NHCS!

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| 468 | There is very little administrator involvement or support | 12/21/2021 10:27 AM |
| 469 | Not at this time. | 12/21/2021 10:27 AM |
| 470 | Planning time is scheduled into our day. However, it is used to fulfill our LETRS requirements rather than actual planning. We have daily recess duty and lunch duty too. If you look at all of these pockets of time on paper it looks like we have sufficient time for planning and prep. However, in reality it is actually no prep time. I stay later after school than ever before, arrive earlier than before and still bring tons home to complete. I am not alone in this at my school either. I am a veteran teacher with 27+ years experience. So I would say I have my professional self very well put together. Something's got to give in extra duties and mandated training taking up very valuable preparation and planning time. And this isn't just this year...two years prior it was every teacher workday spent doing the reading and writing fundamentals training. The school calendar has taken away the much needed monthly teacher workdays where we could actually catch our breath, complete report cards, analyze student data, map out long term plans, even organize our rooms. There are so many great things about my school and this district. The truth is that this is the area I don't feel valued as a professional...no time....no real time to be able to do all that is being asked. I would feel so much more valued by having ample coverage for extra duties and no more mandated training shoved down the pipes. Thank you for allowing me to have a voice. I really hope you all actually hear us though and not just check this off a list of something that looks good on paper. | 12/21/2021 10:27 AM |
| 471 | No | 12/21/2021 10:27 AM |
| 472 | None | 12/21/2021 10:26 AM |
| 473 | Planning time, lunch time and bathroom breaks are essential to teacher's performance. This should be a non negotiable. | 12/21/2021 10:26 AM |
| 474 | TA's and teachers should be paid more. School board should be volunteering in each school building. They need to stay in touch with the people on the ground. | 12/21/2021 10:26 AM |
| 475 | I came from two districts before this, and I have noticed a few key differences in how things are run here. 1) There are not clear, strict policies here on a few things that affect student learning (phones, excessive absences affecting grades). It just seems like students are not held to as high of a standard here. 2) It seems like decisions are made last minute (not having final exam schedule until the week before). 3) there doesn't seem to be as big of a push towards innovation. | 12/21/2021 10:25 AM |
| 476 | n/a | 12/21/2021 10:25 AM |
| 477 | I would love for more stakeholders to have a voice as district and school level decisions are made. Especially considering the uniqueness of the school that I work at. Our teachers are responsible for 40 elementary students on average, but do not have adequate planning time during the day to communicate with parents or analyze data to prepare lessons for these students in all subjects. I feel strongly that our district office does not understand the challenges of the teachers at our school. Our students are amazing, our families are amazing, but we cannot keep the amazing teachers at our school. I would love to see support in preventing the turnover from continuing to happen. | 12/21/2021 10:25 AM |
| 478 | n/a | 12/21/2021 10:24 AM |
| 479 | This year is extremely overwhelming, due to both the state initiative of LETRS coupled with the multiple new county initiatives including: Eureka Math, Foundations for 3rd Grade, Studies Weekly for Social Studies, and weekly PLC meetings. I also do not have all of my materials to teach Foundations, and we are halfway into the school year. I have been teaching using a scanned version of the teacher guide, and it is quite hard to read. The students do not have their magnetic letter boards to build the words with me, so I do not feel like students are truly benefiting from the program. The SCAs we have to give for Reading are hard to fit in on top of the mClass progress monitoring/assessing and NC Check-Ins given by the state. We also have our own classroom tests that need to be given to assess the standards being taught. I feel like I am constantly assessing my students, and it is becoming too much. The joy of teaching is slowly being stripped away from myself and my coworkers. "Another assessment? Another meeting?" The answer is always "Yes..." with a sad demeanor because we have no | 12/21/2021 10:24 AM |

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choice in the matter. I understand that the district wants to do what's best for students and there are really great programs out there, but doing everything at once is not beneficial for teachers nor students. This is how burnout happens, and it is happening all across the county and state. Workdays also should be more equally dispersed throughout the year instead of all accumulating around a scheduled break. I truly believe this would help staff morale to have a day a month as a planning day. The months are long and hard when there is no workday in sight and you have only the evenings and weekends to catch up on all the work you don't have time during the actual school day to get to.

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| 480 | Teachers do not feel valued by our superintendent. He does not recognize that we oblige outside of school. He doesn't realize we are in meetings after school everyday and already have to work on lessons outside of school 7 days a week with all the demands on us and to expect us to tutor makes us realize he is out of touch with the classroom and it's teachers. | 12/21/2021 10:23 AM |
| 481 | I have been at [REDACTED] since the doors opened [REDACTED] years ago. Our standards are regressing and the school is not what it used to be. It is not anyone person's fault per se, but a collective change in the culture. I sure hope we can turn it around because I have always loved my job, but am sad to see the culture become an, "anything goes" culture that lacks rigor and structure. I try to help, but my ideas seem to be dismissed because they seem 'old' There are many of us trying to keep the morale high and make this school work, and I truly hope that we can. | 12/21/2021 10:23 AM |
| 482 | lack of autonomy; not provided needed support; don't feel like a valued member of the department | 12/21/2021 10:22 AM |
| 483 | None | 12/21/2021 10:22 AM |
| 484 | The amount of undesignated days is unnecessary and I feel is being used to reduce the available leave days to be used towards retirement. Second we are expected to hold chronic behavior students in our school because there is no other facility to send them to. This year the behaviors have had a severe impact on how we teach, get treated (constant cussed at and verbally abused/disrespected) and feeling unsafe within the schools. | 12/21/2021 10:22 AM |
| 485 | The timing and requirements for Professional Development needed to be more staggered. At this time every extra planning time should be focused on addressing student's daily direct needs- social emotional, gaps in learning, or Covid related factors. P.D. is a valuable tool as we are all lifelong learners, however, brain research and repeating HOURS of online"phonics" as an instructional method of reading is something elementary educators already know and practice. | 12/21/2021 10:22 AM |
| 486 | n/a | 12/21/2021 10:22 AM |
| 487 | No | 12/21/2021 10:22 AM |
| 488 | no | 12/21/2021 10:20 AM |
| 489 | None | 12/21/2021 10:20 AM |
| 490 | n/a | 12/21/2021 10:20 AM |
| 491 | None at this time. | 12/21/2021 10:19 AM |
| 492 | Please schedule half days at the end of each grading period if a workday will not fit into the calendar | 12/21/2021 10:18 AM |
| 493 | Admin (Principal/vice principal) are amazing and supportive at my school. The district is very disrespectful and not supportive of my school/title I schools. We get little to no support at our school, and our students/staff need more mental health support in order to help anyone feel safe & be able to learn/do their jobs. Staff are being threatened & abused daily at this school [REDACTED], and the district continues to turn a blind eye to the fact that we need more monetary funds, as well as mental health resources, smaller class sizes, building repairs/additions to the building, more staff, higher pay, more time, and less PD/programs to implement (it would also be nice if the programs didn't change every 2 years, so we can implement with fidelity & see growth). I love my students and coworkers, and I love working in a high needs/title I school, but the lack of respect & support for the students, staff, and family at [REDACTED] and across the district, is disturbing and disgusting. | 12/21/2021 10:18 AM |
| 494 | NA | 12/21/2021 10:18 AM |

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| 495 | I love working within this department! | 12/21/2021 10:18 AM |
| 496 | Nhcs S should help educate their employees. Other larger school communities help pay for bachelors and Masters degree. There is no incentive for us to continue learning ourselves. We should also pay for required pre employment medical test. All employees should be randomly drug tested. There should be a mandatory drug test after every single accident. Employee should be able to flex time. I would also encourage a employee recognition program. | 12/21/2021 10:17 AM |
| 497 | The students and staff need more consistency in rules, schedules, and expectations. Consequences for student behavior needs to be more consistent and student discipline needs to be enforced. Students know they can get away with things so they do and staff has no control over them because there are little or no consequences. The administration has been great helping me get supplies I need to teach this year. I feel that unreal expectations are placed on the schools from the central office with no support to implement or maintain initiatives (Flex, student discipline, etc.) | 12/21/2021 10:17 AM |
| 498 | It seems that the district is valuing less and less the work and dedication of its teachers. Morale is very low. | 12/21/2021 10:17 AM |
| 499 | I am a teacher here at [REDACTED] and seen many concerning things. Administration does not have a good communication system with staff and we are often confused on what we are supposed to be doing, because we follow NHCS and [REDACTED] We do not have a lot of support as teachers from admin a lot of the times and struggle with escalating behaviors. For example, I have been struggling with a student who has very escalated and dangerous behaviors in the classroom and have gotten little support for it. I have not been sure what to do because I just started working in the school system. This is something that should be addressed this coming year. I do not feel I have the right tools to help this child because of my large class size and his need for 1-1 interactions. Many of my co-workers have been disrespectful to each other and admin has not done anything about it. For example, a TA cussed out another TA in front a bus full of children, while an admin was listening, and did nothing about it. It was very unprofessional and should have been addressed. I have done a lot this year and do not feel appreciated for my hard work, especially with the challenging behaviors I have done. This winter break is going to be a great opportunity for teachers and staff to take a break and come back with an open-mind. | 12/21/2021 10:17 AM |
| 500 | I cannot wait to retire. | 12/21/2021 10:17 AM |
| 501 | I feel like communication is lost from central office, I also feel like decisions are made for teachers before our input is even asked or when it is asked the decision has already been made long before (so why are we asked)? We are also asked to do more and more things like covering classrooms and more and more training on new procedures, let us teach, let us be in our classroom, let us not have 50000 jobs, and also give us a raise:) | 12/21/2021 10:16 AM |
| 502 | No | 12/21/2021 10:16 AM |
| 503 | none | 12/21/2021 10:16 AM |
| 504 | My Principal and Assistant Principal are great. They are constantly looking after me. I have a problem with central office. They do care about what the teachers are going through in the classrooms. We do not get ANY support at all from Central Office. Teachers are miserable and central office does not care | 12/21/2021 10:16 AM |
| 505 | Almost 2 decades of working with students and still enjoy coming to work every day | 12/21/2021 10:16 AM |
| 506 | Not at this time | 12/21/2021 10:15 AM |
| 507 | Our administration needs to change and is the main reason staff are unhappy | 12/21/2021 10:15 AM |
| 508 | I really enjoy working here. | 12/21/2021 10:15 AM |
| 509 | The stress that has happened since Covid has become a huge problem. Students don't care about learning. It is difficult to get back to a time when students were respectful and wanted to learn. | 12/21/2021 10:14 AM |
| 510 | This is my second year at [REDACTED] Last year was a difficult year with hybrid learning. However this year it has been a complete disaster. The children are running the place everything is reactionary and volatile. There is no administration whatsoever and if they do it is reactive and with some of the new administrators downright disrespectful and rude. This has been a very exhausting and stressful experience this past semester. The [REDACTED] | 12/21/2021 10:14 AM |

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is just as bad. There are too many bodies in motion and too many layers of administration that things aren't actually getting done. The technology is horrible the curriculum is extremely outdated and it is setting up teachers for failure. There is no professional development whatsoever. I came from a school district in another state that far is succeeded anything I've seen here

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| 511 | No | 12/21/2021 10:14 AM |
| 512 | I'm very disappointed in the raises-especially for us veteran teachers. We also are losing YOUNG phenomenal staff due to better paying opportunities/less stress. | 12/21/2021 10:14 AM |
| 513 | Teacher morale is at an all-time low. Nothing is being done to retain good teachers. They are leaving for different professions where they are respected and compensated. | 12/21/2021 10:14 AM |
| 514 | We are under valued professionals with no autonomy over our job. Scripted curriculums are not teaching our children how to read and do math. These curriculums are far above the median of the class, especially when accounting for all the learning lost during the pandemic. And yet, we have to produce good test scores, not well rounded human beings. I am tired of this county not truly seeing or appreciating the dedication it takes to be a teacher, especially in today's time. Get rid of the scripted curriculums, stop demanding so much extra, give us some respect, and maybe you'll keep all those teacher that are on the verge of walking out. This county needs to be restructured from the top. | 12/21/2021 10:13 AM |
| 515 | The grading policy of 50% credit for assignments not turned in is extremely detrimental to staff and student morale and makes the whole point of public school moot. Also, why have we given up on discipline consequences for students who cause problems in the classroom or building? They get away with everything and severely negatively impact the education of the majority of our students who don't cause problems. | 12/21/2021 10:13 AM |
| 516 | n/a | 12/21/2021 10:12 AM |
| 517 | N/A | 12/21/2021 10:12 AM |
| 518 | Graduation rate is not the most important thing. Keeping the kids that come to school to learn safe is. Something has to be done about the behavior of the students at all levels not just high school. | 12/21/2021 10:12 AM |
| 519 | Safety is a concern at the [REDACTED]. We are too often in a "shelter in place" status due to issues in the nearby community. More consideration needs to be taken for the safety of staff in this building. | 12/21/2021 10:11 AM |
| 520 | None | 12/21/2021 10:11 AM |
| 521 | Why is [REDACTED] supplement not part of the hard to fill schools' supplement schedule since it's a priority school? | 12/21/2021 10:11 AM |
| 522 | Elementary teachers deserve to be paid for LETRS training. We are putting in a lot of extra hours to get this completed with no compensation. Being taken advantage of and forced to work outside of contract hours to "be a better teacher" is a major reason why so many teachers are quitting, compensate us for the overtime that we are being forced to do. Make us feel like our time is of value by putting a value on it. | 12/21/2021 10:11 AM |
| 523 | It's a great county to work, live, and play. I also adore our school and community, [REDACTED] | 12/21/2021 10:11 AM |
| 524 | I am generally pleased with my job because I've been here 20+ years and have put myself in a position that best suits me. I feel for younger teachers because our administration does not show effective leadership. It's the weakest leadership team I've seen in my 20+ years at [REDACTED] | 12/21/2021 10:11 AM |
| 525 | I am very happy at my school and with my Administration. I do believe there is a MAJOR disconnect between my school and Central Office. I feel like MAJOR decisions are made without the input from all teachers. | 12/21/2021 10:11 AM |
| 526 | We are tired. | 12/21/2021 10:11 AM |
| 527 | No | 12/21/2021 10:11 AM |
| 528 | The pay is insulting for teachers at 25+ years. I am working harder now than I ever have and it is exhausting. | 12/21/2021 10:11 AM |

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| 529 | Because our county is kowtowing to County Commissioners, the School Board, and uninformed parents, NHCS has significantly lowered its expectations and respect for teachers. Students are running wild, parents are a cause of major problems, qualified teachers are leaving the profession in droves...it's very hard to be an educator right now and NO ONE CARES. Our School Board has their own agenda, County Commissioners have no idea what is going on in schools, and our state legislature is sabotaging education on every level, and central office staff is making decisions that are counterintuitive to success. I love teaching, but I don't love it now. Because of all of this, students and teachers are suffering. | 12/21/2021 10:10 AM |
| 530 | NHCS is a good place to learn, grow, and work. | 12/21/2021 10:10 AM |
| 531 | I think that some staff should be moved around at my school. The scores and growth have shown that we have highly ineffective teachers and they are negatively impacting the school climate and culture within our building. By allowing for teachers to be moved, it will allow for more effective teachers to come into schools to help assist with growth. | 12/21/2021 10:10 AM |
| 532 | none that i would feel comfortable sharing in fear of possible negative repercussions towards me and/or my coworkers. | 12/21/2021 10:10 AM |
| 533 | I wish the reading resources we use were more age appropriate and interesting. One book for while group doesn't work for small group instruction. | 12/21/2021 10:09 AM |
| 534 | While I believe that my administration and staff at my school do the best they can to create a collaborative, safe and respectful environment, certain things such as access to appropriate time to train and plan, as well as having say over certain initiatives are out of all parties control. Staff generally feels like we have a lack of time to prepare, plan and train during the workday which is intensified by the substitute shortage. | 12/21/2021 10:09 AM |
| 535 | The school board continuously spits in the face of its teachers and continuously shows the public that teachers are NOT valued. It shows in our compensation, reactionary decisions, and the lack of support at school board meetings. Until these things change, the climate of teaching and working in NHCS will continue to be looked at in a negative light. | 12/21/2021 10:09 AM |
| 536 | What steps will NHCS take to improve safety at [REDACTED] ? | 12/21/2021 10:09 AM |
| 537 | We would like a say in the programs we are required to teach. | 12/21/2021 10:09 AM |
| 538 | None at this time | 12/21/2021 10:08 AM |
| 539 | I think there is poor communication between senior leadership and administration. | 12/21/2021 10:08 AM |
| 540 | While we have the best staff currently, without changes in this district to pay, we are going to lose that staff. | 12/21/2021 10:08 AM |
| 541 | no | 12/21/2021 10:08 AM |
| 542 | I would like for the people that make the decisions to get into the trenches more often. And to consult with the teachers before making major decisions. I would also like more access to technology. | 12/21/2021 10:07 AM |
| 543 | NA | 12/21/2021 10:07 AM |
| 544 | The new admin [REDACTED] are making positive changes at this school. | 12/21/2021 10:07 AM |
| 545 | I'm concerned about NHCS's relationship with the county commissioners. We are slated to have a new school open and running in the next 4 years. There is talk that the county may pull back some funds. [REDACTED] desperately needs a [REDACTED] over before. | 12/21/2021 10:07 AM |
| 546 | N/A | 12/21/2021 10:07 AM |
| 547 | none | 12/21/2021 10:07 AM |
| 548 | No | 12/21/2021 10:07 AM |
| 549 | [REDACTED] is doing a wonderful job and was a great fit for [REDACTED] I like the changes New Hanover County is making like paying teachers for covering classes. I have been here a long time and I feel this new [REDACTED] is trying to do good things. | 12/21/2021 10:06 AM |
| 550 | Working for [REDACTED] has been amazing. [REDACTED] are beyond amazing, but with everything the county is making us do and the little pay it's really making me question my | 12/21/2021 10:06 AM |

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| | career path. | |
| 551 | NA | 12/21/2021 10:06 AM |
| 552 | Na | 12/21/2021 10:05 AM |
| 553 | N/a | 12/21/2021 10:05 AM |
| 554 | None at this time. | 12/21/2021 10:04 AM |
| 555 | N/a | 12/21/2021 10:04 AM |
| 556 | no | 12/21/2021 10:04 AM |
| 557 | Our AP's are extremely present and work with teachers but are unable to make decisions without principal involvement, presence, and communication which is lacking. | 12/21/2021 9:55 AM |
| 558 | When it comes to the questions about administration, there is a big divide between the principal and the assistant principals. The assistant principals are extremely present and helpful, but can only do so much when the principal is not here, doesn't know what is going on in the classrooms, isn't supportive and does not make decisions with the best interest of her staff in mind. The assistant principals should not be lumped in to the questions we disagree with since their hands are tied after a certain point. | 12/21/2021 9:54 AM |
| 559 | I currently have a caseload of over 800 students at two schools. It is an impossible task and I feel there is so much I could do if I was only at one school. I feel that ultimately these services and my students are certainly not of primary concern in the district although my individual schools are very supportive. | 12/21/2021 9:50 AM |
| 560 | The reason I have marked "disagree" for being treated with respect as a professional educator, and having autonomy, and being valued is because I feel as though too much time and energy is being put into prescribed curriculums. I understand the benefit of these curriculums, however the mandates over how they are implemented takes away from an educator's ability to provide individualized learning for the students their classrooms. To be clear, I believe this is a concern on a district level, not a school level. Additionally, I don't feel trusted to know what is best for the students in my classroom. If I were, I would be able to implement the curriculums in a way that suits their needs. There is a climate of "do what you are told" in this district and there is no room for open discussion without the discussion going to extremes. I don't feel like the district encourages the open door policy they promote. The door only feels open if you are coming to them with the right topics of discussion. This feeling is so present that I worry about being so honest on this survey. I love my job and I love my school. I believe there is room for great improvement within our county and I hope this response doesn't fall back on me or my colleagues. Lastly, I feel as though it is WAY to hard to get students the extra support they need and deserve. In matters of urgency, there are road blocks that delay a student's progress. These road blocks impede the entire class when there is a student not getting the support they need. Again, I love my job and I love my school. I work with amazing educators and admin. I believe we could be doing even more right by our students if our teachers were given proper support and freedom from the county to use our education and experience to guide our practices. I appreciate the opportunity to voice my concerns in hopes that we can move toward a powerful shift in the focus of our efforts. | 12/21/2021 9:17 AM |
| 561 | I haven't been here long enough to provide much insight | 12/21/2021 8:10 AM |
| 562 | Na | 12/21/2021 7:49 AM |
| 563 | Yes I think this was not the year to implement multiple new curriculum. We have way too many social/emotional issue with students and there's not enough time to properly address it. We need smaller class sizes to effectively reach every student. We have serious problems in this district. | 12/20/2021 9:48 PM |
| 564 | <p> [REDACTED].....I know that this population is the hardest to serve in New Hanover County and feel that we are so overlooked in this county, I know for at-least the 10 years that I have been in my position here. We have students with high mental health needs, and even though we have a contract with [REDACTED], those needs are not being met to their full potential. For years we have had interns working with our students and the therapist that are employed are getting their hours, either [REDACTED] once they get their hours and or obtaining full licensure; they move on! The turn- over is very high. Who's responsible for overseeing the operations of contracts such as [REDACTED] in our School buildings? At one point there was a team made up of mental health professional who </p> | 12/20/2021 3:39 PM |

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determined the entry of students or eligibility for the program. Currently the team consist of [REDACTED], Assistant Director and Principal. If the County Senior Staff, Board of Education members would take time out of their schedule to come and visit for days and weeks to get a real picture of the level of intensity that the staff is involved with daily, they would be more inclined to ask questions, demand more and compensate staff for the job that they are enduring daily. Other schools have been remodeled and we remain the same. The building is dated! The staff is out done and to top it off, between the physical abuse, verbal and emotional abuse, the Board takes away the Targeted School Stipend. There is no incentive. The only thing that I can count on, is that I do my job because it's my gift and calling. I will continue to attempt to reach children and families and pray for the best possible outcome for their success. Thanks for your time.

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| 565 | School board and central office staff never come and actually see what is happening in our classrooms or engage with our students and staff. | 12/20/2021 3:04 PM |
| 566 | Veteran teachers are being pushed out at a faster rate due to lack of step and pay increases. The incentives are only for new teachers who are leaving the profession when they realize how difficult it is. You need to be treating veteran teachers with more respect and pay incentives, since we are the ones who are still here through the good and the bad. Increase longevity pay. Incorporate more raises at the later steps. | 12/20/2021 2:41 PM |
| 567 | n/a | 12/20/2021 2:35 PM |
| 568 | There should be a somewhat agree or disagree option for the majority of these questions. | 12/20/2021 2:07 PM |
| 569 | Discipline has become an overwhelming issue. It seems as if a large portion of our students have trouble with boundaries . I am not sure if we as a school have approached behavior correctly from the start of the school year. I start with new students when we return. I will be starting this semester very differently than I did last semester. | 12/20/2021 1:05 PM |
| 570 | Lack of TA support. IBS students seem to run the halls, other students see them as being able to do whatever they want. Not enough staff in the room to deal with the multiple issues, it's very distracting to classrooms nearby. | 12/20/2021 12:43 PM |
| 571 | I enjoy working at my school. I understand that the district can only do so much, and the state budget is what drives many things. I am disappointed that the state does not support us more. I see my co workers working so very hard and I see them dealing with more than ever these last few years. The work of education is grueling and has changed so very much in the last 20 years. It's a profession that wears one down because so many put their heart and soul into it. I see that teachers these days feel like with the introduction of Eureka Math and Letrs they are not able to use their own creativity to teach the curriculum. Also our teachers only have 40 min. to plan each day and much of that is taken up with meetings. Our TAs work so very hard, and I truly hope that we can get them a raise in pay they deserve. Our special Education TAs are more like full time teachers and truly need higher pay. Our special ed department is doing the best it can with what they have been given, but with the pandemic, we have seen a rise in children with behavioral goals tied to their IEPs. A couple of years ago we lost our Special Ed teacher who was trained in behavior support. Currently we have 2 special education teachers who are doing the best they can to juggle all of the needs and we have 2 special education TAs who are more like teachers. We really do need more support in that area. It also seems to me that there are issues with communication from the central office to the schools. This is evident in the mass confusion about the after school tutoring program and the current confusion about the partnership with Sophic Solutions. I see that there are some things being done to improve that, and hope that this continues. | 12/20/2021 12:24 PM |
| 572 | The following conditions are adding to an unprecedented level of teacher stress and forcing many committed educators to leave NHCS classrooms or make plans to leave as soon as possible: 1. Teachers (and administrators) are not treated as educational professionals. Decisions are made without teacher input or the issues that they bring to leadership are not addressed. They are afraid to speak up. 2. Expectations are totally unrealistic. NHCS continues to give directives regarding curriculum, data, assessments, meetings, etc. These expectations are neither helpful nor possible in the current climate. Students and teachers are completely overloaded and until we address this issue and prioritize building community and ensuring that our schools are safe, supportive and healthy learning environments, they will become increasingly negative, hostile, chaotic, and violent. 3. Student behavior is not being adequately addressed. This, of course, relates to #2 (above). Behavior expectations and consequences are unclear and inconsistent. Students are not being held accountable and issues are not addressed. As a result, negative student behaviors are rampant, teachers feel | 12/20/2021 12:13 PM |

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unsupported and ineffective, and the quality and quantity of instruction is suffering severely. 4. Classes are too large and there are far too many students with individualized learning and behavior plans in the same classes. EC teachers are spread too thin to support their caseload in general education classes. It is, therefore, impossible to honor these lengthy and detailed plans and to meet the needs of all students. This also makes teachers (and students) feel ineffective, unsupported, and as if they have been set up to fail. 5. Because of the issues listed above, there is no time or space for creative problem solving and innovation, which is what professional educators do best and what is needed now more than ever. The bottom line is that NHCS teachers are in crisis and do not feel supported.

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| 573 | Need more resources for the behaviors these children are bringing into the classroom. Waiting to go through the MTSS process is not the solution. We need fast help. | 12/20/2021 12:08 PM |
| 574 | District level decisions are taking away autonomy in the classroom and therefore my desire to teach. I am a highly effective professional who has 11 years of experience and I am not trusted by the district to make decisions about how to teach and assess my students. I am required to use district mandated curriculums that do not allow for differentiation. I am not able to meet the needs of my students like I know how to do because I am expected to teach (sometimes sub par) lessons from a scripted curriculum. I am told by my admin that I do have autonomy in my classroom, but that does not match with the instructional requirements that we are constantly being told to comply with. There is no joy in teaching this way. I am seeing so many of my colleagues leave the classroom because they don't feel valued as professionals in this job. For me, this a district level problem, not building level. | 12/20/2021 11:41 AM |
| 575 | No | 12/20/2021 10:42 AM |
| 576 | I am so glad that I decided to go back to teaching. I love how well this LEA communicates with the teachers. | 12/20/2021 10:06 AM |
| 577 | not at this time | 12/20/2021 9:56 AM |
| 578 | I believe the district needs to bring focus on job performance autonomy and work flexibility to highlight itself as a competitive employer in a growing WFH/flexible schedule market in order to engage and retain the best employees. | 12/20/2021 9:51 AM |
| 579 | N/A | 12/20/2021 9:46 AM |
| 580 | No | 12/20/2021 9:45 AM |
| 581 | Schools will improve when we stop giving 50 as the lowest score possible and hold students accountable for their behavior. Send them home if they have chronic or unsafe behaviors. | 12/20/2021 9:25 AM |
| 582 | no | 12/20/2021 9:17 AM |
| 583 | nOne | 12/20/2021 8:59 AM |
| 584 | No | 12/20/2021 8:29 AM |
| 585 | No. | 12/20/2021 8:20 AM |
| 586 | This year has been the most challenging I have ever had with student behavior. Some classes are very large, 30+ and others are seem stacked with behavior issues (6 extremely impulsive and attention seeking students in one room in addition to IAS & IBS students). In terms of not feeling safe, I think that we have moved towards mask optional when the county was not at a positivity rate that warranted it. The county has moved towards a "see something, say something" policy, however, there could be more steps put in place to keep students and staff safe, like metal detectors for high schools and possibly middle schools. I think that our Superintendent needs to make a stronger effort to hear and connect with teachers, many feel unheard and unsupported. We also need to include teachers when looking for instructional resources, and some subjects have been overlooked for years causing the teachers to have to look and purchase resources themselves, creating a large out of pocket expense for the teacher. | 12/20/2021 8:10 AM |
| 587 | n/a | 12/20/2021 7:28 AM |
| 588 | I worked in this county 7 years ago and came back from working in [REDACTED] this year. I was surprised by all the programs that this county uses. Just like any teacher, there are some that I like and see the value in and some that just feel like I'm teaching to check a box. But I'm most surprised by the lack of autonomy that is happening - the classroom should be a place | 12/20/2021 7:26 AM |

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that is fun and safe for the students. Learning should be authentic, connected, and student-driven. But the "programs" makes teaching feel like a check-list. While I am glad to have administrators and others in my classroom, the walk-throughs puts you on edge, which I know is not the intention. In a 2 week time span this year, I had 3 walk-throughs (1 with a district employee) and an observation. We are treating this year like a "normal" school year, but we have gaps in learning and high amounts of social and emotional needs. Instead, of focusing on the programs and the constant testing, maybe we should be focusing on the people - students, staff, parents, and administrators. I enjoy my school and the people I work with and know that some of the requirements come from higher up and we have to comply. We are in a unique situation and I think we could use this opportunity to truly think outside the box and look at the traditional ways school is taught and perhaps question if this is best and fits the needs of our students.

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| 589 | None | 12/19/2021 10:41 PM |
| 590 | Too many scripted curriculums that aren't necessarily best for students (Language arts and math) Large class sizes Too many tests for students! SCA, Check-ins, Aims-Web, EOG, EOC Too many duties for teachers No seniority benefits for teachers - same job responsibilities year 1 and as year 30 Lack of step pay increase for 10 years and then no step increase from year 25 and up | 12/19/2021 7:19 PM |
| 591 | The 0 workdays between August and December were not good for staff morale. Teachers needed time to plan and get grades into the system. Workdays should be spread out throughout the year and not be all front loaded at the beginning of the school year. | 12/19/2021 7:14 PM |
| 592 | Not at this time | 12/19/2021 6:50 PM |
| 593 | The [REDACTED] needs to some improvement | 12/19/2021 5:29 PM |
| 594 | No | 12/19/2021 1:04 PM |
| 595 | There is not enough planning time. Weekly PLCs are typically a waste of time with information being shared that could have been in an email. I spend all of my evenings and weekends doing work, including LETRS. It would be nice if that time spent at home could be traded for workdays. Also, more teacher assistants would help with class coverage and small groups to address all students' needs. Support personnel are often out at meetings or sick with no substitute (MTSS, Reading Coach, AIG). This leaves many students without the additional support they need. | 12/19/2021 7:56 AM |
| 596 | No | 12/19/2021 6:43 AM |
| 597 | I wish those in the county office and those that make decisions that affect my classroom actually would spend time in a classroom. I feel totally supported by my admin team and I know they have my back and truly understand how difficult my job is HOWEVER those higher up, not so much. | 12/18/2021 7:40 PM |
| 598 | As a teacher in a specialized department/subject, I feel completely in control of decision-making for my particular field and administration seems to back me up and support me well in that. | 12/18/2021 4:54 PM |
| 599 | Class sizes are too big, we need more support for discipline and more effective consequences; we need consistency and follow through from all teachers and admin for school expectations. | 12/18/2021 12:07 PM |
| 600 | I feel supported by administrators at my school. They communicate effectively and set standards high. They also follow through with expectations set. I do feel that communication and support from the district is lacking and has depleted the overall teacher morale in the county. | 12/18/2021 10:13 AM |
| 601 | You asked a lot about admin, but not enough about the other roles that are invaluable supports. We have fabulous coaches, counselors, related service providers, interventionists, paraprofessionals (TAs), etc. While our admin are truly great, it's the lack of collaboration time with the people who are there to support us and our kids that is my greatest stressor. The amount of time spent outside the "work day" to prep and plan and collaborate and attend meetings and complete professional development is astronomical. When you try to cram those things into a 45 minute block during the school day it tends to stress us more because we can't respond to the needs of our students (the needs arise and change daily, especially with the weight they carry in from home) during that time like we normally would. We love our jobs, we love our kids, but the work outside of work leaves us drained with not a lot of space for | 12/18/2021 7:31 AM |

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self-care. Please keep in mind all of the background effort that goes into one successful day in the classroom and the precarious house of cards that supports it. Help strengthen our foundation rather than adding weight or removing supports.

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| 602 | ██████████ has become far too involved in the discipline process, confusing our role and leaving less time for appropriate counseling tasks, including mental health support and academic/college advising. | 12/18/2021 7:18 AM |
| 603 | No | 12/17/2021 9:33 PM |
| 604 | I have major concerns with the New Hanover County discipline policy. We state we are a no tolerance county, but that is not accurate when we are told not to suspend students with no alternate consequence. Behaviors are escalating across the county and students know they can do what they want as there are little to no consequence. I have no issue with no suspensions, but I have an issue with no consequence for physical altercations. We are not sending kids the right message to our students. | 12/17/2021 7:20 PM |
| 605 | The county has become too program driven. We need to be trusted as professionals. Scripted programs lack differentiation and our students who are already struggling suffer the most from this one size fits all approach. | 12/17/2021 6:44 PM |
| 606 | na | 12/17/2021 5:40 PM |
| 607 | None | 12/17/2021 5:18 PM |
| 608 | No | 12/17/2021 4:38 PM |
| 609 | It's is hard to do a one size fits all for elementary, middle, and high. At the Elementary level, we are with our students almost every minute of the day including recess and lunch. Our plannings are mostly meetings. We have very little planning/prep time and so spend many extra hours working outside of the school day. Our students are also with us every school day for the entire year unlike in high school where they don't have to come to schools on days they have finals. They also have much longer planning periods. We get 45 min but have to meet at least 2-3 times a week. So there are different needs at each level. Not having any breaks during the day from students and really cause heavy burnout during they school year. | 12/17/2021 3:05 PM |
| 610 | As an elementary library media coordinator I am asked to teach classes all day long and yet also expected to maintain the entire library collection and all the other tasks that librarians do. This is very difficult to do without any help. At the middle and high school level they have the flexibility to do the job without | 12/17/2021 2:20 PM |
| 611 | We need central office support in our schools every week, if not every day. | 12/17/2021 1:50 PM |
| 612 | The county level administration has a much more negative impact on my job than the school administration. The curriculum being forced upon my department was chosen without teacher input and it is not good or beneficial for students or teachers. | 12/17/2021 1:39 PM |
| 613 | I have worked in 3 states and 7 different schools. ██████████ has been the best working environment I have ever experienced in my 30 years of teaching. | 12/17/2021 1:33 PM |
| 614 | No | 12/17/2021 12:17 PM |
| 615 | It's a great place to work! | 12/17/2021 11:41 AM |
| 616 | I would like to see intentional support, coaching, and accountability for strong instructional practices, differentiation, and classroom management instead of primarily focusing on content and curriculum and just pushing through standards, lessons, and the day in general. | 12/17/2021 11:39 AM |
| 617 | I feel very supported in my school by staff and by administration. My school is an amazing place to work and learn. This is not true for all schools. There are many schools were employees are not supported and are discouraged from asking for help. And there is nothing these employees can do because internal employees are not allowed to apply for jobs during the school year. These same employees fear retaliation for trying to transfer and interviewing for other jobs since people talk and if they don't get the job they are worried about returning to their school. I do not feel supported and valued by the top officials in the district. It is completely a case of actions speaking louder than words. The right words are said but since nothing is ever really done the words are meaningless. Again- My school staff and administrators are outstanding! Everything within their control is done extremely well. It is very sad this can't be said for all our schools and at our highest levels. | 12/17/2021 11:38 AM |

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| 618 | Understaffing is an issue. Teachers not having adequate planning time is an issue. Classroom teachers are spending more time outside of the contract hours getting their lessons planned and assignments graded than spending time with their families or using that time to decompress from the stress of teaching. There is no compensation for working outside of contract hours including taking tickets for games, running clubs, etc. As certified staff, we are expected to do all of this extra duty work, give up the free time that we might have and we do not get comp time for working outside of our contract hours. There is not enough technology for teachers to use for their 21st century lessons; partially due to the over testing being done this year on students. Computer carts are being used almost every week for SCA's, NC Check-In's, Aimsweb, etc. Teachers are leaving and/or not coming back from leave which causes more stress and more staffing issues which in turn causes more work for those that are here everyday and do not take time off. This is not a reflection on the school itself. This is a district issue because from what other teachers have said this is a problem at multiple schools. | 12/17/2021 10:59 AM |
| 619 | I do not feel as though the school board listens to or values teacher input. I do not believe that they understand the amount of work we have and do not think about the planning that goes into implementing new policies and procedures. For example, schools should have had a chance to meet and discuss procedures when they made masks optional, rather than making the policy start immediately. I also believe that the school board's childish behavior and finger pointing during meetings is unacceptable among "leaders" and makes this district a laughing stock. | 12/17/2021 10:50 AM |
| 620 | Nothing at this time | 12/17/2021 9:48 AM |
| 621 | It has been very trying to be told that we are "appreciated" for our "hard work" without specifying what that hard work is. It has been very difficult to not be given space to be exhausted and sad. Its been even harder to not be given the professional respect to make decisions for ourselves without the admins assuming we are taking advantage of the system or simply not "doing our job" or being a "team player." Admin keeps putting more rules in place and fences up to manage us, instead of asking "are you ok" and "what can we do to help" and then actually doing those things without arguing about how it's just not possible. They are bearing weights we do not, but they are not bearing the day to day weight of feeling the hopelessness and loneliness and exhaustion of the kids and parents and giving everything we have to try to feel their gaps, just to turn around be left with nothing to give our families. I hurt for my colleagues and my friends in a way that makes me want to do things differently more than ever. But we are given no say in doing things differently, not even in our classroom space, because the admin expectations are so intense and time consuming. Find a new way - a better way. A way that says "We are doing things for people, not for paper." | 12/17/2021 9:44 AM |
| 622 | . | 12/17/2021 9:22 AM |
| 623 | The district needs to listen to the teachers and work to resolve their concerns. Money is not the answer. As professionals, we would like to be heard and respected as such. It is disheartening at best coming into an environment where your thoughts are dismissed and decisions are made without your input. Buy-in is easily accomplished when more than a select few are brought to the table to make decisions. Teachers understand the nature of their jobs and willingly endure the stress and uncertainty that it brings. This should be valued. More should not be constantly thrust upon us; we should be allowed to teach and given the space to work unencumbered needlessly. | 12/17/2021 8:39 AM |
| 624 | N/A | 12/17/2021 8:30 AM |
| 625 | No | 12/17/2021 8:18 AM |
| 626 | First - the only reason I knew about this survey was from a colleague's social media post. I was not made aware of it by the county or my school. This year we have been asked to plan for our classroom content, mastery lessons, SEL lessons, and club lessons each week with no extra planning time. Students are over tested by the county - completing SCAs every 2-3 weeks, NC check-ins three times a year for each core class (which shut down the school like eog testing), and still have time for teacher made assessments. On top of all of that, we are supposed to have time to teach two curriculums in one year to all students. The students loose valuable instruction time and teachers are not consulted on scheduling and what is best for student learning. This superintendent has created a culture of fear - dictating what he wants without consulting the teachers to see what is best for students. Our students are suffering and we are losing great teachers because we are not being treated like the professionals we are. | 12/16/2021 10:27 PM |

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| 627 | I love my job and being able to make a difference in the lives of our students. I believe in the staff and students in our district. I wish my direct supervisor was as invested in this work as our team is. We are often not treated with respect, nor is our voice, work, or input valued. When asking questions, we are often shut down or spoken down to in front of our peers. My work is often hindered by their lack of urgency. I do feel supported and empowered by our superintendent and other senior leaders. | 12/16/2021 10:25 PM |
| 628 | No | 12/16/2021 10:04 PM |
| 629 | No | 12/16/2021 9:30 PM |
| 630 | No | 12/16/2021 9:25 PM |
| 631 | I enjoy working for the New Hanover School System. I also enjoy [REDACTED] [REDACTED] I feel as a teacher, I have grown as a professional with the support from my administration team and peers. I also feel supported by the strong teaching community New Hanover County has. We are a community of teachers that love what we do; no matter what school we teach in New Hanover County, we are family. We all help and support family members - lesson plan ideas, materials, sharing math workbooks, collaboration, etc. | 12/16/2021 8:50 PM |
| 632 | [REDACTED] has a fantastic administration who respect and value all staff members to the utmost degree, which is why we have such a high retention rate. Any lack of support when it comes to respect and resources, and these have been increasingly lacking, are not in any part due to our administration. I'd like to note that we are an incredibly large school and we have not been given the personnel needed to meet recommended ratios to run properly and safely, which is why I marked lower scores for our schedule and safety. | 12/16/2021 8:37 PM |
| 633 | I used to love coming to work. It is not my job I dread...it is the all of the extra stuff that has been piled on us this year. | 12/16/2021 8:32 PM |
| 634 | Cutting back on staff, not being able to staff the minimal positions we have, lack of subs, covering other teachers classes, increased work demands (implementing new curriculum materials to learn each year), over crowded schools with no plans to build new schools in the near future, fearing for our safety when dealing with student fights and disrespectful students and parents, oh and let's not forget the "Mental Health Nov. 12th Friday" that teachers could have taken leave or worked... make me count down the days to retirement... believe it or not, this has been my best year yet at my school. But to watch teachers being hired just to have a body in the room is disheartening, a disservice to the team and students. Don't even get me started on the joke that is the 50% students are given for doing absolutely nothing... only to find out other schools are putting in zeros and there is no consistency across the board. 50's tell the student if I get a 100 on 1 assignment I don't have to do the other and still walk away with a 75%... I watch students literally sit in class doing nothing because they know they can. | 12/16/2021 8:31 PM |
| 635 | We need the roles of the teachers to be filled before removing people from teaching positions to work other positions in the county. | 12/16/2021 8:09 PM |
| 636 | No | 12/16/2021 8:07 PM |
| 637 | Not at this time | 12/16/2021 8:02 PM |
| 638 | Principals make all the difference. My experience at [REDACTED] has been very different compared to my previous school in New Hanover County. [REDACTED] respects her teachers and support staff. She trust us to do our job and treats us like professionals. | 12/16/2021 7:57 PM |
| 639 | I am proud to work at my school and feel very valued within my building; however, I do not always feel valued and appreciated by the district at large. Decisions that make me feel undervalued and restrict my ability to put the instructional needs of students first usually come from central office mandates. For example, the requirements this year to administer both SCAs and NC Checkins. Students are being tested way too much and it takes away from time for instruction. Teachers barely have time to review the data and develop plans for instruction before it is time for another assessment. More value needs to be placed on common classroom assessments both formal and informal that allow the teachers to assess the needs of their students. Teachers and administrators need to be trusted to best meet the needs of the students in their building. | 12/16/2021 7:33 PM |
| 640 | My current administrative team is wonderful. They listen, provide feedback and are always encouraging. I feel the COUNTY is very out of touch with what is going on in our everyday classrooms. Not only do our students have tremendous social-emotional needs, they also | 12/16/2021 7:29 PM |

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have a lot of gaps in their learning making it hard to keep up with county expectations. Our students need much more support in basic concepts and skills for "behavior", reading, writing and math that are typically learned and mastered in kindergarten and first grade. The programs that have been adopted for reading/writing- schoolwide fundamentals as well as math- eureka are NOT engaging or address students who are performing well below grade level. We need more instructional assistants for K-1-2 classrooms who can help provide teachers with more small group instruction. We need more support staff to help provide interventions for our tier 2 and 3 students.

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| 641 | In my opinion, the biggest need in this district is more staff at every school. Teachers and staff are stretched so thin and I think it impacts student learning, staff morale, and the overall safety in our buildings, K-12. Cutting positions and increasing class sizes over the past decade, has increased the workload for teachers - less prep time, more clerical responsibilities, more before/after school duties, more committee responsibilities, etc. There's just not enough warm bodies to meet all of the needs within a building. TAs no longer work with one teacher or even one grade level. They are bounced around the building constantly and asked to do far more than their pay scale reflects. Fewer TAs means more certified staff covering duties thus decreasing their prep time and lunch time. When TAs are pulled to sub it leaves lower grades without any assistance for the entire school day and K-2 teachers desperately need that assistance not just for clerical reasons but also differentiation, small groups, and behavior management. I think many assume that the upper grades can manage without TAs but they have very similar needs and larger class sizes. These factors put additional stress on teachers which is (unintentionally) reflected in our students' behavior. More staff in each building would reduce stress, increase morale, and (in my opinion) decrease student disciplinary issues. We don't need more stuff, we need more people to put the stuff we've got to good use and grow our students in a healthy, well-staffed school environment. | 12/16/2021 7:25 PM |
| 642 | The expectations of the district for different activities coupled with the implementation of new programs and frequent need for testing data is an honest nightmare. It leaves planning time cut short and teaching time cut short...professional duties beyond those? Well there isn't time unless it's found in personal evening/weekend hours. If I felt I had the support and respect of the super intendant perhaps I would feel the slightest shred of optimism in spite of the challenges. Instead I feel resentful of several comments he has made about our county's teachers that may feign respect but are quite degrading and shameful. To be clear, I would not change anything about my experience in regards to my school leadership - they are amazing and the reason so many of my colleagues and I are staying afloat. | 12/16/2021 7:23 PM |
| 643 | No | 12/16/2021 7:19 PM |
| 644 | I love the school I work in, the administrators I work for, and the staff I work with. However, I feel like our leadership at central office and on the school board is not supportive of teachers. I do not feel valued by our district leadership or our state leaders. The demands placed on us and our time is astronomical especially for the minuscule amount of money we get to do our jobs. Very disheartening and overwhelming to be an educator right now. If it wasn't for the staff I work with, the students I teach and their families at my specific school, I would have left long ago. | 12/16/2021 7:17 PM |
| 645 | I am concerned about the number of new initiatives that are pushed out by the district each year. It was too much this year. I'm concerned that really passionate and talented educators are leaving the profession. The energy and focus seems to be in creating new positions at the district level. | 12/16/2021 7:16 PM |
| 646 | The lack of teamwork and low staff morale is truly disappointing at this school. The veteran teachers are set in their ways and many of them have zero respect for newer staff, like some won't even say hello in the hall or some will blatantly ignore you when you do. The EC department is drowning, as more children are being identified and not enough staff to meet their needs nor enough general education teachers to put in that extra effort to ensure the excel. It's beyond disturbing and downright disheartening! Principal is great but is still learning and the veteran teachers take advantage of it. I'm hoping with time he starts to weed out the "dead weight". | 12/16/2021 6:59 PM |
| 647 | N/A | 12/16/2021 6:53 PM |
| 648 | ██████ is the best school I have ever worked at. The students are well behaved and the administration is supportive. Decisions made at the county and state levels make it hard for me to do my job effectively. New programs are implemented without proper support and materials. Support staff is desperately needed. K-3 teachers need assistants. Lack of adult | 12/16/2021 6:52 PM |

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supervision causes stress daily. We do not have enough staff to do our jobs. Substitutes and assistants are desperately needed.

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| 649 | I've worked at [REDACTED] since I began teaching and I'm so glad we finally have a principal that supports teachers. We have lots of new staff this year and are finally getting away from a toxic work morale and awful cliques. Teachers everywhere need more hours in the day or for the county to stop adding more to our plates. We are losing amazing educators left and right because as much as we try, we are not superhuman and should not be expected to do more and more just because we're teachers and that's who we are. Personally, my biggest struggle this year has been constantly reaching out for help for behavior problems and not getting anything. | 12/16/2021 6:51 PM |
| 650 | Na | 12/16/2021 6:50 PM |
| 651 | A lot of these questions need written responses to explain concerns. A more in-depth survey that allows that would really give you some useful information. | 12/16/2021 6:27 PM |
| 652 | Not at this time | 12/16/2021 6:10 PM |
| 653 | No | 12/16/2021 6:07 PM |
| 654 | This has been a tough year for everyone, yet I feel like we are having more and more expectations piled on top of us with little to no relief. We were just informed we have two additional meetings a week during our planning time, which leaves teachers with ONE planning period a week to themselves for grading, planning, etc. This year is much harder than last year and it feels as though there is very little support or check-in from administration and others. | 12/16/2021 5:57 PM |
| 655 | The district needs to do a better job at supporting teachers. | 12/16/2021 5:40 PM |
| 656 | No | 12/16/2021 5:28 PM |
| 657 | I look forward to coming to work because of my students, not because of my environment/dynamics. | 12/16/2021 5:06 PM |
| 658 | Forcing teachers that are being successful in their classrooms to use a program, such as Open Up, devalues our strengths as educators. Why can't teachers who are showing high growth continue what they are doing very well, and teachers who are struggling use the programs as a support? On another note, when will the county do something to help get students in school? Even before the pandemic, some students were regularly missing at least one day a week. It is impossible to help a student be successful in math when they are out so much. | 12/16/2021 4:59 PM |
| 659 | I have been satisfied with the leadership at [REDACTED] I feel welcomed as a new employee to the school and district. | 12/16/2021 4:54 PM |
| 660 | There are too many students in our high schools. We are overcrowded. | 12/16/2021 4:40 PM |
| 661 | I love my schools and have enjoyed my job in years past, but this year, the expectations are more demanding than usual and our teachers are burnt out | 12/16/2021 4:39 PM |
| 662 | Need more support for EC team at school level | 12/16/2021 4:39 PM |
| 663 | No, not in this limited forum. | 12/16/2021 4:38 PM |
| 664 | Teachers are broken. The only thing that can immediately fix morale (districtwide) is for our senior staff to stop piling on more job responsibilities and advocate NCGA to pay ALL teachers a meaningful salary that keeps pace with COLA increases. The new salary scale is a terribly insulting slap in the face! Enough is enough. How many more teachers have to quit or retire early before NHCS and NC realizes this is an immediate crisis. | 12/16/2021 4:37 PM |
| 665 | Too many decisions are imposed on teachers without their input on how these decisions will impact their classroom and students. I'm also very concerned about the lack of arts leadership at central office. The arts department should receive the same consideration and attention as athletics. The arts teachers deserve quality, consistent leadership that is present and knowledgeable on arts education practices. | 12/16/2021 4:36 PM |
| 666 | No | 12/16/2021 4:36 PM |
| 667 | I don't think it's fair that we aren't evaluating the DISTRICT. My school is great but this district is trying to bleed us dry. There should be additional questions about district effectiveness, | 12/16/2021 4:35 PM |

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because there is very little the district does as a whole that's effective or helpful.

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| 668 | We need more teacher assistants. They are a valued and important part of the school community. They are a teachers right hand. | 12/16/2021 4:32 PM |
| 669 | Not now. | 12/16/2021 4:23 PM |
| 670 | The school board and senior staff have no clue as to what happens in our schools because they never visit. They wear blinders to real issues. People are going to leave teaching in large numbers next year. | 12/16/2021 4:15 PM |
| 671 | The communication from district leadership has been poor for the past two years. Last minutes decisions/changes make effective planning very difficult. It frustrating for staff, students, and parents. | 12/16/2021 4:07 PM |
| 672 | Not at this time | 12/16/2021 4:07 PM |
| 673 | None | 12/16/2021 4:05 PM |
| 674 | I do not feel that teachers in NHC are treated as professionals; jeans days are not a solution to low morale. Decreasing the number of students in ALL classes would be a great start. Not all teachers are treated equally. High school teachers are not held to the same days/hours requirement as elementary and middle school teachers. There are numerous days without students; exam days, ACT days, etc. How are the high school hours met when there are days attendance is not even accurately kept on these days. Students are told if they come on certain days, they will have to sit in the gym. Elementary and middle school teachers are left to babysit their students after state testing at the end of each year. ALL schools need to either maintain a regular schedule for students on testing days or ALL schools need to release students early on testing days, and allow students who are finished testing to stay home with no absence recorded. Workdays at the beginning of the school year should be protected for teachers to plan and ready their classrooms, not fore district planning. Also, there should be workdays at the end of each quarter. Taking action to implement these suggestions would be a positive step in supporting our teachers. | 12/16/2021 4:00 PM |
| 675 | No | 12/16/2021 3:53 PM |
| 676 | . | 12/16/2021 3:53 PM |
| 677 | No | 12/16/2021 3:40 PM |
| 678 | I spend lots of time to make sure my job is done right. I fulfill all my professional obligations, make sure our families feel supported, and provide a safe and respectful environment for my students. Our state needs to pay teachers more or they are going lose teachers like me. | 12/16/2021 3:40 PM |
| 679 | No but yes...but I dont think it would matter. | 12/16/2021 3:38 PM |
| 680 | I am extremely happy at my school and look forward to coming to school to be with our students and staff. However, I am VERY disappointed in the district and how it is being run. We are not treated as professionals by the senior staff at the district level. This has been a horrible 2 years. I have been in this county for a long time and have never felt this way before. | 12/16/2021 3:34 PM |
| 681 | . | 12/16/2021 3:31 PM |
| 682 | Not at this time | 12/16/2021 3:31 PM |
| 683 | We need at least one workday per 9 weeks and it should be required that schedules allow for the meeting of staff during the school day in addition to planning once a month. We do not need any new programs or requirements in near future as plates are full. Admin at main office as well as in buildings should offer to cover classes for staff to meet and plan. This would allow you all to experience what the teachers do each day. Not just observe. Classroom teachers should have autonomy to leave campus as needed as professionals and get a meal for example. Educators are some of the most poorly treated professionals, with many other companies now seeing the value of self care and employee perks. Value us. Esteem ... we are in the trenches. Respite from classroom behaviors is imperative for mental health. | 12/16/2021 3:28 PM |
| 684 | No additional comment | 12/16/2021 3:28 PM |
| 685 | None | 12/16/2021 3:28 PM |
| 686 | Class sizes more than ever need to be further reduced. Students are in crisis all over the | 12/16/2021 3:27 PM |

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county and behaviors and mental health are impeding learning for students and peers. An alternative school is needed for students with significant physical aggression because our teachers are getting battered even with lots of support. It seems like administrators have been beaten down (except for the new principals) because in some cases I have definitely seen the poor morale trickle down negativity wise into schools and staff. Administration also need more PD on working with students with behaviors!!

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| 687 | I enjoy teaching and being with kids but I feel as though my job is not to teach anymore, it is to babysit and deal with behaviors. I take pride in my positive classroom management and when I do have a well behaved class, district expectations are risen and micromanaged for me to focus on testing and data, rather than teacher children academics and life skills. | 12/16/2021 3:26 PM |
| 688 | I feel that the central office level make decisions without little or no input from stakeholders. As well as roll out new initiatives (often) with little input or support. Also the district continues to gain more control at central office level making several situations more complicated and Confusing for staff who are working tirelessly to just teach their students. More local level control would support teachers more. | 12/16/2021 3:25 PM |
| 689 | Our administration is drowning and need help. | 12/16/2021 3:25 PM |
| 690 | Leadership struggles to organize and execute the things needed to support our student population. | 12/16/2021 3:24 PM |
| 691 | Too much testing. Not enough accountability on students/parents. | 12/16/2021 3:24 PM |
| 692 | NA | 12/16/2021 3:24 PM |
| 693 | No | 12/16/2021 3:23 PM |
| 694 | Covid mandates are becoming overbearing. Teachers are still not able to have students eat in the lunch room which leaves teachers with zero lunch break to collaborate or have a minute to themselves. Our planning time consists of cleaning our rooms for Covid and meetings. Teachers are not able to collaborate or prep/plan accordingly. After school the students can not be dismissed to leave due to Covid protocols so students are waiting to be called for dismissal in their Homeroom class. This makes it so teachers have to stay in their room 30-45 minutes longer to take care of students when they could have used that time for meetings, parent phone calls, and planning. By the time teachers are alone to plan/prep it's almost 3 PM and they haven't begun (Students are dismissed at 2:10). | 12/16/2021 3:22 PM |
| 695 | None | 12/16/2021 3:22 PM |
| 696 | Very old technology un building. Classrooms have different projector/ board configurations. Several classrooms are currently without any electronic boards/projectors. Make it difficult to collaborate and share materials with colleagues. | 12/16/2021 3:22 PM |
| 697 | Priority schools deserve and need the priority school stipend. | 12/16/2021 3:21 PM |
| 698 | This is not the year to focus on improving test scores. | 12/16/2021 3:20 PM |
| 699 | There is way too much in classroom teachers right now. So many new and prescribed curriculums while also dealing with social and behavioral challenges. | 12/16/2021 3:20 PM |
| 700 | No | 12/16/2021 3:19 PM |
| 701 | No | 12/16/2021 3:13 PM |
| 702 | None | 12/16/2021 2:59 PM |
| 703 | na | 12/16/2021 2:47 PM |
| 704 | I have felt terribly disrespected and undervalued this year. Here are the many reasons as to why. I thank whoever is reading this in advance for taking the time to reflect on this. In the first time in 10 years working here at [REDACTED] our discipline students are now allowed to use any faculty bathroom because they can't control their behavior in the student bathroom. I asked very politely if the they could use just one designated staff bathroom and I got a very nasty email back from one of our TA's that they would not be doing that and they would use whatever staff bathroom they were near. [REDACTED] set up two days to come to our school to see an "inquiry lesson" that the district has placed so much emphasis on. Both days we had designated for [REDACTED] to come in and observe and participate in these lessons, he never showed and never emailed us as to why. I'm so glad I spent days prepping for this and then | 12/16/2021 1:59 PM |

three days of class time dedicated to the lesson. This also put me behind the pacing I was very much trying to stay on. Maybe the focus should just be on me covering the content that I'm actually required to teach. Testing the students with NC check ins and SCA's is ridiculous. I had to give one last week, one the week before and one today. Whoever is requiring all of this unnecessary testing has no idea how it impacts our school schedule, lesson pacing, and student behavior. Staff have to get here super early on those days (this week it was 3 days in a row with a 4th to be here for morning duty as well) to help log students into their tests. The SCA's are so stupid as well. The teachers haven't even had time to teach (it's not even on their pacing guide yet!) what those tests test on and the students get freaked out and worried that they missed something! Some don't even care about it because they know it hasn't even been taught yet. They are seeing through these dumb tests so clearly now. Who's stupid idea was this? Clearly someone who hasn't taught or truly cares about our students and teachers. This is just to look good on paper so they can get a gold star of approval because they look like they are doing all the right things. Maybe this individual can come to our school and help students log into their tests every week, three days a week. Our [REDACTED] principal means very well but she comes across as terribly unorganized and unprepared to be in a public middle school environment. She gave our students way too many freedoms at the beginning of the year and now us teachers have to deal with those consequences. Ex: Not enforcing dress code (I just saw a young lady's butt cheeks popping out of her very short running shorts. I do NOT feel comfortable one bit in dress coding her in fear I will get accused of inappropriate conduct. This is a fear MANY of us share here and so, student's boobs, butts and mid drifts show on a daily basis. Cell phones were allowed in the hallway for the first 3 months of school and in classes because "the students are addicted to them". This has caused several terrible brawls at my school in which myself and other staff members were involved in and injured. The biggest brawl went viral because it was filmed as the students were still allowed to have their cell phone out in the hallway. Our principal has tried to tighten up on this now however the tactic, in my opinion, would be to tighten things up at the very beginning of the school year and not try to do it in the middle of it. Morning and afternoon announcements are inconsistent and cold which makes planning for the start of the day and for dismissal stressful and unorganized. The students have noticed too. They don't even take it seriously anymore. Admin hasn't been around to observe me yet and it's almost Q3. I've asked for them to please come to one of my worst behaved classes to help with discipline only to see my principal pop in and out very briefly and usually to the classes I don't have a problem with. Is admin swamped with required paperwork, etc from central office that they don't have time to come observe us and help with discipline? On a personal note. I am currently obtaining my [REDACTED] [REDACTED]. I am able to be hired as a public or school librarian while I finish my last few classes. I applied for the [REDACTED] at [REDACTED] and got the interview. When I told them that I was a teacher at [REDACTED], they checked with someone in Central Office and that person in Central Office said that they couldn't interview me because I hadn't [REDACTED] and 2) [REDACTED]. I then applied for and interviewed for the in [REDACTED] position at my school to be told pretty much the same thing. That they would have to find someone to fill my position if they used me for that new one. When I inquired about the transfer I told them that I hadn't done that back in March's short timeframe for transfers because 1) I didn't [REDACTED] [REDACTED]. No care or understanding was taken at all in regards to us teachers still here at [REDACTED]. The window for transfers was closed to us after learning about these huge changes that would be happening. [REDACTED] even said to me, "Oh yea, I didn't think about that." Did anyone think for one second that perhaps the staff here at [REDACTED] might want and NEED a new change of scenery? A fresh start? A new surrounding? New memories and work environment? For shame! So now I'm being told that I can't fulfil my dream of being a librarian because I didn't put in a transfer last year and that they would have a tough time finding someone else to do my job. My resignation papers are under my computer in my classroom as I type this. The message I very clearly got from NHCS (and literally from [REDACTED]) is that I need to resign my position in order to pursue my dream. You would think that NHCS would try to retain its extremely valuable talent by making it possible for its staff to apply for, interview and move into a position they would be more successful and happier in. This school district, superintendents, DPI and our school board has yet to impress me in the eleven years I've been working for them. I can't wait to get my pension in a little over 2 years and be done with NHCS. For now I'll follow the advice from my therapist who I see twice a month and my mother: Just do the bare minimum and take off work when you need and want to. This was never my philosophy before however it's the only thing keeping me in this classroom right now. Again, thank you very much to whoever might be reading this. I really appreciate that.

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| 705 | No | 12/16/2021 1:26 PM |
| 706 | NHCS is segregated and the teachers are treated differently. Schools that "run themselves" don't seem to have the same pressure put on them to comply with curriculum/other expectations. Ex: Title I school teacher slapped on the wrist for not doing RF lesson perfectly, but Non-Title I school teacher can have a room transformation day and not do any RF that day. Title I school teachers have admin and coaches at every grade level planning, but Non-Title I schools have had admin/coaches at 0 grade level planning. Taking away all teacher autonomy for lesson planning has really put a damper on morale. Some teachers thrive on being creative. I understand the need for equity and for a transient student, having all schools doing RF/WF/Eureka helps with that, but teachers are just robots at this point, reading from a manuscript day in and day out. There is no motivation for district growth. If you move to a lead position, you lose National Boards, don't have PTO, and don't get a significant raise? Why would anyone want to try to grow? | 12/16/2021 12:18 PM |
| 707 | N/A | 12/16/2021 12:03 PM |
| 708 | I have been an educator in New Hanover County for the past 8 years. I used to take pride in the fact that I work in a great county and at a great school. However, over the course of the last year and a half, almost two years now, I have never felt more overworked and underappreciated. Through the mandated curriculums, unnecessary amounts of paperwork, and too many meetings to count I feel as though I can no longer do my job effectively. As a result of these things, as well as, strong opinions from the community trying to dictate what we teach in our classrooms has many of us feeling that we are no longer respected as professionals. Several of my colleagues, who were excellent teachers, have left the profession and I expect more to leave if things do not improve. | 12/16/2021 11:51 AM |
| 709 | not at this time | 12/16/2021 11:43 AM |
| 710 | This survey was hard to answer due to the fact that we are on [REDACTED] [REDACTED] Additionally, please know that teacher burnout right now is so real across the district, state, and nation. It is heartbreaking to see, and I fear we will be losing so many amazing educators if things do not change. I continue to not have a break from my students from 8:30am-2:30pm since they are still eating lunch in the classroom. Please don't add to our plates right now--if anything, we need things lifted from them. Thank you for taking the time to gather this feedback. | 12/16/2021 11:14 AM |
| 711 | No | 12/16/2021 11:09 AM |
| 712 | . | 12/16/2021 11:08 AM |
| 713 | I love working at this school but am disappointed and saddened that our new, wonderful principal was set up for failure by not being able to replace our [REDACTED] Our principal is doing a great job as a leader but she is ONLY ONE person. She is being spread way too thin. I understand that our school is a smaller school and according to whatever formula was created we do not have enough students to require an assistant principal; however, our school is a lower performing school with a high number of at-risk students and students with extreme mental health issues. The reduction in leadership has not only set up our Principal for failure but our teachers and students as well. We need extra support in our school! | 12/16/2021 11:06 AM |
| 714 | Our pay is still not where it needs to be especially for those of us with 25 years of service and climbing. I feel like the incensives are only given to new or fewer years of service and not those that have dedicated over 25 years of service. Please work on this. Thank you | 12/16/2021 11:01 AM |
| 715 | none | 12/16/2021 10:48 AM |
| 716 | Less meetings | 12/16/2021 10:30 AM |
| 717 | There is absolutely zero autonomy in this school/county anymore! We are forced to teach all scripted curriculum (that we did not have a choice in) to fidelity each day. It is so bad, that we are questioned right down to the minute if we are not teaching the exact subject, the exact way as our grade level team, at the exact same time on the schedule. I am not allowed to make a decision as a professional to teach a concept longer or introduce something new the students are curious about because fidelity is demanded at all times! The powers that be decided these programs/curriculum are so "amazing" that we are not allowed to supplement or change anything. We are told that we can "make it our own", but then we are questioned and hounded if we do. The truth is that these programs are awful. Teachers can create lessons far superior | 12/16/2021 10:28 AM |

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to the lessons in these curriculums that the county has spent exorbitant amounts of money on! If anyone has truly done the research on the Fundamentals programs, then they would be aware that they do NOT align with the Science of Reading. In fact, the SOR should NOT be a piecemeal group of programs. Eureka is so extremely advanced and "over the heads" of our students. Parents do NOT like the program and it is very confusing for them. When parents cannot help their children at home than the program becomes an issue! On another very sad note: we were told that we were NOT to stray from our curriculum the week before Winter break!! No holiday fun with our students - how awful for our poor kids!! Our autonomy and all creativity has been completely stripped from us! It is depressing and my colleagues and I have had enough! I am with students from morning to dismissal with zero breaks. We are with students for recess, at lunch and are either meeting during our planning time or assisting a student with their needs. So we never have a break! Lunch is not a lunch when you are fielding student behaviors or needs. Plus, we get maybe a 15 minute time to eat after assisting students through the line. My colleagues and I rarely have time to use the bathroom throughout the day! What kind of career professional doesn't get time to deal with the most basic of needs?? We are expected to just deal with it! Our county/schools are extremely "top-heavy". We have way too many positions that are labeled MTSS or Coaching! These employees need to be working with children each and every day. Teachers with college degrees do NOT need coaches! If the county wants to have "Coaching" positions, than they need to be working with children and not teachers. It is a waste of time, and money, and makes everyone feel that their degrees are NOT ENOUGH. The teachers that I know are always doing research and PD on their own to keep up with best practices. We do not need "coaches" for our teachers. Please stop spending money on these positions and put that money into more classroom teachers. Walk-throughs - What is going on in this county? Every teacher I know is working their hardest and yet we are being treated like garbage. On a daily/weekly basis, my colleagues and I have: admin, county lead teachers, coaches, or EC teachers conducting walk-throughs in our classrooms. The message we get: that we are not good enough to do our jobs without being checked up on constantly! I don't know of anyone in our school, that is not giving their ALL to educate and care for children! Yet, we are treated like we can't be trusted! These walk-throughs not only demean teachers, but disrupt the flow of the lesson, and always distract the students. Enough is enough. Salary/Bonuses - While we all know salary schedules are a State decision, it doesn't make it anymore depressing or a "slap in the face" that I am receiving a 1.25% increase! I have NOT had a step increase in years!! The fact that NHCS would not give us our bonuses from the STATE before Christmas is extremely disheartening. Other state employees will get theirs, so why not teachers? All we have heard is excuses about this instead..... My fellow teachers and I have heard all about most counties in NC that are giving their teachers and staff anywhere from \$1,000 - \$5,000 bonuses before Christmas. These counties gave out bonuses earlier in the year or last year as well, but they chose to show their APPRECIATION AGAIN! News of Covid Retention Bonuses being given out all across our state, but nothing in New Hanover. What is wrong with our county? Why are you not stepping up to the plate to use funds to give much needed bonuses to teachers, assistants and other school staff?? Most of us use these bonuses to make ends meet in addition to the 2nd or 3rd jobs we have to work. We are all overwhelmed and are drowning - the lack of recognition from NHCS is very telling unfortunately. We have resignations happening at an alarming rate (not only at our school), but all over the county. What is NHCS going to do to help alleviate this? A great step would be to look at all of our concerns, take action on all of our concerns, remove a good chunk of items from our plates and HELP us!

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| 718 | Teachers are over worked and undervalued. We need smaller class sizes and more support staff. | 12/16/2021 10:06 AM |
| 719 | Not at the moment. | 12/16/2021 10:01 AM |
| 720 | Please consider re-consider the way that leave is given to staff and faculty. | 12/16/2021 10:00 AM |
| 721 | Some of these questions were focused on administrators and not the district. I DO feel supported by my administrators but I DO NOT feel supported by the district. I feel taken advantage of and completely unsupported by the decisions made by the district and school board. My admin tries to make things better but her hands are tied by the district. We are losing AMAZING teachers to the profession. This is unacceptable and CHANGE NEEDS TO BE MADE ASAP. Please start to value us, see what we do each day, and respect us as professionals. I can promise you, teachers, across the district are gems and we need to learn to respect them or we will regret it!! We are fed up and can't take much more. Give us a break and understand that because of the pandemic we are all in a position where we have never been. TIME TAKES TIME! We need TIME to help close the gaps, we need support, we need to be trusted and we need the blame taken off us and focused on the true issue. These | 12/16/2021 9:56 AM |

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students have not had a complete school year in 2 years, we can't expect them to be where we want them to be, but if we trust our teachers to do the job then, maybe, we can get them to where they need to be. Please take this into consideration when making decisions for the district.

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| 722 | The only administrator that has made this job miserable and has created a toxic work environment is [REDACTED]. [REDACTED] has not demonstrated a great level of support as an administrator nor has [REDACTED] attempted to build relationships with [REDACTED] staff (or maybe [REDACTED] has?) but only with [REDACTED] selected preferred staff. [REDACTED] talks poorly about staff members to other staff members and spreads negativity to our staff. Creating real divisions across the grade levels. [REDACTED] is a blessing to [REDACTED] [REDACTED] is a great leader and does a great job in helping our school succeed in any small way it can. | 12/16/2021 9:46 AM |
| 723 | No | 12/16/2021 9:44 AM |
| 724 | I do not feel valued by the board after 25 yrs. of service. No bonus, much of the supplement (almost half) is taken away with taxes. | 12/16/2021 9:33 AM |
| 725 | NHCS does not offer the support or continuum of EC services to best meet the needs of our current students, at [REDACTED]. Our IBS services are beyond stretched. Students requiring 1:1 para educator support and/or more intense IBS services are NOT receiving them. | 12/16/2021 9:31 AM |
| 726 | n/a | 12/16/2021 9:27 AM |
| 727 | Teachers need a lunch break and an hour planning each day with the level of work the county is assigning. | 12/16/2021 9:27 AM |
| 728 | I feel like decisions that affect teachers are being made without our input and our concerns are not enough to initiate reconsideration. For example, the new finance and contracting procedures are making it incredibly difficult to run events at the school level; next year's schedule goes back to the "tourism is more important than test scores " model; the implementation of policies across the board, for all disciplines, even when they are counter-productive for some. | 12/16/2021 9:25 AM |
| 729 | The time Commitment teachers are expected to make is ridiculous. We are absolutely expected to work past eight hours each day. many times my schedule does not allow me to have any bathroom breaks. Expectations from the district level seems to be constantly changing and too much testing is expected from third grade! | 12/16/2021 9:24 AM |
| 730 | This has been a really tough year. Communication is so important, and I feel it is lacking in my school. There also needs to be more structure in place to give students boundaries and to hold them accountable. | 12/16/2021 9:23 AM |
| 731 | I enjoy teaching. I've always enjoyed working for this county and my school. Things started to dramatically decline in Oct. of 2020. Some of it was obviously due Covid. However, unnecessary stress was added with county mandates such a flipped classroom, mandatory county curriculums, required meetings, and frivolous paperwork. It's discouraging to have people outside of the classroom trying to dictate how we teach. This has caused a huge turnover and even more stress. My school is still trying to regroup as we adjust to new administration. | 12/16/2021 9:19 AM |
| 732 | N/A | 12/16/2021 9:12 AM |
| 733 | I do not feel valued or respected as an employee of NHCS. | 12/16/2021 9:11 AM |
| 734 | too much covering of other teachers' classes, too much focus on testing instead of learning, too much paperwork heaped on teachers, they are stressed, tired, and frustrated | 12/16/2021 9:11 AM |
| 735 | .. | 12/16/2021 9:11 AM |
| 736 | My principal and the staff that I work with as well as the district department staff that I work with are some of the most amazing educators I have met and have a passion and love for this job. Leaders above administration in our building seem out of touch with the realities that are a "post-covid" world. Teachers in the elementary buildings get less than 40 minutes of planning time each day with 4-6 subject areas to prep for, daily. ALL children have extensive needs right now in the "post-covid" world. Children have not matured at the speed that they normally did prior to schools shutting down in 2020 and it is reflected in their behavior each and every day. Our 5th graders act more like 3rd graders, middle schoolers are acting like 4-5th graders and high school students have the mentality of middle schoolers. If we do not address the social | 12/16/2021 9:10 AM |

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and emotional needs of our students AND teachers (our social and emotional needs are important too) we aren't going to get through to anyone academically. We need more than training and programming. We need actual humans in the building. Students don't need more time being tutored and having academics shoved at them, they need to know that they are safe, loved and that they are more than a test score. We need a district that values children and staff members more than test scores or other data points to make names for themselves so that they can go elsewhere. With the new jobs that have been created since [REDACTED] has been in his position, we could have additional personnel in the school buildings, not as PR staff or other central office positions. Let's prioritize our staff members and children.

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| 737 | <p>I have worked for the district for more than a decade and in that time I feel like I have seen it all. What is very concerning to me is the lack of support staff each school currently has. If you would like to create more time and lower ratios in the classroom EVERY teacher in K-3 should have a paraeducator. 4-5 grade teachers should share one paraeducator for every two teachers. There isn't enough planning time, duty-free lunches, and small group instruction because there are not enough teacher assistants. Furthermore, the enrichment staff should also have an assistant to bounce around and support their clerical needs, not to mention cover as their sub in the event they're out. When paraeducator positions were slowly eliminated years ago due to the recession, it was the demise of NHCS' quality education. You cannot have teachers spread paper-thin and expect that students will still get the education taxpayers think they're getting. The sub-crisis this year is ridiculous. When the few paraeducators my school does have are required to fill in for absent teachers the result is going seven hours without a bathroom break or a chance to check your mailbox in the office. Let me also share that the general appearance of my school is horrible. Paint in falling off the walls inside and outside the building. Visible rotten wood and missing stucco are what greets parents in our car line. Our playground is an unsafe sandpit. While monitoring students on the playground I also have to be vigilant that people from the community do not walk around our campus...why does my school not have a fence around the playground? My school is frequently dirty. The filth of the bathrooms, hallway, and floors is unacceptable. I am supposed to do my job and there be someone to substitute my position, however, when a custodian is absent there is no one to fill their position. My school frequently has one or more custodians absent. This year alone I can name at least a week where there was NO custodian! We are still in a pandemic and my desk are only cleaned if I clean them. The water fountains in my school are still closed. Therefore, if a student does not bring a water bottle they have no way to get water. I brought this up to my principal and his response was that the county was not providing cups. It is a public health crisis when you have elementary school students dehydrated because they cannot get water after recess and PE. I have bought paper cups with my own money so these children do not suffer. Instead of rolling out one new program after another, why not focus on the small things first. I truly believe that test scores and data will show that it isn't the educational programs that the county purchases that will produce the greatest results, but the sheer amount of people we have working together to educate our youth. Support teachers and schools and hire more paraeducators and custodians. I am burnt out doing my job combined with the job of others.</p> | 12/16/2021 8:37 AM |
| 738 | <p>Administrators aren't told information clearly from the district. Our [REDACTED] isn't clear on what the vision he has for our district. All he wants is data points, and then blames others if those points aren't showing what he wants. This district has their hands in too many instructional programs that teachers can't teach or intervene on student's needs like they should. Instructional coaches are used to track data rather than to teach like they used to. The best role models are those that make their faces known in a school building. Our district hasn't shown this since [REDACTED] was here. We need a leader in this district and sad to say we do not have one!</p> | 12/16/2021 8:31 AM |
| 739 | No | 12/16/2021 8:26 AM |
| 740 | No | 12/16/2021 8:23 AM |
| 741 | <p>I would feel more confident and happy in my work environment if Admin were visible and present throughout the day. Also with more thorough expectations, planning and follow-through of commitments.</p> | 12/16/2021 8:21 AM |
| 742 | <p>I have been teaching for almost 20 years, and have been fortunate to teach under some amazing administration. However, I have never experienced a person such as my administrator before who degrades and speaks down to his staff. Not only is he disrespectful and doesn't do anything to support the staff - he is rarely even here. And often times just leaves. I was forced to change my PDP at the beginning of the year to goals I know cannot be met. I feel as though</p> | 12/16/2021 8:21 AM |

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he doesn't even know what I do nor does he care. I have yet to have an observation, and will not sign a "fake" one this year. He has his favorites, and it's obvious when he hires someone and the entire interview committee said no. I once observed him speaking to a child about a behavior issue, and he continued to bully this child and spoke so rudely to him. I am honestly surprised he is still an administrator. It's beyond time for a change.

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| 743 | I realize a lot of the unrealistic expectations on staff are coming from the state and local school board, but we are losing good teachers good ones because of these working conditions. | 12/16/2021 8:13 AM |
| 744 | Please allow teachers to create the school calendar. | 12/16/2021 8:08 AM |
| 745 | Not at this time. | 12/16/2021 7:57 AM |
| 746 | Not at this time | 12/16/2021 7:20 AM |
| 747 | I feel our admin are working very hard, but are dealing with a mess left by our previous admin and also the consequences of remote learning. Discipline issues are RAMPANT and overwhelming. We're all trying to deal with them but there's just so many. | 12/16/2021 7:20 AM |
| 748 | Please provide full time TA support in the younger grades, adequate planning time throughout the day which don't involve meetings, and provide time for us to complete LETRS. There is way too much on our plate. I feel like my hands are tied with all the required curriculum and we are not allowed to work from home on LETRS 12/21. That is why I feel I have no autonomy. It does not make me feel valued or trusted to do what I know what I need to do. I do not have child care that day, so I will be working for free at home...once again. I work at least 50+ hours a week. I am at school from 6:40-4:15 most days. I then work in the evenings and on weekends. I am not sure how I am suppose to do LETRS on top of it. Thank you for asking for the staff's input and I hope you listen and consider all of it. I love these little people I work with everyday and they are the reason I have stayed this year! I also love the people I work with. I love my school, but the county needs to make some changes. Lessen the load on the teachers' plates, hire more TA's, and get some subs. Thank you | 12/16/2021 6:18 AM |
| 749 | Much has changed over the past 20+ years, except for the salaries. | 12/16/2021 5:57 AM |
| 750 | I feel valued at my school but not by the county. The behavior of students is increasing in problems, we are short staffed and our coaches are being pulled in a million directions. | 12/16/2021 5:31 AM |
| 751 | PBIS works, but if we only focus on positive and we are not allowed to give consequences for negative behaviors those behaviors escalate. Taking away a Dojo point will not scar a child for life. Parents should be notified. Taking away an assistant principal and splitting those responsibilities between people who should not be doing them (ie handling student behaviors) causes there to be a lack of consistency, there is often not someone to handle the behaviors and the students do not have a relationship with the school leaders. [REDACTED] is setting any [REDACTED] up for failure. She has a staff drowning in work and problems, but unfortunately she can't help us because she is so busy she doesn't even have time to complete her own tasks. | 12/16/2021 4:47 AM |
| 752 | There is no way to balance professional and personal life. We have so many expectations and most of my time away from school is spent doing school related tasks. | 12/16/2021 2:07 AM |
| 753 | There is way too much on the teachers plate, from constant testing to new curriculum programs, grading, student behavior, etc right now. We continue to be given new and more tasks, but are not given any relief. | 12/16/2021 1:54 AM |
| 754 | . | 12/15/2021 11:14 PM |
| 755 | -I have worked in this district for 20 years. When I started I was able to teach my children in ways that helped them to grow as learners in a way that worked for them. Now I am not allowed to make most decisions about how to teach my children. My teaching is dictated by the county and enforced by not only my administrators but also the many 'coaches' that are employed at each school. There is absolutely no autonomy in teaching anymore. -Please take note how top-heavy our county staff is. We need teachers and TAs that work with students. We have so many teaching positions being used for coaches and MTSS personnel and who never work with children. At my school alone, we have 2 coaches and 2 MTSS employees that could be in the classroom. Do you realize how much smaller our class sizes would be with just those people working with kids? We are teachers and know what we are doing. We are just serving way too many troubled kids at any given time. Reduce class sizes by putting more money on classroom teachers and less on coaches and MTSS people. -Our demands as | 12/15/2021 10:12 PM |

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teachers have increased at least doubly since I started 20 years ago. Not only do we have to be with children the entire 7.75 hours that we are at school, (including lunch, recess, taking care of individual students during planning) but our workload has increased because of all the data we must provide constantly to 'prove' that we are doing all the requirements of the county 'with fidelity'. I either have to stay at school for hours each day after my students leave, or take the work home. On weekends I must do my 'planning' (which really isn't planning since our curriculum is scripted and dictated in all subjects; planning is more of a copy/paste of curriculum from the 'canned' programs our county buys into 'planbook' for the benefit of all the people that walk through our classrooms, so they can see if we are doing exactly what the teacher next door is doing at exactly the same day and hour). -Testing ... it is all we do. Everytime we turn around we are required to test these students. State tests, county tests, short cycle assessments, curriculum assessments; it never ends. "You can milk cows every day, but if you never feed them, the quality of their milk is going to decline and cease to produce." -This district gives entirely too much power to principals. Working at the same school for 20 years, I have had many principals. Principal #1 may like you and you are a great teacher. Then Principal #2 comes in and doesn't especially like you, and suddenly you are a mediocre teacher. A couple of years later a third principal comes in and has favorites. You become a poor teacher in his/her eyes. Then a 4th principal comes in and suddenly you're back on top. This job is a roller coaster of self-esteem, depending on the personality of your principal and the professionalism that said principal exhibits (or doesn't exhibit). -The teachers at my school love their students and work extremely hard to teach and love them. It is a difficult job, made much more difficult by having our hands tied by the decisions the county makes that limit our ability to use the professionalism that we possess. In Elementary School in this county, currently, our Phonics, Reading, Writing, Math, Science, Social Studies, and Social Emotional Learning are dictated by a chosen curriculum and the time (to the minute) that said curriculum must be taught each day. So, if my group of kids is struggling with a math concept this week, and I professionally know what I need to do to remedy that situation, I can't. Because we have a master schedule that must be adhered to down to the minute, I can not alter my teaching. Because of the walk throughs that occur daily by coaches, MTSS staff, administrators, and county leads, I must stick to that schedule and dictated curriculum even if I know it is not what is best for my kids. If I am teaching standards in a different manner because I know it will get my kids to where they need to be, I will be questioned/criticized for not "teaching the curriculum with fidelity". -I am a professional but am not treated as one. My instinctual and experienced grasp of teaching has been taken away and is being stifled in all ways.

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| 756 | Expectations are increasing without support. It has gotten very difficult to keep up with the increased workload. I constantly need to stay very late and take work home just to keep up. | 12/15/2021 3:18 PM |
| 757 | n/a | 12/15/2021 2:41 PM |
| 758 | Need more work days scattered throughout the year. We cannot keep up. | 12/15/2021 2:28 PM |
| 759 | Metal detectors are needed for school entry; time was taken daily last year to screen for Covid; time can be made for weapon screening; There are still 10 minutes added on to every school day....still unsure why. | 12/15/2021 1:52 PM |
| 760 | It's hard to answer some questions. Here are a few observations. 1. Some classes are just the right size; others have far too many students. 2. Collaborative planning is scheduled. Keeping notes and required conversations boxes to be checked take away from the authenticity of team planning. 4. The 3:40 dismissal makes it very hard for teachers to plan appointments after school resulting in teachers taking more time off. | 12/15/2021 1:21 PM |
| 761 | ██████████ is truly a team. While there is always room for growth and improvement at any school, it's nice to be a part of a group of people who genuinely want to do the best they can for the students and each other. | 12/15/2021 1:04 PM |
| 762 | N/A | 12/15/2021 12:02 PM |
| 763 | no | 12/15/2021 11:27 AM |
| 764 | The climate of the schools in this county are extremely different from one school to another. I love my current school but have worked in others where I would have completely different answers for this survey. | 12/15/2021 11:23 AM |
| 765 | I feel under valued and under appreciated working for this district. I am very disappointed in the leadership at the county level (Board, Superintendent, etc.) in how they handle situations. I am | 12/15/2021 10:59 AM |

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INCREDIBLY saddened by what our [REDACTED] has said to local news outlets about home life of children and how it doesn't matter, how children should be growing, etc. [REDACTED] doesn't value teachers or understand anything about the Title 1 schools in this district. I have worked in 2 of the lowest performing schools in the district and the teachers at those schools are some of the best I have seen in my life. I would strongly encourage the Board or the higher-ups in the district to step into classrooms in Title 1 schools for a day and try to sub or see what it is like to be in the teachers' role for a day. I think it would be a rude awakening. I hear of other district's that value and respect their staff a lot more than this district does and it is very disappointing. I want NHCS to be a place where people want to go to work not leave and go to other counties or other professional areas. I do not think that we do a good job of caring for the people that matter the most- the people that interact with the children every day. This includes bus drivers, cafeteria staff, teachers, teacher assistants, etc. People are leaving the field at alarming rates and I am confused why it is not raising more concern from the Board and the higher-ups in the district. I am very sad about how things are being handled. When I first came here, I was so thrilled to be a member of NHCS ... honored really. Now it seems as if this district has become a joke. People watch the Board meetings for entertainment not for information. It is ridiculous. I think that student and Adult SEL needs to become a major priority of this district and FAST. There is so much pressure being put on everyone from the higher-ups that it is overwhelming and causing MAJOR mental health issues. Why is no one talking about this? Please DO something. LISTEN to the teachers.

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| 766 | Our administrators are green and/or lacks meaningful leadership. They are very kind and respect us, but do not appreciate the years of experience we as a staff have. Seeking our input with student changes and transparent communication with us needs to improve. | 12/15/2021 10:51 AM |
| 767 | It feels like the decisions made at the county office level are often made without input from the staff at the school level (who are the people who are actually doing the day to day implementation of the decisions). Perhaps the county could provide more opportunities for all employees to have input? | 12/15/2021 10:48 AM |
| 768 | It is almost unbearable at this point. I love my profession but the expectations and lack of resources are a terrible mix. I have seen so many excellent teachers quit/retire. This district has deteriorated over the years I have been here. I remain hopeful things will change. | 12/15/2021 10:03 AM |
| 769 | none | 12/15/2021 10:02 AM |
| 770 | For the purposes of this survey, I interpreted the word "administrators" to include the Superintendent and central office staff- not solely admin at school level. I also included consideration of recently departed school level administration. In my humble opinion, our assistant principal has been the primary, consistent force of leadership over the past tumultuous 5 years. She has held our school's climate together as best she possibly could during extraordinarily difficult and unreasonably demanding working conditions. Her dedication and work ethic has been vastly overlooked and underappreciated, in my opinion, by central office leadership. The messaging that comes from [REDACTED] is consistently demoralizing to teachers who are working through extraordinarily difficult pandemic conditions with almost no district-level appreciation. | 12/15/2021 9:22 AM |
| 771 | no | 12/15/2021 9:10 AM |
| 772 | I find it frustrating and ironic that for the purposes of this survey I am considered a teacher (I am a librarian) but do not get paid for extra duty covering classes. I don't think the district understands our role within the school. I feel like my administrations' hands are tied. | 12/15/2021 8:00 AM |
| 773 | The earlier start time and later end time has been a challenge. Even though the school day is longer this has decreased the time for planning and preparation because the time supervising students increased. | 12/15/2021 7:58 AM |
| 774 | We have started TOO MANY programs at one time this year. It is difficult to be successful with all of them at the same time. The expectations are not realistic. I feel as if the board and other leaders (outside of our school) make decisions without enough input from teachers. | 12/14/2021 8:45 PM |
| 775 | No | 12/14/2021 7:51 PM |
| 776 | no | 12/14/2021 7:07 PM |
| 777 | na | 12/14/2021 4:36 PM |
| 778 | It is hard to teach effectively while trying to teach yourself two new programs as you go... | 12/14/2021 4:06 PM |

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Eureka takes too much time and reading instruction will suffer.

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| 779 | There are too many new programs being used, teachers are stressed and do not have enough time to learn new material AND train with LETRS. It is unfair that some certified staff in the school have duty free lunch AND planning daily and others do not have that same luxury. The expectations and work load this year is unlike anything I have ever experienced as a career educator. | 12/14/2021 4:02 PM |
| 780 | I feel valued at my school level, but not the district level. I am under-paid and my opinion of what I need for staff development is not heard. | 12/14/2021 3:48 PM |
| 781 | N/A | 12/14/2021 3:41 PM |
| 782 | Communication in this district is terrible. Divisions work against each other, they don't work together to help one another. Placing blame on the next person is common. Mental Health of STAFF and Students needs to be a priority. Unregulated teachers can't teach. Unregulated students can't learn. Academics/curriculums (especially brand new ones that teachers don't have time to learn) are useless without prioritizing mental health. Along that same line, suspension isn't helpful for children. | 12/14/2021 3:29 PM |
| 783 | I wish the county valued the teachers well being as much as the students. | 12/14/2021 3:29 PM |
| 784 | Teachers are expected to do too much. When there is not a sub for specials, classroom teachers do not have a break the entire day. An adult has to ask someone to go to the restroom - that is ridiculous! In addition, we sometimes lose our assistant (shared with five people) to work as a sub. Also, it is ridiculous for elementary teachers to have to take the very comprehensive LETRS course - on top of all of the new programs (Eureka, Zearn, Geodes, Social Studies Weekly, and Mystery Science). At the very least - elementary teachers should receive a stipend after successfully completing each unit. I understand this is a requirement from the state, and it is a good course. But it is too much with the other new programs - there should be some give and take. I am very efficient and organized, but I am at school 9-10 hours each day, and I often take work home. I have very little time for family and/or friends. I do not feel that we have good support from the central office or school board or the state. A bonus here and there is not enough - everyone should work in the trenches together! | 12/14/2021 3:25 PM |
| 785 | The letrs program was implemented at the wrong time when families and students are at their highest need from teachers and it takes up so much time to do. I am doing it but it was really the wrong time to implement this program. I am also upset that it has to do with our credits as I already had all my credits in place to renew my license and as a veteran teacher have already had this type of program and been teaching this way and using the science of reading. It really should have been implemented for new teachers or teachers who had not previously had such a two year long program before. | 12/14/2021 3:11 PM |
| 786 | Students need more discipline and teachers need to be supported when they need help with students. | 12/14/2021 1:57 PM |
| 787 | The violence and vandalism at the high school this year has been horrible. I do not feel fully safe in the school. The lack of planning and information coming from the district level has not been good. Why did we not find out what the schedule for final exams were until the week before we were to give them? That is not treating teachers as professionals. That does not give us enough time to prepare, nor the students enough time to prepare. These are just some of the reasons why I will not be returning in January...and I really wanted to love this job. I'm not the only one who is too stressed and unhappy. If something isn't done about safety and morale, a lot more teachers are going to leave. | 12/14/2021 1:49 PM |
| 788 | - | 12/14/2021 1:44 PM |
| 789 | 1. far to much time is spent on testing. It devalues the purpose of assessments. 2. My time is not valued and I am asked to do far to much with the time that I have. Resulting in nothing being done well. 3. Admin to staff communication is severely lacking. 4. The community's disdain and lack of respect for this profession has translated to the students. 5. The policy of "no lower than a 50%" has led to those students who do not care to choose to "take the 50%" and had disheartened the students who work hard to no longer see much of a difference in doing nothing and working hard. 6. Teachers have far less time to grade assignments well and correctly leading to many grading on completion. Those students who previously were producing quality work have been taught that it does not matter if they try or not, so they don't. | 12/14/2021 1:43 PM |
| 790 | If every NHCS school had a principal as supportive and genuinely nice to teachers, staff, and | 12/14/2021 12:58 PM |

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| | students, as [REDACTED] does, there would be little to no turnover in the schools. | |
| 791 | -low morale -poor support from admin from student incidents -have not been paid for extra duties | 12/14/2021 11:52 AM |
| 792 | Leadership at [REDACTED] is outstanding! | 12/14/2021 11:19 AM |
| 793 | There are quite a few meetings we have during planning that sometimes impact how much time we have throughout the day. We also have not had a duty free lunch in a few years. Administrator presence in the hallways during transitions would be super beneficial, along with administrators helping solve behavioral issues in the hall. Having administration to be more helpful in solving/backing up teachers daily with behavioral disturbances would also be greatly appreciated. This year has been such an adjustment and very difficult. The more the adults are involved being around actual children instead of other duties would be the most helpful. On another note, having multiple copy machines down because they are out of toner (since last week) with a building this large in very inconvenient for the planning time of teachers. We are all having to go to the front office and wait our turn, which takes up precious planning time. | 12/14/2021 11:08 AM |
| 794 | not that can be shared here due to fear of being individually identified | 12/14/2021 11:07 AM |
| 795 | Nothing to add | 12/14/2021 10:56 AM |
| 796 | none | 12/14/2021 10:08 AM |
| 797 | [REDACTED] are amazing. Central office and school board have no respect for teachers professionalism or safety. Lifting the mask mandate is an example of disregard for our safety. the push to decrease suspensions so that our data looks good fails to holds kids accountable and increases behavior problems. School wide reading fundamentals and History alive are not standards aligned, do not give children books on their grade level, and does not respect teacher's expertise and professionalism. Our central office leadership has no idea what they are doing and wasting millions of dollars a year | 12/14/2021 10:05 AM |
| 798 | N/A | 12/14/2021 9:58 AM |
| 799 | no | 12/14/2021 9:56 AM |
| 800 | NA | 12/14/2021 9:51 AM |
| 801 | None at this time. | 12/14/2021 9:50 AM |
| 802 | The superintendents decree of 50% on all assignments has artificially increased grades. | 12/14/2021 9:49 AM |
| 803 | This survey does not get to the heart of the problem. My school is a great place to work and for the most part the kids and parents are great too. The concern should be more focused on the real issue...there will without a doubt be a serious teacher shortage in the next few years. Why? Why is it that college students do not want to go into teaching? Well, I feel there are many reasons...but I feel the pay is the biggest issue. A single person out of college can not afford to live off \$35,000 a year...and at 15 years in \$50,000...and at 30 years in \$52,000???? That's a \$1000 a year increase each year for your first 15 years and then \$2000 total increase until you retire. People can not live off that especially at a profession that requires a 4 year college degree. Most finish with student loans and will struggle to pay them back. Gone are the days that teaching was a profession the wife worked for some supplemental income. Today, many people are raising kids in a single parent home or many are just choosing not to get married. How can these people live off our salary? Today students can come out of college and go into the tech field starting at \$75,000 easily. Why would they choose teaching. The stress alone of trying to make ends meet and then that compounded with the stress and demands of the job itself is just too much. I believe that now is the time for the state to make improvements, before it is really too late. I'm afraid for the future of NC education. Who will teach my kids kids? | 12/14/2021 9:48 AM |
| 804 | no | 12/14/2021 9:42 AM |
| 805 | I love my job, my co-workers, my administrators and most of all our students. | 12/14/2021 9:25 AM |
| 806 | none | 12/14/2021 9:18 AM |
| 807 | ? | 12/14/2021 9:13 AM |
| 808 | No | 12/14/2021 8:54 AM |

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| 809 | ██████ is a wonderful place to work, but many teachers are still feeling very burned out and are struggling with increased work demands and the frequency of district testing. There is a very positive, collaborative culture here at ██████, but I can see how teachers working in buildings without that strong culture are struggling much more than teachers here. | 12/14/2021 8:53 AM |
| 810 | Student discipline has much room for improvement. Lack of dress code and excessive cell phone usage has created a free-for-all environment and lack of consequences has led to a sense student entitlement with no fear of repercussions. Fighting has been at an all-time high at my school this year. | 12/14/2021 8:42 AM |
| 811 | The county/state has ruined the creativity and individuality of the teaching profession. From Open-Up in the middle school to Letters and Engage in the elementary levels, the county/state has forced teachers to disregard the Artisan approach that they paid for just a few years ago and replaced it with a robotic, boring curriculum that the students do not enjoy. And an unhappy student is a unproductive one. Nice work NC | 12/14/2021 8:32 AM |
| 812 | Over the last few years I have become more and more disappointed in leadership at the district level. There is less conversation with schools and more top down, "one size fits all" directives that don't benefit all the children in our system. | 12/14/2021 8:28 AM |
| 813 | I absolutely LOVE working at ██████ I feel supported, respected, and safe. Our administration is supportive and encouraging and respects my professional opinions and seeks my input in school decisions. Despite issues in education as a whole, I feel that our administration does their best to protect and support teachers at our school. | 12/14/2021 8:27 AM |
| 814 | no | 12/14/2021 8:26 AM |
| 815 | I am concerned with the programs in place that require teachers to use a script with the students. I am also concerned that teachers do not have the freedom to choose how they do instruction. | 12/14/2021 8:25 AM |
| 816 | no | 12/14/2021 8:16 AM |
| 817 | Trust us when we say we need help! Teachers aren't going to ask for things if they don't need them. EC needs more assistance to give these kids what they need behaviorally and academically. | 12/14/2021 7:48 AM |
| 818 | Not at this time. | 12/14/2021 7:39 AM |
| 819 | Nothing at this time. | 12/13/2021 10:34 PM |
| 820 | Thanks for getting us a new ██████ Best decision ever! | 12/13/2021 9:29 PM |
| 821 | There is not enough planning or PD time for teachers to get their responsibilities completed in a given day or week. Many, Many hours are required at home after students leave. Too many hours that leave very little personal time each day/week. | 12/13/2021 8:59 PM |
| 822 | We need more personnel support, smaller class sizes - there needs to be a maximum of 25 per class. The students' needs are just too much for what the district is expecting. | 12/13/2021 8:38 PM |
| 823 | I am proud to be included in the ████████████████████ community. | 12/13/2021 7:11 PM |
| 824 | Full time assistants in K-1 classes should be provided | 12/13/2021 7:11 PM |
| 825 | All staff who cover classes should be compensated . I do not agree with the extension of the work and school day. Teachers are now accountable for students from 8 am to 3:40. Pushing meetings and additional duties earlier (7:30am) and later (5pm). In the past year our teachers/staff have taken on 35 extra minutes with students daily. | 12/13/2021 7:00 PM |
| 826 | None | 12/13/2021 6:55 PM |
| 827 | I have not had a designated planning period in 11 years (2 different schools). I spend 2-3 weekday evenings and upwards of 6-8 hours on weekends to plan for instruction for 5 preps, 9 students' individualized work, 2 preps of remedial instruction, a mastery period, IEP compliance paperwork, and complete other school- and district-level prep due to not having an assigned, unencumbered planning period. I do feel valued by administration at the school level and by EC district level staff and the respect is reciprocal. | 12/13/2021 6:17 PM |
| 828 | NA | 12/13/2021 4:06 PM |
| 829 | ██████ could be a GEM of a place for high need students. It MUST be given resources it | 12/13/2021 4:02 PM |

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needs to help the immense social-emotional needs of our students. We need a full time mental health worker, CERTIFIED SEL coach and clinical social worker on staff. Without these things, we are failing our kids.

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| 830 | no | 12/13/2021 3:36 PM |
| 831 | It is disappointing to have changed to NHCS from a less progressive district to still have investments being made in programs and trainings which put the burden of change/improvement on teachers and administrators rather than investing in systemic changes (calendar, schedules, classified staff numbers and pay, infrastructure, discipline policies, grading policies, summative assessment format) which research shows have a significant effect on student learning and their perception of their learning experience. | 12/13/2021 3:33 PM |
| 832 | N/A | 12/13/2021 2:37 PM |
| 833 | Smaller class sizes would allow us to form stronger relationships with children, therefore allowing us to work on the social and emotional issues that our students face each day. | 12/13/2021 2:17 PM |
| 834 | n/a | 12/13/2021 2:16 PM |
| 835 | No | 12/13/2021 2:16 PM |
| 836 | NA | 12/13/2021 2:14 PM |
| 837 | This has been the most challenging and exhausting year in education. I am extremely grateful for the support and leadership of my administration. Some of the frustrations experienced at the school level could have been mitigated by clear and consistent communication at the county level. There is a general sense that people are out of touch with what is happening in our schools, and with the plethora of new initiatives and expectations people are overwhelmed. It is difficult to get a straight answer to questions about policy and procedural changes. There is either a lack of leadership or lack of communication to those who are asked to lead. Individuals we are asked to report to are often left out of the conversation and unable to provide the guidance necessary to do our jobs efficiently. As student support staff we are often consumed with clerical work that impedes our ability to monitor and support our students. Additionally, I strongly feel that our student support stipends for department chair, lead team, graduation coach, and Say Something, and [REDACTED] liaison should be reviewed. I am proud to be an employee of this district and I am hopeful that in the coming year there will be some improvement in delivery and implementation of new initiatives. | 12/13/2021 2:14 PM |
| 838 | Too much pressure placed on test scores is not preparing our kids for life | 12/13/2021 2:12 PM |
| 839 | If we don't take time to build the culture we want, we will be drained by the culture we have. [REDACTED] | 12/13/2021 1:50 PM |
| 840 | There seems to be a culture of distrust in this school district. It doesn't feel safe or encouraged to share dissenting opinions. | 12/13/2021 1:24 PM |
| 841 | Not a this time | 12/13/2021 12:44 PM |
| 842 | na | 12/13/2021 12:25 PM |
| 843 | na | 12/13/2021 12:00 PM |
| 844 | no | 12/13/2021 11:51 AM |
| 845 | This year has been a rough transition, losing [REDACTED] administrators, along with several amazing teachers. Our school is not the same place it was when I started here 16 years ago. I am starting to feel better now that the dust is settling, and my classes and teammates are great, but we are not the same overall family that we used to be. The adults seem to be held to a much higher standard than ever before, while the students are not held to much of a standard at all. | 12/13/2021 11:24 AM |
| 846 | Not at this time | 12/13/2021 11:09 AM |
| 847 | none | 12/13/2021 11:05 AM |
| 848 | none at this time | 12/13/2021 10:37 AM |
| 849 | The Reading Fundamentals Program does not provide the level of rigor that I am use to giving my students. I can see the benefits of having it as a resource to incorporate in my classes; however, it is not sufficient as the primary source of curriculum. | 12/13/2021 10:27 AM |

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| 850 | Teacher input needs to be considered when making district wide decisions that directly affect teaching and learning. | 12/13/2021 10:18 AM |
| 851 | It is a struggle getting any polite answer to a question if it has involved [REDACTED] | 12/13/2021 10:10 AM |
| 852 | This semester has been very hard. Students behavior is off the charts and we are spending all of our time with discipline. It is very hard to get into classrooms to provide support. The fronted workdays have made it difficult for staff to plan and implement instructional policies. | 12/13/2021 9:23 AM |
| 853 | None | 12/13/2021 9:06 AM |
| 854 | none | 12/13/2021 9:01 AM |
| 855 | n/a | 12/13/2021 8:57 AM |
| 856 | All of the new programs you are implementing are too much. I am not sure why you would start 5 new programs in the elementary school. All of these scripted curriculums are taking the creativity out of the classroom. New teachers will not be able to create their own lesson plans once this fad of scripted lessons have passed. They will not know how to do it because they have been handed everything. Teachers should be allowed to teach their content the way they want. They are the professionals and should be treated as such. | 12/13/2021 8:54 AM |
| 857 | This year has been difficult due to COVID and students returning full time on top of additional new curriculums that the district and state have mandated for this school year. It is too much and teachers are really struggling. Also, the ratio for self contained preschool classroom (1 adult to 6 students) are too high to support the needs of the students and provide quality specially designed instruction. | 12/13/2021 8:42 AM |
| 858 | There are too many required tests for kids SCA's check-ins etc. | 12/13/2021 8:42 AM |
| 859 | I have nothing to add at this time. | 12/13/2021 8:41 AM |
| 860 | none | 12/13/2021 8:25 AM |
| 861 | I wish that the district took more of a proactive role in potential concerns and issues rather than a reactive role. It would be beneficial for all staff members to have training in trauma and trauma response for SEL and behavior. Safe and Civil Schools is an excellent training program and all staff working directly with students could benefit. Additionally, working in schools has been exceptionally challenging the past two years. We thought that last year was tough, but this year is 10 times worse. Teachers are exhausted and many seem to be unhappy in my interactions with them. Please continue to be creative and strategic in your retention of school staff members to avoid a mass exodus at the end of this year. | 12/13/2021 8:24 AM |
| 862 | I have been employed here since October 25, 2021. I have felt supported and welcome within the district and my school. I have the autonomy to do my job without being micromanaged. | 12/13/2021 8:23 AM |
| 863 | None | 12/13/2021 7:48 AM |
| 864 | I feel very supported and heard within my school building. I do not feel valued by higher up or other county officials that make decisions about school. | 12/13/2021 7:24 AM |
| 865 | As a beginning teacher, it has been very difficult for me to work in this environment. I knew my school presented challenges but the extra tasks given by administration constantly makes me feel like I can never catch up. The expectations in place are unattainable. We are trying to help close gaps from where students have lost so much instruction, yet we cannot even focus on the students due to the unlimited amount of busy work. | 12/13/2021 7:22 AM |
| 866 | Too much of the administration's time is spent on investigating Ethix360 reports, specifically title 9 cases. This should rely on the investigators and not the school. It blurs lines and takes the control away from admin when consequences can't be given. The whole process needs to be reviewed. | 12/12/2021 10:01 PM |
| 867 | I feel that with the students that I work with, smaller class sizes would allow for the ability to spend more time on student's individual needs. The population of the student's in my school have such strong social emotional needs and require lots of additional support in this area. These needs must be met before the students are able to be successful when learning the curriculum required. We have been asked to teach 7 different curriculum throughout the day to 18 students who need most of the focus to be on their ability to function in a group. With more [REDACTED] classrooms and smaller class sizes, I feel that this could be accomplished. | 12/12/2021 8:45 PM |

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| 868 | Please allow more input from the teachers instead of just thinking for the teachers. Teachers know the needs of the students. Teachers know the needs of other teachers. Talk to teachers, not just assume that they don't need to be heard. | 12/12/2021 7:40 PM |
| 869 | Discipline(or lack thereof) is out of control at our school. And it is not necessarily administrations fault. If you are not going to allow suspensions(which violations are exponentially higher than just a few years ago), then the district is going to HAVE to re-institute some form of alternative school. The behaviors that are allowed to take place in classrooms and in hallways is reprehensible(and we used to be a gold standard for a public "good" school). It isn't fair to the students and teachers that ARE trying to focus on academics. It is also dangerous in some instances. If students are going to partake in these type of behaviors they should lose the right to be on a regular campus. | 12/12/2021 5:01 PM |
| 870 | This has been an extraordinarily challenging year. [REDACTED] has the staff to do amazing things and provide incredible support, but the vision and structure and protection needed from admin to accomplish that task does not exist. | 12/12/2021 4:49 PM |
| 871 | Need resources that are imperative to each specific grade and specialty for the children to be successful. Including specials, EC more so!! We are just spinning our wheels like hamsters at this moment going nowhere. Get text books back and follow them thoroughly for documentation at every grade level be consistent! Too many programs out there and going nowhere in any! | 12/12/2021 4:03 PM |
| 872 | Although this is actually one of my best years teaching, too many of my teacher friends and family are absolutely drowning. They are exhausted and disheartened. I see it every day. | 12/12/2021 3:34 PM |
| 873 | [REDACTED] is in school longer than any other [REDACTED]. we have more students than ever before (over 900) and only 1 social worker. The overwhelming need for assistance for student Social and emotional needs takes more from instructional time than anything. - we are benchmarking and testing all the time. Students are testing for the county and State Check-ins at the same time. - Why do we not have 1:1 access when NHCS just came off virtual learning, this should be done ASAP. Especially with how you are asking teachers to work in the Math and ELA core subjects. - We have no EC support and brand new teachers, with coaches who do not even know the programs or the way in which students are learning. - County seems concerned about equity? Question: then why are buses late every year at [REDACTED] but not at the city limit schools? Why can it not rotate? Why can we not start earlier so that our students can get out first if the city routes are shorter? why are you bussing students so far from their homes and those are the students we can't get in contact with at home. This is almost like a joke at this point, and I wonder what it will take for you to realize that we do not have the man power to continue to work like this. We have not had a lock down drill, because we don't have the number of people to actually get the building locked down. Get real, NHCS! And just realize you have numerous people who are waiting for the call back so we can put our notice in and leave. | 12/12/2021 3:29 PM |
| 874 | n/a | 12/12/2021 12:52 PM |
| 875 | The 50 grading policy needs to be eliminated. Discipline needs to be restored. | 12/11/2021 8:33 PM |
| 876 | no | 12/11/2021 8:05 PM |
| 877 | I need more consistent computer access for my students. The district is shockingly behind in the area of technology in the classroom. | 12/11/2021 6:26 PM |
| 878 | Not at this time | 12/11/2021 8:26 AM |
| 879 | This year has been more difficult than any other. I am sure our admin are doing the best they can given what they have, but it is falling terribly short of being beneficial to anyone. Teachers are overwork, underappreciated and forced to spend their own time at home to complete the work we need to get done as we cover for other teachers or positions that have not been filled. The mastery situation, with electives teachers teaching a morning class, is not sustainable nor effective. There are so many things wrong with what is happening district wide. Discipline is non-existent with our hands tied for violent students or multiple offenders not being allowed to be expelled for more than 10 days. We have violent students roaming the hallways unattended because the staff fears for their own safety. We have students organizing fight clubs in the bathrooms and posting it on social media. Fake teacher accounts are being created, teachers are accused of things that are not true but potentially career ruining, students are threatening and disrespecting teachers every single day and nothing is being done about it. No student is being held accountable. No parent is being held accountable. The only ones being held | 12/10/2021 6:53 PM |

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accountable are teachers who are already underpaid, over worked and doing more jobs than they should be. I do not see a solution. Something very bad is going to happen and I don't think that I want to be around for it. I know so many teachers who are seeking work outside of education, because they feel the same way. I love my students, but the positive moments that were once daily experiences are now being replaced with graffiti on the walls defaming me and blatant disrespect and threats. We need cameras with sound recordings in every single classroom. We need disciplinary actions for students who disrupt the learning environment and we need to stop wasting so much time on tests that don't accurately gauge student learning because we don't have specific curriculums or pacing guides that follow these millions of dollars in testing that we are forcing students to take. I could write you an essay on all of the things wrong with our district, with our state and with the education system in general, but it would make no difference. No one is listening. No one cares. It was not like this when I started teaching. I loved my job. I don't know when it changed or why, but I am very worried for the future of our students.

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| 880 | We should not have instructional support watching one student who has had issues in the past. The are better served in their department, but right now, we have several staff who are tasked to watch the student. This takes away push-in services from the EC department for students who need those accommodations. | 12/10/2021 5:08 PM |
| 881 | There are a lot of extra responsibilities placed on all staff now. We have been stretched thin and it will effect our ability to serve the students. | 12/10/2021 4:24 PM |
| 882 | I dont feel employees are valued in this county | 12/10/2021 3:57 PM |
| 883 | N/A | 12/10/2021 3:51 PM |
| 884 | x | 12/10/2021 3:33 PM |
| 885 | My direct supervisor is amazing; however, I do have concerns about decisions that are being made at the senior level. Sometimes decisions are made that make it feel as if educators are not being treated as professionals. Instead of dealing directly with issues that arise and the persons responsible, there are blanket rules that are made and sent out to everyone. There is absolutely no flexibility at the central office, which is causing excellent educators to walk away from NHCS. There are also inequities that exist among teachers at the school level and teachers at the district level. Teachers at the district level are required to work an additional half hour daily with no additional pay. | 12/10/2021 2:51 PM |
| 886 | no | 12/10/2021 2:40 PM |
| 887 | ██████ has major issues BUT they do NOT have anything to do with the current administration or our school. The issues are coming from above at the district level. Planning is non existent now because we as teachers are covering classes 2 to 3 times per week and are in meetings the other days (IEP, team, department, PD, etc). It is to the point that we are not able to be effective in the classroom because we are spread so thin. Something has to change at the district level or you honestly are not going to have any teachers left! ALSO 18 - you need to know that number because that is the number of instructional days we will lose this year to unneeded testing - AIMS Web, SCA's, and NC Check Ins. The district needs to decide if they want instruction or testing because if the answer is instruction stop taking a month of it away! FINALLY I have a question - if you do nothing do you get 50% of your pay? Of course the answer is no - you would be fired! By giving students a 50% for doing nothing we are teaching them the wrong lesson! Change your frame of reference - if students do nothing make them stay after school to complete the work! No Zero policies do not mean automatically give a 50%. I recommend you do some research on No Zero policies - they don't say give free grades! This policy is HURTING STUDENTS FOR THEIR FUTURES! Be a leader NHCS - include teachers in decision making, do research, make good decisions for the betterment of our students because the decisions you are making are not in their best interest. If a person is not boots on the ground in schools at least 50% of the time they have NO BUSINESS making decisions for schools! | 12/10/2021 2:39 PM |
| 888 | I have been an employee of this district for a number of years. I can certainly say that the working climate of the school district has changed and staff are not respected or valued. There are many inequities in pay and treatment of professional staff. I was giving a staff action that say's promotion and honestly my transition wasn't a promotion but a demotion. | 12/10/2021 2:33 PM |
| 889 | N/a | 12/10/2021 2:07 PM |
| 890 | From both an outsider and insider perspective the county decisions often seem rushed, ill- | 12/10/2021 1:46 PM |

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planned out, and poorly executed. Curriculum decisions are made, thousands of dollars are spent, and then a year later we have moved on to something else. There is not enough time for teachers to proficiently understand let alone teach every new initiative before it's abandoned. The county is not addressing the root cause of student difficulties in the classroom but rather putting a bandaid on it.

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| 891 | This survey lumps all administrators into one and that is not an accurate way to get information about them. I feel one administrator is incredibly supportive and wise and appreciates teachers for the work we do and holds others accountable. Not all administration does that. I also feel like most of our problems with administration stem from decisions made outside of our school building. We need a lot more time and respect for teachers in their expertise. We don't need so many coaching positions and unnecessary professional developments. This survey makes it seem like those things have ever been very helpful and they haven't. | 12/10/2021 1:41 PM |
| 892 | The overall push for less discipline and out of school suspensions coming from central office is having a profoundly negative effect on student performance and school culture. I have also witnessed standards and expectations for student achievement rapidly decline in my 10 years working in this district. Artificially inflating the county's graduation rate by curving exams and limiting teachers' ability to accurately grade our students is making central office officials look good in front of the board of education at the detriment of our student's education. | 12/10/2021 1:35 PM |
| 893 | n/a | 12/10/2021 1:23 PM |
| 894 | Not enough support for SPED teachers to complete all duties. There is not enough time in the day to lesson plan, assess students, communicate with parents and other professionals, collaborate, and complete all aspects and processes related to IEPs. Teacher lack of understanding behind the purpose and importance of IEPs is also a major issue, and teacher behavior towards BIPOC students is very biased. | 12/10/2021 1:16 PM |
| 895 | The school is super filthy. Students basically get away with whatever they want and there is little supervision on campus during transitions where students are often caught cutting class, hiding in bathrooms, vandalizing property. Super frustrated this year more than any other in over 25 years of teaching in multiple districts. Achievement is also watered down...dumbing down this generation by not establishing rigorous expectations is going to be a HUGE problem. How about focusing on actual instruction that is consistent across the curriculum district-wide, implementing effective disciplinary processes and eliminate inflating grades and test scores so that NHC looks good on paper, but fails its students and staff in reality on a daily basis. | 12/10/2021 1:08 PM |
| 896 | Things have really gone downhill. I do not feel we approached this school year correctly. We needed to focus more on social/emotional learning rather than adding more content. There is way too much testing. Teachers cannot be effective when they have SCA's every other week along with Check-In's. Staffing is a real issue. Central Office staff should get into the schools and help! | 12/10/2021 1:05 PM |
| 897 | There has been way too much thrown on teachers with very little to support them. It feels like everything is on our shoulders and we are on our own. We are constantly trying to do what we can to please supervisors and parents while dealing with students who are out of control. Many of the programs we are using are more stressful than beneficial with little relation to state standards. We are not getting the correct amount of supplies that we need for our classroom, such as Eureka workbooks. The district has unrealistic expectations for teachers and students with no regard to the fact that we have been going through a pandemic. There is no equal accountability amongst the "higher ups" in our school, and there are some who get special treatment. Our [REDACTED] is not supportive at all. When we are told we need to be "all hands on deck" due to staff shortages, only the classroom teachers are stepping up while "support staff" are sitting in their office talking. [REDACTED] lessons are getting canceled so the teacher can decorate a Christmas tree in the office. MTSS is not done accurately at all due to no support. Our teachers are burnt out and our kids are not getting the education they need/deserve. | 12/10/2021 12:12 PM |
| 898 | I love my school but the district as a whole needs some work. The decision making from central office staff does not make sense. If it wasn't for [REDACTED] and his support, I would be transferring out of this district or potentially changing my career path. I have over 15 years teaching experience but I am willing to quit because of some of the district decision making and the stress they add to the people who report to them. I am not the only one who feels this way, but if [REDACTED] goes, I go. | 12/10/2021 11:48 AM |

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| 899 | n/a | 12/10/2021 8:58 AM |
| 900 | Not at this time. | 12/10/2021 8:40 AM |
| 901 | Student's mental health is a serious issue. | 12/10/2021 8:17 AM |
| 902 | <p>New Hanover County Schools is in the business of Education. Educating young people to prepare them for their futures. From the highest levels down, from the Board of Education down to the teachers and Teacher assistants, we tell young students that education is important and the more education you have the better your future will be, the better job you will have in the future. However, New Hanover County schools does not back that up within it's own structure. There are positions within NHCS that only require a high school diploma that starting pay is higher than positions that require at least two years of college (teacher assistants). While teacher assistants are REQUIRED to have two years of college, many have four years, yet they are paid lower than some positions in NCHS which only require a high school diploma. I have been told these positions are "skilled" positions. Does NHCS think that working with students is not a skilled position? It takes a special skill set to calm an emotional student, work with students in teaching them, it takes a special skill set for teacher assistants to perform the many functions they perform daily and they have two years of college education....the very thing NHCS is in the business of, and yet within its own structure, those with a high school diploma make more money than those with a college education. So why are we telling students education is the key to your future? Why are we encouraging students to continue their education in college if NHCS is not practicing what it preaches? Furthermore, how can the Board of Education continue to stand by and take no action when year after year veteran teachers from year 15 to 25 get no raises? When will NHCS stand up for their veteran teachers? It was great the County stepped in and raised the local supplement, but it was raised for everyone, whether you were a first year teacher or have been a loyal dedicated employee for 20 years. The state has decided to not give raises to veteran teachers (and we all know why) but what about NHCS? Can't NHCS stand up for their veteran teachers by recognizing their loyalty and dedication by giving raises to veteran teachers? Instead, no action taken, silence. You want to put out a survey to gauge the "climate" of the schools? Why not visit the schools and talk with the teachers? Come into the buildings and sit in a classroom, or better yet, volunteer to be a substitute one day, ow two or a whole week. What better way to gauge the school climate and what teachers are and NHCS employees are so frustrated and fed up with than to actually be in the buildings and experience it yourself? No results of a survey will truly give you an accurate picture of the climate within the schools. NHCS has the opportunity to make positive changes in the way it conducts its business, to be a leader in the state in how it addresses shortcomings from the state but time and time again it falls short. RIASE THE PAY OF TEACHER ASSISTANTS TO \$17 AN HOUR STARTING OUT WITH YEARLY INCRIMENTS FOR EACH YEAR OF SERVICE. RAISE THE PAY OF VETERAN TEACHERS. Send a message to the state and other teachers around the state that NHCS VALUES veteran teachers and while the state will not recognize their dedication and loyalty, NHCS will. VISIT THE SCHOOLS NOT AS A BOARD MEMBER, BUT AS A SUBSTITUTE. WORK IN THE CLASSROOMS, DRIVE A BUS, HELP PREPARE THE FOOD, SWEEP THE HALLS. Only then will you get an accurate view of the climate within the schools of which you govern. How can you govern anything if you do not truly know what it is you are governing? STOP THE OVERLOAD OF MEETINGS, PROFESSIONAL DEVELOPMENTS, NEW INITIATIVES AND LET TEACHERS CONCENTRATE ON TEACHING.</p> | 12/10/2021 7:44 AM |
| 903 | No | 12/9/2021 9:46 PM |
| 904 | No | 12/9/2021 9:04 PM |
| 905 | <p>My responses are valid for my time at [REDACTED]. I was at [REDACTED] for 6 years prior to this. During my last 2 years at [REDACTED], I did not feel supported by administration and was not backed up by administration for serious matters involving students. [REDACTED] is a wonderful school climate but I can not say the same for the whole district because I did not feel that way at [REDACTED] at all.</p> | 12/9/2021 8:12 PM |
| 906 | We need to improve by including tuition assistance. If we want our current employees to continue to grow, we need to offer financial support to do so. | 12/9/2021 8:03 PM |
| 907 | <p>Senior NHCS Administration is completely out of touch with the reality in schools. They want to act like covid never happened - rigor, rigor, rigor - no one asks or cares about the 77% of my class that is below - 50% significantly below grade level. You should have created an environment of acceleration, meeting priority standards and getting kids caught up. These kids are way further behind than "scaffolding" can support. It's one thing to treat your teachers so</p> | 12/9/2021 7:09 PM |

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disrespectfully but it is quite another to put the children in the cross hairs. It is unethical. You are literally leaving 100s of kids behind because you tied the hands of dedicated teachers. There is not a day that goes by that I don't see what I need to do for my students and yet can't because of expectations and lack of time to deliver what students really need. They were behind because of covid and all the things related most of which was lack of participation in school. They remain behind because of senior leadership. We could have done better. We should have done better. Now of course, they will say "oh that's a site issue" because all the hard decisions and blame is put on the principals. How much is senior admin leadership paid to literally take no responsibility?? Teachers are leaving - that's all senior admin. Not principals.

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| 908 | More transparency and communication is needed between County office and staff members - reasons behind decisions being made on our behalf. | 12/9/2021 6:54 PM |
| 909 | While we have the BEST administrative team and support staff (instructional coach, social worker and counselor) at [REDACTED], the expectations that are being put on educators right now is beyond overwhelming. It's too much. We are drowning. With all of the new programs we are being told to implement, we have no say in what we are teaching anymore and it's completely taken the joy out of what we do. I do not feel like my professional judgment and creativity are valued. | 12/9/2021 6:50 PM |
| 910 | As a teacher this year I feel more overwhelmed then I ever have, even compared to teaching during Covid. The amount of trainings, curriculum workshops and responsibilities given to teachers cannot be completed during our contracted work hours. I spend many evenings and weekends working on school related tasks to plan the best possible lessons with engagement and rigor for my students. It is very difficult to find a work/home balance. | 12/9/2021 6:40 PM |
| 911 | I love teaching, but I spend much of the day dealing with social/emotional needs and behavior issues (keeping track of interventions, writing referrals, contacting parents, etc.). I have 21 students in my class and 11 receive some type of interventions either through MTSS, IEPs, or ESL. That is more than 50 % of my class so therefore the majority of my time is spent on accommodating their needs rather than teaching. More support is needed. | 12/9/2021 3:43 PM |
| 912 | I am so happy to have [REDACTED], as well as a strong leadership team in our MTSS coordinators and instructional coach. If it weren't for them, I would definitely be more stressed out and ready to quit teaching. They have supported us and gotten us back on track to be a successful school because they are strong in INSTRUCTION. I feel very sorry for schools who have unorganized leaders who do not know/remember how to teach. It's tough out here, but they are trying to make it more manageable and I appreciate them more and more each day. | 12/9/2021 2:09 PM |
| 913 | I know it cannot be stated enough and you've heard it from everywhere but we need SUBSTITUTES we might have time to plan and prep and work together if we had coverage. | 12/9/2021 1:41 PM |
| 914 | There is not enough support this year for discipline. I want to teach, not be verbally abused by students all day. | 12/9/2021 1:35 PM |
| 915 | Our principal is new this year and with that there comes change. Change is harder for some than others. I think he is getting some push back from staff members for this reason. However, I for one, like that he has the same, high expectations for all of us and is a strong instructional leader. | 12/9/2021 1:18 PM |
| 916 | My largest complaint is not having access to a classroom that is an effective learning environment for my students. We have to share a room and my students learning is consistently interrupted by the ineffective classroom management of the teacher I am sharing a room with. There is also a lack of technology resources for my classroom or things that are ordered to fix existing problems just never seem to appear. | 12/9/2021 1:14 PM |
| 917 | I am proud to be a part of NHCS. | 12/9/2021 1:12 PM |
| 918 | I think teachers should be more involved in decisions making when it comes to curriculum and teaching. | 12/9/2021 1:12 PM |
| 919 | We have more subs which is great! I just feel bogged down with extra responsibilities, such as committees and duties. I think our admin is working on this and I appreciate that. | 12/9/2021 12:57 PM |
| 920 | n/a | 12/9/2021 12:55 PM |
| 921 | Best Principal at [REDACTED] | 12/9/2021 12:31 PM |

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|-----|---|--------------------|
| 922 | NO | 12/9/2021 12:18 PM |
| 923 | Pay for Veteran teachers is much too low. | 12/9/2021 12:13 PM |
| 924 | no | 12/9/2021 11:58 AM |
| 925 | I believe that our workload is too much this year. We are being expected to participate in meetings after school and during our planning, which is taking away from actual instructional planning. I do not believe that this is a school based problem, and do not blame my administration. However, I believe that the district as a whole should utilize their time in providing the mental health supports to teachers, in addition to not putting so much on the plates of administrators, so that teachers are able to spend their time planning for, reflecting upon, and adjusting instruction and relationship building best practices. | 12/9/2021 11:24 AM |
| 926 | . | 12/9/2021 10:12 AM |
| 927 | N/A | 12/9/2021 10:03 AM |
| 928 | n/a | 12/9/2021 9:58 AM |
| 929 | N/A | 12/9/2021 9:53 AM |
| 930 | Please, please, please advocate for a competitive and liveable annual wage for NC teachers with annual steps for EVERYONE; bring back longevity pay and masters' pay. I've never seen so many teachers leave the profession and without a SUBSTANTIAL increase in pay, our state will be in a teacher shortage crisis. Teachers are EXHAUSTED and the only way to change how we feel about our jobs is to FISCALLY COMPENSATE THEM with a respectable salary. Occasional bonuses aren't cutting it. | 12/9/2021 9:19 AM |
| 931 | NA | 12/9/2021 8:55 AM |
| 932 | Student behavior is the main concern. We need additional supports and resources to help manage these behaviors. We need more than someone coming in to tell us what we should do but we need actual support. Teachers are getting burnt out from dealing with behaviors. | 12/9/2021 8:50 AM |
| 933 | The staff at [REDACTED] is exceptional. They are skilled, caring, dedicated, and resourceful. The administration is supportive, accessible, hard working, and a gift. Access into school with key cards from all entrances should always be working properly. I am unable to access several entrances in the school and am not the only one. My concern with my card was addressed but the problem continues. This is a safety issue. My fear is that there would be a danger while outside on the playground with students and to be unable to get into the school quickly because the key card doesn't work in the machine. Power School is vital to the functioning of the school and it's data. It is cumbersome and frustrating much of the time. I wish we had a better system or could improve this one. | 12/9/2021 8:35 AM |
| 934 | I felt more valued at the beginning of my career than now towards the end. It has become more demanding with less autonomy. | 12/9/2021 8:27 AM |
| 935 | I love where I work and the team of professionals. I am happy to see the county moving towards consistency in curriculums. I would like to see more consistency within the district for social-emotional curriculum and expectations . | 12/9/2021 8:25 AM |
| 936 | I'm tired and so are the teachers I support--this isn't a bad place to work overall and I think everyone means well and wants us all to succeed, but it has been hard recently to love what I do and have energy to tackle all the new District software, admin changes, new visions, etc and have time to just do my regular job on top of the pandemic "stress" occurring with everyone. More time, less meetings (or more effective ones), and training sessions that are effective and not a waste of time or ill prepared (ex. tech doesn't work before training and thus training is spent doing that instead of the topic at hand) would be helpful. Also, more communication to ALL divisions consistently about District policy or procedure changes would be great so we are not out of the loop and blindsided by new things. Like a weekly or monthly listing of all changes, adjustments, or new projects, and even new paperwork we need to switch to. It all feels very disconnected and often results in having to chase down answers to various issues instead of having clear paths to follow for communicating and brainstorming problems between divisions. I have enjoyed watching central office get more diverse over the past few years and have more folks contributing ideas from different backgrounds and viewpoints. | 12/9/2021 7:53 AM |
| 937 | The senior district administration does not spend enough time actually in classrooms. Many | 12/9/2021 7:50 AM |

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| | schools are overcrowded and it makes it hard for teachers and students. | |
| 938 | It is becoming more difficult to advise schools when the school administration "follows their own path" then expects the Central Office to clean it up. | 12/9/2021 7:19 AM |
| 939 | none | 12/9/2021 7:11 AM |
| 940 | No. | 12/9/2021 12:37 AM |
| 941 | I love my school and the people I work with. My administrators are amazingly supportive and do all they can. It's the district that gives me all the frustration and makes me dislike this profession. No longer am I trusted anymore as a professional. Instead I am given program after program after program to implement with very little time to teach it. I feel like these programs make it so I don't think about my job nor do I feel challenged to do enrichment activities and engage students - the stuff that makes students remember their school experiences. On top of this, implementing these "programs" takes so much out of my day that I don't have the time to work on what is truly important before any academics and that is social skills and emotional learning, building relationships. | 12/8/2021 10:10 PM |
| 942 | XXXXXXXXXXXXXXXXXXXXXXXXXXXX. There are still many concerns around campus often. | 12/8/2021 9:17 PM |
| 943 | Needs to advocate for teachers to be paid according to a degree. Return to the Master's pay scale. It is a morale booster. | 12/8/2021 8:14 PM |
| 944 | NA | 12/8/2021 8:06 PM |
| 945 | If XXXXXXXX is a Priority School, why do the teachers not get the additional supplement provided to XXXXXXXX teachers? | 12/8/2021 7:09 PM |
| 946 | No | 12/8/2021 7:01 PM |
| 947 | Not at this time | 12/8/2021 6:25 PM |
| 948 | Noe at this time. | 12/8/2021 6:02 PM |
| 949 | Honestly, a lot of the issues I have are not at the school level, but decisions about curriculum and instruction made at the county level. No attendance policy, only being able to give 50s, and being given canned curriculum to teach diverse students are among some of my biggest issues this year. | 12/8/2021 5:42 PM |
| 950 | Not at this time, thank you. | 12/8/2021 5:10 PM |
| 951 | I believe in the pre-k program and am proud to be a part of it. I want support to help our staff grow and be the most effective in the work place. Road blocks impact the improvement of the overall school climate and growth for students and staff. | 12/8/2021 4:42 PM |
| 952 | n/a | 12/8/2021 4:08 PM |
| 953 | The demands you are placing on teachers are way too high for the amount of time given in their contracted working hours. Additionally, classified staff pay is abysmal and should be remedied. | 12/8/2021 3:29 PM |
| 954 | School leaders have limited connection to classroom teachers and the reality of our world yet school leaders still dictate what is "best" for our students. This disconnect is absurd and detrimental to the success of our students. | 12/8/2021 3:03 PM |
| 955 | None | 12/8/2021 2:57 PM |
| 956 | There is a giant disconnect between the great things that are happening in our school and the district. We as teacher are supported from at a school level but I'm not sure that support extends to the district level. | 12/8/2021 2:48 PM |
| 957 | The amount of social, emotional and behavioral needs should be the most important focus for our schools. Sure we all wants students to make growth, but until we as a whole deal with these things it is difficult for students to learn and make growth. Students today have so many additional needs that need to be addressed on a day to day basis. The amount of testing and assessments is crazy and takes so much time away from teaching and is meaningless for special education students who are 2-3 years behind to take NC check ins and short cycle assessments. Teachers are so over worked and asked to do more and more. | 12/8/2021 2:47 PM |

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| 958 | NA | 12/8/2021 2:43 PM |
| 959 | No | 12/8/2021 2:18 PM |
| 960 | Student Support and instructional coaches are being utilize quite often to cover classes and were not given the same consideration as classroom teachers to receive the extra pay. | 12/8/2021 2:02 PM |
| 961 | / | 12/8/2021 1:35 PM |
| 962 | I appreciate my school, administrators, and staff. I would love for NHCS to appreciate to needs of our students and recognize the basic needs as shown through Maslow's Hierarchy of Needs, and how our staff must first meet these needs in order to have students' prepared to learn. we work extremely hard to fill the deficits our children experience. I say this with years of experience and the most respect for our school and district. | 12/8/2021 1:26 PM |
| 963 | Overworked and underappreciated. | 12/8/2021 1:17 PM |
| 964 | No. | 12/8/2021 1:16 PM |
| 965 | Overall, this a great district to work for in any position. Knowing most students have a gap in learning and are behind due to COVID, I understand they need help. However, the current needs of students are placing too high of demands on staff. Classroom teachers need more support to work with kids at different levels, and asking other teachers to come during their planning to work as an interventionist with students, while a good intention, sends the message that our time to prepare for our own classes isn't valuable. | 12/8/2021 12:53 PM |
| 966 | NHCS and my school do a good job communicating effectively. I do feel like there is a lack of involvement in the administration in the school itself. It seems like they spend a lot of time planning and collaborating at the district level, and don't spend nearly enough time getting to know the students or helping out on a school level. I would venture to say that my administration does not know all of our students, nor do they support teachers in a way that could alleviate the work load or help us feel supported on the things we need. For example, I've never seen our administration in the cafeteria nor have I seen them during lunch when we have been eating in the classrooms the past year and a half (even stopping by to offer a restroom break would be so appreciated). I also do not see the administration involved in dismissal procedures at all... students need to see the administration and know they are a vital part of the school. Being behind a closed office door does not show support for teachers or students, and it would just take some simple tasks to show us their support. The moral of the school is down, and I think a positive starting point would be having our administration show that they are here to help us with the tasks that have become overwhelming in the past few years. | 12/8/2021 12:45 PM |
| 967 | I am 1 counselor to over 600 students. The emotional needs of students have increased tremendously. I am called to intervene in crises so often that it prevents me from being able to effectively implement a comprehensive school counseling program. The recommended counselor to student ratio is 1:250. I am currently looking for other jobs. | 12/8/2021 12:35 PM |
| 968 | N/A | 12/8/2021 12:14 PM |
| 969 | NA | 12/8/2021 12:13 PM |
| 970 | It is a very challenging time to be a teacher at the middle school level. | 12/8/2021 11:39 AM |
| 971 | My supervisor does not lead effectively. We get our department meetings cancelled more often than not and we have to wait too long for her to even reply to emails. Especially if she's out of town. She goes dark. I feel our department is disjointed and am losing motivation to come to work even though I love the work I actually get to do and believe strongly in it. | 12/8/2021 11:33 AM |
| 972 | The disrespectful behavior has gotten out of control. It is clear that there are no rules/standards for behavior at my school, and the students know it. On a daily basis, I witness teachers/admin/custodial staff treated in such a horrible way, it makes me not want to come to work. It's no surprise to me that teachers/admin are leaving the profession, and that's a true shame. I have children in the school system, and I know they will miss out on having great teachers because they're leaving. And the teachers who are trying to stick it out, and well beyond being burned out. I'm seriously considering leaving this school (which I never would have thought when I first started teaching). I love the teachers I teach with, but the stress of being overworked and treated like dirt has really taken a toll on me. I fear where this school is headed, and that is a big reason why I will be looking at other options for myself, and my children, because I do not feel that the leadership of New Hanover County Schools is doing enough to provide a safe and positive learning environment. | 12/8/2021 11:24 AM |

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| 973 | Stress level is too high and I am very burned out. Seeking other opportunities. | 12/8/2021 11:17 AM |
| 974 | communication from central office to schools needs work. | 12/8/2021 11:11 AM |
| 975 | My "Disagree" to feeling safe has nothing to do with the leadership in my school and EVERYTHING to do with the decision to make masks optional made by [REDACTED] [REDACTED] I have no confidence in their leadership and will be actively campaigning to remove them from the BOE. | 12/8/2021 10:56 AM |
| 976 | We need more support for students social & emotional affects of the pandemic. We are seeing frequent outbursts by students with no support from parents. We need less PD during a pandemic! We have meetings every day with parents, team members, or PD. There is no time to review data, curriculum, & plan to meet students' individual needs. WE ARE OVERWHELMED! | 12/8/2021 10:35 AM |
| 977 | [REDACTED], and other (formerly) [REDACTED] schools are difficult places to work due to the high needs of the student population and the trauma many of these students experience in their lives. The emotional needs are high, the academic needs are high, and behaviors frequently make it difficult for teachers in the classroom. The targeted school supplement was put in place in part to encourage teachers to come to schools that have high needs, as well as to help retain teachers in these school. The removal of this targeted supplement has made many of us feel like the county does not value the sacrifices and commitment many of us have to helping and caring for these students with diverse needs. I continue to want to give everything I can to my students in need, it is just discouraging to feel like the county does not appreciate the work that we do at these high need schools. | 12/8/2021 10:34 AM |
| 978 | N/A | 12/8/2021 10:32 AM |
| 979 | n/a | 12/8/2021 10:28 AM |
| 980 | I believe there is a good amount of inequity in the resources, allotments, and support that different schools receive. At [REDACTED] I believe the staff and admin are giving their best effort every day but I believe there is some disconnect with the central office staff on the high needs of our school, especially in regards to exceptional student funding. I truly believe taking away the priority schools supplement was a slap in the face to the teachers that are working in these schools and giving their best efforts every day. Without the supplement, there is no longer something that motivates them to stay at priority schools when times are feeling tough. | 12/8/2021 10:23 AM |
| 981 | How in the world are we supposed to train in LETRS when we don't have the extra 50 something hours? Would senior staff be willing to substitute so we can have time out of the class? Could we add some half days for students? Speaking of half days-we were told that staff are productive on half days so they did away with them. How do you know? Also- it's hard to be productive when we have made up pointless PD that is mandatory so we don't leave and "go to the beach or mall". Our school doesn't have an AP. Have you asked how that is working? It's not going well. It's added work and pressure to our staff members. Sometimes students need to be removed from a class and there is nobody on campus to remove them or come for help. That is dangerous. Please hire AP for all schools. | 12/8/2021 10:13 AM |
| 982 | I feel as though I am lucky to be working in elementary at this time. I do NOT feel safe sending my child to high school, but I do not have another choice. As a teacher in the county - I feel as though behavior needs to be addressed and those teachers need to be supported. They are leaving. | 12/8/2021 10:07 AM |
| 983 | We need smaller class sizes for 4th and 5th. In K-3, students work in a class with 13-18 kids (more like 15). Then in 4th grade, their room has up to 30 kids. Behaviors escalate because they aren't used to having that many kids. Teachers don't have assistants either. If you want growth in 4 & 5, cap the class sizes! | 12/8/2021 10:00 AM |
| 984 | As an educator with a Master's Degree and ample experience, I feel as though I am not valued or treated as a professional by the county. I feel changes need to be made to treat educational professionals as such. We need time for planning, going over data, completing LETRS during a time that is within our contract hours. We spend so much time outside of contract hours completing necessary work for our job. We are also dealing with many student behavioral needs. These students need more support. We need more support. I feel extremely supported by my administrators in my building and am SO thankful for them. They advocate for us, support us and make sure we are okay everyday. | 12/8/2021 10:00 AM |
| 985 | Lateral entry teachers should not go straight to the classroom. They are literally thrown to the | 12/8/2021 9:59 AM |

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wolves and they have no clue about actual teaching. They should spend a minimum of 1-2 years as an apprentice. Then they are paid according to their experience in the field, which is a slap in the face to teachers who are certified and know how to teach.

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| 986 | Not at this time | 12/8/2021 9:52 AM |
| 987 | Special education in New Hanover County Schools lacks the support to be able to provide students with adequate resources. The ratio of students to teachers is too high, and there is a huge staffing issue. We need paras who are adequately trained and are physically capable to do their jobs. We need support from NHCS to get respect from parents. We need students who are severely impacted by their disabilities to be in the correct program. | 12/8/2021 9:31 AM |
| 988 | Addressing the issues from employees requires a deliberate, strategic approach. Although there is a current strategic plan in place, it will not be effective if it is not implemented with fidelity. Implementation with fidelity is something that must be the approach for every aspect of this organization. | 12/8/2021 9:30 AM |
| 989 | We need to change the climate of the parents in this district. They think we are the enemy. We also need to be equitable with discipline and there needs to be follow through. The kids know there are no real consequences so they do what they want. They also do not care because with the 50 policy they do not even have to do most of their work. The district also has to stop making decisions they think are best and ask teacher input. They bought My Perspectives without teacher input and it is trash. You cannot place children in a box curriculum. You cannot buy into programs without our input. We are in the trenches and we have good ideas. Include us... Please. Start listening and maybe we will feel respected. | 12/8/2021 9:19 AM |
| 990 | I love my school, but the district is a mess. | 12/8/2021 9:06 AM |
| 991 | Any negative responses from me above are directed at the district and not our principal, [REDACTED] No, I do not feel valued by my district since [REDACTED] has taken over as our superintendent. As a veteran teacher, this has been my toughest year yet - so much that I've been looking at alternative professions and have been interviewing elsewhere. Yes, we have a lot to overcome due to the pandemic and all the learning loss our students are experiencing; however, the insane amount of unnecessary mandates from the district is not manageable. Now is not the time to increase testing (when we already have so much as it is) when we already know what our students are lacking in. We need TIME to teach. As a 3rd grade teacher, the excessive amount of new curriculums also in this school year is not possible to effectively familiarize ourselves with the material AND effectively teach it. There is no time to plan when we are inundated with the long list of to-do items from our district "leaders." Did all of you even communicate when you decided to implement all the many new curriculums this year?? Foundations, Eureka, Studies Weekly, and our grade level is still new to Fundamentals. I've never dreaded coming to work before like I do this year. [REDACTED] is doing everything she can to protect and support us, but her hands are tied on many things. No, I will not be tutoring. I do not have the time I need and deserve with my own family. I might physically be in the room, but I'm not present in the moment. I spend wayyyyyy too much time on school work - my whole grade level stays late at school, works more in the evenings/weekends, and even comes in sometimes on the weekends. This is all to keep our heads above water; we can't even go above and beyond with fun, engaging activities like we're used to. No, I don't anticipate the high scores that our grade level is accustomed to at the end of the school year. I could go on, but I fear this will just go unnoticed like other times we're asked for our opinion and it goes nowhere. Yes, [REDACTED] is a fantastic place to work; however, the climate that has been created from the district would make any school building miserable. I love teaching, but you have made it very difficult to want to continue being a teacher. | 12/8/2021 9:06 AM |
| 992 | I believe that our lack of communication is due to not having enough time in the day for all of the follow up on who's doing what with each student. The designated work days throughout the year for next year's school calendar will assist with this effort. I also believe that parent teacher conferences should be mandatory in our district. Several other districts block out specific dates to hold these necessary and extremely important meetings. For years I have tried to advocate some sort of data collection tool that each school could use that would make collaborating more efficient and effective. Everyone at our school is doing really good work, but when there's so much to pack into a school day it is hard and exhausting to disseminate important information in a timely manner. Going back to the basics is critical for teacher/staff retention, student understanding of clear expectations, and creating an overall positive school climate. To me, going back to the basics means less is more, quality vs. quantity, and grace over grief. Working smarter, not harder in every capacity is critical to the survival of public education. As a district, we have the opportunity to turn the corner on this and put plans in | 12/8/2021 8:59 AM |

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place to ensure safety, mutual respect across all entities, and a shared vision for a promising future.

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| 993 | The county should lessen the work load for tutoring expectations and PLC requirements for certified teachers to accommodate for our state required LETRS trainings. | 12/8/2021 8:41 AM |
| 994 | At past schools I've worked at in other states (), if a teacher, SLP, OT, PT, etc had to stay late either for an IEP meeting, committees, or PD they kept a data log of their hours for the work they did outside of contract hours. The certified staff was then allowed to flex their time from working outside contract hours and use those hours for undesignated teacher work days instead of using annual leave. Staff really enjoyed this employee perk and was definitely a morale booster. Teachers and therapists become very frustrated when they work past contract hours and do not get compensated for that time. The flex hours was a nice solution to that problem. | 12/8/2021 8:39 AM |
| 995 | no | 12/8/2021 8:33 AM |
| 996 | I have always wanted to be a teacher, specifically in a school like because I wanted to work with students who needed the love and respect they most likely didn't get elsewhere. One of my major concerns is the lack of understanding from central office and the board about what my job is. I am a special education teacher and I work with students in and that wasn't even an option on this survey! It's do disheartening to know that no one recognizes the hard work educators put in on a day to day basis. | 12/8/2021 7:32 AM |
| 997 | N/A | 12/8/2021 7:27 AM |
| 998 | Veteran teachers are not valued in this county or in our state. | 12/8/2021 7:27 AM |
| 999 | NA | 12/8/2021 7:24 AM |
| 1000 | Too much testing. Too many scripted programs. Let teachers be the professionals they are, you'll see growth and teachers will enjoy teaching again. | 12/8/2021 7:07 AM |
| 1001 | Teachers had no voice in the mandated curriculums chosen my central office and the curriculum is terrible. | 12/8/2021 6:37 AM |
| 1002 | Thank you | 12/7/2021 10:52 PM |
| 1003 | I love my school, co-workers and administration. I feel the stress of those around us as we adjust to new curriculums, trainings and wanting to "fix" the holes the children have socially, emotionally and academically as a result of the past two years. | 12/7/2021 10:15 PM |

Classified Written Responses



Q30 Is there any additional information you would like to share about your experience as a New Hanover County Schools employee?

Answered: 458 Skipped: 0

| # | RESPONSES | DATE |
|----|--|-------------------|
| 1 | Our district and schools needs to work on equity for all students, badly! | 1/3/2022 9:10 AM |
| 2 | No | 1/3/2022 8:26 AM |
| 3 | I have always enjoyed my "second career" at NHCS. I knew I was taking a huge paycut when I went back to work after having my 3 children. But I barely make more now then when I started. For the amount of work that I do every day, I can't help but feel that my position is undervalued. Its sad when I can make more \$\$ at a fast food chain. As a degreed employee, I would like to receive a decent living wage. [REDACTED] is an amazing school with the best teachers and administration. However, two coworkers on my team are taking early retirement. They are tired of working so hard for so little. And there will be more to follow. I would love to see a decent wage hike implemented. | 1/3/2022 8:13 AM |
| 4 | No. | 1/3/2022 8:02 AM |
| 5 | None | 1/3/2022 7:50 AM |
| 6 | When there is death in family or having a baby I shouldn't have to use my own time to take off for those, I try to earn time to save up for vacation with my family but never succeed due uncertain circumstances sometimes. Also feeling overworked sometimes because no one else can step up and work a few days on a weekend so it's the same people over and over again. Wishing had more time spend time with family then at work all the time. | 1/3/2022 7:29 AM |
| 7 | There is no training provided or procedures/policies manuals to go to. There is no time to meet with teachers in regard to students, curriculum, or resources. There are no substitutes available, so one is often pulled from regular duties to sub. Salaries for classified staff are too low. One can make more money flipping burgers. We have amazing administrators and such dedicated teachers/TAs at NHCS! They all give countless hours to the students of New Hanover County. Teachers/TAs are struggling and barely hanging on as increased expectations are piled on. Many are talking about leaving the profession they love. | 1/2/2022 6:42 PM |
| 8 | Can't wait to see whats next! I have the best admin team in the district. And I love coaching. [REDACTED] | 1/2/2022 1:52 PM |
| 9 | No | 1/2/2022 9:04 AM |
| 10 | No | 1/1/2022 8:16 PM |
| 11 | As a classified staff member, I do not feel respected by many certified staff or the district as a whole. We are make part time pay for full time work. The board does not respect teachers and our health by taking away the mask mandate. | 1/1/2022 10:54 AM |
| 12 | I enjoy coming to work In a professional environment. | 1/1/2022 7:55 AM |
| 13 | We have a handful of students that basically run around the halls - using profanity, using phones , listening to music w/headphones - wearing whatever they want - girls are wearing short shorts with long shirts - flip flops - hats - hoodies - We have had several fights at school - on the busses - the bathrooms have been vandalized- kids have been using staff bathrooms where they urinate on the seats and no accountability- little if any consequences- school is out at 3:40pm and we have 2-3 buses that have to make 2 trips - the return bus comes back around 4:20-4:30pm So, the kids about 20-30 are running around /climbing trees - throwing sticks and rocks -running around the bus lanes - playing football - I understand that's just how things are - but when you deal with this all day then again for another hour after school - Mental Heath of Staff is overlooked and basically of no concern to the "district" the pay is so low that anyone right now can get a job at Bojangles starting pay \$18/hour!! That's a shame - at the end of this school year 2021-2022 you will see a large number of staff leaving for other opportunities in where people are valued where you only need to work one job - not 2-3 just to | 1/1/2022 5:02 AM |

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make enough to put food on the table - a one time bonus of \$1000 after taxes is only \$600 - the Health insurance keeps reducing benefits- won't cover required medications- We don't have subs to cover when people are out - so then it's just random people pulled from their planning periods - no consistency- when we have multiple teachers out and people are running around trying to do 10 different jobs - then you have bus duty for another hour after school - you don't have enough bus drivers - so the fix was to make the Teacher assistants drive - why not - the lowest paid people are doing the job of 2 or more - lack of respect - lack of pay - more and more responsibilities- Lastly, Covid-19 caused so many issues -but all of these issues had been building prior and the "excuse" of that's the reason everything is happening because of Covid 19- doesn't hold up - Teachers are at their limits - actually most are beyond that point - Thus the mass Exodus- onward to private schools - New Career , Early Retirement, even places like Bojangles- where they pay more with health insurance- the crazy thing is No Experience Needed- it's not ; teaching , babysitting, parenting, role modeling - bus driver- school nurse - lunch room lady, guidance counselor-Mental Health Social /emotional needs / social worker -all of those and more is what my day covers - then to see some of these issues are brought to "light" the school board then turns it into a political Circus -

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| 14 | Grossly underpaid after over 10 yrs in the county! Shows how's disrespected we are. Treated like we are uneducated and can be worked like dogs. I'd rather sub than have to help the sub by teaching Eureka and Foundations for them because they don't know the programs. We do this job because we love children and want to help them be the best they can be. No credit/ compensation for trainings we HAVE to do. Not enough training in Foundations but have to do it in small groups. #5- No time for TAs to get with each other for collaboration #11&13- like coming to work because of the children and co workers but reminded daily we don't really matter, just chess pieces grossly underpaid. #14- More parents telling you how to do your job but no accountability on the parents for their lack of support of their own children or staff having to be counselors mentors to their children. #19- think our school has a great atmosphere for children- calm not chaotic, safe and loving for them. #20- simple thanks is nice but show us with better pay. Thanks doesn't pay the bills. #24- not asked who would be best suited for working with grade levels or subjects, strengths of TAs. We've always been last to know the schedule and by then who can complain, already a done deal for the most part. #29- Schedule so tight not enough time to work on projects or even plan for small groups and can't stay after to get the work done. My own college age children make as much as me an hour at their part time jobs. Incredible. They're saddened for me after seeing what I get paid and all that is expected of us. [REDACTED] is one of the best schools to work at hands down! | 1/1/2022 1:18 AM |
| 15 | I work as a TA primarily in an effort to work with Students to improve there educational levels. | 12/31/2021 8:11 PM |
| 16 | Is ridiculous to do a survey when 75% are on vacation. Thank you | 12/31/2021 2:51 PM |
| 17 | None | 12/31/2021 2:47 PM |
| 18 | None | 12/31/2021 2:38 PM |
| 19 | We need more help in the [REDACTED] can fulfil their job requirements when it applies to the managerial duties of computer time and paperwork. | 12/31/2021 1:01 PM |
| 20 | N/A | 12/31/2021 6:19 AM |
| 21 | I went to the job fair in September. That experience was helpful, professional and everyone I met was positive and kind. | 12/30/2021 8:15 PM |
| 22 | I am grateful to be working under [REDACTED] | 12/30/2021 6:45 PM |
| 23 | I love my job | 12/30/2021 6:00 PM |
| 24 | I feel that there should be more communication with the bus drivers. I also feel that administrators should ride on the school buses to see what the driver's go through. I have been driving a school bus for more than 25 years. I come to work for the students. Because they are who matters. Don't get me wrong, I do love my job. But it is so depressing around there. Thank you for your time. | 12/30/2021 5:30 PM |
| 25 | [REDACTED] School for children and adult to work at. | 12/30/2021 4:21 PM |
| 26 | #s 5&6 - No time in my day to plan or collaborate with teachers I assist or other TA's. Cant go over 40 hours so cant do it before or after school either. #11 - Enjoy working with students and our staff, but responsibilities no longer equal my pay. #13 - I am respected by colleagues and teachers I assist, but no my the district or state as reflected in my low pay. #15 - Schedules, | 12/30/2021 2:22 PM |

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assignments and duties made by admin without my input as to what works or does not work. #19 - I am proud of the fact that students have a safe, warm environment and we all show them love and support in every possible way each day. I also enjoy my colleagues and feel supported by the teachers I assist. #20 - We are verbally thanked and little niceties are provided, but that wears thin when what's needed is a pay increase. #21 - We are not paid as professionals. We are passed over year after year, even now with ESSER funds being given to the county. Yet, our responsibilities have increased way beyond what our pay is. #24 - Teachers I work directly with ask for and care about my input, but as far as things taken care of mostly by admin such as scheduling, duties, academics, etc., we don't get much of a say, if any in certain matters. Can submit input and/or grievances to SIT rep, but often we still are not heard. #27 - Most of time, but does still depend on situation. #28 - I enjoy working with and growing our students, which was the main reason I took the job 12 years ago. I like the hours and my colleagues as well. However, my duties and responsibilities have gone way beyond what I get paid ... and it's been like this for quite a few years now. At a time when even high school kids can make more than I do working at a Starbucks with no experience, it's harder to stay happy at this job when I can barely make ends meet. I don't want to DO another job. And our students NEED us badly. I just want to be paid what a livable wage is in Wilmington, NC doing THIS job. The district and State needs to fix this problem for ALL TA's.

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| 27 | See Something Say Something needs to be approved. Pay increases should be received annually for All staff There should be an agency outside of the school where staff can openly and safely voice their concerns | 12/30/2021 1:40 PM |
| 28 | No | 12/30/2021 1:29 PM |
| 29 | None at this time. | 12/30/2021 11:33 AM |
| 30 | N/A | 12/30/2021 11:24 AM |
| 31 | I responded disagree on safety for one reason, board meetings. In the past several months I do not feel those are safe spaces for our staff. | 12/30/2021 11:11 AM |
| 32 | Teacher assistant pay should increase. I feel as we do so much for so little | 12/30/2021 10:57 AM |
| 33 | NA | 12/30/2021 10:08 AM |
| 34 | Great School, and District to work for and with. | 12/30/2021 9:59 AM |
| 35 | NA | 12/30/2021 9:54 AM |
| 36 | n/a | 12/30/2021 9:50 AM |
| 37 | None | 12/30/2021 9:43 AM |
| 38 | Communication between some staff members towards other staff and sometimes the students are disrespectful, rude and at times can be very frustrating. The lack of staff coverage and support in the classroom is also a major problem. We should not have to ask other staff members who have other responsibilities to cover classrooms. You should not have to wait four or more hours before you are able to use the restroom. Having students in your class that are consistently non compliant, violent and aggressive is very Volatile. Teachers and teacher assistants are continually verbally abused and sometimes physically injured by these students. Not to mention it can become very difficult to make sure yourself and the other students are safe at all times, when you have these types of students in your classroom. I have to say, I do think the administration understands these issues and do the best they can with what the district gives them. I feel that is the problem. I would like for someone from Central office to come and spend an ENTIRE school day with me and be able to experience what we have to accomplish in a typical school day. | 12/30/2021 8:58 AM |
| 39 | I feel the pay is an issue. All we hear about is Teacher pay & although I feel they should get paid more, I also feel the system really needs to look at how classified is always left out of that equation to the point that most have to work 2/3 jobs just to survive even though they give their loyalty to NHCS!!! This is sad to me. Some like myself barely have anything left after paying rent & necessary bills!! It just shouldnt be this way, it takes everyone to run this system!! Think what it would be like without support staff, custodians. Cafeteria workers, etc. Teachers arent going to want to clean up a child's vomit or bathrooms!! | 12/30/2021 8:50 AM |
| 40 | Na | 12/30/2021 8:45 AM |
| 41 | I am new to the district however have worked in NC Schools for [REDACTED] | 12/30/2021 8:13 AM |

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| | ██████████. This is the first time I have felt truly supported in my role. | |
| 42 | I would like for the TAs to meet more often as a group to be able to express themselves and maybe share ideas or plans together. Also would like to see that the TAs with more years get the raise they deserve and not make the same as the new ones that haven't been there for ten plus years. Dont think we all need to make the same amount across the board. Years should matter!!and it should show in out paychecks | 12/30/2021 7:45 AM |
| 43 | I am a 2015 Retiree who has been working as an ██████████ Substitute for NHCS for the past 5.5 years. | 12/30/2021 7:26 AM |
| 44 | Recognition for all departments on hard work. | 12/30/2021 7:24 AM |
| 45 | No | 12/29/2021 11:35 PM |
| 46 | Though I appreciate the steps toward increasing TA compensation, we are still underpaid for our roll within the schools. | 12/29/2021 11:17 PM |
| 47 | My experience at new Hanover county schools has been great.I love my job and the teachers .they always have a smile on their face and away say good morning .I love everyone there like family to me . | 12/29/2021 10:10 PM |
| 48 | This schedule that these principles have come up with is the absolute worst I've seen in my 20 years as a TA We are doing such a disservice to our lower grades (kindergarten, first, second) by having us move all around all day. We can't be effective anywhere because we are constantly racing for time then running to another grade. You all aren't seeing what is going on and how stressful these schedules are. This is why all the employees are quitting. The stress you all are putting on the staff with no good pay. I teach, asst teachers and students, nurse, clean /custodian, feed/cafeeteria workers, take care of special needs children, doctor, moms, dads, counselor, social worker, we do it all and we are so under paid. Soon the state will not have enough employees at all. | 12/29/2021 9:51 PM |
| 49 | ... | 12/29/2021 8:52 PM |
| 50 | Great place to work | 12/29/2021 8:40 PM |
| 51 | I like my job and as long as I can help students learn, I will continue to do so. | 12/29/2021 8:27 PM |
| 52 | Not at this time. | 12/29/2021 7:18 PM |
| 53 | I enjoy my job and feel valued as an employee. My district and department is a family. | 12/29/2021 7:13 PM |
| 54 | I love working with my team! The only downside is the pay for teachers assistants. We should get paid way more for what we do in order to truly feel appreciated. | 12/29/2021 6:48 PM |
| 55 | No | 12/29/2021 6:42 PM |
| 56 | Very grateful for my employment but have tired working to jobs over the years to keep up with low salary. | 12/29/2021 6:30 PM |
| 57 | No | 12/29/2021 6:26 PM |
| 58 | . | 12/29/2021 6:14 PM |
| 59 | I would really like the pay rate for TA's to be considered. Many retail stores in Wilmington are starting out with the same starting salary as a TA. | 12/29/2021 5:25 PM |
| 60 | N/A | 12/29/2021 5:08 PM |
| 61 | I'm a Custodian I wish at some point that we can get some good equipment (new) that will make our job a little better ! | 12/29/2021 4:33 PM |
| 62 | I do not think that TA's are highly thought of.We are used mainly for duty coverage and material prep rather than academic intervention. Also we are paid less than the School bus drivers. | 12/29/2021 4:13 PM |
| 63 | No | 12/29/2021 4:05 PM |
| 64 | The teachers and Teachers assistants are not being paid what they are worth. They are not given the time or tools needed to do an effective job. As a state we are consistently rated in the bottom half for public education. Maybe we should start looking at what those states are doing if we are going to give our students the education they deserve. | 12/29/2021 3:43 PM |

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| 65 | nope | 12/29/2021 3:38 PM |
| 66 | NA | 12/29/2021 3:31 PM |
| 67 | No | 12/29/2021 3:30 PM |
| 68 | No | 12/29/2021 3:29 PM |
| 69 | No | 12/29/2021 3:07 PM |
| 70 | None | 12/29/2021 3:01 PM |
| 71 | I am new here, have only been here a month. | 12/29/2021 2:29 PM |
| 72 | I love my job and enjoy working at an elementary school. Sometimes it seems like it's all about the numbers and not about the children or the employees. | 12/29/2021 2:28 PM |
| 73 | Not at this time, but I have enjoyed working for the district. | 12/29/2021 2:26 PM |
| 74 | When you give raises give a pay raise to all that reflects with the commitment you want in return. | 12/29/2021 2:08 PM |
| 75 | There should be more opportunities for employees who can work from home to do so. | 12/29/2021 2:07 PM |
| 76 | Thank you for allowing me to be part of the NHCS workforce. I work with some amazing people and we all work well as a team. | 12/29/2021 1:54 PM |
| 77 | none | 12/29/2021 1:43 PM |
| 78 | Nothing | 12/29/2021 1:43 PM |
| 79 | I believe we are underpaid for the amount of work and responsibility given. | 12/29/2021 1:43 PM |
| 80 | I enjoy my job. | 12/29/2021 1:34 PM |
| 81 | I think that teacher assistants should be treated with more respect especially when it comes to pay | 12/29/2021 1:30 PM |
| 82 | I have been employed by NHCS for a little over 1 month and I am sure my answers will change after being here for some time. I do currently very much enjoy the environment and feel I work with a great team. | 12/29/2021 1:29 PM |
| 83 | I'm thankful for the freedom that this opportunity has given me to raise my children, the M-F schedule with Holiday Breaks, insurance, and a salary (I don't take for granted). I've seen, heard, and dealt with a lot of things during my employment. Some things seem to be better left unsaid. | 12/29/2021 1:28 PM |
| 84 | I love my job but the salary is not adequate for todays cost of living. We have not had a raise in quite a long time. By the time family health insurance is deducted, I am living at a poverty level income. I have a [REDACTED]. I don't feel that I am being compensated for my knowledge and all the work that is expected from teacher assistants. | 12/29/2021 1:16 PM |
| 85 | No | 12/29/2021 1:09 PM |
| 86 | I worked at a [REDACTED] and a [REDACTED] before coming to work for [REDACTED] and enjoy my Position. | 12/29/2021 1:06 PM |
| 87 | No | 12/29/2021 1:02 PM |
| 88 | No. | 12/29/2021 1:01 PM |
| 89 | None!! | 12/29/2021 12:59 PM |
| 90 | None | 12/29/2021 12:53 PM |
| 91 | N/A | 12/29/2021 12:52 PM |
| 92 | Yes I would like to share that in 20 years I have been working in the [REDACTED] When I started with [REDACTED] The project manager I learned a lot from him as a carpenter and dealing with organization with projects and contractors and I want to think [REDACTED] for giving me the opportunity to work along with [REDACTED] as I assist him in yearly projects | 12/29/2021 12:41 PM |

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| 93 | The work environment here at [REDACTED] is great but I do not feel as though it is this way throughout the county. We are truly treated with respect from our principal and she looks to us for input. | 12/29/2021 12:41 PM |
| 94 | Not presently | 12/29/2021 12:35 PM |
| 95 | We as [REDACTED] are not recognized and given due as other professionals, yet are expected to perform increasingly difficult duties in an increasingly shorter amount of time. | 12/29/2021 12:29 PM |
| 96 | N/A | 12/29/2021 12:27 PM |
| 97 | No | 12/29/2021 12:25 PM |
| 98 | None | 12/29/2021 12:20 PM |
| 99 | I feel like the administrators at my school value and support special education. However, I feel the district needs to work to ensure that children are placed in the CORRECT program for their needs. The district needs to act more quickly to move children into the best program to meet that child's needs. In doing so, the child experiences less stress and more growth. The teachers will experience less burn-out as they can do the job they were hired for and serve the children that will benefit from that specific program. | 12/29/2021 12:20 PM |
| 100 | NA | 12/29/2021 12:16 PM |
| 101 | We need to have more flexibility in our work schedules to be more productive in our jobs and duties. | 12/29/2021 12:13 PM |
| 102 | I love my school, Admin and staff truly care about each other and most importantly the children in our care. | 12/29/2021 12:11 PM |
| 103 | We definitely need more staff | 12/29/2021 12:11 PM |
| 104 | [REDACTED] has an awesome principal and AP but there is no support at all from Central Office. Central office should be made to spend an entire day in a classroom. Not sure they realize what the reality is in an actual classroom. Have had HVAC problems for many years and still not fixed. Classrooms are either 100 degrees where you can't breathe or 40 degrees and winter coats are required all day. No one can figure out what is wrong. It's been like this for at least as long as I have been here. Shame that our parents don't know what their kids have to sit through | 12/29/2021 12:10 PM |
| 105 | None | 12/29/2021 12:08 PM |
| 106 | No | 12/29/2021 12:08 PM |
| 107 | It is my hope the the respect and pay would reflect the educational and professionalism that teaching assistant have on the [REDACTED] level | 12/29/2021 12:07 PM |
| 108 | I don't feel assistants get the pay they deserve. We are not clerical workers we are in the classroom tutoring , pulling groups and researching what the teach has taught . The pay is terrible ! | 12/29/2021 12:05 PM |
| 109 | Teacher assistants are UNDERPAID!!! | 12/29/2021 12:05 PM |
| 110 | No thank you | 12/29/2021 12:05 PM |
| 111 | To have input from classified staff in regards to job responsibilities and compensation. | 12/29/2021 12:05 PM |
| 112 | Through the years that I have been with NHCS I have witnessed a distinct change in allowing staff the opportunity to teach to their individual best. My job has changed so much that it is not what it used to be. I no longer get the satisfaction of seeing children learn and grow. My salary was only a portion of why I worked, being part of a classroom was great part of my job satisfaction and that has changed. In the past few years even before Covid I had felt stretched very thin and never know where or what I will be expected to do the following year. My administrators have listened but with TA's numbers so low there is not much they can do! My hope is that our students will not suffer due to staff shortages and current climate in education. | 12/29/2021 11:08 AM |
| 113 | I love working for NHC Schools and I feel that as a [REDACTED] with all the new and different programs that has been placed on me requires more work than what I had and there no incentives for it. Also I would love to have a printer back in my office especially before registration. | 12/29/2021 10:40 AM |

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| 114 | A look of how students are treated should be investigated | 12/28/2021 6:36 PM |
| 115 | My coworkers are a great training resource but would prefer one-on-one training. | 12/28/2021 5:47 PM |
| 116 | <p>This survey is insulting to the [REDACTED] and [REDACTED] that have to complete it. We are the only professional level employees that are considered classified and not certified. I have tremendous respect for my more immediate supervisors, [REDACTED] and the amazing admin team at my base school, [REDACTED]. I feel very supported by them. Because of our designation as Classified (which, by the way- you don't even have an appropriate category in this survey for us under classified), we do not receive supplements or raises that other professional level employees of NHCS receive. We provide the same type of direct student intervention, evaluation, collaboration and interpretation services that [REDACTED] provide and provide income to the district through Medicaid. Our pay scale has actually been reduced since I joined the school system in 2007. We make less as [REDACTED] than our counterparts in surrounding school systems. We have been able to retain and recruit employees because our department has a good reputation because of the leadership. However because of the pay disparities, it has been difficult to recruit new employees for open positions. I enjoy my job because of the students and staff that I work with on a daily basis. There are [REDACTED] that are currently exploring employment opportunities in other venues because of the pay disparities. I do not feel valued or respected by NHCS for the services I provide. Please follow up with our detailed information that we have provided to [REDACTED]</p> | 12/28/2021 10:52 AM |
| 117 | Child Nutrition workers are not appreciated enough | 12/27/2021 5:58 PM |
| 118 | <p>I think the role of a Teacher Assistant in the Special Education department is often undefined - who exactly is our supervisor? the department chair? the AP over Special Ed? the lead teacher in our primary assignment? Also, we are salaried and expected to perform at a professional level, but we have to clock in and out every day like we are working on the line at the meat plant. Most days truly enjoy working with the students and the staff at [REDACTED] and find it a good work environment.</p> | 12/27/2021 2:18 PM |
| 119 | <p>Major school repairs, are subject to a longer time. Ex.(The metal awning was removed as a needed shelter, but nothing was never replaced to accommodate students and staff, especially during inclement weather. This was located in the front entrance of the school.)</p> | 12/27/2021 8:40 AM |
| 120 | <p>There is discrimination against non US cultures. [REDACTED]</p> | |
| 121 | We are underpaid. | 12/25/2021 8:11 PM |
| 122 | <p>The Administration at my school does an EXCELLENT job with showing that they appreciate and value EVERY staff member. The Administration and Supervisors of the District at large need to do a better job of being there for their school staff; show appreciation for the efforts and dedication, pay them Living Wages, show up to their schools from time to time to "Check - In" on them.</p> | 12/25/2021 6:57 PM |
| 123 | We need more face to face training. | 12/24/2021 1:09 PM |
| 124 | <p>I have been a TA in NHCS for 18 years and don't make a living wage. My average pay is about \$13 an hour, which is not enough to support my family. I also do not feel respected as the vital part of the special education team at my school that I and my fellow TAs are.</p> | 12/24/2021 12:44 PM |
| 125 | no | 12/24/2021 6:13 AM |
| 126 | No | 12/24/2021 1:21 AM |
| 127 | None | 12/23/2021 10:05 PM |
| 128 | Good school to work for. | 12/23/2021 1:41 PM |
| 129 | No thanks. | 12/23/2021 1:02 PM |
| 130 | <p>Paraprofessionals are asked to cover more duties to allow teachers to get their planning time and as an assistant, working w/small groups, there is no organizational/planning time. My schedule includes 4 different grade levels as well as mtss assistance... Before school, after school and on my 25 minute lunch break is when I organize and communicate with teaches-careful not to exceed my clock time.</p> | 12/23/2021 12:37 PM |
| 131 | No | 12/23/2021 11:17 AM |

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| 132 | More opportunities within our department. The advancement process should be fairer. Most positions already have a candidate chosen. The interview for certain positions is considered a farce by most of the staff. | 12/23/2021 8:39 AM |
| 133 | We are no paid enough for our services. Classified staff, especially EC should be paid more due to the job description. | 12/22/2021 10:47 PM |
| 134 | No thank you. | 12/22/2021 6:58 PM |
| 135 | I am a substitute teacher and am liking my job less and less. There is no recognition for those of us that have been working continuously throughout this whole pandemic. While I appreciate the raise. I used to be paid at the top level for subs. With the raise I moved up to \$111 not \$135. I work continuously and try to have teachers backs because they are over worked and under paid but this district is making it very difficult for me to want to do this anymore. | 12/22/2021 5:06 PM |
| 136 | The main thing that is lacking is proper compensation for our hard work. As a full time substitute I do not feel I am being properly compensated. Full time substitutes and TA's should be paid a liveable wage. | 12/22/2021 4:16 PM |
| 137 | TA's are underpaid, under valued and disrespected. [REDACTED] does not support us, so it all starts at the top. | 12/22/2021 1:47 PM |
| 138 | Nothing they want to read. | 12/22/2021 12:43 PM |
| 139 | We do not have nearly enough support for all the children that need help this year. Small groups are better, but still ineffective if your small group is at many different levels. | 12/22/2021 11:47 AM |
| 140 | Teacher Assistant's work with 2 or more teachers to support our students daily and the pay is Awful!!☹ | 12/22/2021 11:02 AM |
| 141 | There need to be more subs for teachers to have their planning periods. Cost if living raises yearly like in the past. | 12/22/2021 10:34 AM |
| 142 | No | 12/22/2021 9:42 AM |
| 143 | N/A | 12/22/2021 9:36 AM |
| 144 | As an [REDACTED] I'm amazed at how much is expected from very little time and minuscule pay. What I do for a job is a labor of love but it's hard to make ends meet. Also, the amount of stress I see the teachers under does not appeal to me to become a lead teacher. Triple the amount of work with more piled on constantly. With minimal pay for the outcome compared to other NC counties. There is no way administration could possibly understand what we do every day. Saying the words thank you eventually isn't enough. I clock in at 7am. I have 15 minutes to get the classroom ready to be at the car line to receive students. Getting the classroom ready consists of : [REDACTED] h [REDACTED] If it's not correct I have ro remake it. I have [REDACTED] of the water [REDACTED]. Ensure we have soap and paper towels In the dispensers. Prep the s [REDACTED] Discuss with lead plan of the day and receive and instructions on small group she wants me to lead also discuss behavior strategies. I [REDACTED] Get car line that was all before 715am. Receive students hand out masks. If teacher is absent that day I'm lead. I grab the breakfast and walk students into the classroom. If I'm lead that day I carry out all lesson plans and scheduled events for the day. When there are behaviors I handle them appropriately. Which there always is in a [REDACTED]. If there's a fire alarm I ensure safety and appropriate numbers. If there are potty accidents we find clothes to change them into. Somehow. I serve lunch in the classroom and do all of the [REDACTED] [REDACTED] that doesn't lock beside a parking lot to an active church. Our students have gone over to that gate so this can be stressful. We come back into the classroom I assist with Eureka math. These are [REDACTED] olds so there is always transition issues. We get them settled for [REDACTED]. Which requires [REDACTED] [REDACTED]. Lead teacher usually has many meetings during this time so I'm alone in the room with 18 students. [REDACTED]. I'm doing their folders to take home as fast as I possibly can. Then put them in their cubbies for them to put away to take home. We have NO microwave or refrigerator in our room and to leave lead to heat up my food can be tricky. [REDACTED] So I normally just bring cold food I can snack on when I can. When the students [REDACTED] [REDACTED]. Usually have one or two that [REDACTED] so we have to get them changed. [REDACTED] [REDACTED] and maintain behaviors to get them lined up to get home (car, bus or van) I get to the car line and watch the two [REDACTED] classroom car rider students to ensure they get | 12/22/2021 8:25 AM |

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home. At 250 I go back in clean up and have 10 minutes to get e-mails ready. The lead is usually not back yet because buses are always very late. They do drop offs from the High School first. So I usually don't see [REDACTED] teacher before I clock out because she usually waiting with them in the cafeteria. Throughout the day the [REDACTED] and I barely get a chance to do any planning or communication. For \$13.00 or \$14.00 an hour you have to admit all of what I have just shared is not an appropriate salary. I entered the profession because I loved children and the field of education. But feeling the stress the teachers feel and thinking that of investing long term as a teacher I just don't see it for myself. I feel so badly for them. We're all just so completely burnt out and financially drained. Plus, we teachers assistants feel very invisible to the administration because we just don't think it's understood what we do. It would make more sense for me to be a substitute. But then that would leave our [REDACTED] without the relationships that are needed to be effective with behaviors. I won't be able to afford to do this job much longer...financially and or physically.

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| 145 | Not enough money respect or good leadership | 12/22/2021 8:19 AM |
| 146 | N/A | 12/22/2021 7:52 AM |
| 147 | Please keep buying updated tools and work more closely with contractors and make sure it is up to NHCS standards | 12/22/2021 7:37 AM |
| 148 | Staff members need to be treated equally in this school. Better communication needs to happen for entire staff because certain areas are always lefted out. Everyone should be treated with respect no matter what their job title is in the school. More diversity is needed in this school especially staff members. | 12/22/2021 7:30 AM |
| 149 | I enjoy the change of pace from my previous field of work in healthcare however would not be able to have applied for this position without having a spouse earn the primary income to support our family. | 12/22/2021 7:21 AM |
| 150 | The pay doesn't equal the work | 12/21/2021 10:18 PM |
| 151 | No | 12/21/2021 10:16 PM |
| 152 | Not enough pay. New hours don't allow enough time for necessary duties, ie. clerical. | 12/21/2021 10:10 PM |
| 153 | As a Teacher Assistant-EC I also cover classes for teachers who are absent, but do not get compensation to do so. In my school there are other EC-TA's that do the same ,also with no compensation. I also think TA's need more money. I could not live on my own on my salary. Teacher Assistant do just that, they teach along side the teachers they work with. | 12/21/2021 9:47 PM |
| 154 | Not paid according to my duties. Not enough compared to other jobs in the school system. | 12/21/2021 9:37 PM |
| 155 | N/A | 12/21/2021 8:44 PM |
| 156 | I am a professional but am paid as though I'm a layperson. People are appalled at my rate of pay. My hope is the school district as well as the state will value me as a professional and pay me as such. | 12/21/2021 8:12 PM |
| 157 | I love my job, but as a certified teacher with a masters in reading it is disheartening to be at a lower pay scale than the school receptionist and to be making the same compensation as a TA with no college degree. As a TA I am teaching students throughout the day in small groups and in some instances, whole class but the pay is extremely low. Thank you. | 12/21/2021 7:16 PM |
| 158 | We need major improvements!! | 12/21/2021 6:48 PM |
| 159 | No | 12/21/2021 6:42 PM |
| 160 | Good place to work, need more support and more money. | 12/21/2021 6:35 PM |
| 161 | Not at this time | 12/21/2021 5:55 PM |
| 162 | No | 12/21/2021 5:34 PM |
| 163 | I love my [REDACTED] students and coworkers! We are there for each other and are a wonderful team! | 12/21/2021 5:24 PM |
| 164 | Favoritism has been rampant. Working here has been toxic and terrible. Look at your areas with high staff turn over. They did not leave because they loved working here. Exit interviews with department leaders hide the truths from you. Dig and you will see. | 12/21/2021 4:59 PM |

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| 165 | Our department is very lacking of leadership, [REDACTED] should not be driving busses and also be expected to perform their daily task. | 12/21/2021 4:56 PM |
| 166 | No comment | 12/21/2021 4:30 PM |
| 167 | As a former Kindergarten teacher I feel every Kgn. teacher needs a full time assistant. At my school TA's are spread very thin and some of our Kgn. teachers have a TA for an hour at the most. This is not nearly enough time to help with intervention or prepping materials especially when we are strongly encouraged not to work over our 8 hours. | 12/21/2021 4:04 PM |
| 168 | I believe we need more support and Central office to assist the Administration especially at High Risk Schools. More tools are needed. | 12/21/2021 3:51 PM |
| 169 | No | 12/21/2021 3:39 PM |
| 170 | No | 12/21/2021 3:28 PM |
| 171 | this administration [REDACTED] dedicated to covering up misconduct. and allows reattribution against employees who report it. I am completely ashamed to say I work for this school system. there is also an ungodly amount of waste and contracts given to cronies. the [REDACTED] regularly performs side work on the clock. there is way more but I'm sure you will cover this up as well | 12/21/2021 3:21 PM |
| 172 | The administration works hard trying to support the needs of students and staff. I do not feel that staff supports the administration in the same manner. | 12/21/2021 3:14 PM |
| 173 | outside work experience for new hires in skilled trades is 1 step for 1 year. There are skilled trades employees who are receiving 1 for 2 and it is unfair for those dedicated long time employees not to be paid as new hires. | 12/21/2021 3:07 PM |
| 174 | Feel underpaid and under appreciated for the many jobs that we do. I can retire on paper in a few more years, but will have to find another job because I can't live off of what I'll make . | 12/21/2021 2:48 PM |
| 175 | I think we should treat people equal, no matter what role they play in New Hanover County Schools. | 12/21/2021 2:25 PM |
| 176 | I am grateful to be an employee here and work with a such a diverse group of people. | 12/21/2021 2:20 PM |
| 177 | N/A | 12/21/2021 2:20 PM |
| 178 | NA | 12/21/2021 2:12 PM |
| 179 | I like for the district to thinking about paying salary before getting out for holidays school going to be close during the holiday | 12/21/2021 2:12 PM |
| 180 | work in management for numbers of years and never had the opportunity to become one in this district. | 12/21/2021 1:55 PM |
| 181 | No | 12/21/2021 1:48 PM |
| 182 | Teaching assistants are treated like second class citizens | 12/21/2021 1:26 PM |
| 183 | I would like the raise to reflect my years of service for NHCS. Not all one pay grade for all TA's. | 12/21/2021 1:19 PM |
| 184 | Teaching at one time was a honorable profession. Due to the low pay wage that I receive, it does not encourage students to become an educator. They see me working a second job and financial struggle. The low pay wage that New Hanover County Schools offer does not attract the best teachers possible for our students. Having to work additional jobs to make ends barely meet, makes it very difficult for me to be at my best daily to teach and it not take a toll on my physical /emotional health. I love teaching and would not ever want to take part in a "mass walk out" to receive a livable wage. | 12/21/2021 1:13 PM |
| 185 | I feel like we are not seen as an important part of the school system which leaves us all feeling devalued and unappreciated. We care just as much for the students' educational journey just like the classroom teacher. I have personally spent money for things the kids need and love them just as much!! | 12/21/2021 1:07 PM |
| 186 | The Administraator in Transportation can be verbally abusive to his employees. He does not value his employees. | 12/21/2021 1:03 PM |

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| 187 | No not at this time | 12/21/2021 1:00 PM |
| 188 | No | 12/21/2021 12:51 PM |
| 189 | I am a certified teacher, working as an assistant for very little pay with a lot of responsibilities. I make about 1/4 of what my classroom teacher makes, however I do about just as much in order for our school day/week/year to function | 12/21/2021 12:48 PM |
| 190 | Staff has no voice in any decisions. Treated like they are robots and expected to have no outside life- family or obligations. Staff that make suggestions are cut off Top administrator doesn't even pretend to consider suggestions or anything lower staff have to say. | 12/21/2021 12:47 PM |
| 191 | No. | 12/21/2021 12:43 PM |
| 192 | No. | 12/21/2021 12:42 PM |
| 193 | None | 12/21/2021 12:42 PM |
| 194 | Na | 12/21/2021 12:41 PM |
| 195 | Para need to be recognized more for their hard work. Better pay is needed | 12/21/2021 12:34 PM |
| 196 | Our principal is an amazing leader and is supportive of staff and students. | 12/21/2021 12:27 PM |
| 197 | There needs to be more discipline and consequences for students who are disrespectful, rude and aggressive towards staff and other students. They are not made to be accountable for anything and therefore, they act out in ways that I've never seen before in high school students. If anyone feels unsafe in their school, it's because students are allowed to do and say anything they want to to anybody. They need to be held accountable for their actions and behavior. | 12/21/2021 12:27 PM |
| 198 | no | 12/21/2021 12:26 PM |
| 199 | I wish that co-workers in schools/departments were easier to work with, and more helpful and understanding. | 12/21/2021 12:23 PM |
| 200 | I have been working in this district as of the end of this school year for 16 years. I have also had to work a second job to make ends meet and I know I'm not the only one. I have invested 16 years in a job that I enjoy and love and would not want to have to go and find another job that pays more to be able to pay my Bills. I believe that we deserve the \$17.00 an hour and hope that it happens and get passed. | 12/21/2021 12:21 PM |
| 201 | I love ██████ Administration is awesome ! The pay is terrible for what we do . We aren't clerical workers we are in groups all day and also tutoring kids . I feel assistants are left out and should get a yearly supplement just like teachers . | 12/21/2021 12:14 PM |
| 202 | I was taught that all ██████ buses must have seat belts but at our school there are one bus that doesn't because they share the bus with another school. This is a concerns for our children safety to me. | 12/21/2021 12:11 PM |
| 203 | na | 12/21/2021 12:10 PM |
| 204 | I am satisfied and thankful for my employment | 12/21/2021 12:07 PM |
| 205 | There needs to be recognition of part time employment when evaluating prior teaching experience for teachers and teaching assistants. It is elitist to assume everyone who has taught has held full time positions. There is a long history of post-secondary schools employing adjunct teaching staff to avoid paying higher salaries and benefits for equivalent hours. By feeding into that mindset, it undervalues and discounts valuable work experience. This can be demoralizing to employees who have spent years educating students only to have their work history dismissed because it was not labeled as "full time" by an institutions' Human Resources department. There are only so many full time positions available. This evaluation standard for Employment Verification needs to be reassessed. | 12/21/2021 12:06 PM |
| 206 | I've completed 1 year in October, and have enjoyed being the ██████ at ██████ Elem. Thank you for that opportunity. | 12/21/2021 11:59 AM |
| 207 | I became a teacher assistant this year with SDA students after teaching science for 42 years. With the exception of pay it has been rewarding. | 12/21/2021 11:55 AM |
| 208 | I enjoy my job and peers. I wish I made more money to live on. | 12/21/2021 11:50 AM |

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| 209 | As a new employee it saddens me to see that staff are NOT required to take breaks (including lunch) with out kids. It is also sad that we do NOT have a designated lounge for teachers and staff to go to. Also, a livable wage is not to much to ask. I know people who need government assistance to get by or have to work multiple jobs to make ends meet. | 12/21/2021 11:42 AM |
| 210 | No | 12/21/2021 11:41 AM |
| 211 | No | 12/21/2021 11:40 AM |
| 212 | So far so good. Love it | 12/21/2021 11:38 AM |
| 213 | I strongly disagree with district's decision to only give certain employees the December bonus. Did nothing for my morale and made me feel less a valued employee. | 12/21/2021 11:37 AM |
| 214 | It will be difficult to remain at this job in the future due to the low wages paid for non-teaching positions. | 12/21/2021 11:36 AM |
| 215 | no | 12/21/2021 11:35 AM |
| 216 | no | 12/21/2021 11:34 AM |
| 217 | Question 22 is quite vague and I'm unsure what it's exactly asking. The removal of the flexible work schedule and ability for classified staff to flex time has had an extremely negative impact on overall employee moral, driving people to find other employment. This was a benefit that was of no cost to the district. | 12/21/2021 11:33 AM |
| 218 | Just a pleasant place to work overall.. | 12/21/2021 11:28 AM |
| 219 | We need less micromanaging in individual shops from supervisors. [REDACTED] The [REDACTED] are really good at communicating. We do need to feel like we are appreciated and looked at like we are capable to do our jobs that we were hired for. And would love to get our 1hr lunches back. | 12/21/2021 11:25 AM |
| 220 | No | 12/21/2021 11:23 AM |
| 221 | I am new to the district and I could not be happier with my school and my position. | 12/21/2021 11:19 AM |
| 222 | No tier of consequences amongst students breaking rules and no dress code | 12/21/2021 11:19 AM |
| 223 | My job never ever gets recognized for the hard work we do we don't get enough pay for what I do understaffed I have on bout 5 years left to retire if I can last that long with all of the issues we have I wouldn't recommend this job to anyone I love what I do but don't like all the bs we have to put up with and it's a shame cause many years ago I loved coming to work everyday | 12/21/2021 11:18 AM |
| 224 | None | 12/21/2021 11:18 AM |
| 225 | N/A | 12/21/2021 11:18 AM |
| 226 | Needs more change and better pay for the work you do | 12/21/2021 11:17 AM |
| 227 | I have substituted prior to becoming a TA working at two schools and I have felt welcomed at all schools I have worked at. | 12/21/2021 11:17 AM |
| 228 | I am disappointed with the pay Teachers Assistants are currently receiving. \$17 an hour is a livable necessary wage. We perform multiple duties and its embarrassing to get less than we are worth as employees. We only ask to have wages comparable to the cost if living in our city. It is my hope that our wages will increase to \$17 an hour! | 12/21/2021 11:13 AM |
| 229 | No | 12/21/2021 11:13 AM |
| 230 | I am currently working two jobs. I consider the school system to be my primary employment, I just wish I was paid in a manner it could be my only job. | 12/21/2021 11:13 AM |
| 231 | I feel like a valued employee, am respected, feel I make a difference here and am happy with the work. | 12/21/2021 11:10 AM |
| 232 | No | 12/21/2021 11:10 AM |
| 233 | NA | 12/21/2021 11:08 AM |
| 234 | I am here 30 minutes before work to prepare for the day. Once the day is started and my morning duties are done the kids are already learning. I jump in and don't stop moving until the | 12/21/2021 10:59 AM |

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end of the day. The pay I receive is incredibly little for all I do. I teach small groups, I step in for my teacher when she needs to address an issue, I substitute for her when needed and I love these children like my own. Not sure how much longer I can financially do this job but the kids keep bringing me back.

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| 235 | N/A | 12/21/2021 10:59 AM |
| 236 | I love everything that I do for the children of New Hanover County. They are certainly worth my time and effort . | 12/21/2021 10:57 AM |
| 237 | No | 12/21/2021 10:56 AM |
| 238 | No. | 12/21/2021 10:55 AM |
| 239 | This is my first time working any place and got get a raise every year. I am confused on how the county works. | 12/21/2021 10:55 AM |
| 240 | Most [REDACTED] and I believe that their pay and professional respect should reflect that. Also on the [REDACTED] level classrooms are require to have an assistant/co teacher and it is in my opinion that the level of pay and professional respect should reflect reflect that as well. | 12/21/2021 10:47 AM |
| 241 | I love my job! | 12/21/2021 10:46 AM |
| 242 | My administrator is a very strong and supportive person and she is the reason I love working at this school! | 12/21/2021 10:43 AM |
| 243 | N/A | 12/21/2021 10:43 AM |
| 244 | No | 12/21/2021 10:42 AM |
| 245 | The [REDACTED] is headed in a better direction than it has in many years but employee retention and recruiting is difficult because the staff is not adequately compensated based on the competition for employees in the market. [REDACTED] staff also does not feel supported by Central Office or appreciated by school staff. This was made very evident with support staff around the district getting the bonus and [REDACTED] was not included. Central office employees seem to not value or respect the work that [REDACTED] does to keep resources in the district operational. We are only recognized when something is broken or someone wants new technology. | 12/21/2021 10:40 AM |
| 246 | No | 12/21/2021 10:36 AM |
| 247 | Since we are in a Pandemic it seems we have loosened our standards for cleanliness that we started out with. The restrooms are rarely clean the cafe tables and the teachers lounge often go days without cleaning. Overall the school is dirty and unsafe for the students and staff in a pandemic. Having said this we do not have any custodial staff we currently are operating a building with 700+ students with 2 custodians. Our Asst. Principal comes in early to clean floors as if his day is not long enough. I would like to see the district help with this instead of moving our custodians to another school. | 12/21/2021 10:35 AM |
| 248 | None | 12/21/2021 10:31 AM |
| 249 | This district's harshness in punishment prevents me from speaking my thoughts | 12/21/2021 10:29 AM |
| 250 | n/a | 12/21/2021 10:28 AM |
| 251 | Na | 12/21/2021 10:28 AM |
| 252 | I enjoy what I do, but don't feel others enjoy their work or are dedicated to doing their best. I hear at the school level, many are not happy. It's been a difficult couple of years. | 12/21/2021 10:28 AM |
| 253 | This is my third position within the school system. I have been fortunate in that every position I worked, I thoroughly enjoyed my job. I've worked with some great people. | 12/21/2021 10:27 AM |
| 254 | I feel the pay scale of the employees in [REDACTED] [REDACTED] they are making over 3 times the amount of money as the employees who have been here and are working under them. We are having to teach the [REDACTED]. The lowest paid employees in the department are doing the majority of the work and the [REDACTED] paid enormous salaries to do little or way less work. This is extremely unfair and I wouldn't recommend this place of employment to anyone. | 12/21/2021 10:26 AM |

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| 255 | I'm happy to see our [REDACTED] highlight GOOD news. It helps morale, which has been low. We've seen enough bad news in the papers, etc. I would like to see that positive news hit the papers as well, instead of only internally. | 12/21/2021 10:25 AM |
| 256 | Paraeducators/TAs are being stretched beyond our job descriptions every day without fair salary/compensation. Administrators at [REDACTED] are making efforts to encourage a better staff environment but there are many divisions, toxic environment within the [REDACTED] | 12/21/2021 10:23 AM |
| 257 | Regardless of my passion and dedication to my students, financial stress is a heavy burden and not earning a living wage comparable to the work that is asked of us is frustrating | 12/21/2021 10:22 AM |
| 258 | No | 12/21/2021 10:22 AM |
| 259 | No | 12/21/2021 10:22 AM |
| 260 | It's thought the fact that as a teacher assistant we never get a break at all and work hard all day and do not get the pay to show it. I mean we are the ones always giving planning time to the teachers and we do not even get time to sit down and eat lunch. Because we are covering recess and others lunches. | 12/21/2021 10:22 AM |
| 261 | I think NHCS Central Office could do more to support site based leadership, especially with regard to staff allocations, safety, scheduling, and student discipline. Every school is not the same, and County-wide procedures don't always work at one school vs. another. | 12/21/2021 10:21 AM |
| 262 | We appreciate your recent efforts to increase classified pay, but it still only compares to what a 17 year old with no experience gets paid at his grocery job. | 12/21/2021 10:21 AM |
| 263 | No | 12/21/2021 10:21 AM |
| 264 | Lack of support from central office support personnel and lack of transparency from them as well. | 12/21/2021 10:20 AM |
| 265 | I am fairly new to the district and still learning all it has to offer | 12/21/2021 10:19 AM |
| 266 | N/A | 12/21/2021 10:18 AM |
| 267 | None at this time | 12/21/2021 10:17 AM |
| 268 | Morale has decreased incredibly over the last 5 years | 12/21/2021 10:16 AM |
| 269 | No | 12/21/2021 10:15 AM |
| 270 | NA | 12/21/2021 10:15 AM |
| 271 | I love my school! Staff and admin support each other professionally and on a personal level. Admin fosters an environment of respect and kindness. | 12/21/2021 10:14 AM |
| 272 | I'd like to see our hiring process simplified and streamlined. It's hard to recruit new employees and get fully staffed with such a complicated, time consuming process. We're competing against private industry for these candidates and often the process puts at a great disadvantage even more than the pay and benefits. Thanks. | 12/21/2021 10:12 AM |
| 273 | If you are not in the Central Office building or a teacher, our work is not recognized as being essential. | 12/21/2021 10:12 AM |
| 274 | The amount of my hourly wage is not a livable wage for New Hanover County. If paraprofessionals were truly valued by parents, school board, and the superintendent, they would find a way to fairly compensate us. | 12/21/2021 10:12 AM |
| 275 | Gave me growth.. | 12/21/2021 10:12 AM |
| 276 | No | 12/21/2021 10:12 AM |
| 277 | We need paid bus monitors in prek | 12/21/2021 10:12 AM |
| 278 | If #29 is a school day then no...teacher workday then yes. | 12/21/2021 10:11 AM |
| 279 | N/A | 12/21/2021 10:11 AM |
| 280 | - | 12/21/2021 10:11 AM |
| 281 | none | 12/21/2021 10:11 AM |

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| 282 | none | 12/21/2021 10:10 AM |
| 283 | No | 12/21/2021 10:09 AM |
| 284 | None | 12/21/2021 10:09 AM |
| 285 | No | 12/21/2021 10:07 AM |
| 286 | no | 12/21/2021 10:06 AM |
| 287 | no | 12/20/2021 2:31 PM |
| 288 | As a classified staff member, I have a master's degree in a medical profession and over 16 years of experience. I do not feel like my degree or experience are valued in this county. I feel like my direct supervisors are understanding of the value I bring, but this is not true of higher administration. I feel like we have to beg and plead to be included in bonuses and supplements in which other school employees are eligible. We are expected to attend meetings during after school hours and to complete paperwork often on our own time. This leaves very little time for our own families. Since funding is low, we often have to spend our own money on continuing education opportunities that are required to maintain our licensure and on supplies that are required for our job. Although our immediate supervisors do their best to advocate for us and our needs, this is a district level issue, and they can only do so much to help us. The lack of transparency regarding payscales and increases in our step level as well as the variability in the raises and step increases from when I was first hired in the country in very discouraging. I am honored to work alongside some very qualified teachers and administrators, but sadly many are leaving or have already left. | 12/20/2021 11:59 AM |
| 289 | My schedule and duties have been switched around more than I'd like but otherwise been a great experience | 12/20/2021 8:49 AM |
| 290 | Teacher assistant salary should be raise higher then 15 dollars | 12/20/2021 8:29 AM |
| 291 | Na | 12/19/2021 11:23 PM |
| 292 | No | 12/19/2021 1:56 PM |
| 293 | NA | 12/19/2021 4:15 AM |
| 294 | N/A | 12/18/2021 3:06 PM |
| 295 | I enjoy being here. It took me a long time to get where I'm at. I do however do not like the idea that it's us vs them. School Staff vs Central Office/Technology etc and vice versa. As a former [REDACTED] that is not how it should be. I am a better [REDACTED] because I spent time in the classroom. We need to be one team. One NHCS Team. With that being said, I do feel we are making progress. Thanks for your time. | 12/17/2021 1:23 PM |
| 296 | no | 12/17/2021 1:20 PM |
| 297 | I love it! | 12/17/2021 12:20 PM |
| 298 | no | 12/17/2021 11:55 AM |
| 299 | I feel that the classified positions are not as valued as certified positions | 12/17/2021 10:24 AM |
| 300 | As a parent and an employee of NHCS, I feel this school year has failed me as an employee and my child as a student. | 12/17/2021 10:24 AM |
| 301 | The central office hours are not conducting to supporting schools. Central office hours of 8am to 5pm, do not support schools who may begin as early as 7am or 7:30am. Central office hours should align with school hours and provide flexibility for central office staff to support schools from 7am to 5pm and departments should be able to flex employee hours within their department and still provide adequate coverage. Communication is non-existent to all employees. We used to be given updates on new programs, principals receive some of this at their monthly meeting, but not central office staff. Senior Staff also do not provide updates to staff on program or district changes, initiatives and updates. The attitude from top leaders is negative. This creates a vast system of improper communication and it is hard to support schools when there is no information being provided to central office and school staff. There have been too many new software programs, new school programs, new executive staff and new curriculum pushed out in a very short period of time with no communication and no coordination by top leaders. There is not a formal training program for the new software | 12/17/2021 10:11 AM |

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systems which is creating a great lack of understanding. Everyone is working in a silo and it is chaotic. There is no input from school or central office staff who are the ones implementing the new software or curriculum as to the problems or effectiveness. Feedback is not welcomed or when given, not listened to. This is causing lack of trust and lack of continuity. Lack of communication and silos is a problem that started about a year and a half ago. This is terrible morale amongst all employees, both schools and central office. Central office has no safety devices such as locked doors with buzzers and no training to create an unsafe feeling and working environment. Safety meetings need to be held with central office staff at least annually, and better communication about if an incident occurs needs to be communicated. Please bring back the great school system that NHCS used to be.

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| 302 | Raises??? | 12/17/2021 8:53 AM |
| 303 | Sufficient pay needs to happen to survive financially. | 12/17/2021 8:39 AM |
| 304 | Proud to serve NHCS! [REDACTED] | 12/17/2021 7:41 AM |
| 305 | [REDACTED] is an outstanding leader. | 12/16/2021 9:39 PM |
| 306 | None | 12/16/2021 9:31 PM |
| 307 | I am disappointed by how the board has dismissed the extra effort made by teacher assistants, especially Special Ed. | 12/16/2021 8:02 PM |
| 308 | Administration at this school with with excellence. | 12/16/2021 6:14 PM |
| 309 | . | 12/16/2021 5:41 PM |
| 310 | In regards to administration at [REDACTED] is doing his best; however, [REDACTED] is very challenging to work with and often belittles [REDACTED] staff, which makes teaching very difficult because of the lack of support. Most importantly, [REDACTED] should have class sizes under 15 for our students to thrive and be successful. We hardly have enough teachers or teacher assistants to help all the needs of our students; our desks and chairs do not fit the sizes and needs of our students, which create an uncomfortable learning environment, and class sizes are bursting at the seams. If [REDACTED] could hire more teachers to make class sizes for each core teacher and elective teacher to have no more than 15 per class, our scores would increase, referrals would lessen, and our students would feel confident learning in a small group settings throughout the day. The district needs to realize that [REDACTED] students need more support or test scores will never increase. Please consider my above comments because I only want to teach at [REDACTED] and I want [REDACTED] to be supported by our District. Thank you. | 12/16/2021 5:18 PM |
| 311 | The amount of new non-negotiable work assigned this year with learning so many new curriculums and Letrs training was completely unrealistic and unfair. Students are still being taught how to function in the classroom again and we are having to reteach simple classroom etiquette because of how inconsistent the last 2 years have been. Having to also fit in so much new material has been incredibly hard. This has been my hardest year I have ever taught | 12/16/2021 4:20 PM |
| 312 | No thank you | 12/16/2021 4:19 PM |
| 313 | I greatly enjoy working with my team and with the person who immediately supervises me. I think we have the best dept in the district! | 12/16/2021 3:55 PM |
| 314 | Not at this time. | 12/16/2021 3:50 PM |
| 315 | N/A | 12/16/2021 3:35 PM |
| 316 | This year a new administrator (1st year) witnessed a student saying to me, "you don't have to be such a fucking asshole" and the administrator did NOTHING. To the extent that he and the student were in close proximity during lunch and he said nothing to the student. It wasn't until I pursued the situation with the student's ROTC instructor that the Asst Principal decided to write a referral. I was never included in the referral and therefore was never made aware of any, if any disciplinary actions were taken against the student. This is totally unacceptable to me. I felt belittled and unsupported by this incident. Isn't still our responsibility to create and maintain an environment where discipline and behavior is a basic expectation? Students at my school do what they want, when they want without penalty. They know it and so do we. This is also why very little teachers show up for assigned duties. There is ZERO accountability for students and teachers at my school. I've been teaching here since 2000. I've seen lots of | 12/16/2021 3:32 PM |

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changes. My school is a wreck and I do not enjoy being there We need strong, fair, experienced and most all, qualified leadership. Please help [REDACTED]!

| | | |
|-----|---|---------------------|
| 317 | I love working at [REDACTED]! | 12/16/2021 3:25 PM |
| 318 | I love where I work but I do not love where this district is heading. I have my own children at [REDACTED] and [REDACTED] and I am thinking of switching them to private schools. The teachers at their schools do not feel safe or supported and I don't feel that my child is safe at [REDACTED]. I think more security needs to be in place there so that teachers can do their jobs effectively and all can create a safe place to learn. We also need to start the push for positive learning and a good environment for our kids at the central office level. If people aren't happy at that level, it shows within the district and trickles down to all levels... | 12/16/2021 3:23 PM |
| 319 | No | 12/16/2021 3:21 PM |
| 320 | The 8am-5pm workday with a mandatory hour lunch hurt Central Office morale. Returning to the more flexible 7am-6pm option is preferred and would help morale in Central Office. | 12/16/2021 2:50 PM |
| 321 | n/a | 12/16/2021 1:47 PM |
| 322 | No | 12/16/2021 12:38 PM |
| 323 | I think working for the school system is like being on a sinking ship. We constantly get more and more on our plates in terms of work, responsibility and paperwork while nothing ever comes off our plates regarding expectations and job requirements. Plus, we literally get paid less and less every year. | 12/16/2021 11:51 AM |
| 324 | Let me say, I do love my job, school and the people I work with. I do feel valued at my school. It would be nice and appreciated if we were recognized when everyone else is. And it would be nice when everyone else gets an increase so would the people who have maxed out their years would too. | 12/16/2021 11:06 AM |
| 325 | I do think as Teacher Assistants we should get paid \$15 an hour instead of bus drivers in this county simply because we are in school with students all day. Especially, if minimum wage increases to \$15 we would already be there. | 12/16/2021 10:55 AM |
| 326 | I strongly feel that I am not financially compensated enough for my degree, experience, work ethic, time, and value that I contribute to this district. | 12/16/2021 10:27 AM |
| 327 | I feel we are not appreciated for a job well done. The scheduling in our duties are never discussed. WE need more administration support in behavior management. | 12/16/2021 10:16 AM |
| 328 | I have worked for this county for 13 years and my salary is pretty much what is was when I started. I could not support myself if something happened to my spouse and have worked multiple jobs to to get by at times. Being a state employee used to be an income that allowed folks to live comfortably but is far from that now. | 12/16/2021 10:04 AM |
| 329 | So political ... sad actually | 12/16/2021 10:02 AM |
| 330 | As a professional with both bachelors and masters degrees, I am not valued as a classified employee. I spend hours completing continuing education to maintain my state licensure and national certification and yet am still considered classified with no benefit of supplements given to my colleagues I work beside in a school building. As a district wide employee, I serve students and generate reimbursement from documentation related to serving those students. I know of no other group in the classified realm that generates reimbursement for the district. I hope these comments are taken seriously by senior staff. The morale in this group is low and staff members feel abandoned by those who have changed salary schedules in the past and those that have the authority to change salary schedules presently. | 12/16/2021 10:00 AM |
| 331 | No, self explained in answers | 12/16/2021 9:20 AM |
| 332 | I am happy with my job, my coworkers and school overall. However, as a paraprofessional, I feel stuck. My salary is extremely low for a full time job and having a degree. It is a constant source of stress and I sadly think about leaving every day so I can find a job that recognizes my higher education and pays a livable wage for our area. | 12/15/2021 9:07 PM |
| 333 | None | 12/15/2021 3:18 PM |
| 334 | N/A | 12/15/2021 2:57 PM |

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| 335 | My school's principal & AP are wonderful and always back me up. The district administration does not. No training for our new systems that do work well. Can never get anyone in central office to return phone calls, answer questions. Very disappointed with central office. | 12/15/2021 2:35 PM |
| 336 | I am treated and respected as a professional - w/in my dept. Not sure what is meant by "The Schedule" above. If it is the 8-5 schedule, then it bothers me we are not available when those we support in schools are working. Morale has been low to begin with, and now even more so especially when told we would not get the 12/15 bonus of \$1,000. but everyone else will. I love the people I work with and support. I used to love my job. | 12/15/2021 2:25 PM |
| 337 | No comment | 12/15/2021 2:02 PM |
| 338 | I love working for New Hanover County Schools and am very proud to be a part of this team! | 12/15/2021 10:13 AM |
| 339 | TAs are such an important & integral part of the staff in this county & should be treated with respect. We are used for so much more than our "job description" but not giving the compensation for it. Tas are being pushed out of schools and it is truly a shame because we do so much for students & staff. | 12/15/2021 9:26 AM |
| 340 | It is truly disheartening to know that employees at entry level positions in the private sector are compensated much higher than experienced and educated classified staff at NHCS. In order to attract and retain the best staff at NHCS, salaries need to be raised significantly for all classified staff. | 12/14/2021 3:34 PM |
| 341 | NHCS employees need to be paid according to their worth!! | 12/14/2021 3:31 PM |
| 342 | NHCS is a positive workplace. | 12/14/2021 1:31 PM |
| 343 | I would like to see a more effective and expeditious way to terminate employees in the [REDACTED] that are not performing and are toxic employees. | 12/14/2021 12:46 PM |
| 344 | n/a | 12/14/2021 12:20 PM |
| 345 | Even though I am just a para, I feel we need planning time in the school day; at least for my teacher. My teacher is with the kids all day because she does not get a proper planning time during the day, let alone for the week. I feel this is necessary for a proper school day | 12/14/2021 12:04 PM |
| 346 | I have been a NHCS teacher assistant in the EC Department for 25 years. I am just now making \$17 an hour, \$1 less than I can make at Taco Bell. I understand we get great benefits and I'm very thankful for that and my retirement, however, I have to work a second job so that I can live somewhat comfortably. I'm single and own my home, but my salary after all the deductions, is barely enough to live on. I feel that it's a shame that the county and the state do not value our position. If they did, we would see a significant increase in our pay. \$17 an hour after 25 years is almost a slap in the face for all we do for our students. It's time for our county and state to show us some respect for our position. | 12/14/2021 11:35 AM |
| 347 | I feel that COVID has made a lot of changes to our children. Our policies on discipline remain the same, but need to change. Children have lost a year of social skills. We are tasking teachers and school administration with the challenge of catching up on the lack of social education. NHCS policies need to be updated to reflect the changes in student behaviors. Verbal abuse of teachers on a daily basis should not be tolerated. | 12/14/2021 11:28 AM |
| 348 | NA | 12/14/2021 11:26 AM |
| 349 | no | 12/14/2021 11:13 AM |
| 350 | so far it has been a great experience everyone has treated me nicely I really enjoy and take pride working at [REDACTED] | 12/14/2021 11:04 AM |
| 351 | I think the office staff in schools are highly under appreciated and under paid for all the hats they wear on a daily basis behind the scenes to keep the schools running seamlessly | 12/14/2021 9:10 AM |
| 352 | No | 12/14/2021 7:53 AM |
| 353 | I think TA's need more money!!!!!! | 12/14/2021 12:37 AM |
| 354 | I do not feel as a paraeducator in IBS that I am paid enough for all the work I do. I wear many hats throughout the day. I am an assistant, teacher, counselor, sub, translator, etc... I am highly qualified and have been doing this job for 18 years yet my salary is just a little over 15 an hour. I have to work two jobs just to make ends meet. I've been working two jobs for about | 12/13/2021 6:45 PM |

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17 years. I work from 8am to about 11pm Monday thru Friday. I've have been in classrooms with some of your children helping them also while my own kids didn't get to see me. I've sacrificed a lot. I dont have time for my own family at times. It's stressful. My main complaint is the pay. I love what I do but it's hard to give yourself 100 percent when you are tired. I'm exhausted. I think paras need to be paid what they are worth. We play a vital role in education and I believe it's time we are paid like it.

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| 355 | This year there are multiple initiatives being introduced in the [REDACTED] world. It would have been helpful to pilot programs to determine the roll out plan. | 12/13/2021 4:19 PM |
| 356 | More consideration needs to be given to employees who have been working for more than 8 years to subsidize pay and or increase salary for Paraprofessional, teacher assistant or instructional assistants. COVID routines have forced some of us to not have time to do prep work as we did before or even seek specialized courses to take during the course of our day. With the new submission of taken courses from the outside of the TalentEd system, it also takes a lot of time to answer question, etc. I have taken many courses during the work at home period of time, but still have not had time to enter the information into the system. The process seems a bit long. | 12/13/2021 4:12 PM |
| 357 | No | 12/13/2021 2:52 PM |
| 358 | Students need to be more respectful and teachers need more help from administrators and administrators need more back up. Parents and children should not rule the schools. | 12/13/2021 2:50 PM |
| 359 | no | 12/13/2021 2:27 PM |
| 360 | [REDACTED] are not being paid inline with surrounding counties. Most raises or bonuses do not pertain to me. | 12/13/2021 1:23 PM |
| 361 | - | 12/13/2021 12:31 PM |
| 362 | Not at this present time. | 12/13/2021 12:29 PM |
| 363 | Yes, I would like to share that there is a huge disconnect between central office and my school. I feel very valued and appreciated at my school but I don't think the district understands all that I do on a daily basis and how much grey I deal with along with all of my other jobs. I would further like to say that when procedures are handed down to us at the school level, maybe a better solution/route could have been made if school staff were involved on some decisions that involve us. I'm happy to see that they are working on pay but for me, I feel like the bonuses are appreciated and they may appease us in the state/district eyes but I need pay to help my bottom line in retirement. With the new Tyler System, everyone is currently learning but at the school level when problems arise, central office is our only customer support and I often feel like everyone is too busy. We are the frontlines.... Thank you for listening.... (approaching year 23) | 12/13/2021 11:44 AM |
| 364 | no | 12/13/2021 11:24 AM |
| 365 | no | 12/13/2021 10:59 AM |
| 366 | N/A | 12/13/2021 9:58 AM |
| 367 | I believe the biggest issues we face right now pertain to character traits as well as following school rules. | 12/13/2021 8:58 AM |
| 368 | All underpaid, lack of discipline, students running the show. | 12/12/2021 9:51 PM |
| 369 | Things have really changed in the past 3 years. | 12/12/2021 7:23 PM |
| 370 | Base pay needs to be updated to reflect the increase in starting pay for new staff. | 12/12/2021 4:52 PM |
| 371 | I have been given great opportunities through NHCS | 12/12/2021 3:50 PM |
| 372 | Continue to add supervisors and work (everyone has a new idea to implement) but not more employees to actually do the work. Not enough experienced staff doing the work so it all falls on those that are experienced plus training new staff. Not enough time to do everything. | 12/11/2021 2:32 PM |
| 373 | NA | 12/10/2021 10:01 PM |
| 374 | No | 12/10/2021 7:42 PM |
| 375 | I don't always feel that I am valued as an employee. | 12/10/2021 5:31 PM |

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| 376 | x | 12/10/2021 3:37 PM |
| 377 | Overworked, underpaid, and often not given professional respect- It has consistently gotten worse over the past several years. The environment at NHCS is much less pleasant than it was 15-20 years ago. | 12/10/2021 3:10 PM |
| 378 | none | 12/10/2021 2:43 PM |
| 379 | Much of my planning time is devoted to covering classes that do not have substitutes. I covered one complete period everyday this week, for which I am not eligible to be paid. The sub shortage is a serious issue in our building, creating tons of anxiety and animosity. Hiring additional subs would greatly improve the climate for staff/faculty as well as the integrity/rigor of instruction. | 12/10/2021 1:43 PM |
| 380 | I love my job here as a teacher assistant. I would like to be paid as a professional who has a college degree. | 12/10/2021 1:36 PM |
| 381 | No | 12/10/2021 1:19 PM |
| 382 | No. | 12/10/2021 12:21 PM |
| 383 | Currently communication is non-existent. The majority of my phone calls and emails are not answered from [REDACTED]. Currently, I can't get any feedback about a vendor I need to be created. Therefore, my counselor can not get the items she needs for her work with Positive Behavior. It's not hurting me but it's not helping my [REDACTED] or the students. If I could just get someone to email and say, "Hey, we're really backed up. We'll try to have this ready by...". But all I'm getting is crickets. | 12/10/2021 10:35 AM |
| 384 | My principal is the best, but I have no support from district in regards to training and help with new systems. No one rarely answers phone calls or responds in a timely manner | 12/10/2021 10:00 AM |
| 385 | No | 12/10/2021 9:57 AM |
| 386 | no | 12/10/2021 9:09 AM |
| 387 | N/A | 12/10/2021 8:47 AM |
| 388 | Intermittent leave rules should be looked at. Employees should be allowed to request VSL days at the end of pay period if they will be short days due to treatments, procedures or bad side effects. Currently if an employee needs to take a few days every other week for cancer treatments in or out of town and has already exhausted all leave the employee cannot request days from friends (co-workers) that want to do something to support. Example: The employee accrues and uses leave they earned every month but they might still need a day or two at the end of pay period. This could be due to a the need for an unexpected scan that pops up or maybe they have a bad day with side effects and need to stay home and rest but they do not have any extra time to take off. Leave without pay is the only option and if you or a loved one has ever had cancer treatments you know every penny counts. Just something I think would benefit employees and our system. Win-Win | 12/10/2021 8:26 AM |
| 389 | Yes, cultural diversity looks good on papers,lectures and in books. | 12/9/2021 7:36 PM |
| 390 | The EC Department needs more support to better help the needs of students and staff. | 12/9/2021 7:36 PM |
| 391 | [REDACTED] is a wonderful school!! This school is a happy place, mainly because the staff members are so welcome, open-minded, and friendly. We have the best staff in NHCS and I am proud to be apart of this team! | 12/9/2021 7:24 PM |
| 392 | I enjoy working at [REDACTED]. Everyone is very friendly and helpful | 12/9/2021 7:14 PM |
| 393 | The cleanliness of the school is very disappointing. The mobile units are horrible, old, dust and other things coming out of the vents and have way too many issues to discuss including leaks and most likely mold behind the walls. They are meant to be temporary units and they have been there for numerous years. | 12/9/2021 6:35 PM |
| 394 | I am an interventionist who teaches 6th, 7th and 8th grade Math and Reading, which is individualized for each student/group. Each of my classes are 50 minutes, mostly small groups, from 8:30 - 3:40 with lunch duty between two classes. I thoroughly enjoy what I do, my students, and watching as they progress. My concern is that I am a [REDACTED] with a [REDACTED] and a [REDACTED] yet receive classified pay because the job description was given this classification many years ago and no | 12/9/2021 5:09 PM |

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longer relevant. The job has surpassed its description in what it does, now providing direct instruction and behavior social and emotional learning, both which are considered certified job descriptions. We are not teaching assistants. We are actually teaching the students in the areas mentioned above. Would you please look at this position, redefine the description to match our duties in the MTSS process and place the correct status of certified position? Thank you. We would really appreciate it.

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| 395 | Overall, it's a pleasure to come to work and what we do daily gives me great satisfaction. However, public perception of central office staff needs to shift to a positive light. School employees are no longer interested in pursuing promotions in central office positions because of either fear, too much responsibility, low pay and/or lack of flexibility. Work dissatisfaction goes beyond Covid-related issues and low morale seems to be the new pandemic. We need to continue to identify and promote the efforts CO is taking to attract and retain the best staff. | 12/9/2021 2:25 PM |
| 396 | TAs and other classified employees are simply not paid enough. No amount of "autonomy", "recognition", or "pride" addresses the fact that we are NOT paid a livable wage for this county. (I'm not just making this up: https://livingwage.mit.edu/metros/48900) We're not looking to get rich, but we need to pay rent and buy groceries and have some modicum of dignity. If you refuse to pay fairly, (good) people will stop doing this work. | 12/9/2021 1:58 PM |
| 397 | ~/ | 12/9/2021 1:39 PM |
| 398 | We need more funding. | 12/9/2021 11:58 AM |
| 399 | Salaries have not gone up in years. The cost of living is continues to rise. The district has not kept up with this fact. | 12/9/2021 11:57 AM |
| 400 | I feel appreciated at my school by co-workers and Admin, but not by my district's central office/Superintendent. They have no clue what we do or what we handle on the fly. I feel like there is a lack of training/mentor programs for Data Managers, Treasurers and Payroll Operators. I've done all three jobs so I am qualified to say that. I wish that they would ask our input before making decisions that affect us on the frontlines. As for safety, [REDACTED] can be better utilized. They currently sit in their dark office all day and only come out when called on the radio. They could have a desk in the hallway or be positioned in the hallways during transitions. | 12/9/2021 10:59 AM |
| 401 | A lot of responsibility for not fear pay | 12/9/2021 10:51 AM |
| 402 | The time to do all my duties is usually sufficient but some work is on an ongoing basis. | 12/9/2021 10:26 AM |
| 403 | no | 12/9/2021 9:56 AM |
| 404 | All answers provided are related to Administration and Board, [REDACTED] VERY understaffed! [REDACTED] are extremely un supported | 12/9/2021 9:27 AM |
| 405 | I have witnessed many employees (specifically teachers) reaching burnout point -- due to constant roll-out of new expectations. Re: classified employees, overall, we feel undervalued and significantly underpaid. Many clerical staff, including myself, hold 4yr+ college degrees (as much as teachers hold). However, our pay and appreciation from NHCS does not reflect it. Very sad when our high school students earn more at a fast food establishment that we do in a professional setting with years of experience and a college degree. | 12/9/2021 7:53 AM |
| 406 | none at this time | 12/9/2021 7:32 AM |
| 407 | Only if my voice counts, diversity should be explained time to time | 12/8/2021 5:45 PM |
| 408 | No, thank you | 12/8/2021 4:21 PM |
| 409 | I enjoy my job wish the pay was a little higher. | 12/8/2021 3:45 PM |
| 410 | Communication from Dept. to Dept. is terrible. Everyone is so swamped that people do not have time to be helpful or even nice- Moral is at an all time low. Most people stay because they are stuck and do not want to lose the time they have saved up and too early to retire. :(| 12/8/2021 2:56 PM |
| 411 | No | 12/8/2021 2:50 PM |
| 412 | The answers I chose neither agree or disagree I can't lump all the Admin. into yes or no. Not all Admin. do it and some do. Do I feel appreciated by staff. sometimes. There is no way for me to grow in this position. No incentives to get better, nothing to do to move up to different | 12/8/2021 2:36 PM |

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positions in the school or school system. Teachers can get NBCert. to get more money nothing for TA's who do the exact same job as the teachers. Show appreciation for what you have. Even if it's a little thing. (gift cards, jean passes, free lunch in the cafe) Even the smallest thing shows you are thinking of your staff. Those go a long way especially this year. Stop letting the inmates run the asylum.

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| 413 | I believe this is a great district, but there has been a lot of unorganization transitioning to new programs. | 12/8/2021 2:30 PM |
| 414 | TA's are pulled in so many directions, and wear so many hats throughout the day. We are tutors, nurses, SUBS, the list goes on. We deserve pay increases as well. When certified gets raises and bonuses, so should TA's. | 12/8/2021 1:37 PM |
| 415 | No | 12/8/2021 1:26 PM |
| 416 | I haven't worked here long enough to be able to answer some of these questions accurately. | 12/8/2021 1:17 PM |
| 417 | n/a | 12/8/2021 1:11 PM |
| 418 | I do feel very unappreciated and feel the school board does not value TA's like they should. I work just as hard as my fellow teacher and go above and beyond my duties as a TA. I took this job 16 years ago because I love working with children but I didn't take this job to have to work a second job just to make ends meet. It has been a struggle which I know I am not alone in this. My husband who also works in the school system has to work a second job. It is depressing when you cannot spend time with family as much as you want because you are constantly working to pay bills and put food on the table. I do feel that \$17 an hour is the minimum a TA should be paid! | 12/8/2021 12:51 PM |
| 419 | . | 12/8/2021 12:50 PM |
| 420 | The time in a work day is sufficient in that I can flex my time... work a little longer on the days I have to get a lot done like at the beginning of the school year, and then leave early on a day when remaining tasks can wait. On another subject, I don't feel appreciated by senior staff, not my admin. A [REDACTED] has an insane amount of work to do and nobody seems to realize it. The pay hasn't kept up with the amount of work we do and how important our job really is. | 12/8/2021 12:37 PM |
| 421 | No. | 12/8/2021 12:27 PM |
| 422 | I wish there was better and effective communication between myself and the admins/counselors. I also wish I could have more working hours with my position. | 12/8/2021 12:24 PM |
| 423 | All is good. | 12/8/2021 12:07 PM |
| 424 | Not at this time | 12/8/2021 12:04 PM |
| 425 | I would like to reiterate that classified staff ([REDACTED]) are not being compensated for the job responsibilities we are asked to complete. We are not given adequate training and most instruction given from Central Office is a reactive response to something that needs to be done ASAP. Face to Face meetings and monthly planning strategies should be implemented to ensure everyone is working together on the same projects, with the same instructions, in a proactive, efficient manner. | 12/8/2021 11:55 AM |
| 426 | I believe the people making decisions on a local level as far as salary, step-increases, etc. don't really understand what classified staff do on a day to day basis. The amount of work we have to do doesn't match the salaries that we receive. Especially when someone may be doing the job of 3 people. I don't believe classified staff (clerical, tas), are as valued as teachers. | 12/8/2021 11:39 AM |
| 427 | None at this time | 12/8/2021 11:38 AM |
| 428 | My current supervisor and last years supervisor were always helpful with pitching in and understanding that my work load was tremendous and often very stressful. Our administrators seem to change yearly. We never have the same administrator twice except once. Also office staff is expected to be the nurse for the school as well at [REDACTED]. I often wonder how a school with 90 or less children are allowed to get a nurse for 20 hours a week from the beginning of the year with benefits and our school with 190 students was the last one to get a school nurse and no benefits are never offered to her for her to want to stay. It actually concerns me that [REDACTED] can have a nurse for 32 hours a week when the school board passed the nursing budget for one for 20 hours with benefits. The nurse was taken care of more than the actual children in the program when she was allowed to move like that. Our | 12/8/2021 11:33 AM |

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nurse started the beginning of October. Until she started we were given a fill in twice for 4 hours a day and during all of the covid stuff.

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| 429 | I have been a teacher assistant, receptionist, and now treasurer. I have appreciated my school providing me with these growth opportunities over the years. | 12/8/2021 11:32 AM |
| 430 | Would be great if we could return to the previous schedule of arriving at 7:00 am and leaving at 4:00 pm. I have cataracts that are not bad enough for surgery yet, but causes me problems with driving after 5 pm. | 12/8/2021 11:31 AM |
| 431 | no | 12/8/2021 11:28 AM |
| 432 | I feel under paid for all the duties and current income level across the county that are currently shown. I am barely making ends meet due to the low amount of my pay. I currently can go work any where else in the county including fast food jobs and make more money than I am currently making. I love my job and want to stay in the school system but may have to look at other options for income purposes. | 12/8/2021 11:23 AM |
| 433 | No | 12/8/2021 11:22 AM |
| 434 | Question 14- Further, they are respectful when they get what they want. Central office orders they are not happy with are directed at us. Question 29- This mostly depends on the time of year for me. Our school is year-round, and my enrollment period has a LOT shoved into it with little support. As a year-round school, we are first to start the year. Sometimes new systems and last-minute changes by the board and such overseers are relayed to us as we are beginning/readying the new year. We are often rushing to meet these new implementations/policies over our 4-week break (while enrolling, unenrolling, sending records en masse, communicating with parents...) Lastly, I appreciate this survey. It is a good opportunity to learn more about each school individually. Thank you. | 12/8/2021 11:18 AM |
| 435 | Too many Chiefs and not enough Indians. | 12/8/2021 10:56 AM |
| 436 | I have never been paid so poorly in my life. I took this job because I am a graduate student studying to become a teacher. That's not the norm, most people in these positions are not encouraged to become teachers. My time in the classroom is valuable experience, but in no way am I treated like a professional. My annual salary is less than \$17,000. If assistants are essential to schools, their salary should reflect that. If the district can't afford to pay a livable salary they should eliminate assistant positions. It's insulting and inequitable, and is a terrible example for our students. | 12/8/2021 10:53 AM |
| 437 | Our Administration and Teachers are doing the best with what is given to us as a District. I feel we need more support and Understanding. This has been a rough year for everyone but with team work and understanding that Life happens to all of us. We can make this District outstanding. | 12/8/2021 10:52 AM |
| 438 | All is well! | 12/8/2021 10:46 AM |
| 439 | Clerical classified staff are undervalued in pay. I've worked for 18 years in my job as a school secretary. I LOVE my job. My husband's income allows our family to live above poverty level. | 12/8/2021 10:39 AM |
| 440 | I have never worked in an environment where I was told, "quit being so nice", "that's not your job, leave it to someone else", and "why would you help him/her, do you think they would help you if you needed it". My nature is to be kind, compassionate and helpful, so I will try to set an example, not only for the students but the staff as well. | 12/8/2021 10:34 AM |
| 441 | It is difficult to answer a questionnaire of this sort and make what you are really thinking known. We always say "it takes a village," however Classified staff are not held in the same esteem as Certified. I believe we should all be "playing on the same team." | 12/8/2021 10:17 AM |
| 442 | Central office security is non-existent, there have never been safety/security meetings, the doors are open for anyone to enter, I feel unsafe when working. Communication is terrible-no one knows what is going on or who has been hired, what new positions have been created, the school system is chaotic and not well run. COVID is the excuse for everything when the lack of quality leadership is at the root of all the problems of the school system. Employees have to write letters to the Board or come to the Board meetings to be heard, there is no system of communication for employees. 3 main takeaways-terrible security/safety and training for central office staff, non-existent communication to central office staff and no input for staff for changes that are occurring. I only found out about the classified advisory committee by word of mouth and I have no idea who is to represent me as a central office member. So how were | 12/8/2021 9:39 AM |

New Hanover County Schools Classified Staff Climate Survey

these members chosen, was this open to all staff and who is my representative. Great example of the lack of communication. For these meetings, what are the outcomes and what is being discussed and how do they know what I want if no one is communicating there is an advisory committee that represents me. Is there a summary of the agenda and meeting shared with central office staff, survey of conditions, not that I have seen. Very poor communication to staff for the last year. Central Office Building hours should be to support school staff and should begin at 7am/7:30am and flexible hours should be in effect until 5pm to provide full coverage to support our school staff.

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| 443 | I would love to feel valued as a TA. Since I have a 4 year degree with a valid teaching certificate, I'm the first pulled to cover/sub and administer EOG or NC Check-In test. It would be nice for those of us that work on our OWN professional development(county refuses to track this for classified staff) and stay certified to be paid at a higher rate. Heck, just having a staff iPad for teacher assistants would be a nice. | 12/8/2021 9:24 AM |
| 444 | n/a | 12/8/2021 9:17 AM |
| 445 | I wish as transferring employee from another state county, that we receive one to one work experience rather two to one. This will benefit employee retention which is a big issue as we stand. Otherwise I love this county. | 12/8/2021 9:04 AM |
| 446 | I think as a New Hanover County employment with the amount of work I am doing, I am not getting paid my value. Also, New Hanover County should find a better work-home life balance for employees. | 12/8/2021 8:46 AM |
| 447 | Pay scale does not equate to job responsibilities. | 12/8/2021 8:28 AM |
| 448 | There should be more competitive pay and benefits. | 12/8/2021 7:33 AM |
| 449 | We need a pay increase and more manpower in or building | 12/8/2021 7:17 AM |
| 450 | When new programs are being thought of and tested I feel a "seasoned" employee (10 plus years in NHCS system) from EACH school level (elementary, middle and high) should be included in the process...the jobs and needs between Central office staff and School staff are COMPLETELY different...there's a huge disconnect between the two | 12/8/2021 6:50 AM |
| 451 | - | 12/8/2021 6:45 AM |
| 452 | I love and feel appreciated every day at my school. My administrators are stellar and the kids are respectful. I am excited, genuinely and honestly, to go to work every single day. However, my paycheck does not currently reflect the effort, work, or value I add to the school. Even with the district and state approved raises and bonuses I will be earning less than \$30,000. More to the tune of \$26,000. I have a master's degree and 13 years of experience in public schools. Anything is appreciated but it still isn't enough not to have to work two jobs to make ends meet. I'm stressed about money constantly even though I do not have an exorbitant lifestyle or extensive student loans. It somehow feels unAmerican to pay classified staff this insufficiently. | 12/8/2021 6:37 AM |
| 453 | None | 12/7/2021 10:34 PM |
| 454 | This has been the worst school year ever | 12/7/2021 9:59 PM |
| 455 | Our district culture is undoubtedly improving, I'm proud to be on #TeamNHCS, and I am looking forward to continuing to make this district among the best in the state - for students and staff. | 12/7/2021 9:40 PM |
| 456 | I would like to see more classified staff recognized for the professionals that they are in their fields and departments. | 12/2/2021 9:30 AM |
| 457 | No | 12/2/2021 9:29 AM |
| 458 | I am excited to be working in my new role, but my answers would have been considerably different in a previous one. | 12/2/2021 9:21 AM |