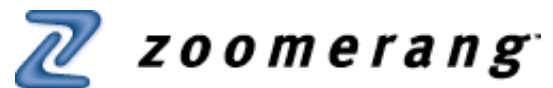


District Support for CCSD Teachers-- 2007/2008



Results Overview

Date: 2/5/2008 1:40 PM PST

Responses: Completes

Filter: No filter applied

21. What suggestions do you have for reducing the number of extra hours you have to work in order to do your job properly?

#	Response
1	Smaller class sizes count special needs students as 3 students extra help for low scoring students in early childhood -preK and K
2	Reduce the age span for self-contained classes---currently my class ranges from age 5 to 11. There are many levels to plan for.
3	More accountability from the classroom teachers to teach science.
4	fewer students per teacher
5	I wish there was less "red tape" work.
6	decent amount of planning time
7	none
8	Paperwork kept to a minimum. Meetings only as truly needed. Principals should not have mandatory meetings for more than one hour per month.
9	Additional planning time provided, less meetings(committee, faculty could be effective once a month, committee meetings could be more effective once a month.
10	None - It is what is expected of teachers.
11	The district needs to implement more early release days/late entry days if they expect teachers to complete all of there extra paperwork. After spending 8 hours in the classroom, teachers should not be expected to regularly spend more time at home, or in the school attending meeting a finishing paperwork. Especially considering that the paperwork rarely benefits the teachers or students.
12	Allow for more 'working time' at school, during school hours. Set a limit to the amount of time that can be required for after school meetings. I have been in a faculty meetings for up to 3 hours in one session. Use TCT meetings to get work done instead of just adding more to our plates at every meeting.
13	Eliminate SCRAPI. It is not a useful tool and it takes a lot of time.
14	Have district employees prepare lessons, materials, tests for us. If that isn't possible, pay teachers in the summer to do this.
15	More time to plan instruction; less meetings. How to do that I have no idea.
16	Realize that teachers need time to plan and to spend with their students. When we are overwhelmed with meeting after meeting after meeting, we lose sight of the goal and begin to resent our career choices.
17	There are no easy answers, but after 25 years of teaching, I know what I am doing. My test scores increase every year. All of this data collecting is the pendulum swinging back to where it was 25 years ago. We are no closer to the "magic bullet" than we were then. Kids must be motivated from home; teachers are NOT substitute parents. Just let me teach!!!
18	More teacher workdays....maybe an early release day or two to plan with other teachers.
19	1. Do away with teacher coaches (at least as they are now) 2. School based professional development should take place on professional development days ONLY. 3. For my school, parent conferences should be held on certain days and times ONLY. 4. Meetings should always be purposeful. We should not meet just because someone says we have to meet so many minutes a week. Much of the information shared in meetings could be conveyed via e-mail or memos.
20	Let department heads lead their departments; cut out all of this useless middle manager nonsense. I was in business for 20 years and the middle level nonsense of business has penetrated schools to the nth degree. Teachers are the component; teachers are the key; not these people who have developed a testing system that has generated a life of its own. I teach adult ed, and without all of this nonsense, we have out-performed the rest of South Carolina.

21	Schedule model change would help tremendously.
22	<ol style="list-style-type: none"> 1. Shorten our school day so it is like other schools 2. Lessen the teacher duty times- can't parent/community volunteers do some of it? 3. Teaching bell to bell in 100 minute classes is extremely time consuming and difficult to plan for. Why not 90 min. classes? 4. Start the meetings on time and end at a reasonable time- expect everyone to attend so things aren't repeated at other times. 5. Administration needs to go right to the source of problems- it will keep the meetings free of discussing things that are incorrect among a small group, or one.
23	I make use of parent volunteers to help reduce my workload. Other than volunteers, we could use more paraprofessionals to cover lunch duties and playground duties in order that the teachers could have more time to eat, meet, plan, confer, etc. Much of my time is spent doing tasks that do not directly affect my students' learning, and I need to be free of those tasks so that I may concentrate more on my real task of teaching the curriculum to all the students. It takes time and planning to execute the type of differentiation needed in the classroom. (2nd grade teacher)
24	Fewer schools with additional staff to serve those not being served appropriately.
25	There is no solution! Teaching well takes time. Developing rigorous assesments, grading the assesments quickly, bouncing ideas off of other teachers, contacting parents and just plain getting things together is, in my opinion, what keeps teachers after hours. So unless standards, PACT, and grading go out the window, teachers will work long hours. Hourly pay would be nice :)
26	<p>The kids are low when it comed to reading and math and that affects Science and Social studies scores as well. In the morning we have a DEAR time and 40 kids were noticed that scored below basic for reading on MAP and they were supposed to be divided up and worked with in small groups to help with their reading but that has not been fully implemented. Some teachers that were supposed to have a group still have not been told about it and it is January. We also need the same thing for poor MATH students.</p> <p>As a county we really need to focus on one maybe 2 initiatives a year and get those good at each school and working properly and then add one the next year but keep the others we started. It feels like whiplash inthe fact we start one thing and then another and drop something else and it keeps pilling more work onthe teachers for paperwork and we don't all ways get told why we are doing it.</p> <p>All of these things stated above cause stress and anxiety due to wanting to do a good job and do what is needed youlose your own time and family time because of the hours you also need to put in at home.</p>
27	Unfortunately, my problems are due to the fact that I am in a program that requires involvement in more extra activities than most. I basically serve as a department chair for my program. I need more planning time than is provided in the day
28	Build in additional time during the school day for planning. Could we have longer special area time or additional related arts (maybe a Science Lab) that would give classroom teachers more planning time. Also, duty free lunch and recess times could help classroom teachers.
29	Teachers should be given an early release day each week or several times a month for planning and meetings. Other districts are currently using this model.
30	I'm a lead teacher with the Office of Exceptional children and have no direct service to students - that's why all of the blanks. Having looked at the weekly logs of the Transition Specialists, I'm amzed how much time is spent doing Advisor/Advisee meetings every other week when they should be doing job training out in the community with students. They also do MAP testing and HSAP for students that are on other people's caseload.
31	less paper work esp. with core
32	<p>please reduce paperwork, eliminate redundant paperwork/tasks, get someone to help with paperwork, etc.</p> <p>would also like to have time during the school day to meet with parents--perhaps more early dismissals for parent conferences? also need time for the above mentioned paperwork!</p>
33	Put information in a memo or an e-mail to reduce time spent at meetings.
34	Please just let us do what we were hired to do - teach! Also, don't fill a classroom with 33 students with a huge range of math abilities and expect us to fill each student's needs. That's pie in the sky and can't be done. Also, allow math teachers to teach those courses with which they feel most comfortable. My feeling is that the course offerings are set up to make life easier for administration - not what's best for the child. Differentiation of instruction is a good concept, but very difficult to implement without a lot more planning time.
35	Just focus on a few things that need to be implemented and give us time to plan. Good teaching is now a 50-60+ hour a week job!
36	I need a planning period!
37	Non instructional time needs to be supervised by somebody other than teachers. The use of assistants, etc. could be used. TCT meetings need to be more useful in order to make them worthwhile.
38	none
39	Fewer meetings.
40	Summer planning with pay.

41	My supervisor has been responsive to the needs and has done what was possible. I have no complaints.
42	provide special area to kindergarten everyday.
43	
44	I've thought about this for the past 12 years, and I haven't come up with an answer. When I was younger it didn't bother me because I didn't have a family. Now that I am older and the job still requires so much time, it will be the reason I leave teaching in the next year or two.
45	Leave planning periods open for teacher planning. Minimize staff meetings to an hour maximum and
46	Teaching will always require a huge amount of time - it's the nature of the beast, but having meetings just because a certain number is required rather than basing them on necessity should be stopped.
47	more planning time with teams and instead of long meetings sending out emails with the information.
48	I don't see a solution.. teaching at hursey requires the extra time. The time should be compensated somehow. Teachers work a year and leave because of the extra demands and stress and negative feedback.
49	Fewer teacher interruptions Less time collecting data (Map). A good teacher knows their needy children.
50	Have incentives for parent volunteers. That is the only way to get them in the classrooms!
51	Provide a daily planning time period for all teachers child development through 6th grade.
52	Have more planning days. Cut down on paperwork
53	make sure that teachers have one FULL planning period per day
54	When the school day was 40 minutes shorter way back when, I had more time to plan.
55	Reduce the amount of paperwork.
56	Cut out the meetings.
57	LESS PAPER WORK. FORMS, FORMS, AND MORE FORMS!WHAT IS DONE WITH ALL OF THESE FORMS? WHO LOOKS AT THEM? WHO ORDERS THEM TO BE DONE IN THE FIRST PLACE??? JUST LET ME TEACH, PLEEEEEEEEEEESE!
58	less paperwork more teaching
59	Some of the material that is passed down from the district level to each and every school needs to be filtered somewhat. Making these type of suggestions on-line is limiting due to understanding the bureaucracy of the district.
60	Perhaps an early release day for planning occasionally?
61	planned, archived units would be a great resource that can be pulled from a resource room when teachers' time gets crunched
62	More time to plan during the day with team members or solo would be the most beneficial.
63	Assistants at every grade level to take care of never ending paperwork and discipline problems. This would give me more time for the important things--planning and preparing for effective instruction in my classroom.
64	Have district personnel do their jobs related to curriculum so teachers don't have to - Reduce paperwork requirements
65	More time to accomplish things during the day, or less after school meetings in order to accomplish things more quickly after school.
66	Non-participation in High Schools That Work. This is a major waste of valuable time.
67	Reduce students per class. Get rid of the paperwork, and get rid of the students who do not want to be there.
68	I suggest that schools have a late start time (once a month) so that meetings can be done before the students come to class. This will help ensure that the meetings stay on track because school has to start on time.
69	There should be a more even distribution of those "extra" jobs such as bus duty. Some teachers have daily bus duty throughout the school year, with no break in schedule.
70	Less ineffective, inefficent duties.
71	I'm not sure.
72	More planning time is needed. Teachers should be allowed more input to voice concerns and express ideas on how time is used.
	I do not mind the extra hours if we would be paid for them. We train the other professionals that work overtime and are paid for

73	their overtime work. We are the only professionals that I know of who do not get compensated for the overtime we put in at home, before school, and after school.
74	Reduce paperwork. Reduce meetings. Let us actually have time to plan. Trust teachers to seek help from lead teachers, teacher coaches, etc. during their planning time - rather than mandating meetings that are meant to be helpful (because they are not).
75	Quit jumping on every outside source funded new teaching method. Implement the ones we have now and stick with them after the funding source runs out.
76	Respect teachers enough to allow them to plan their own curriculum. We have college degress, many of us with Masters' and now under the coherent curriculum is there is little leeway for teachers to plan creative and appropriate lessons to fit their students' individual needs.
77	Condense meetings, number of daily lesson plans we must turn in, return to 4 x 4 schedule
78	teaching is a job you have to take home with you. to reduce the number of hours spent planning and striving to be a good teacher is almost impossible.
79	Effective use of Groupwise and Departmental meetings
80	Eliminate redundant and unnecessary paperwork - smart goals, for example.
81	Let me do my job my way as long as students are successful instead of wasting my time in meetings.
82	CCSD needs to explain exactly what is required of teachers and then allow us to do our job. CCSD needs to stop playing "gotcha" with classroom visits and observations. CCSD needs to stop interrupting our planning periods. We are professional and really do use our planning periods for planning. Treat us like professionals. We have to teach whatever students walk in our door. One of our biggest problems at the high school level is students who have been "socially promoted" year after year at the elementary and middle school level and when they get to high school they cannot read. CCSD has to stop assuming that every child will go to college. Vocational and technical training is sorely lacking in CCSD. Only 1 out of 4 Americans nationwide will ever earn a BA or BS. In SC the statistics are lower. Most of the popultaion does not have the ability or motivation to succeed at the college level. Not everyone needs a college education. CCSD is attempting to put round pegs in square holes and it is not working. More vocational/technical schools are needed. Vo/tec schools should teach the basic core classes (English, science, math and Social studies) but put the greater emphasis on welding or plumbing or electric work or auto mechincs, etc. Students should be taught that they can earn a good living with a vocational trade.
83	People need to step up and do their jobs. I spend most of my time rewriting IEPs that are not compliant and unprofessional. There is no consistent communication from the district and I think that is actually a strategy practiced on purpose.
84	We need another resource teacher. There is nothing else that would reduce the number of hours I work.
85	Things that are mandated by CCSD, such as posting standards when posting student work is an example of time spent to appease administration, but does absolutely nothing for the students. When teachers are allowed to focus on the needs of their students instead of jumping through silly hoops to make administration happy, our time will be better spent focusing on the students. Also, the time spent making phone calls to parents of students will repeated disciplinary offenses and failing grades takes a lot of time that could be used in planning and/or grading. Administration needs to show unequivocal support of teachers who daily face students not ready or willing to learn, and who, sometimes on a daily basis, make it difficult for others in the classroom to learn. Administration, offending students, and their parents should be shouldering this burden, not the teacher.
86	A regularly scheduled planning period, without having to go to staff development as part opf it every week, would be helpful.
87	See #9.
88	Higher pay so I can afford to pay someone to watch my child while I'm working on school items.
89	More planning and a place to plan.
90	Cut out all the nonsense, and just let us teach!
91	Give us more work days and less inservice days.
92	Sped kids should receive instruction with other students that have the same abilities. Utilize MAP scores to find out what their strengths are, and pick up instruction where they scored. This will prevent the high functioning and the really low functioning students from gaining new learning objectives.
93	Not having three different preps would have save me time this semester especially since two of the preps are brand new. Not having to cover classes. Stop creating so many committees that meet with no apparent purpose except to create more paperwork.
94	decrease special ed duplicate paperword
95	Going back to what I said earlier the district could provide access to units of study that directly tie in with our standards. Many districts are way ahead of us on this.
96	Planning periods need to be planning periods....not time for meetings. Also, the mandatory meetings need to be kept to a minimum and we need to be compensated for any additional time we are expected to be present. Meetings, mandatory training, etc.

97	We need more in-school open time for planning, paperwork, and getting materials ready. A half day or early release day once a week would be ideal.
98	Less meetings, use email and memos more
99	GET RID OF BLOCK SCHEDULING!!! I spend way too much time coming up with "busy" work for my kids to do because as freshmen they simply can't hold their attention for 90 minutes. The amount of material I'm required to cover in a semester is overwhelming and could easily be done over a year, but if they can't focus for more than 45 minutes at a time I have to come up with worksheets and projects that I don't really have time for.
100	Summer planning with pay.
101	To reduce the extra hours, we need more workdays throughout the year. However, even then you will also have "teaching professionals" who have nothing to do during this time.
102	Mostly, knowing exactly what everyone wants. District, principal, etc.
103	It would be a great idea to have a time limit on meetings. They seem to go on FOREVER, and the teachers get tired and irritated.
104	Less paperwork, see above comments.
105	restrict formal professional development time to the 5 days allowed by law and implement changes at a slower pace.
106	Stop unnecessary meetings!
107	Unencumbered lunches!! It is ridiculous that we have to watch children eat. Parent volunteers or assistants could easily take that responsibility, thus allowing the teachers to do the every-day chores of teaching during that time, while leaving the planning periods for planning.
108	More time during the school day for planning that is not used for meetings.
109	Eliminate repetitive meetings. Communicate info. electronically. Shorten length of school day. Teachers at SOA are required to be here 7:40 - 3:40 which is longer than many other CCSD schools with no additional compensation. Teachers meetings, parent conf. etc. are held after school hours.
110	good now - the amount of time spent
111	Have the teacher coach meet with me once a week rather than every time the sun rises.
112	- Coherent Curriculum meetings should be less and the teacher coaches should only be there for part of it. We can't get anything done with them there.
113	Many people feel that we do not need weekly meetings.
114	More teacher work days!
115	Administration continues to place more burdens and paperwork on teachers to make the school look good on paper only. Very little is actually done to help or support ineffective teachers in the classroom. I hear from many teachers that teacher coaches and district officials are discouraging, rather than supportive. The goal is to prove that things are following the process and prove that admin. is making an effort, but very little translates to the classroom. The good teachers are overwhelmed with work and the ineffective ones are allowed to slide because everyone is scared of lawsuits and racial issues. Silly meetings, useless paperwork, and micromanaging are ineffective - nothing will change this way.
116	Teachers should be given fewer secretarial and babysitting duties (Academic Assistance Plans, homeroom administrivia, lunch duty, etc.). Further, weekly teacher coach meetings need to be eliminated completely.
117	Uninterrupted planning, someone to take the paperwork off of our hands (academic plans), give me the curriculum calendar for the year and I will adjust it accordingly (Why should we have to write lesson plans TWICE!) Copy machines that work, less limitations on copies (otherwise, I am handmaking EVERYTHING, I am sure there is plenty more, but it is too early in the a.m.
118	The added duties and requirements are added on a YEARLY basis without any foreseen end and it is never enough!
119	Allow for lunch time to be monitored by other people to allow for teachers to get some work done during lunch.
120	I teach English - so my hours will never be low. Eliminating TCT meetings and professional development during planning periods would help.
121	Have the district leave us alone and let us teach. The same goes for teacher coaches and administrators. If there are little issues, then address those with the people responsible, not the entire faculty
122	Stop assigning extra meetings that do not address content specific questions. Large group meetings regarding bloom's and lesson planning is not beneficial when I as a language teacher am critiquing a CTE lesson. It does not help me in any way!
123	I would like to know why some schools require teachers to work a 35 hour work week + additional time for meetings, and other schools require teachers to work a 40 hour week + meetings. This seems terribly unequitable.
124	Reduce, by 1, the number of classes department chairs are required to teach. This would be in place of the supplement that we

124	are paid.
125	Access to technology so that teachers can take advantage of the resources online.
126	Use the workdays and professional development days for what they are intended. NO MEETINGS should be held on teacher workdays. Why can't administrators rofessional development should be reserved for the specific professional development days that the county provides.
127	more planning time
128	I would ask that whoever is giving us these "extra" tasks to do that take away from our teaching duties, that they think about our students and our time that we need to be spending planning, resting, and getting ready for another day. I know I am not the only one to say that we are worn out, fed up, and very stressed out at the situations this year. I have heard many teachers say that this will be their last year.
129	1. Cut meeting times from planning, so there is at least one planning period per day. 2. Administration should plan out a schedule for the week so that unexpected changes are not announced the day of. This happens with a very high degree of frequency and changes in teacher planning time and student schedules result in lost instructional time and planning time. 3. Have a clear, consistent plan for success at the beginning of the school year which is maintained. New initiatives every two weeks create more work and are not put into place effectively.
130	CCSD is pushing differentiation for our students, yet they expect the teachers to be exactly the same, on the same page every day. We spend a lot of time on this sameness.
131	Tell administrators at the district level to quit making more work for us to do, in order to justify their jobs. Put them in the schools and make them work directly with the students and free up time for creative planning for teachers. Oh, wait, with NCLB, MAP, PACT and coherent curriculum, there is no time for creativity any more!!!!
132	More planning time during the day, eliminate TCT meetings, quit wasting my time in general.
133	I think a lot could be said over email
134	None
135	Have early release time for faculty meetings once a month. Less prof. development days giving more time so that teachers may work at their schools to plan and do paper work.
136	More unencumbered planning time; fewer teacher coach meetings; more targeted PD rather that district-wide one-shot required PD
137	assistants to help with paperwork
138	Likely to find another job outside of education. Short of that, reduce the numbers of middle managers, streamline the amount of reports and paperwork to help support the need for those in middle mgt. and attempt to get back to our main job - teaching!
139	Have school open earlier, later or on weekends so I don't have to wait till alarms off to go to my classroom if I want to prepare something
140	Fewer meetings and directives; hire competent, dedicated teachers and let them teach without shackles
141	pay or less paper work or less accountability for students that have been left behind for years and are now in 5th grade
142	Have the school better organized
143	In order for me to do my job properly and effectively, I have to spend as much time as I already do working/planning/meeting etc. My suggestion would be to increase salaries due to more hours being worked or having incentives for high performing schools or teachers.
144	Stop making us go to useless meetings. Stop spending time planning meetings that don't help us. Spend time on the moral of our teachers--Cario is not a happy place anymore:(
145	Treat us like professionals; let us do our job.
146	No coherent curriculum meetings. No extra professional development.
147	reduce paperwork
148	small class size.....
149	Bring back the \$1500 technology teacher stipend! We kept the Technology Coordinator title, but not the stipend.
150	Due to Lincoln being a small school, we are on more than one committee/teams and have multiple jobs. There is not enough time to do our best at everything. Sometimes there is not enough time to do a half way job at everything.
151	Give Special Area Teachers the same 40 minute break that Classroom Teachers get.
152	Reducing the number of students, reducing the number of classes taught, reduce the number of extra responsibilities related to

152	the school and classroom.
153	Longer related arts blocks to build in more planning time.
154	Allow me to have plan time during school hours. Allow me to have plan time before school and after school.
155	Lessen the paper work and the extra stuff that is required
156	Reduce the amount of paperwork that is redundant. We seem to be asked to complete the same paperwork over and over in different ways.
157	Have an assistant to help with daily chores such as ordering and/or gathering materials, filing, printing and copying, organizing and cleaning, taking care of technology issues.
158	Less students, more teachers is the only answer.
159	Unfortunately, I don't have any suggestions. I put in long hours because I want to do the best for my special ed. students. I could put in less time, but then the students would be the ones that didn't learn as much and I am constantly trying to make a difference in their lives. I knew before going into education that this is a job involving long hours, low salary, and not much appreciation by the public. I guess the summers make up for it!!!!
160	There is entirely too much paperwork. It is constantly increasing.
161	Reduce the useless paperwork - let's get back to the basics and actually teach. Stop the papermill that pretends to enforce accountability, but has no effect at all except to take us away from the job we should have been hired to do.
162	I don't have the answer to that question. We are expected to do so much. That is why I cannot leave at 3:35. I am at school until 5:30 or 6:00 everyday just trying to keep up.
163	One thing that would allow for an extra 15 minutes of planning time would be to allow Kaleidoscope students to be dismissed at 3:00 instead of 3:15. We have students in the classroom from 7:30 until 3:15. That's 38 3/4 hours in addition to our two one-hour meetings some weeks.
164	Build more planning time into the day; aides or parents could supervise recess and lunch. Stop hijacking planning periods because there is no special area teacher, because a parent wants an unscheduled conference, etc. Stop requiring so much detail on lesson plans. Stop redundancies. If we are going to have MAp and PACT, what is the point of report cards anyway? If you don't trust teacher judgement, don't make us go through the motions of doing grades. Also, if a student doesn't turn in work, let the sero stand. We shouldn't have to offer a student 5 times to do the work; that's enormously time-consuming!!!
165	More meeting-free teacher workdays. No professional development scheduled during planning periods. Hire lesser qualified assistants for lunch duty, bus duty, hall duty to free teachers.
166	Reduce the amount of paperwork and meetings
167	I do not know.
168	I don't think the extra hours can be helped but I think there should be some sort of compensation for all the extra time.
169	There are expectations that I run fundraisers, have students enter PTA contests, videotape auditions for being identified as gifted and talented in the arts, prepare students for auditions for SOA, write more than 40 evaluations for students for SOA, perform with students in the evenings and on weekends and still teach all of my 38 40-minute classes each week. I also have to leave sub lessons when I am out of the school performing with students. Everything added is over and beyond the expectations that I teach 38 classes a week.
170	Teacher coach meetings should not be once a week, Limit the number of Parent conf. per week.
171	I don't think TCT meetings are a valuable use of my time. In addition to weekly faculty meetings and grade level meetings, we meet every week for forty minutes for TCT.
172	Have administration do their jobs more effectively instead of passing the buck so to speak onto selected good teachers.
173	Subject areas are reinventing the wheel. If there are successful schools with obviously excellent lessons why are we sharing? We would much rather meet and share ideas/lessons on subject area that we teach than some of the other professional development we have set up for us.
174	Smaller class sizes would mean less grading and easier planning for laboratory activities.
175	Our administrators at the school level do their job very well and make our job teaching much easier.
176	Focus on real needs instead of chasing the wind.
177	More unencumbered planning time.
178	Get rid of Interims, Have assistants grade papers, Allow the coherent curriculum to be your "lesson plans" OR due to the fact that we attend school 40 minutes longer than any other district, have every other Friday be a teacher workday, or at least half of the day.
179	Reduce paperwork, reduce district level mandates and let teachers teach!

180	Get rid of the mess, and allow us to plan for our lessons. Why are we emailing lesson plans, doing eChalk, calling and writing parents, creating instructional calendars, writing our standards on the board and their explanations, posting current student work in the rooms and the hallways, doing bus, hall and cafeteria duty, keeping receipts for our \$275 that the state gave us for supplies, chaperoning dances, and the list goes on!!!! Keep this up, and you will continue to drive us out of education. Then, who will be around to REALLY ask and mean "How are the children?"
181	More and more is not better. Sometimes requiring teachers to do less is more effective. Then they have more time to spend preparing the lessons they need to prepare.
182	I work the extra hours to provide the best lessons for my students and to get all the paperwork completed.
183	no comment
184	Eliminate planning period PDs, shorten faculty/principal meetings.
185	I am a second year teacher. Once I get the content down, I won't need to spend as much time preparing.
186	Reorganize the entire system to include the real needs of students and the teachers. Political and Admin. needs should be benched!
187	Give me planning time.
188	Set schedules that do not change without at least two weeks notice, curriculum or district material delivered to teachers a week before a scheduled meeting so teachers have time to reflect, review, and develop questions on any new information.
189	reduce clerical work, excess testing, observations, etc.
190	The district could provide us with extra planning time with grade level team members and less paperwork.
191	Teachers should not have to act as accountants and record keepers for schools. The amount of time spent on these tasks (especially at the beginning of the year) is ridiculous. Either a temp should be hired or a member of the staff should perform these duties as they take away from meaningful planning time.
192	I have no solutions for having to work extra hours. It is just the nature of teaching these days. I do have some ideas for working some time into the regular school day. When students have semester exams, let them go home after they take their tests. Teachers would reflect on test results... Have teacher meeting times for collaboration without coach or administrator agendas during a delayed start time for students a few times a quarter. This would allow teachers in each discipline to collaborate on coherent curriculum while they are fresh in the morning.
193	N/A
194	lower class size
195	Much of the information given to us at meetings can be given to us via e-mail. Leave our 30 min. lunch alone. By that I mean no coherent curr. meetings twice a month during lunch and no lunch duty.
196	Eliminate some of the redundant tasks. For example, why create long range plans, instructional calendars, and daily plans?
197	Cut back on the paper work or hire people to do the secretarial work that all teachers must do. Stop bringing in new programs for us to try and let us teach.
198	Stop all the MEETINGS!
199	Our teacher coach has expressed to us what people from the district office will be looking for when they come to visit our classrooms. Most of that stuff focuses on other things that THE CONTENT and the TEACHING itself. The focus should be on how the information is being given to the students, not what the classroom looks like, or if technology is being used, or if the standard number is on the board, or if they students have an agenda to see.
200	Don't have scheduled meetings during my only 40 min. planning period such as Speech IEP's, etc. I don't have the luxury of cancelling classes to do this. I must schedule after school and I feel all should also---speech, psychologists,etc.
201	Give teachers more time in school to get work done. It would help to have more work days and less professional development days.
202	paper work reduction
203	We are constantly dealing with academic and behavior problems during our planning time.
204	Lessen the number of extra reports or guideline we have to produce.
205	Stop changing standard/curriculum expectations so that I have to skip material and rewrite lessons that are not sequential in the way my students learn.
206	(1) Expect teachers to come to meetings prepared by sending handouts and other materials to them, so that meeting time is not consumed by passing out things and superficial review of the material. (2) Cancel meetings when there are no "meaty issues" to discuss. (3) Expect participants at IEP meetings to be prepared so that meetings can be conducted in 30 - 45 minutes. This would necessitate the distribution of draft IEPs in advance of the meetings so that participants could review them and come prepared.

207	Provide opportunities to plan during school hours by either hiring a subs periodically to allow grade levels to meet together and/or provide compensation for planning days during the summer. Both would allow unencumbered time to plan with grade level.
208	<p>release time for Academic Plans</p> <p>Special Ed.---This is a special problem at our school because JIMS is the middle school that is suppose to have the self-contained programs. The S/C L.D. teacher quit and her students are being put in regular classes without support. Our resource teachers are working themselves to death, but we have just TWO resource teachers. We have meeting after meeting about these students where we are lectured by a new, young special ed. consultant who has never taught in Charleston County. She tried to tell me that I didn't know what I was talking about when I said that regular ed. students cannot use calculators on PACT. Finally, our mild mannered vice principal backed me up. Having people who know what they are doing at meetings would make them less stressful and less unpleasant. Special Ed. is demoralizing our entire faculty. We have parents come to meetings with lawyers. The students came to our school to be in a self-contained setting, but they are being put in all eighth grade classes without even an aide.</p>
209	I think we need to two ELA teachers for the job that one does now. I either need half the students or to teach reading or writing. Then when you break down reading and writing we have grammar and vocabulary (among many other things) I just can't do it all, efficiently.
210	Much of the paper work is duplicate and sometimes triplicate.
211	Less paperwork, more related arts teachers so everyone can have a break everyday.
212	The County needs to let me buy supplies for my program where it is convenient for me. They have told me that I can no longer encumber money to buy supplies. I cannot fill out a purchase requisition for every food item that I need. It would take an extraordinary amunt of time.
213	More planning time during the school day..teacher assistants at grade levels to help with office tasks such as copies, computer problems, organizing materials..etc..
214	Pre-completing items needed from teachers. For example, we were asked to make an emergency sub folder. It was to include the fire drill and other emergency procedures, map of school, and other common items. These should have been placed in the folder to then be customized for the individual teacher. It's these little details that save time. When asked to nominate GT students, we had to look up student ID, home address, parent phone and a myriad of information. It strikes me that this would discourage one from nominating students if it was a busy week (which they all are).
215	I think the CORE process is a ridiculous time of wasted energy. If the parents request that their child be resourced - this should be an automatic process and not alot of fussing around at meetings.
216	Eliminate the IGPro foolishness... noone is able to tell me why we are starting this IGPro grading and it takes a lot of time to try to make the program work. For what? HOW DOES IGPro BENEFIT THE STUDENTS?
217	Provide time for teachers to organize and plan together,
218	If we had some time that we did not have duty such as lunch free duty and no morning duty, and did not have to walk children everywhere, we could get alot more done at work
219	Less duty schedules, no reading clubs
220	To have more early release days specifically for team planning like other school districts.
221	Reduce the amount of paperwork, write traits training, etc.
222	none - it comes with the job
223	The disrict really needs to look at the manner principals operate these schools. Far too many of them do it for their portfolios'and not for the good of the population that attends the school. As a result, principals are requiring all kinds of extra meetings and work so that they may make the claim they have a so and so program for the teachers. Constant meetings breeds contempt.
224	less paper work
225	Have disciplinary issues taken care of with consistency and quickly. Too many bad students ruin the time in class for the majority and it takes so much time to make up missed instruction.
226	Allow those who have proven their abilities in the classroom to get out of these "teaching classes."
227	Stop unnecessary paperwork. We are required to do paperwork that is not even needed and does not help students. Have meetings that deal with grade level needs.
228	No Comment
229	Reduce paperwork and stop reinventing the wheel under a new name
230	Nothing should take the planning period away. The biggest problem with education today is that the administrators think that by coming up with new plans, the educational problem will be fixed. I realize that it's their job to come up with solutions but too many

230	of the solutions try to fix the teacher...more emphasis needs to be placed on students and the severe baggage they bring to the classroom. Some of my students have very real problems in their lives and education falls on the back burner.
231	More planning time
232	reduce my caseload?
233	none
234	I believe that teachers should know their schedules before they leave at the end of the year so that proper planning can occur. When we get to school in August there is no time to properly prepare because we are in meetings and attempting to get our rooms ready for the first day.
235	A bi-weekly early dismissal hour should be built in the schedule in order to follow up on the issues that are necessary in order to teach the whole child not just teach standards!
236	CCSD should allow teachers to use their planning period for grading and planning classroom activities for their students.
237	reduce the extra-curricular assignments
238	I'm not really sure. I am trying to get out of the classroom field. What is sad is that I don't know many people who would tell someone to go into this field. Something needs to be done for good teachers to stay and good teachers to enter the field.
239	More planning time. Individuals, other than teachers, to supervise lunch and recess.
240	Part or full time aides would go a long way towards cutting down on many simple tasks that are just time consuming.
241	Hire an assistant for each grade level to alleviate some of the paperwork.
242	The district needs to stop requiring us to spend so much time and paperwork, calendars, making goals ect...and let us teach.
243	more planning time
244	Use email and DVDs to disseminate information.
245	Reduction in class sizes, less meetings and more planning time, removal of problem students from class in order to meet the needs of others...
246	Leave effective teachers alone to plan and collaborate. The position of teacher Coach should either be eliminated or, at the very least, labeled what it has become: "Professional Nuisance."
247	Employees hired for lunch and recess duty, maybe an additional special area to allow teachers more planning together time during the class day.
248	More work days.
249	Use email and mtgs. with teacher coaches instead of faculty meetings to inform teachers of basic information. This would cut down the amount of time teacher spend in mtgs.
250	For special ed teachers, time is needed to complete paperwork, hold meetings, etc.-Average time spent on repetitive paperwork is time that could be better spent with planning for students- More personnel is needed to meet the continuing multitude of demands particularly for special ed but for all teachers in general.
251	Let me do my job (teaching) instead of loading all the other extra paperwork, parenting, nursing, etc responsibilities on us.
252	Schedule planning hours during the work week.
253	Have at least to days per month set aside for early release of students just to plan with grade level teachers.This would also be helpful for teachers with less experience.
254	Make sure we get planning everyday!
255	If other people were efficient at doing their job, it would help me do mine.
256	Less worry about looking over your shoulder and more looking forward. I think you will find people don't care about putting in extra time and effort if they are appreciated. What this survey should be focusing on is "are you (teacher)allowed to be the best you can be".
257	Give classroom teachers duty free lunch and recess. This would allow for extra planning time.
258	I don't mind putting in the time to be the best teacher and to meet my students needs, I wish there were a way to be paid more appropriately for the time teachers spend doing their job.
259	More planning time during the school day. It would be fabulous to have duty free lunch/recess. I could get a lot done in that amount of time.
260	With all of the mandates being thrown at educators, reducing the number of extra hours does not seem possible. It is just a fact that teachers have to learn to deal with if they want to be in the profession.

261	reduce paperwork, hire more teachers
262	get me students that care about something outside of their neighborhood
263	plan and invite teachers to meetings that pertain to them
264	School week is built for teaching planning time daily. Anything beyond essential needs to be cut out of the teachers' duties.
265	LET ME DO A GOOD JOB AS A STRONG, RELIABLE, LOYAL TEACHER.
266	I have to dust my own room and clean inside desks. Our cleaning staff only sweeps the floor and empties wastebaskets.
267	None at this time.
268	Less paper work! We may need to take a look at our standards also for the different grade levels. Are the students meeting the standards, and if not, why?
269	Stop the insanity.
270	LESS FACULTY MEETINGS
271	We need to have a scheduled day or two each month set aside for parent conferences that the entire school & parents knows about in advance, so we all can plan ahead. Conferences should be handled in a timely manner. I've been at conferences that lasted 2 hrs. after-school until 5:30-6pm! That's ridiculous. Parents should be given a 30 min. scheduled window of time for regular conferences & all of the teachers serving that child should be present. It seems like the same teachers routinely attend the conferences where other teacher are allowed to miss the confrences. Teachers have had as many as 3 parent conferences after-school held in one week! That is poor planning & it monoplizes teacher time. Other schools have set aside conference days, we all of the faculty can pre-plan on staying late & meeting with multiple parents in one fell swoop. It would really help to use this method at our school.
272	Shorten class periods to 90 minutes
273	I am not sure if there are any suggestions. Times have changed and more paperwork is now involved which takes up more of our, teachers, planning time. The normal answer is to increase planning time, but that is unforeseeable for the fact that instructional time will decrease. It is hard enough to teach four subjects in depth with the time that we have.
274	I understand the importance of programs such as RIT Band, but a lot of times it takes me the same amount of time to plan this class as it does my other classes. RIT Band is only forty minutes each day and its primary focus is on raising PACT scores. I am not complaining about the actual class, but I could be more effective in my classroom if I could focus more on my classes and less on this program.
275	Another planning period, less preps (1 or 2 grade levels), longer periods but less periods, 1 teacher workday day a week (haha).
276	We need to have three levels for ELA students: Enrichment, Advanced and Honors. This will help with differentiation and class size. It will help with meeting the needs of students and the excessive need to communicate with parents about the children who simply cannot meet the expectations of classes in which they do not belong. Also, it will further support our commitment to increasing rigor.
277	Stop overloading with administrative paperwork. Increase the time spent on classroom planning and needs during TCT meetings. Teacher coach could come to grade level planning in classroom, and be more like the guide on the side.
278	limit meeting time, grade level administrative assistants to help complete paperwork.(grad students maybe?)
279	Many of our related arts classes have no coherent curriculum, no classrooms supplies or texts, and no monetary support from the district. This forces us to develop our own curriculum and find funding sources. Many of us don't even get money from our school.
280	Send more information via email and allow at least 80% of planning periods to be used for planning.
281	More detailed suggestions in the coherent curriculum textbook. Some sample lesson plans should be included.
282	effective classroom management.
283	Do less unnecessary paper work
284	other than reducing paper work (why do lesson plans when we have done a thorough instructional calendar???)--it is redundant), i feel that our job simply requires more time to do properly
285	Reduce the amount of verification of paperwork.
286	Focus weekly inservices to populations to whom they best apply; not everyone needs to hear everything.
287	Reduce the amount of meetings we have during planning time.
288	Have smaller classes, more teachers. Have someone else be repsonsible for some of the non-academic duties we are assigned
289	Planning should actually be used for planning and nothing else.

290	This really doesn't apply to me since I am not a classroom teacher at the present time.
291	See number 20.
292	More planning time! See previous note...
293	That we have more days off to plan.
294	The district needs to supply a base model for common assessments. teachers are asked to re-invent the wheel in this respect. We are told other districts have these assessments and they have produced results. Why can't we see these assessments?????
295	get rid of the pointless paperwork
296	Small class sizes, longer class periods, schedules where collaboration with other teachers is possible, and easy access to materials.
297	More planning time during school hours without interruptions.
298	Choose one or two programs to implement and give them time to work. Don't jump on every new bandwagon that comes along.
299	having a planning period would help
300	Early release days to work on curriculum. Maybe once a month.
301	Get rid of all extraneous meetings, homeroom duties and extra duties such as lunch duty or bus duty.
302	Meetings should be geared to needs and should be necessary for what that teacher teaches
303	I can understand if the time is spent actually doing some planning. We could work as a grade level to get things done. Instead of working on example lessons, we need to make up real lessons that we can use. That would be time well spent. Another thing, if we don't need to vote on something and it's not urgent, faculty meetings need to be 45 minutes or less. The rest of the stuff they can put in an email.
304	Reduce class size and eliminate duties such as recess, lunch and bus duties.
305	offer a variety in PD's and make less of them mandatory and tailored to the content area.
306	Reduce the length of the school day to the standard time and pay support staff for overtime.
307	Having someone to grade papers, make copies, and assist with other small tasks would really allow me to spend more time on lesson preparation and parent communication.
308	1) Reduce class size. We have 20-25 students in classes. 2) Better support with lesson planning and time to reflect on practices and time for differentiating lessons/materials.
309	Allow me to work on my planning periods.
310	1. longer uninterrupted planning periods 2. once a month teacher "coach" meetings 3. professional development that suits the needs of each individual teacher 4. smaller class sizes-- less individualized planning and would be less to grade.-- Could really focus on the needs of all students
311	More planning throughout day, more early releases, or teacher work days?
312	Again, I would have to say we need less paper work from the district.
313	reduced class size less paperwork teacher assistants in all classes coherent curriculum 9 weeks calendars should be premade for everyone more planning time in a day or week during the actual school day fewer standards each nine weeks at each grade level to allow for more reteaching time and mastery of all skills
314	Stop making us create or fill out unnecessary paperwork to justify someone else's job!
315	We need better policy and procedure that is consistent.
316	Eliminate the numerous (I'm assigned to 4/5 committees) meetings. Also we are expected to make common assessment tests, review and revise them.
317	If Chas.Co. would stop trying to fix things that don't need fixing would be a HUGE help! I 'speak' for myself as well as MANY of my peers - we are not robots. Much of our time is spent trying to figure out how we can stay on the "same exact" page when our students don't work at the same pace much less learn the same. Teachers can't teach the same exact way but can still get maximum. This is NOT coming from our school administration. Many times we're not treated as professionals. We need to be heard. We know Chas. students. 75 Calhoun Does not.
318	stop reinventing the same old stuff that has already been implemented by someone who quit 2 years ago

319	reduce class size, less paper work, higher expectations of parents and teachers, CONSISTENT DISCIPLINE POLICIES.
320	At the high school level, weekly or bi-weekly late in/early release days for the students would provide time for teachers teaching the same subject to meet regularly to work on common assessments, analyze data from the assessments, and work to improve the curriculum. Currently we meet 45 minutes once a month before school, and this isn't enough time to properly do what we're being asked to do. Thanks.
321	A increased planning time. As an itinerant, do not have much planning time in my schedule.
322	Give me a lunch break and hire aides to supervise recess. Not only would it make the job less demeaning (I know, really who cares about that), I can guarantee you most teachers would end up using half of it for prep time. This is what happens in the rest of the Western world. Trust me.
323	Reduce the paper work.
324	Smaller classes, less meetings, sharing of lesson plans with other teachers.
325	Provide assistance at every grade level so I can plan effectively!
326	Eliminate the number of classes assigned to teachers. Schools that are successful do not assign teachers 5 to 6 "preps" each semester.
327	I definitely need an assistant, therefore would be able to factor in a planning period per day. This would be a time of relative uninterrupted activity for me.
328	Eliminate the unnecessary paperwork.
329	The CCSD needs to realize that the reason for some schools being "failing" might not be the TEACHERS!!!!!!!!!!!!!! It might be something else...why don't they look somewhere else!
330	Let us have our planning periods and quit "meeting" us to death. We are not able to use our "planning periods" to plan. But that doesn't mean just move those meetings to after school either. Most of us have families and children who we need to work with when we get home too. And what about just family time? Maybe we could meet once a month instead of very week?!
331	More resources, better technology.
332	Allocate money for a full-time media assistant.
333	late in for students one day a week
334	The district should recognize that to be effect teachers we need more time built inot the school year for the actual planning/creating the lessons that our students deserve. Even when the curriculum is written out for you it still takes time to adjust to someone else's plan and adapt it to your style of teaching. It follows the constructivist theory of learning.
335	I don't have a solution. I wish I did. I really love teaching, but I am tired. The spirit is willing, but the flesh is weak.
336	Effective teaching requires a lot of time...more than many are willing to give or maybe can't give. Being able to afford a maid to clean my house would be a great relief (LOL)...headaches caused by not being able to get it " ALL" done by people, who by their nature, want it all to be done right, causes health risks to teachers. --Make the standards clearer...we are spending hours trying to decipher how deep into the material does the standard expect us to go for the average child. --Let us determine how far beyond that level our individual class can go. --Give me examples like "Bridging the Gap" did when I began teaching in the 80's. --Why adopt a text that does not support our standards? --The Coh.Curr. tells me that the resource to teach this standard is "under construction"...yeah, that goes over well!. After many, many years of teaching, it has never gotten easier...more work, very little praise, and a paycheck that can barely keep a single, college-educated person afloat. BUT I love kids, and I love to teach them! Nurturers think about others before they think about themselves, and this is why, in my opinion, teachers as a whole are taken advantage of. In some ways, we allow it,just by our nature...we don't want to disrupt children's routines or cause them unnecessary grief.
337	Use academy time, which is 2 planning periods per day, once a week to plan with the teacher coach. I need to have the time to look at data, have some say in how the time during academy is used. Plus, cut the paperwork.