

Summary of Results from **Holmes Staff Survey**

(early Dec 2021)

Firstly, we thank everyone who participated in the staff survey. We recognize that making meaningful change starts with trust and transparent communication. We would like to note that these survey results would look much different if people sharing them did not have trust in us and in their administration to use this data to provide support and positive changes rather than retaliation or business as usual. Nothing would be a larger red flag to us than hearing “All is good” given the trials and uncertainties of the past two years. That we are able to share and discuss these results means that Holmes is already taking measures to move forward. We hope that these survey answers help illuminate where administration, staff, parents and students can work together to make Holmes the best middle school in Colorado where all are supported with collective and individual needs met. This is a snapshot of a larger conversation, and making meaningful change will require the cooperation of our community. The D11 board shared most of the concerns highlighted in this survey in their work session this week, which indicates that these issues are pressing at district, state and national levels as well. Let us be the model for change that others may adopt and hold ourselves to the highest standards and accountability.

Out of 65 possible respondents, 36 responded (55 to 56% response rate)

Question #1 –I am a(n)

Teacher = 72.2%

ESP – 27.8%

2. How much stress is your job causing you this year? Please choose one.

An uncomfortable amount - 55.6%

A moderate amount – 30.6%

More than I can manage – 11.1%

3. What factor is causing the most stress? Please check your top three.

Behavior issues with students – 88.9%

Inability to get substitutes/covering other teachers' classes – 55.6%

Being asked to do too much – 50%

Pandemic issues – 36.1%

Class sizes and lack of time to get things done – 36.1%

Lack of administrative support or resources -25%

4. What would help you the most to make your job better either this year or in the future?

In an analysis of the comments, the following comment was prevalent:

Need for consistent discipline and consequences.

Some of the secondary issues mentioned by many were:

Clear policies & procedures regarding discipline

Better overall communication from administration in bldg & from d11

PowerSchool Help/Time/Permissions

5. Have you considered leaving your position this year? If comfortable, please enter your answer in other and explain why.

Yes – 22.2%

No – 22.2%

Sometimes – 22.2%

Stressors with care for my child at home

higher pay at every other district in the area

Behaviors are out of control. It's one step forward and five steps back. I am not teaching, just doing behavior mods.

Less of a hassle in other industries

I know that a lot of what I'm going through is pandemic related, staff shortages, etc., but it doesn't make it any easier.

Also, we are learning about trauma informed teaching but we're not expected to scale back some of the

requirements (workload) on the students. So frustrating

The amount of time and continuing expectations heaped upon teachers . It can be overwhelming and exhausting.

Disrespect and behavior from students. Little to no support from parents.

Student behavior, work load and disconnect of admin

other schools have better behaved students. I could make more money outside of education, I don't deserve

to be treated like dirt on a daily basis by dis-regulated, abusive students!

6. On average, how much do you spend out of pocket for items you need at school each year?

31 responded with an amount. Two averages were done. When someone listed \$50-\$100, the lower figure was averaged for an amount. The higher figure was averaged for an amount.

\$7, 640 divided by 31 = \$246.45 is the amount based on the lower figure listed.

\$\$8,570 divided by 31 = \$276.45 is the amount based on the higher figure listed.

7. Do you have a second job?

No – 63.9%

Yes – 30.6%

8. How many hours a week do you spend (outside of contracted time) to get all of your Holmes-related work completed?

31 responded with an amount. Two averages were done. When someone listed 10 to 13, the lower figure was averaged and for an amount. The higher figure was averaged for an amount.

229 hours divided by 31 = 7.3

289 hours divided by 31 = 9.3

9. What else would you like to share about this year and how it has impacted you and what changes need to be made to make the year better for you?

Some key comments from the survey:

Disrespect of students

Lack of consistency with Covid issues and behavior issues

Constant change and add-ons to the job this year.

The amount of disrespect from students to teachers and one another has been so extreme.

I am disappointed in the direction we are going in regards to behavior

Student accountability is number one

More support with student behaviors

I would like admin to take charge as far as discipline goes. Especially when substitutes are in the building. Behavior problems for subs should be stopped and those kids should have an example set of them. That is why no one wants to come to our building. Kids misbehave and nothing is done or it is not a fight that admin want to deal with. The good kids leave because the kids here now get in trouble and it has to be really bad before something is done about it. We are capable of sooo much more and it is sad.

10. What can PTA do to support or help you?

Advocate for change to Tony, School Board, Superintendent, and DAC

Volunteer

Get more parent involvement

Continue with fun days and treats