



Research Report

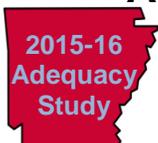
Teacher Recruitment & Retention

Appendix: Teacher Survey Responses

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Prepared for

**THE HOUSE INTERIM COMMITTEE ON EDUCATION
AND THE SENATE INTERIM COMMITTEE ON EDUCATION**



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APPENDIX

What could the state or your school do to make you want to stay [at your school or in the teaching profession]?

Teachers' open-ended responses:

Better pay, benefits, keep legislators out of education! Students need books!
Better salary, another high school social studies teacher to offset class size and lack of social studies electives.
Higher pay and require preschools to teach standards so the students will be ready for the Kindergarten standards.
Higher pay, year round school
Higher pay, better benefits, and more student personal accountability
Higher pay, more aid support in the classroom for interventions, enrichments, and behavior
Higher pay, more support, more professional development, better insurance, year round school.
Hire me in a leadership position.
Increase pay for extra hours that are required such as time in evenings for parent teacher conferences put in because we must meet with every parent that accommodates their schedule. This can take up to 4 to 5 nights for 1 to 1.5 weeks from 3:00-7:30 pm. This gets trickier when dealing with parents who do not speak English and there are not enough translators to translate at times when parents can come.
Another problem is the amount of time it takes to put together your classroom at the beginning of the year. It takes up to 2 weeks, 8:00-6:00 to get ready for kids. Then at the end of the year it takes 1 week or more to pack everything into boxes. Everything has to be put into boxes or covered up. I have to put mine in boxes because of the leaks in the roof. They are right over the storage area and shelving in my classroom.
Increase pay, reduce class size or hire paraprofessionals, give decision making back to each teacher, show confidence in teachers.
Increase pay. Have duty teachers so that we had our recess and before and after school time to ourselves. No tolerance - regardless of race.
Increase pay. Provide consistent leadership. Allow teachers input on curriculum and teaching methodology.
Increase salary schedule and improve differentials in the schedule for additional coursework. Also, keep the tuition reimbursement program.
Increase salary schedule, pay more on insurance, allow teachers to teach instead of paper work and assessment each day, and give school authority to enforce rules and regulations. Students should not be allowed to be in charge.....free education to our children should come with accountability.
Increase salary, develop state-wide curriculum and resources to provide consistency in implementing standards in all content areas, improve RTI, hold administration to higher standards (teachers should have input on their TESS evaluation), and reduce the teacher-student ratio. It unrealistic to meet the individual needs of 25 diverse students without neglecting others students, especially in the primary grades.
Increase salary. A compensation for time spent preparing for class would also be nice. Most importantly, I am working on getting National Board Certified. The AR bonus for this certification is a major part of my future plans in this field. A large part of my bonus would be used to further my education and certification.
More money, fewer professional development days, more insurance contribution
More money, more training of my own choosing.
More pay and would have to become better communicators
Offer paid leave and a salary increase
One thing would be the health insurance. We are considered state employees when it suits the state but not when it is to our advantage. Either we should get the same coverage and prices and other benefits that other state employees get or else we should not be state employees. Over my teaching career I have seen many changes and most not for the benefit of the teachers or students. Academically we are asking 5 year olds to do things for which they are not developmentally ready causing a major increase in behavioral issues.
Pay better and hire more football coach's to help with the junior high
Pay closer attention to student needs and teacher salaries. The teachers need to be able to take care of their own families too.
Pay increase, standardized testing taken off of first grade, more play time for students...
Pay me more and look for ways to increase the quality of living for my own family.
Pay my school loans!
Pay teachers the salary of a professional. Also, make students and parents more accountable for the success of the students.
Pay us more. Less PD hours. Less students in the classroom. Change the way they grade teachers (because instead of our principals believing in us, now we have to prove that we don't suck as teachers. Really? And you're also going to base the students test scores on our performance? You do realize that a lot of these students don't care about

<p>these tests). A few years ago, I had a student's father kill himself the morning of the Benchmark. And I'm responsible for him making a basic? Stop giving these kids so many test. On top of their content tests, they also have TLI tests, STAR test, state mandated tests...data, data, data. Just let us teach!</p>
<p>Provide more technology like smart boards and increase in pay.</p>
<p>Raise benefits and pay. Become more organized.</p>
<p>Raise salary and offer better student loan repayment options for low income districts.</p>
<p>Raise Salary, Order a curriculum rather than make your own with minimal resources, Make Tess less time-consuming so teachers can focus more on children, less high stakes testing</p>
<p>Receive a raise and regain local control of the school district.</p>
<p>Reduce class size, increase salary.</p>
<p>1) Increase secondary math teacher salaries by at least \$5,000 with a reasonable annual pay increase, above inflation. Teachers that have been teaching for 10+ years should have the opportunity to make 6 figures, which is completely reasonable for any other white-collar profession requiring a BA and Masters degree. 2) Provide additional bonuses if teachers attend a certain amount of professional development, are working towards a degree, and/or professional certificate, as well as are able to increase their student's scores by a certain percentage. There should be incentives for teachers that are spending a significant amount of their time after school, developing their practice. The State should also cover a certain percentage of the cost of professional development. 3) State should also provide funds or provide schools with a significant discount on math software like Mathematica and other TI software packages. As well as promote schools to provide Promethean boards to their math teachers. 4) Teachers that are not in compliance with their responsibilities should be put on an improvement plan for a certain amount of time, and if the teacher does not show any progress or willingness to uphold their duties with willingness and professionalism, then the administration should have the ability of relinquishing them from their position. Administrators should not be given such authority that they can remove a teacher without due process and/or showing a good faith effort to improve a teacher's practice before letting them go.</p>
<p>Without higher starting salaries and annual salary increases that lead to average salaries of \$70,000 with potential of 6 figure salaries (i.e., Masters degree+, 10+ years experience, shows continuous effort to improve practice, demonstrates effective instruction, positively impacts student learning, contributes to after-school programs, is responsible and professional etc.), as well as the ability for administrators to efficiently, but with due process, terminate teachers that are not putting their best effort, the teaching profession will have a difficult time attracting top level talent.</p>
<p>1. Fix the insurance problem. Premiums are too high. Higher premiums with decreased benefits is ridiculous. 2. Make a decision on standardized testing, standards, and stick with it.</p>
<p>1. Amend the law so that standardized tests scores are used for their intended purpose: Large populations tested over broad topics over long periods of time. Cease to use those tests for evaluative or punishment purposes. 2. I applaud Lt. Gov. Griffin's Common Core committee for taking extensive teacher input. Teachers know the material, they know the students, they know what needs to happen to improve education. They need to be ASKED, not told what to do by people who aren't and may never have been in a classroom. Think about who you would ask if you wanted to improve medicine--doctors/nurses or legislators. 3. Pay a living wage that reflects the education and work (on and off contract) of the teachers. FULLY FUND Teacher Insurance at the same rate as the Arkansas State Employees. No one with a starting salary of approximately \$33,000 should have to have insurance with such high deductibles and such poor coverage. We will never have young teachers come into education and stay if they can work somewhere else with less stress for more money and better insurance. Don't ask those who are willing to sacrifice lifetime earnings to also have to sacrifice quality healthcare at an affordable price. 4. Cease to allow either public schools or charter schools to waive the right to fair dismissal. Fair dismissal is not tenure as it is understood by the general public. All fair dismissal requires is that the teacher has a right to know why they are being dismissed and have a chance to bring evidence in their defense. Don't let any district tell you that can't fire a teacher because of fair dismissal. I've seen it happen. It just requires that the district to follow procedures set in place.</p>
<p>1. Be treated like an equal instead of like a babysitter, this is really just some buildings, and mine is one of them. 2. If the high school gets out at 12pm for semester tests, I don't know why elementary has to be here until 3:15 trying to entertain kids the day before Christmas. There is most definitely a big discrepancy in the workload of an elementary teacher and a secondary teacher.</p>
<p>A salary increase would help. Requiring all schools to have a uniform pay scale (at least in the number of years covered) would help, but having level salaries would increase morale by 100%. When you teach in low-income areas where few parents have an education, we get little support from home and have to watch friends and relatives teach in high-income areas while having parental support with educating the children, parental support in doing things within the classroom AND they have higher salaries. The effect on morale is slowly making more and more current teachers want to leave the profession. We are asked to do more, paid less and no one seems to care.</p>
<p>Actually be in the classrooms to see what teachers are dealing with so that you can actually do things to better the profession.</p>
<p>Address major issues that cause behavior issues: poverty, low education level, more support in the classroom pertaining to discipline.</p>

Address the changes that need to be made in education. In 100 years many things have changed but not the calendar. Year round school, 4 day week, and flexible instruction time should be addressed. If we were a business, I am afraid we would be bankrupt.
Allow me help from my Math Coach finding adequate lessons to teach. Allow me to teach and not deal with all the extra paperwork. Allow us to find ways to hold students accountable and not blame teachers for all student achievement.
Allow more creativity in teaching, more hands on learning, more community involvement, less testing, less time spent designing your own curriculum, consequences for student behavior that extend to parental involvement as a shared responsibility, and the reality that if you don't pass in academic areas, you don't progress to the next grade level no matter what your age may be. It should be your ability that allows you to progress not your attendance. Student and Parent accountability!
Allow teachers to teach again, bring back more electives for students
Ask for input from classroom teachers about curriculum - is it teacher-friendly, is it developmentally appropriate, do the students enjoy learning, etc. Allow teachers to evaluate their principals every year, or at least provide some feedback to administration, etc. Provide a fair system for selecting teachers for after-school tutoring, mentoring, etc. The same teachers get to do these extra (paid) activities every year. Other teachers would like the opportunities to make extra money, etc.
better insurance, higher pay, more support, year round school
Change my current position to make our program more effective and beneficial to our students.
Change the building leadership. Get a person who is 'on fire' for education. A person who wants students to learn. A person who makes every decision based on 'education'. Not a leader who makes decisions on are they male or female? Do I like them?
Are teachers teaching every class period? Are students learning every class period? What are they learning? Are they learning the frameworks?
Fire the teachers who are not teaching, who are simply getting a paycheck for nothing. Fire staff that are not motivated to educate. If you don't have passion for what you are teaching, get a different job.
Change the culture of learning in the area by making incentives for students (and their families) to perform and do classwork.
Completely reform the system so that teachers are treated like the professionals and experts that they are. No expectations of external unpaid work (grading, paperwork, conferences, etc.) or build additional non-supervisory time into the workday for these tasks (i.e., more 'planning' time). Self-governance and evaluation of teachers. Schools and districts run by committee of teachers rather than a hierarchical system of administrators. The teaching profession and workload should resemble more that of university departments rather than its current incarnation. Look to Finland for guidance.
Consider possible suggestions and/or changes that would help my students myself and the classroom aides be successful in the classroom.
Continue NBCT bonuses, giving teachers and local schools more autonomy to make decisions that are in the best interest of students,
Decide on the state testing standards and the test to be given, provide materials that would benefit both teacher and students, and give positive feedback.
decrease excessive requirements in documentation better professional development in technology requirements
Decrease the ratio of school counselor to students so that it aligns with the ASCA recommended guidelines.
Develop a strict 3 strikes policy. Make parents accountable for the child's behavior. When a child continually disrupts a classroom parents need to be made accountable. Unfortunately, I feel our precious little school community has been destroyed by those who have no interest in the learning process. Parents seem to think that it is the educators place to teach children to mind. I feel extremely sad that i spend lots of time away from my family preparing things for students to do and trying to make myself into a better educator for those who do not care. I think a policy that was very strict would help to rectify this situation.
Discipline children. Do away with no Child Left behind so that schools actually teach and don't just go through the motions. Make elementary schools teach science from K-4. Schools ignore science and social studies because they are not tested or do not count in AYP.
equality in the workplace--fairness to all teachers and LISTEN!!!
Every student is not the same. They never will be. But EVERY student CAN learn. To assume that every student will be proficient in a prescribed amount of time is unreasonable. How about my student who transferred here because his mother tried to drive him and his family into the AR River? He was SO smart, but those test scores did not reflect his intellectual capability. How about the kids who can make an A in math but just need the time to think things through? Is 45 minutes enough to do 100 problems for that kid? Your oversight has KILLED education. I know that you mean well, and we ALL want what is best for kids, but raising the bar higher and higher every year does nothing but ensure that you continue to hold high-paying school improvement jobs. If you want school improvement, stop funding more administrators and require schools to hire extra teachers to help with the load. All school improvement administrators do is walk around with iPads and complete checklists to turn in. If you are going to provide schools

with money, SPECIFY how it is to be spent. When you do not, the only thing that happens is that they hire more administrators with astronomical pay scales. We need more TEACHERS so that we can have smaller classes and more one-on-one attention. Bonuses? I've had one in my 12 years of teaching, even when I know the state has provided for us to have them because other schools received them. Again: SPECIFY what your money can be spent on. Grants? Our school jumps on every grant humanely possible, but with every grant comes some other outside requirement that may or may not be what is best for our kids. Our school districts are sold out to special interest groups who will provide technology, books, etc. if only we will implement their programs. Is this what is best for kids? The privatization of education HAS to stop. The inconsistency HAS to stop. Look at Common Core. It is the best thing to happen to education in years, yet due to misrepresentation in the media, it will likely go away, too. Why? Because our representatives want the votes of the people, not what is best for kids. If you TRULY want what is best for education...HIRE PEOPLE WHO HAVE EXPERIENCE TEACHING. Otherwise, your efforts will continue to ruin our system... and our kids deserve better than that.
Focus less on testing, have a shorter school day, treat teachers with more respect, give supervisors with more classroom experience, pay us what we're worth.
Focus on pure teaching. Hold the parents as accountable as you do the teachers.
Forgive my student loans
Get rid of Tess, Common Core, Put Discipline back
Give me resources that actually cover what I am expected to teach. Cut out some of the unrealistic expectations such as NO CHILD LEFT BEHIND. I have to mainstream Special Ed students that cannot read, barely write and then I am told that they can't fail my class even if they can't do the work?!
Give school employees more power when struggling with combative students and parents who are unwilling to get help for their children. Higher salary- stipends for school counselors
Give the teachers back control of our classrooms, stop blaming teachers for the perceived problems in education and stop all the privatization (charter schools) of education by groups who take only the best students and act like they are doing great things (KIPP)
Give us better insurance coverage, tax breaks to help us on what we spend of our own money to do things with our students, offer a discount to our children going to instate colleges (Tenn. gives teacher kids a 10% discount at colleges) let teachers have more input of what our children can do and learn! Have compassion for students that are born with certain limitations that they are doing the best they can and teachers are doing the best they can! I LOVE teaching, but you can't afford to cover your family with health insurance or handle the stress of unrealistic expectations.
Greater benefits and/or compensation, career advancement.
Handle discipline problems accordingly. Students that are dangerous to the teachers and other students should not be placed in the classroom. Hold parents responsible for the needs of their children, such as glasses and medicine.
HAVE A SCHOOL FOR DISCIPLINE ISSUES MAKING PARENTS RESPONSIBLE FOR STUDENT NEEDS LIKE GLASSES AND MEDICINE
Have more teacher work days built into the yearly schedule (no students on campus); Have more content related inservice, Have less administrative responsibility; Fewer special-ed in regular ed classes. Special ed teachers can't have more than 8, but I have more than 8 in a regular ed classroom.
Have school leadership back the teachers and follow our policies that were set in the handbook. Quit making allowing parents to run the school.
Higher more teachers in my field. Even a small school needs a certified elementary music teacher, a certified Band teacher and a Certified Choir teacher. I am doing ALL of it. Marching band, home and away games for Sr. High Band, Region and All-state contests, multiple programs to plan over the year for HS, 7-8 graders, and Elementary classes, ect.
Hire more teachers to get class sizes down so teachers can actually help students learn. Pull off some of the paperwork.
Hold students more accountable for their own education More administrative support Stop giving in to parents and students who make a fuss knowing they are wrong Make pay acceptable for putting up with all the above and more Stop belittling my job Recognize that there are some very fine student who come from here so student can get a fine education if they would let themselves. Don't judge us just because some don't value an education
I am finishing my Masters in Educational Leadership in May. I would love to stay in the district But need to move forward with my career so I would need to be offered an administrative position.
I do not know. I wish that I could make my students want to learn. It seems that so many of them just do not care. It saddens me greatly. I love each of them so much and except a lot from them.
I know I work in one of the highest paying districts, so the higher pay does help. It is not enough, however. I also feel that core curriculum (math and literacy) teachers have higher expectations, more demands, and less time. These teachers should be compensated, or recieve help in the forms of aids or assistants. Even if a school hired one 'math aid' for all math teachers to help with things such as grading, that would be extremely bebeficial. I feel remediation at every school I have worked at (3 in total) is broken. I am expected to teach students that are on a 1st grade level 6th

<p>grade math curriculum. This is unreasonable. There needs to be additional support/services for students who are consistently testing or performing well below grade level. With the amount of time spent on grading, communicating with families, etc, it leaves very little time to plan quality instruction that meets the needs of ALL learners in my classroom.</p>
<p>So, ultimately, pay me a lot more so that the expectations are compensated for with salary. Furthermore, give me the insurance rates that other state employees get so that 25% of my paycheck isn't being taken by health insurance. Finally, just like special education teachers have aides and assistants, teachers need these in their rooms. Any or all of the following solutions would be exceptional.</p>
<p>I love teaching students that want to learn. Each year it seems that I get fewer numbers of these students. If the state or school could find a way to increase the number of students that want to learn, I would stop thinking about leaving teaching.</p>
<p>I really think we need to look at our salary schedule. It is very disheartening to know I have at least 12 years left to teach, but I will no longer receive an increase in pay. Everything is costing more, but my pay will always be the same.</p> <p>I also think that our school needs to look into their policy on hiring. We hire people that are not qualified for a position and turn away those that are qualified all because they are friends. There are many good teachers at our school but they are frustrated over the apparent nepotism that is running rampant in our school.</p>
<p>I think having all schools on the continuous learning calendar would greatly benefit both students and teachers. The large break during the summer makes it difficult for a lot of students to come back to school ready for a new year. We spend a great deal of time reviewing what was taught the year before. The breaks during the school year provide students with the opportunity to rest and refresh, while providing teachers the opportunity to do the same as well as plan more thoroughly.</p>
<p>I would like to have a smaller class size so that I could spend more time working with small groups. I would also like to have at least a cost of living raise every two years.</p>
<p>I would love to have a change in my extracurricular schedule. Like to become Head Softball Coach again.</p>
<p>Ideally, it would be nice to be paid a bit better so that paycheck hopping isn't a concern, but, more than that, it would be nice to see psychological screening for many of our students as some of them are really disturbed and find highly risqué or violent topics comical.</p>
<p>IEP's can take anywhere from 3-9hrs. to do. We need some accountability from our parents. I have two aides that work very hard in my room, the state has cut their breaks and cut their pay. We need to watch the laws because the pendulum has swung too far for children that do not need to be in school for medical reasons to be in school.</p>
<p>If the opportunity for a shorter commute occurs, nothing can; however, that being said, I love the school I am at and those that I work with. If nothing else arises, I will stay, even with the commute.</p>
<p>I'm not sure. If this is the state of education in every school, then I might want to return to the private sector. I've heard that it's not the same at every school, but I wouldn't know because I've only worked at this school.</p>
<p>Improve teacher support, provide needed curriculum and technology to meet student need, reduce duties (before school, after school, and recess duties every day), and provide working equipment (copy machines and computer access)</p>
<p>Increase training and payment for paraprofessional (few people with the skills to be a paraprofessional in a special education classroom stay in the position as a career because the salary is extremely low and the job is high stress). Decrease caseload sizes for classrooms of students with disabilities. I currently am responsible for educating 16 students with severe disabilities from a variety of grade and ability levels. When I originally took my position the average class size was 11-12.</p>
<p>It would help to have additional aides in the school to pull small groups, run copies, and help with other mundane tasks that take a lot of time.</p>
<p>Less stress on testing/grading- Less state interference- More involvement/funds with schools like ours instead of always focusing on the schools that already have parental support and involvement and the money to fund all their projects.</p>
<p>Let educators teach! Let us carry the torch and put the fire to the feet of students and parents. The irony about TESS, RTI and testing? It places all the focus on teachers and puts none on students and parents. Students refuse to read and study; often parents defend them saying all learning should occur during the school day. I have even had parents state, 'It is your job to educate them, and it my job to make sure they are clothed and feed.' With attitudes like that, schools will never improve. Parents should: Turn off the TV, take away the cell phone, force students to quite the after-school job, check on their homework, quiz them on their homework. If we want meaningful changes to education, it will have to start with parent and student responsibility. Otherwise RTI, TESS, and testing only puts the responsibility and blame on the one person out of the triangle actually doing something.</p>
<p>Let me teach in the classroom, supply us with materials. More books for the students to use in the room for reading. Not have to copy so many papers</p>
<p>Let me teach!!! Support me when I try to challenge students. Let me have high expectations for my students. Treat ALL students equally.</p>
<p>LET US TEACH. Stop jumping through hoops. Hold bad teachers accountable and let the good teachers teach! Don't make us all do all this extra stuff if we are doing our jobs well. We need MORE CLASSROOM TIME. I have 45 minute class periods -- NOT ENOUGH!</p>

Stop requiring so much extra stuff of the kids -- give more time to the core subjects -- less time on things like electives.
Loan Forgiveness.
Lower health care cost for teachers, make preschool mandatory and free to all,
Lower my class size, stop pulling out my ESOL and bring in an assistant, consolidate testing, and stop piling on more expectations without removing any.
More benefits to the area have things for us to do in Crossett because there isn't a lot here. Also, have more benefits to moving to this town.
More communication/information for the teachers. Professional development that is geared toward goals the teachers need/want and enjoyable professional development.
More control and decision making at the building level. Much less district and state control and mandates tricked down to the classroom/building. Allow professionals to be professional, rather than middle managers tasked with fulfilling mandates of non-educators and educators that have been out of the classroom to long and do not understand the complexities of today's classroom. When something 'new' must be added to the 'plate', at least 2 things are taken off 'the plate' to get back to a manageable learning environment.
Move me from my current position
My husband could find an admin. job within the district (that seems to be a possibility); the pay scale could go up and be more competitive with other areas; The insurance costs are killing me, and that seems so unfair when other state employees do not have to pay the same high fees, so any school that could offer me some incentive with insurance would be one I would be interested in working for. I would love for a school to offer financial help with an advanced degree (in my subject area - English, not education degrees) in exchange for my agreement to work for the district for a certain number of years. Schools that offer a higher compensation for advanced degrees and National Board Certification are also incentives for me.
My school can hire staff that is efficient in their jobs and not over look the fact that quality is more important than coast. Also if staff members are repeatedly not doing their jobs they should be let go not made excuses for.
My state can work on providing a lower cost insurance with better coverage. (I understand this is hard)
Offer classes for all students not just a select few. Instead of helping students we are causing them to quit. If that is not happening, teachers seem to be lowering their expectations in order for all the students pass. We can not honestly think that children on a fast track are not going to be left behind. Everyone learns differently and at different paces. I think educators would stay in education longer if provisions were made for impossible situations
Offer me an administration job.
Offer opportunities for advancement, acknowledge hard-work, acknowledge those that go above and beyond, provide salary increases or bonuses to all staff. Stop entertaining those staff members who are not doing their jobs. Stop creating jobs for certain people. Treat everyone fairly, no special privileges for certain people!
Other than fix the wifi bandwidth issues that continue to plague us, have people do the jobs they have been hired and paid to do. Nepotism is rampant here. There is a major lack of communication at this school, to be solution driven or to just do your job in general in this district starting from the Administration building on down to the schools. Very few people want to do their basic job, much less anything extra and those who do want to do extra are routinely told 'we can't do that,' or 'we're still waiting for that.' We consistently have a rotating teaching staff and have a difficult time finding qualified teachers to fill our open teaching positions, nor is basic recruiting at the colleges for new teacher attempted. At the end of the 3013/2014 school year we had internet cables run through all classrooms because we were told we would be getting 5 desktop computers per class. These computers never materialized. This type of thing is consistent here.
Our school district could change the curriculum to allow more teacher input. We spend so much money sending teachers to New York for staff development, yet we have no money to send a child to the State Capitol in Little Rock to learn about the history of the building. We have curriculum coaches who choose what we are going to teach in our classrooms, and most of the time, HOW we should teach it right along with what words to say.
People over programs! this school has had a lot of success by using money for paraprofessionals to help in first grade. Those hours were cut this year. I can tell a huge difference! I just can't get to every student that I need to see. A parapro helped incredibly with this!
Provide a better framework for discipline within the school setting. I do feel this should be done on a State level. The districts are at the mercy of the public, media, and current trends in litigation, when it comes to such issues. I feel there should even be laws passed defining the roles of discipline within our schools. Laws that would help hold parents and students more accountable for these crippling problems that are killing our classrooms.
Provide a support system that helps teachers instead of administration.
Provide an athletic period for Jr/Sr Vball
Provide more leadership opportunities, provide more relevant professional development to each subject
Provide more mental health support for students. Provide more training on serious behavioral needs in students for teachers. Provide teachers with more training on working with students with autism. Lower the class to teacher ratio. Stop allowing the public perception to permeate your decision making. People carrying picket signs should not intimidate you. Do what is best for kids regardless if it is the popular choice.
provide more professional development on the school curriculum
Provides raises, develop a district-wide discipline committee to study how to improve discipline that will provide more time for teaching and learning , and make recommendations for improvement.

Put me in a position where my strengths, talents, degrees, and experience could be put to better use.
Put more of the pressure back on the student and their parents, lower class sizes, raise salaries, provide more planning time (at least 30 minutes per subject taught with a minimum of 45 min per day), show a more personal appreciation from administration (at school and central office; not whole building thank you e-mails but actual positive feedback that is personal to the teaching being done).
Put one full-time art teacher in every school, increase time allowed for whole school related activities such as preparing supplies for 6 different grade levels each day, provide more transition time between classes, more time for exhibiting and managing artwork for 750 students, provide relevant professional development for specialty area teachers, provide common planning time for specialty area teachers (similar to PLCs for classroom teachers), consider specialty area teachers as an integral part of the school community (not just babysitters to watch the students so PLCs can take place for classroom teachers), increase art class period from 40 minutes per week to 50 minutes per week.
Put some responsibility on the students and their parents. Teachers are not the only ones that effect a student's ability to succeed. Experiences before school begins effects the students level of performance in school. Parents should encourage their children at home, help them with their homework, make sure they are at school and on time, make sure they have what they need for the day, make sure they have had enough sleep and enough to eat, etc. Students must put forth their best effort.
Quit trying to reinvent the wheel. Hold students accountable.
Reduce class size, increase pep time to 60 minutes a day. To give feedback to 150 students a day is unrealistic given a 45 minute prep. Give teachers time and/or resources to implement things asked of us. More money I make half of what I could make in industry. Lastly, benefits are crazy expensive.
Reduce class sizes, stop spending so much time on evaluation, and spend more time on curriculum development and student achievement.
Reduce the paperwork load on teachers and eliminate teacher evaluations..... We are licensed trained professionals like doctors, lawyer, etc. Why are we always under the states' microscope and why are we always blamed for the failure of student learning. We should hold parents and students more accountable like European Countries do.
relax, better discipline policies, more pay, more personal days, incentives, less spoon fed professional development put into the work week, stop focusing on the teachers and focus more on the student discipline issues
Replace Title 1 funds that we lost this year. Due to the loss of Title 1 funds we no longer have a Computer Lab Manager. This loss has caused major effects on small group reading instruction in terms of flexible grouping, differentiation, and number of students served per day.
Require mental counseling where it is needed. Protect students and teacher from irate students and parents. Making parents responsible for meeting their children needs like glasses and medicine.
See 16a.
Simple: the state could adjust the curriculum and modify it for regions culturally. State could create its own standardized test to protect our scholars obvious bias on the test. Schools could spend money wisely and stop over compensating staff members for degrees and make sure students have everything they need to be successful first. Then, pay a staff accordingly, not based on degrees but on performance and content knowledge and energy.
smaller class size to help students more efficiently.
Smaller class size clear standards that are not constantly changing textbooks or something tangible for all students to have access to outside of class paperwork that needed, no 'busy' work that gets handed to us last minute because someone needed something to do
Smaller class sizes would help reduce the amount of time spent grading and planning. At my grade level, I plan for differentiated small groups daily. Less students could make fewer groups and/or make the groups more targeted. It would also help if some additional time could be given for team planning rather than professional development at the beginning of the year.
Smaller class sizes. More teachers.
Solve the above issues.
spend more money on security and teacher salaries than on changing evaluation systems, professional development, curriculum year after year.
Stand up for the art and music teachers. They have taken away so much of our time. Our breaks between classes have gone down to five minutes. On many occasions, for some reason, the classroom teachers will bring their students early and pick them up late, which means that I don't even get the five minute break. So , no going to the bathroom, or being able to reflect on the class before or after. We are not considered real teachers by our principals, our colleagues or by the school district. One art teacher in our district was so overloaded with classes and duty after school and intervention that she actually had a stroke. At school. She was damaged so much that now she must retire.
State: Better benefits including insurance School: better work conditions; healthier school; better reimbursement policy for teacher allowance; more competent coworker
Streamline the paperwork and stabilize the budget.
Strictly follow the school and district rules. Students are given too many chances without punishment. Also, I would like to have smaller classes so that I can truly help the students that are in my class.

Strong leadership, adequate step increase for those who have taught past 17 years, that is way too low to quit paying even a cost of living increase, professional development opportunities outside of the district on a regional or national level.
student/teacher ratio in a high poverty, high ELL population schools should be less. Schools should have to accurately depict the number of students to counselor ratio instead of grouping all counselors together.
Take a good hard look at our state education system compared to other states. Go back to the basics of education where students learn REAL life skills because this is what our children need today.
Teach for the children's knowledge, not a score on a piece of paper. Make TESS less nerve-wracking.
Teaching License: The state website should have one page with all of the forms necessary for license renewal together for easy access. It is a nightmare trying to make sure you have every piece of the required paperwork completed and sent to the proper locations with separate checks and money orders. This year, my finger prints actually had been stapled to someone else's background form at the state police office. It took forever to get this straightened out so I could get my license renewed even though I was not at fault. New Programs: We spend way too much time jumping from one program to another and adding new programs, all which have unique forms to fill out to justify the technique. Sometimes I feel we are all over the place trying to find what works best to the point that the basics get lost and we end up with kids at the Jr. High and High School level that still can't read or do basic math on grade level. Standards: Standards need to be written in simple direct language. When left to the interpretation of the educator, there are too many variables for consistency to occur. We should not have to spend a year trying to figure out what we are suppose to be teaching. Evaluations: Evaluations have become very complicated. Principals should know if a teacher is effective, why spend hours and hours on Pre-conferences and Post-conferences and writing out form after form. Books: We want our parents to be involved in helping with their child's education, but we tie their hands and take them out of the equation by not providing our students books at home. Yes, the internet is a good source, but if you have ever tried to find examples of how to work a math problem on the internet, you will find there are several ways. As a parent this becomes frustrating because you are not sure which method your child is taught at school. Also, even today, not all students/parents have access to the internet at home. Basics: It is very discouraging to students going into the teaching field today because of the long hours, high demands, amount of useless paperwork, low salaries, having to constantly prove and defend yourself and your teaching techniques, and sometimes the lack of respect.
Testing modifications. The PARCC test was developmentally inappropriate for 3rd and 4th grade. Our students do not have access to keyboarding classes or the amount of technology that these computerized tests require. Then, when our students do poorly on state tests, we are reprimanded. Students should be tested in a way that they are capable of proving what they know. Also, our school did not meet the growth model, and therefore are considered a 'B' school even though we had over 90% Proficient and Advanced. It just doesn't make sense!
The atmosphere in our district is not one of professionalism. The expectations of the classroom teacher are lowered because of student performance and lack of leadership from our administration. We have far too many staff, particularly at the high school level, drawing a substantially higher salary for classes like health and physical education. Teachers of the core subjects are held accountable for scores from the state, yet are not paid as much as our coaches. There is not consistency in fundamentals from our administrators.
The biggest thing I can think of is to just let us teach and to listen to the teachers that are in the classrooms EVERYDAY. Administrators are not in the classrooms and do not know the inner workings, yet they are the ones who tell us what we should be doing. It doesn't make sense.
The school and school district I work in could stop the 'good ole boy' system, offer me an opportunity to serve in a leadership position based on my qualifications, support me and all teachers especially when it comes to issues dealing with parents instead of always siding and giving in to parents demands, get rid of nepotism, require only the number of professional development hours that the State requires and not 60 hours, purchase and use teacher and student textbooks to teach instead of us spending countless hours looking for materials online and reinventing the wheel, and have instructional facilitators help and support teachers instead of serving as the principal's assistant and performing tasks that the principal and assistant principal should be doing, and increasing salaries.
The school could help me to advance further with leadership opportunities. I would like to see the state look for ways to help communities keep their small schools as opposed to increased consolidation and annexation efforts.
The school could purchase some supplies or a curriculum to eliminate some of the costs and and stress. Less monitoring and a little more trust would go a long way.
The state could actually come and interview stakeholders and make teachers feel like they matter, take an actual interest in helping. It feels like the support we are given is actually here to just play 'got ya', I say this because it seems as though we are told to complete something right before it is expected to be completed, but no genuine assistance or time given to do so. We have a staff willing and trying to improve the school with what we have, but it seems that for the state it is never good enough. It is an insult when we continue to have to pay increased insurance when other state employees do not, and everyone states that education is the future, but the people actually in the schools working with the students are not valued at the level they should, personally or financially. The amount of time and money staff members spend outside of school that they are not compensated for doing things for the school and students is great, but even the acknowledgment is lacking.
The state could mandate less regulations on teaching and make more policies on helping teachers inside the

classroom. I believe that a stipend for teachers would be a nice incentive to stay however not necessary.
The state could quit putting all the responsibility on the educators. Parents should be held responsible for their child's education as well. Many kids come to school not prepared to learn due to many reasons that are out of the schools control.
The state could recognize that good teachers need time and training to teach. They need to realize that the tests (ITBS, Benchmark, Aspire, whatever) DON'T match common core, which makes it very difficult to do well on the tests and do a good job with common core. The ITBS is a test of students' listening ability- not necessarily their knowledge of the content. The PARCC might have been a good test, but we don't know because one year is not enough time for a big test like that- that we spent months (wasted) preparing for. Stop changing things every year- give us time to learn and really apply something!
The state could waiver the waiting period before returning back to work after retirement. I would like to be able to draw my retirement and continue working in my present position.
The state or my school could give teachers a raise. Not only that provide the adequate resources and technology needed for our students to be successful and able to compete in this global society.
The state or school could offer me a school counseling position.
The state should monitor and investigate complaints of unjust practices of racial profiling in hiring and placement of staff, student discipline, and (un)fair dismissal, etc. Conduct personnel audits, people are placed in positions because of friendships, job descriptions are changed for specific people, such as master degree preferred (not required), job titles are changed to give friends raises. New positions are created for specific people and then it's posted for 3 days (Thurs. - Mon) for formality. Hold parents and students to higher level of accountability for academic success. STOP social promotions and allowing student to attend 2 weeks of summer school to make up for a whole year of failing. I hope these answers are confidential. Many people don't speak up because we are afraid of the backlash.
The state should remember that we work very hard and it is not an easy job. We face many challenges and we deal with a lot of challenging behavior that hinders the instructional process. We need support and security more than anything. We need to be able to trust the state not to work against us and make assumptions about our jobs. Maybe the reps should visit some of these schools and then they will know we are people working hard who deserve fair compensation and autonomy to teach. We work with the students everyday and we know more than anyone what obstacles we are facing, it would be nice not to have to fear that the state is trying to privatize schools. This is not in the best interest of students or teachers in fact this is only good for those in the business to make money from a school racket. Please protect our schools and keep them safe from big businesses so that we can teach without fear. Thanks for listening.
There are just too many requirements for teachers now. I spend a lot of time away from planning or grading. We attend more meetings, have to talk about data constantly, have to perform paperwork and reports that I don't feel help my teaching. I've been teaching since TESA, so I've seen so many theories of teaching. TESS is the newest, and it will change. Why do we have to have a teacher evaluation system (I know, it's not evaluation...but it is)? Why can't I just teach and not jump through hoops? I am evaluated on student performance and they don't WANT to perform. I get calls from parents when I expect too much from my students. I'm just tired.
They could increase my pay and benefits. They could reduce class sizes. They could allow more prep time for grading and lesson plans.
To be adequately paid for what I do. To be allowed to teach developmentally appropriate kindergarten again.
Too many requirements especially for Kindergarten. Kindergarteners are still very dependent. A full time paraprofessional in each Kindergarten classroom would be helpful. The teaching profession is stressful with not enough pay to compensate the stress.
Transfer me to a regular education class that I originally went to school to become and was promised when I took this job.
Understanding, more rules and structure.
Use common sense when writing special education mandates, ones that will actually work for each individual child. Not all children are going to college, deal with that, meet them where they are and help them get to what they will need in their life. And making students take computerized tests that are self-contained, now that is a joke!
When we have new responsibilities, understand that some of us learn in different ways, not all auditory, and we need repeated instruction on new tasks.
Work on something that makes the students/families accountable for student learning and behavior.
Better and cheaper insurance for teachers
Better benefits and a salary equitable to other positions which require a 4 yr degree or more outside of education
Better benefits and salary
Better benefits, higher salary
Better benefits, more pay
Better benefits, such as what other state employees receive. Higher salary and less paperwork.
Better pay
Better pay and less paper work!!!!
Better pay would always be better.
Better pay would be a plus. Stop the constant changes. Focus on a plan and allow teachers to teach. Come up with a fairer way of assessment for teachers that is free from the bias of administrators who can't keep their personal feelings

out of assessment.
better pay,
Better pay, benefits, and smaller class sizes would be wonderful in a perfect world.
Better pay, bonus, benefits
Better pay, let me teach the standards I need to teach.
Better pay. Stricter discipline policies. More support. Less paperwork.
Better pay/ compensation for additional activities. More time actually teaching/ facilitating.
Better salary
Better salary and/or benefits
Better salary, administration that treats all faculty fairly, leadership that encourages discipline and uniform enforcement of rules
Better Salary, better benefits, especially insurance, less work load
Bonus every year and less required PD. Our district requires us to complete 30 extra hours of PD in addition to the state's requirements.
Change Administration at my school, increase my salary so that I can afford my healthcare and medical bills for myself and three children, car insurance, etc. Also, the attitude of the entire school would have to change back to one of mutual respect and friendship. The results of all of my efforts would have to be recognized in some way or another. I don't need awards, just at least respect. And input into teaching decisions. I am told what to teach (changes at least yearly), how to teach it, when to teach it, and what the outcome must be.
Higher compensation for the amount of time spent, increased benefits
Higher pay and better benefits
Higher pay and better recognition for our hard work.
Higher pay if that's even an option. Honestly (and I mean no disrespect), it would help if the government would just leave us alone. I'm sure the federal government breathes down your necks, so you pass the love on down the line; however, it would be so nice to be able to just come to school and teach...not worry about a million standardized tests and TESS and allllllllll the paperwork that the state department has us do. Just let me teach.
Higher Pay!
Higher pay, better benefits, empathy and experience in leadership
higher pay, reasonable expectations for teachers
Higher pay, take away all of the extra work for teachers, and let us teach the kid without everything having to be about a test.
Higher salaries
Higher salaries and fewer tests for students
Higher salaries and more benefits like more money given for insurance benefits.
Higher salaries would help because we deal with/have to do a lot at our jobs. We teach the future professionals that do make lots more than us. Also, I would like to see more strict rules and adherence to them.
Higher Salary
HIGHER SALARY AND OFFER BETTER INSURANCE
higher salary that is competitive with the schools in the area
higher salary, better benefits, more planning time
Higher salary, bonuses, better insurance coverage, continued support
Higher salary, lower insurance rates and better benefits
Increase in pay Fewer Professional Development hours Fewer requirements during the summer Fewer staff meetings (consider sending an email with information from time to time)
increase in salary
Increase in salary would be incentive I am topped out on the pay schedule, and the board usually puts money on the base end of the salary scale.
Increase in salary, equality in contract days, decrease the amount of emails teachers get from too many individuals telling teachers ten ways to do one thing.
Increase in salary;
Increase my salary comparatively to 'professionals' in other fields.
Increase my salary, substantially.
Increase my salary.
Increase pay
Increase pay and teacher appreciation
Increase pay, decrease the amount of paper work and PD, and make the administration as accountable as we are.

Also protect and support us. The reduction of hoops to jump through would be nice. Increased pay for long term teacher and for teachers that stay in the field for years in 5 years groupings. So a teacher that has been in the field for 30 or 40 years even 20 or 30 years should get an even more raise instead of stop getting any more money.
increase pay, fix our insurance (not just cheaper worse insurance good affordable insurance) promote policies that cause all administrators to do discipline not policies that lead to accip plans that say things like will improve discipline as evidenced by fewer referrals. this leads to principals needing to discard referrals or claim that teachers who will not tolerate bad behavior have poor classroom management skills. and look at history when making policy in the early days of the united states we had the best education in the world as our discipline became more liberal we began to fall in our quality of education
Increase salary
Increase salary
Increase salary and support teachers regarding student discipline
Increase salary schedule to go more than 20 years. At least 28 should be the stopping point on the schedule since that is the age of retirement, unless you wish to remain and collect T-DROP.
Increase salary.
Increase the pay for public school employees. Decrease the amount of meetings, paperwork, assignments that do not directly relate to my subject that all teachers are required to do, and daily interruptions of classes.
Increase the pay to the Title 1 schools that would make more qualified teachers want to come and stay in the district. Stop letting teachers come from other states and get jobs and pull retirement from both states after only a handful of years. They should be required to buy into Arkansas teacher retirement the same as other states make you buy into theirs. Stop with the curriculum changes. I have been teaching for ten years, eight in this district. We have changed curriculum four times since I have been here.
Increase the pay, reduce the paperwork to what is really necessary and not have you restate it three times just in a different way.
Increase the salary schedule and make changes in leadership
Increased salary and more instructional time with less documenting. We, as teachers, have so many other 'professional assignments' to do that we rarely have time to teach. Due to the endless paper work, any and all special education teachers should get paid a larger salary than a general education teacher.
Keep my salary at the current level and change teacher insurance to match other state employees!!
MORE MONEY
More money and better benefits. Insurance
More money and better benefits/lower insurance payments
More money and less extra curricular activities or provide a stipend for those hours worked
More money, more freedom to teach
More money, more money, and let me teach my class. I know we have to test , but don't make it so hard on us teachers an our students. Go back to BENCHMARK!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!
More pay
More pay, better benefits, lighter work load, or more prep time to deal with all three subject areas.
More pay, less stress
More respect, monetary compensation, and reducing job duties.
More time and being compensated for the time we work.
PAY
Pay a stipend for gas mileage above a certain number of miles for commute each week. DECREASE the amount we pay for insurance each month.
Pay based on actual workload, no unpaid work in the summer that is considered to be 'part of the job'. Too many things are considered part of the job, but are not listed as a requirement for the job which leads to feelings of distrust and spite. The all other assigned duties clause in contract language is way too vague and schools take advantage of it too much. Other assigned duties should be paid at an hourly rate, and administrators should not imply anything, or use blanket statements to deceive workers into doing things they have the option not to do under normal circumstances. This is a deceptive practice and is illegal/unethical based on most business standards. Too many people are afraid they will lose their jobs and their reputations be tarnished because of wanting simple things like spending family time uninterrupted. And the teacher insurance program is a joke.
Pay me more
Pay me more money or require less of me in the way of meetings, afterschool time or inservice time.
Pay More
Pay more money
Pay more of our health premiums, like other state employees

Pay more on medical insurance. Christmas bonuses.
Pay more, get rid of TESS or make it simpler with less to keep up with, lessen the amount of needless paperwork.
Pay raise
Pay would have to be higher.
Provide better health insurance and a mandatory cost of living raise every year.
Provide better health insurance coverage at a better rate.
raise income..I left dual school to go to bigger school and be closer to home... but lost 3,000 on salary sched.
Raise my salary by a TREMENDOUS amount!
Raise my salary to \$50,000 and it should go up to 58,000 minimum. At Paragould I cannot reach the \$50,000 mark until I have worked for 24 years and then I will be topped out with no further raises unless a new salary schedule is adopted. I feel the state will have to intervene in order for salaries to increase at Paragould.
Raise pay
raise pay, give more time to grade papers
raise salary, less testing/paperwork
Raise teacher pay to compensate for the hours, time, stress!
RAISE TEACHER SALARIES!!!!!!!!!! LET TEACHERS TEACH!!!!
Raise teachers salaries and give bonuses sometime.
Raise the pay. Stop adding so much 'extra' without paying educators for it. We have one of the only jobs were so much time is required that you are never paid for.
Raise the salary and give more time for students and classroom rather than having to complete state's requirements for teachers to do outside of the classroom.
Raise the salary schedule to include years above 30.
raise wages or hire additional help for the classrooms
realistic expectations and pay commensurate with business employees with a Master's degree
reasonable insurance
We could use cheaper insurance.
We have not had a raise in at least ten years.
Work of finding a way to give raises at least occasionally.
I am not sure that the state, nor my district could or would lessen the absurd amount of documentation expected for each student. Teachers spend an enormous amount of time writing, updating, and documenting student data, i.e. levels, interventions, AIP's, 504 plans, Mods, behavior plans, etc. In order to stay up to date with expected paperwork, teachers must work hours beyond 'the school day' (I started this survey at 10:00pm on Saturday night!) Minimal paperwork can be done during the daily 40-minute plan time. Elementary teachers walk students to their activity class on the front end of the 40-minute plan and pick them up at the end of activity class. The remaining time, for the most part, is spent preparing for the next lesson and reading/answering email from administrators, parents, committees, etc. TEACHING and working with kids is why I have stayed in the profession, but the additional demands made on teachers seem to increase each year. Overwhelming. I didn't even mention time spent on TESS, PARCC, or ACTaspire! If the state or my district could help lessen the amount of paperwork/documentation (& I don't mean grading) that might decrease my desire to leave the profession.
1. Pay our insurance, so better benefits. 2. Improve salaries.
A more relaxed teaching environment where teachers can enjoy the profession instead of being overworked. If the job is going to be stressful because of regulations, paperwork, etc., then obviously the pay and benefits need to improve.
A salary boost or opportunity to earn a bonus would help. I am not talking about an outrageous amount, but for the amount of content knowledge, commitment, continuous education, etc. we deserve to make a comfortable living. I don't think highly qualified teachers should start at any less than \$50,000 a year.
A salary that competes with other local school districts would be nice.
A significant salary increase, reduced professional development, better insurance deductibles, and more work days for preparing the classroom for the year.
Absolutely nothing. I do not plan to leave my school.
Acknowledging the profession in a positive light. Better benefits!! Competitive pay.
additional pay
Adequate pay. Adequate benefits Comp to private sector
Annual raises
Back off and just let me be a teacher. I understand that there has to be documentation for evidence but I feel that 1/2 of the work I do is for admin to see and has nothing to do with the benefit of the students!
Back off and let me teach the way I am trained to teach. I HAVE A MASTERS IN MY FIELD -- I KNOW WHAT I'M DOING. I don't mind working hard and collaboratively, but at some point there is not enough time for everything my bosses want me to do; with no extra pay, it is very disheartening. Pay is SO low and benefits are so bad.
Be more supportive and more pay.
Be supportive of all employees, quit giving ultimatums, help with behavior issues
Better Health benefits/ other state employee benefits
Better insurance benefits with lower insurance premiums, stop adding more for teachers to do besides actual

teaching, offer support for behavior issues, show appreciation for all that teachers do daily during, before, and after school hours, provide bonuses, treat all staff with the same expectations and allowable behaviors.
Better insurance for less money would help. Not having 4 hours of duty a week would help.
Better moral for our teachers, a supportive working environment, better salaries, traveling expenses between schools met, and there has to be some perks somewhere. We teach the children who will be running our nation and we are treated as lower class citizens.
Better work conditions. I am extremely stressed this year.
Build in more time for teachers to plan. I want more autonomy in my classroom. I want to decide what to teach based off Arkansas standards and not a million curriculum programs and curriculum maps. Keep paying teachers a competitive salary. Good teachers will come if we are being payed as highly regarded professionals are. I am thankful that I have administrators that trust me and support me to do creative things in my classroom. All teachers need this. We need to be trusted and we need high expectations to show that the trust given to us is wise.
change in responsibilities, more specialized in my strengths
Change the amount of documentation of students from lowest to highest achieving. The new standards and time constraints don't leave time for one-to-one, enrichment, etc. Drowning in paper work!!! Need to feel comfortable in just teaching. Might be able to do a better job if we didn't have to state objectives, rate objectives, etc.
Create an environment of respect for teachers, lower insurance cost, and raise teacher salaries. All of these have been an ongoing problem, so I feel this survey is to make it look like someone cares.
Create an environment that empowers us to do what we do best...teach and help students learn.
Cut down the amount of testing.
Decrease special education paperwork, Decrease documentation for TESS, Increase salary
Decrease the amount of administrative data collection that teachers are now required to do. We spend far too much time proving we are doing our job. That time spent is being taken away from being able to be prepared to actually teach and the teacher who tries to do both is going to burn out.
Do away with TESS and some of the testing. Let the teachers actually teach!
DO AWAY WITH TESS. I welcome being evaluated. I am always open to being a better teacher. But TESS is an insult. Also, there should be some guidelines for stipends.
Drop the unnecessary administrative paperwork. I can't tell you how many hours and conversations were held to ensure that teachers listed the Common Core codes on the board, even though students didn't know what they meant. In the end, we were told that administrators wanted to see them, even if it didn't help out in student learning. Imagine dozens of things that take away from spending quality time teaching or planning, and that's where we are at.
Let teachers teach.
Dump Tess & let us do our jobs. If you paid more you wouldn't have the employee issues that districts end up with.
Ease up on the changes in education. Test a student on his/her grade level instead of creating benchmarks that are two to three grade levels higher. Some students are not mentally ready to achieve at the level we are currently testing.
The current evaluation system (TESS) for teachers is ridiculous. Please hear me; I am not opposed to being evaluated because as an educator I want to continue to grow and improve. This TESS evaluation has teachers stressed; the extra time and effort, above what is already required of an educator, is unreal. I was evaluated last year, and I spent many long hours on this.
Educators should be compensated better not only at the entry level but as a base pay for general workers across the board. Consider what teacher, many higher end professionals or individuals with quality paying jobs had to GO TO SCHOOL FIRST to be taught by TEACHERS so that they can get to a place to get that job. While educators continue to be paid minimally with the highest insurance rates. Quality premium insurance for a public school worker is higher than regular state workers.
Eliminate the current teacher evaluation system
fewer fluff pd sessions more responsibility on family for student success more input into programs adopted for use in classroom.
Figuring out a way to decrease all the busyness of paperwork to allow for time to do what really matters-plan to teach/do therapy and then actually do it.
Fix our horrible benefits and tell the schools that our summer hours and professional development be limited. We attend staff meetings where all of these professional development hours can be obtained throughout the year without having to spend more time outside of school hours receiving this. I work everyday after school and on weekends to improve myself and to help my students.
Fix our insurance, pay us what we are worth, get rid of TESS, and let us teach!
for most discipline and let us teach not all this paperwork.
GET RID OF COMMON CORE/OR DO NOT PUT A NEW LABEL ON IT AND CALL IT SOMETHING ELSE, BUT WITH THE SAME DEMANDS. I WANT TO HAVE GOALS AND STANDARDS, BUT AM WEARY FROM ALL THE PAPERWORK CHANGES. MAKE ME FEEL VALUED AND APPRECIATED. (IT WON'T TAKE MUCH BECAUSE I AM HERE BECAUSE I REALLY WANT TO BE. I LOVE SEEING THE SPARK IGNITE WHEN A CHILD 'GET'S IT!!')
Get rid of TESS. Let teachers do there job and quit changing standards every year, and coming up with new ways to

do everything! It gets ridiculous that teachers make little to nothing once you break it down, and every year there is more and more 'STUFF' that we have to do .
Get rid of the TESS program. Allow teachers to actually TEACH students. There is too much time spent on silly paperwork that doesn't help students learn anything. Better salaries.
Give a pay raise or bonus stipend at least every two to four years.
Give a raise and better organization.
Give a raise, lower the cost of insurance, hold administration responsible for disciplining students according to the school's handbook
Give bonuses and much needed raises.
Give teachers better benefits and take into consideration all of the extra hours that are put into their job, unpaid.
hire principals who have at least a little experience or leadership qualities
Hold less meetings. We lose one planning period a week for 'planning time', but the teachers are NOT allowed to plan lessons. We listen to a math coach or reading 'coach'.
Home town girl... Location. Love the school family
Honestly, I may one day consider leaving the profession because I could make more money doing other things. This is not because I don't love teaching or because I want to live a lavish lifestyle. I just want to make enough money so that I can simultaneously afford my own house, to send my daughter to preschool (I know the value of education), food, and my payments on the student loans that I had to accumulate trying to get the degree required by the state to teach. I do not feel like that request is unreasonable. My husband and I are both teachers. We love it, but we would also love some breathing room in our budget because we both are struggling to pay off student loans. Even a small increase in starting salary for teachers would be appreciated.
I am not considering leaving. This is my first year teaching and I love my position!
I am not currently looking to leave my school because I have a son that will be a Senior next year. I will work as long as he is in school/college. My job does get harder each year. I spend more time outside of school on my curriculum. I have three preps which is too many for a school of my size. Fewer preps, better communication, and consideration for my professional opinion from the school administration would make my job better.
I am ready to retire after 43 years. Nothing.
I could have a salary increase, and less expensive insurance. I need help with my student loans.
I do not have the answers for this question.
I do not see the problem being fixed- by the state. My school has worked hard to provide extra time for us to get things accomplished however the state continues to PILE it on....
I don't know
I enjoy what I do, and now that the All students will succeed act has been signed and less testing will be done, I think more teaching and learning will occur.
I feel that I do not have the energy to keep teaching past retirement.
I feel the work load could be a little less demanding.
I have worked past the normal retirement time. I enjoy working with my current leadership but feel the urge to move on to retirement.
I haven't had a pay raise in 4 years, but I see so much money spent athletics. It is very disheartening. Paper work must be decreased, or we must be given time during the day to complete it all.
I just want to say, you did not give a choice in hours worked for time spent on special education paperwork outside of school hours. I typically spend at least 3 hours per week, and up to 10 hours if I have more than one conference in a weeks time. This time spent filling out required documents on my own time should not go unrecognized.
I like the district I'm employed, my employers do all they can do to lighten the load and are very understanding...Special Education paperwork consumes my time at home due to all the state requirements....
I love my job and where my job is located. At the same time it is hard to understand why the teachers have not gotten a raise in 9 years. Administrators and employees who receive a multiplier as a part of their salary schedule received one last year.
I love my profession, but I think we should receive better/less expensive insurance choices.
I love my school district. They are awesome. I have a great team here! I love them. I grew up here and it's my home. But, my daughter and son-in-law have promising job prospects in NWA. And, I can't live far from them. They are everything to me. It has nothing to do with my school. I love our school. I will miss it, actually. But, I must be able to be close to my daughter, as they are getting ready to start having their own family.
I love my school.
I love my teaching position at this school. I think it's just about perfect. I have compared my job to others in the state and I have a really good situation. I would never consider leaving here.
I LOVE where I teach. I plan on staying here until I retire :)
I most likely will stay because my family counts on my salary. But I'm constantly thinking about what other job I could do that would make comparable pay.
I stay at my school and with my profession because I enjoy it and feel it makes my life better. The reason I stay at Butterfield is because my principal is one of the best bosses I have ever had and she makes me want to come to work everyday. I am lucky to be a Pre-K teacher and to work at Butterfield, if I was to have to change schools or grades, I might not feel the same.

I think paraprofessionals are not receiving a decent salary just because they do not have a license. But often paraprofessionals do more than the actual teachers and deserve a better salary comparable to the teacher's salary.
I think teachers are underpaid and unappreciated.
I think that discipline-wise across the board we need to be more consistent. We are here to help our young people, but they need to be held more accountable and realize that there are quick and strict consequences for their poor choices. Over the years, we have lost respect and support from alot of parents and now more and more students come from tough home circumstances, which is making it more difficult. I have taken alot of pride in teaching a full day and coaching after school, maintaining a ball field year round with no extra pay and now I am suppose to provide evidence to my principal that I am worthy of keeping my job.
I think we have good leadership in place and I love the fact that we have an instructional facilitator to guide us along the way with many great ideas for us to implement in our classroom.
I would be likely to stay if I truly felt valued, heard, and treated as a professional.
I would like more planning time, additional support to help with our daily duties and paid more.
I would like to see the Special Education Department receive a stipend for all the additional hours on paperwork, missing planning periods to hold conference, and additional meetings with teachers and students.
I would suggest letting teachers teach-not counsel, not fill out more paperwork, not test every test that comes down the way, let us teach what interests me in my field. If we work gates, concession stands, Saturday tests, etc. we should be paid to do this, not required. Members of the Legislature and Board of Education should get out of their offices and should substitute once a week. All those making decisions, should be current teachers. Why legislate when you have no knowledge of the differences of schools-elem/high school; or sections in the state.
If I know that I am still effective when I reach the 28 year mark (and my learning community is still happy with me in this position) I will continue in this role as long as they want me here. I want everyday to be fun (and also a challenge). I want to make a difference for our learners and our teachers each year I am employed. I want to promote lifelong learning. The school has been a great supporter of the library media program. They continue to empower our staff in the library and the teachers in the building. I have no complaints! I want to continue to earn their support each year.
If our salary schedule was more comparable to other schools our size I might stay longer and T-DROP for more years than I am currently planning.
If some of the clerical duties could be done by classified staff such as, recording grades in TAC, printing reports, running off papers to be used in class. If we were given one day a month where we could work on curriculum or completing the documentation for our PGP or AIPs. If we had a 7 period day instead of an 8 period day so that we had a slightly longer planning period. Not requiring a lesson plan that reads like a book for each day. These are a few things that would help. Obviously higher pay would be nice. I work 20 miles from my home and if I taught in the district where I live I would make \$8,900 more than I am now. If the discrepancy between districts was not so drastic, it would not be as hard to keep teachers in smaller poorer districts.
Implement more options for discipline to give more control over the classroom
Improve insurance for teachers and make salaries more even across the state.
Improve pay, cut the professional development hours, and less paperwork for teacher evaluations.
It is not a school issue.
It would be nice to have more resources to use while lesson planning.
Less academic preparations, fewer students, teacher validation
Less extra duties/More Money, better administration support with students
less less less SPED paperwork
Less paper work
Less paper work and more money.
Less paperwork
less paperwork, less restrictions, better discipline of students, make the salary worth being in a war zone.
Less paperwork.
Less paperwork. Less assessing. More meaningful teaching.
Less testing and analyzing of the data. Testing is necessary but having state testing, MAPS testing, DRA, DSA, quarterly benchmark reading, PSI, dyslexia screening, AIP monitoring, math grade-level common assessments, math pre-quarter/post-quarter assessing and then spending hours looking over the data is leaving me little time or energy to actually teach. Add to that the stress of our jobs/salary possibly being dependent on how our students (few who care about anything) perform, and I end up exhausted.
Less testing and more teaching time
Let me do my job. Stop telling me what YOU think is the best way to teach my students. You are welcome in my class and you are welcome to discuss what you saw and even help me refine my approach, but do NOT make me try every new 'hip' thing that comes along in education.
Let me teach my children! I would also like a salary increase and help with the cost of state insurance. I am spending so much time making detailed lesson plans and assessing my students!
Let me teach! Do away with TESS and go back to a reasonable and less insulting way of evaluating my job performance! Make my health insurance affordable. Pay me what my degrees are worth in other professions. Show me the respect and consideration that I deserve.
Let schools be schools and let teachers teach. Quite changing the rules and requirements all the time.
Let teachers teach and keep Little Rock and Washington out our business!

Limit the number of family members per district, make administrators accountable in mutual respect for their employees, remind them they are suppose to back their teachers, hold them accountable to doing what they say they will do and not talk out both sides of their mouth. Administrators who are so eager to knock you down with every idea or anything that relates to your duty is not a good way to boost morale or make someone want to go the extra mile.
Make insurance less expensive. Increase salary. Provide more support for teachers.
Make our insurance like it was three years ago and give a raises and stipends for all years of teaching. and signing bonuses for those who are good and still around.
Make teaching a respected profession again.
Make teaching enjoyable again.
Make the teacher salary more affordable for families
Minimalize the amount of special education paperwork is required...remove the redundancies in the paperwork. Remove some of the demands
More help with students and paperwork. I think there should be one to two people designated to do the special education paperwork so the teachers can teach the students the whole time rather than being pulled to meetings or working on paperwork for meetings.
More planning time during the day
More time planning with other members of my grade level. Teachers spend HOURS planning and preparing for our lessons and that is time away from our husbands, children, and family members.
My heart is in teaching. I really know how to connect with my students. I am happy inside my classroom, but feel underpaid.
My school is wonderful
Not a chance
Not anything
nothing
Nothing more could be done. I would love to stay at my current school and have been greatly blessed to be there. However, our future may require me to be closer to our children.
Nothing.
Nothing. After 38 years in teaching I believe I am ready for a change of direction.
Nothing. It has been great teaching, but now I have reached the age that I want to retire.
Nothing. Staying or leaving would be a personal choice based on a number of factors, all of which are outside of the schools control.
Our school has invested in the PBL model. However, our current upper administration does not allow the freedom it takes for teachers and students to be be risk takers and innovators in the classroom.
Planning time
Provide a secretary to help with all the paper work or change some of the requirements that keep us from our students.
Provide all kindergarten and first grade teachers with paraprofessional for four hours a day. Quit listening to the administrators and listen to the teachers! Make sure that all teachers get at least a cost of living raise each year.
Provide better benefits (comparable to other state employees) and pay.
Provide extra paid time to complete all requirements, hire extra classified staff to complete certain tasks and lesson the load of certified teachers, lesson some requirements all together.
Provide less time on extra duties and higher pay.
Provide longer planning periods or provide two periods for those that are dually certified and teaching content and special education.
Provide more support in meeting the impossible expectations set by the state and by parents.
provide more toward healthcare for all of those in the educational field
Put people who are qualified in the position of authority and treat teachers with more respect. If the state would listen to teachers about experiences in the classroom instead of legislature making petitions or creating laws that they have no clue about.
Quit changing things so quickly let them have time to see if they work.
Quit putting people in position that does not know what they are doing.
Reduce some of the paperwork we are required to do.
Reduce the amount of stress that is put on teachers. Also, an increase in pay would be nice.
Reduce the ridiculous work load, bring common sense back into what we do as educators and TRULY keep students

at the focus, educate and train us to professionals then when we are hired treat us as professionals - the ridiculous paper work (lesson plans, BLOOMBOARD, TESS) we must complete that is supposed to be evidence of the quality of our teaching is pointless and irrelevant - you can anything and anyone look good on paper. Come to our classrooms, watch us teach - for more than 5-20 minute spurts once a month. I can live with the salary as long as the workload is reasonable for that salary.
Remember that you are the state and we are the classroom teacher. What my look good from the perspective of someone who has never been in the classroom or has not been in the classroom for several years may not really work in the classroom. Allow teachers to teach, they were trained to do this.
Remove some of the high stakes money and allow us to do our job!!!!
Respect us as professionals. I feel like I'm constantly having to prove through paperwork that I'm doing my job. I'm not saying we don't need accountability, but I want to teach my students what I know they need instead of people telling me what to do who either haven't ever been in a classroom or haven't been in one in a long time. I feel like every person who makes decisions that affect my classroom (whether it be legislators or the state department) should have to spend a week doing what I do. Plan differentiated lessons to reach every student, progress monitor and remediate to make sure students are making progress, fill out all the required paperwork to prove you are doing your job, grade papers, meet with colleagues to discuss students' needs as well as plan integrated lessons, etc. Plus make an emotional connection with each student so they will invest in my class. We do way more than the state realizes. We are building the future, and I discourage anyone I hear say they are going to be a teacher because of the lack of pay, benefits, and appreciation.
Retire Bloomboard and TESS. It is too much.
Salaries should be raised, and goals should not be unattainable. Teachers are overworked and under appreciated.
Salary comparable to the districts in our area.
salary increase
Salary increase.
Salary increases, and/or hourly wage past a certain amount of hours. Most profession are compensated for overtime. In this profession you get a base rate no matter how much you work or how less you work. Pay is based off degree and seniority rather than workload, job efficiency, hours spent working. Also, insurance for a family is outrageous and based off the average income of a teacher, can be over 20 percent of your base salary just to provide insurance for a family. You can spend your entire life dedicated to the service of others in the teaching profession, and yet struggle to provide for the needs of your family, not to mention the time you spend away.
Salary should be comparable to the job done
Benefits/insurance should be the same as other state employees
Show some appreciation for their faculty and staff
Start treating teachers like they know what they are doing. LDC is an absolute waste of time for anyone who already knows how to plan, and should only be a tool for new or ineffective teachers. TESS is additional unnecessary work for no benefit other than sitting in someone's file somewhere. If a teacher is ineffective, address that teacher - don't lay more work on the teachers that are already overburdened.
stop all the paperwork we do more of that than teaching n testing these babies to death
stop doing three page lesson plans
Stop expecting the impossible out of us.
Stop putting new programs in place every year trying to fix a broken system and leave the ones that work alone.
Support teachers with discipline and get some administrators that have actually been in the classroom within a reasonable length of time. Most of my district level administrators have not been in a classroom in more than a quarter of a century. They have NO understanding of classroom issues today.
Support the professionals who are trying their best. Provide support if it seems we can do things better. Help build morale. Care
Take away some of the testing, and let teachers teach.
Take care of the discipline. If a child does not behave, they should be punished in some way and removed from the classroom. They are stealing the education of well behaved children and pushing good teachers out the door.
Take into consideration and compensate for additional hours it takes teachers to do their jobs well.
Teach one subject and hold less conferences and more teaching.
Teachers almost need a secretary to do some of the paper work. We spend to much time on paper work that we could be using with our students. By the time we document every thing that is supposed to be documented, make all the copies required, contact parents, read school and parent emails, plan lessons, shop for all the supplies that students don't bring, well I could just keep going. So I think we all need some extra help with all that we are required to do. Teaching is awesome and I love teaching! It is all of the government and school paper work that makes this job so stressful.
Teachers could be valued as a professional instead of crucified for not working miracles. I do not know any lazy teachers or anyone who came into the profession to 'make money'. Most are here in this profession to make a difference. When legislation is passed that leaves out the professionals or when a new person is hired at the the head of the Education department who is not an educator, it makes less of our profession. We are trained and deserve the respect of our elected officials.
Teachers need more time allotted during the school day for planning, grading, documenting, etc. 45 minutes a day is nowhere near adequate time to do everything that we need to do. We are continually asked to do more... the

documentation to prove that we are doing our jobs is getting out of hand because we are not given any extra paid time to do it. Our salary step increases are extremely modest and cap at 19 years. Meanwhile, the minimum wage continues to rise, but our salaries never increase when that happens. If we were better compensated monetarily for the work that we do, including the work that we put in during our 'unpaid' time, it would make me feel better about the teaching profession. I love the school where I work, I feel like our administrators advocate for our teachers and try to meet our needs the best they can (so that we can best meet our students' needs!), but I know that they are working under constraints of the system.
Teachers will continue to leave this career path if strides are not made in advancing pay, offering better benefits and insurance, and decreasing the amount of 'busy work' that is being put upon us. Teachers are expected to do more and more each year without an increase in pay or allocated time.
Texas or Arkansas
The state could increase teacher salaries to retain highly qualified educators. They could also give more time to teachers who are already overworked and asked to do more each year. The number one complaint I hear from fellow educators is the increasing workload. The state and district adds new mandatory requirements to teacher's workload without giving more time to complete tasks or removing any task from the teachers.
The state could stop asking for so much paperwork and so many requirements. Anybody can put on paper anything. Just because I document RTIs, does not mean that I am actually doing what I write on paper and furthermore- do you really think I wouldn't do everything I could to help any student? I mean, that is why we all went into education isn't it. Why would any of us want to see our kids fail. So, documenting all of this stuff, requiring these long lesson plans, etc is a waste of my time. I do what I know is best for the students I have and when it gets to the point that I have to spend all my time trying to prove that I do that, then it is time for me to be sent to the house. My brother is a doctor, someone in charge of a person's life, whether someone lives or dies, and he has less paperwork, professional development, and meetings than I do. It has just gotten ridiculous. I now have to teach what and how someone across the hall does even if I know my students could be taught a different way. I am tied to activities like worksheets that I do not care to have my students do because some years I have more visual and hands on learners. No one knows my students but me. No one knows what is best for my students but me. Me, because I am the one that spends day in and day out with them. I do not need a piece of paper or data to know what my kids struggle with, what they excel at, or what they are comfortable or not comfortable with every single day of their year with me.
The state could stop giving us more paperwork to complete and programs to follow and let us focus on what we are being paid to do: teach.
The state could support my admin time. I've tried in the past and door was slammed with Johnny Walker. My district counted before and after instructional time for admin, as well as ten minutes between classes, which is out of compliance. I am ignored now when I complain about it. I do not have all of my admin time now, but is close. I was going to be given additional classes and when I told my principal I would go through ADE, she didn't give them to me, but didn't speak to me for nearly 3 months. I should not have to fight the ADE and district to get what the law mandates. Addition responsibilities need to be prioritized and delegated.
The state/school could provide additional help during the day to provide interventions to students who need them. The state/school could also give us yearly raises, not just step raises. It's incomprehensible to me why our district spend 9 million on the PARCC test last year - a test that they will not repeat so there is nothing to compare it with this year and cannot give regular raises to teachers who work very hard during the day and on their own time.
THE STUDENT'S BEHAVIOR MUST GET BETTER ALONG WITH A HIGHER SALARY.
The TESS restrictions. An accomplished meets those requirements. Why is it necessary to write down everything...any time one contacts a parent, etc.
There are many days I feel teachers are expected to do tasks that consume the learning time of the students. For example, assessments that keep me from being able to do more one on one or small group interventions. The teaching profession is very stressful.
There are times when the amount of paperwork seem to absorb time away from teaching. Especially being a special education teacher, I have to perform paperwork for both regular and special education departments. I spend many hours typing and completing paperwork. At times it is so overwhelming, because it feels like the paperwork and completion of State mandated forms is more important than teaching the students that need help the most and we should never feel that way.
There is never enough time in the day. I wish the district would consider hiring more paraprofessionals. It would be nice to have a person to help with grading, copying work, and hanging up student work. The 40 minute planning time is used for most of these things, but then I stay so late after hours to complete more lesson plans.
They come up with all these little programs that require more time and paperwork and data and graphs. Just let me teach!!!
They could increase the pay and the retirement benefits.
They could pay more.
To be treated as a professional and NOT micro managed. The pay isn't great, but if I was treated with respect I would feel a lot better about the circumstances.
Treat teachers how they deserve to be treated. Pay teachers what they deserve. Support your teachers.
upgrade my salary