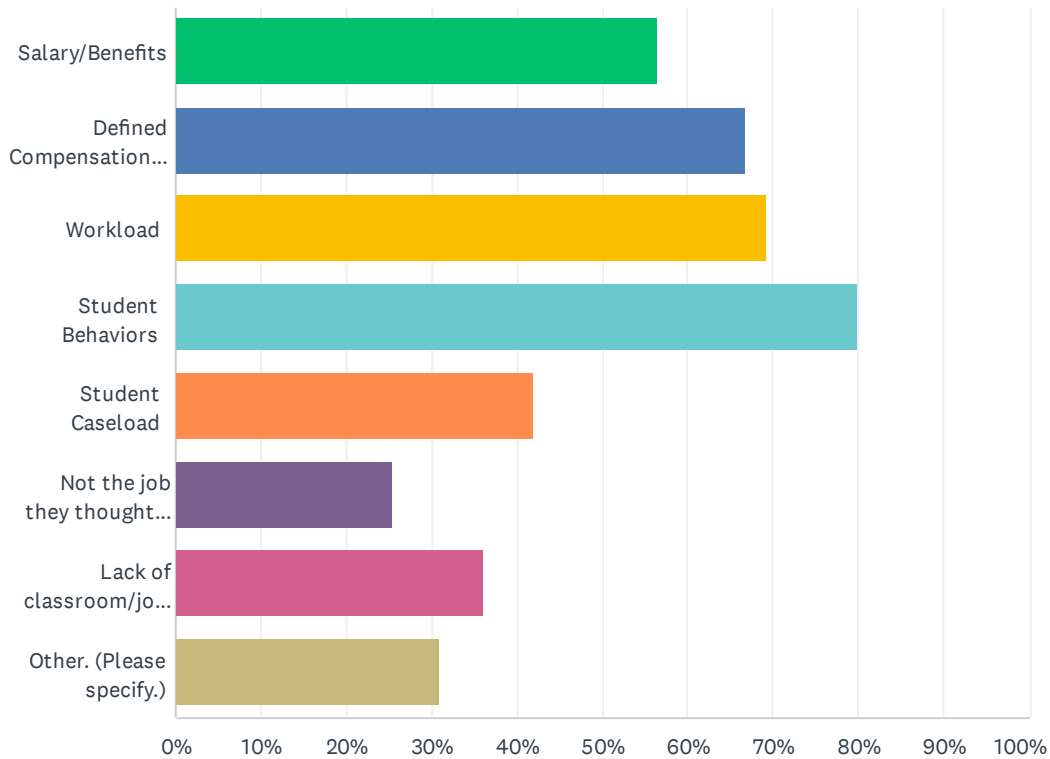


Q6 On average, 200-300 educators leave ASD every year, but upwards of 400 of our colleagues are leaving this school year. Why do you think so many are leaving the Anchorage School District?

Answered: 790 Skipped: 2



ANSWER CHOICES	RESPONSES	
Salary/Benefits	56.58%	447
Defined Compensation State Retirement	66.84%	528
Workload	69.37%	548
Student Behaviors	79.87%	631
Student Caseload	42.03%	332
Not the job they thought they signed up for.	25.32%	200
Lack of classroom/job autonomy.	35.95%	284
Other. (Please specify.)	30.89%	244
Total Respondents: 790		

#	OTHER. (PLEASE SPECIFY.)	DATE
1	Building administration	6/8/2023 6:26 PM
2	PBIS needs to go and progressive discipline implemented. We keep getting work piled on, we	6/1/2023 4:09 PM

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need supports in our schools. Help with interventions, if catching children up is the goal. We need parent accountability so students show up to school so teachers can actually teach them. We need mental health, councilors at every school so students can get the mental health needs met.

3	The expectation for teachers to "pivot" or be flexible constantly. Lack of consistency and transparency from administration/district	6/1/2023 3:53 PM
4	Behaviors are the biggest concern and more so with out consistent and clearly defined discipline plans at the elementary level where these behaviors should be "nipped in the bud" not being given a pass due to age/grade, in my opinion.	5/25/2023 7:39 PM
5	More and more being put on the teacher.	5/25/2023 12:52 PM
6	Lack of support from the community	5/25/2023 10:17 AM
7	New demands from the state, for k-2/3	5/25/2023 8:42 AM
8	unsupportive admin (I am lucky in that regard)	5/24/2023 9:45 PM
9	staff evaluations are often marked down for non-teaching arrangement. Staff at my building marked down for tech not working, fairy lights so could soften lights, going ten minutes over on a writing lesson, having too many book bins, etc.	5/24/2023 5:00 PM
10	0 respect from the Anchorage School District	5/24/2023 2:35 PM
11	I want to put retirement package twice. Tier III can't even contribute to social security if they want to. I hate this fact.	5/24/2023 12:17 PM
12	Exhaustion. Ever increasing work loads has burned out educators, especially on the heels of teaching through COVID. It is not sustainable.	5/24/2023 12:16 PM
13	Lack of community support	5/24/2023 9:11 AM
14	No Director of Nursing to provide leadership, advocacy, and support	5/24/2023 9:09 AM
15	At our school, the administrator changed the climate of our school in which those who were debating to stay or leave decided to leave.	5/23/2023 10:19 PM
16	Lack of community (parent) support, lack of Juneau understading our role and the top showing disrespect to the profession.	5/23/2023 9:39 PM
17	ASD better sit up and listen. That number will increase next year if you don't do something. I want EVERY headshed person in schools next year. You are too far removed to be useful AT ALL. You say you'll sub when we don't have enough people to even safely run our school? Let's see it. Get in a classroom and see what we're dealing with on a daily basis. You'll get something done then. Wait until you increase our class sizes again in the fall. You're going to have teachers quitting before the first student comes through the door.	5/23/2023 9:09 PM
18	The amount of new curriculum, demands from the state on training, disregard for our previous education and experience from the state is insulting. The demands of time for new curriculum and loss of autonomy in the classroom is not acceptable or helpful to students. Student behaviors are so out of control, that learning (or reading a story book) cannot happen as it is supposed to, making others fall further behind. When students are hurt or abused by their classmates, admin. is not doing anything other than making the victim welcome the abuser back, so that way they feel better. This is teaching our children to be life long victims. Every school (not just title schools) needs a full-time counselor to help with students behavior and SEL needs, as schools and teachers are not equipped, or have the time to do this. Also, ASD needs to look at paying us living wages. This past contract was insulting as it did not keep up with inflation at the time. This is painful for families. Also, many newer teachers are leaving as they know that they will not ever be able to retire with how the system is structured.	5/23/2023 9:02 PM
19	Schedule Changes	5/23/2023 8:15 PM
20	The lack of a good retirement is a major reason here in Alaska.	5/23/2023 7:21 PM
21	I have no idea	5/23/2023 3:21 PM
22	Instruction/teaching duties that are beyond their speciality bring much stress and dissatisfaction to the job	5/23/2023 3:19 PM

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23	Lack of retirement tier 3	5/23/2023 3:14 PM
24	Administration not supporting when we try to hold students accountable for grades or behaviors.	5/23/2023 2:54 PM
25	The last contract was completely unfair to those of us with a BA 90 with or without a masters, especially because most of us are tier III. We did not receive fair compensation as opposed to our colleagues and the very small one time stipend did not in any way compensate us for the money we spent to get to 90, nor the time spent away from family and friends. Furthermore, the shift on our paperwork back to BA72 looks like a demotion. Why was our column not given an equal increase and locked/phased out as we retire?	5/23/2023 2:21 PM
26	All of the above in spades. I consider leaving regularly. Bartending would pay more and require NO work to complete in my free time at home.	5/23/2023 1:37 PM
27	cumulative impacts of all of the above	5/23/2023 1:30 PM
28	We live in an isolated state with low salaries, no real way to retire, students have high mental health needs and the district administration is unaware and unwilling to support buildings.	5/23/2023 1:24 PM
29	the new schedule next year	5/23/2023 1:22 PM
30	Lack of administrative support	5/23/2023 1:19 PM
31	ASD leadership and local administration do not seem to be doing ANYTHING in the best interest of the educators. I cannot remember a time when a decision was made that would help make our jobs (or our lives) easier. It doesn't surprise me in the least that teachers are jumping ship en masse, and I have recommended to other very promising future educators that they seek employment elsewhere until this dumpster fire is extinguished.	5/23/2023 12:57 PM
32	Teachers are getting burnt out. Adding the extra 30mins to the school day was not ok, the lack of leaders allowing teachers to be apart of the decision making process in schools, and in the district when certain decision are being made.	5/23/2023 12:50 PM
33	Also, I believe the lack of subs is adding to the burnout.	5/23/2023 12:44 PM
34	Teacher voice is not respected or heard especially at the elementary level. Teachers feel unvalued and unappreciated by Admin. especially at the district level, but oftens times by the principals as well	5/23/2023 12:36 PM
35	Alaska STINKS as a state in how the general public regards and treats teachers. Retirement plan stinks and we have NO governor that supports us--but the electorate CHOOSES him/her!!	5/23/2023 12:35 PM
36	I don't know. I am very satisfied and grateful to have my job.	5/23/2023 12:32 PM
37	Lack of support from administration and support staff.	5/23/2023 12:31 PM
38	Too much added duties with little autonomy of teaching schedule	5/23/2023 12:25 PM
39	Lack of administrative support. Lack of understanding/respect for the role that special subjects (art, PE, music) and therefore specialist teachers play in the overall education of a child and the function of the district.	5/23/2023 12:24 PM
40	Increasing class sizes, continued budget cuts (positions), lack of parental support	5/23/2023 12:24 PM
41	Anchorage cost of living	5/23/2023 12:24 PM
42	Poor leadership within school administration.	5/23/2023 12:20 PM
43	lack of quality administrators and no accountability for those that are	5/23/2023 12:19 PM
44	1. I think tier 3 teachers don't have enough reasons to stay in this profession or state any longer. Instead of asking why stay? They are asking why not leave? 2. I think teachers have tried staying as long as they can in tier 2 and had hoped to stay longer, but the last year and this year, on top of Covid has just been too much in terms of quality of life. I think some see the workload with Alaska Reads Act (SOR) and other mandates as what it always is; It will be put on the teachers and schools to figure it out and no matter how good the PD, classes and goals are for the students; the workload and stress will fall back on the teachers. 3. The negative behaviors of the few students is getting more severe while the class size continues to grow with less support in every way. It feels like there is less we can do for those negative behaviors and less support. So we can do less teaching, but are all held accountable and the	5/23/2023 10:09 AM

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students trying and with decent behavior are leaving or are negatively impacted. 4. I have been the recipient of principals who have treated me with disrespect and "bullying" types of behaviors in my opinion. I have seen them treat others this way as well. I don't understand this type of leadership. 5. I don't think we should have to pay for PD, take classes on our own time. 5. I don't think we have seen the highest number yet for leaving at this point and I don't think we have hit our low point. I thought I would make it 5 more years as a tier 2 teacher. Now, I think I can make it 1 more or if IGNITE survives. I am even passionate about the SOR and willing to take classes in this area for my own personal growth and interest. But, I would go privately and take my 22 years; instead of going for 25. Unless the state reinstates the pension and retroactive for tier 1; increases BSA and funding significantly and we start funding for all students; not just general and special education. I think we will see more than a crisis, but an implosion of public education in our state.

45	Increasing behavior issues with decreasing parental support.	5/23/2023 6:24 AM
46	Sped needs an addenda to compensate paperwork hours	5/22/2023 4:49 PM
47	Teachers are asked to wear too many hats and give too little support.	5/22/2023 3:54 PM
48	Lack of support from families.	5/22/2023 10:50 AM
49	Educators are done. Moral is so low with every teacher I know. ASD is in crisis in terms of having enough humans available to keep students safe and educated and should be treating the situation as such.	5/22/2023 10:10 AM
50	Leaving the area	5/22/2023 9:39 AM
51	Lack of respect from community towards the teaching profession and teachers, in general and lack of substitutes impact on teachers/students.	5/22/2023 9:25 AM
52	It is very insulting that the district decided only self contained special education teachers deserved the 6% pay increase and arbitrarily decided what was deemed "self contained"	5/22/2023 8:46 AM
53	Not a good retirement plan	5/21/2023 9:47 PM
54	Lack of support from administration/principals.	5/21/2023 6:55 PM
55	The salary does not keep up with inflation, no retirement plan to keep people here,, the lack of RESPECT from parents, students, and the community is huge!, the fact that we are to cater to poor student behaviors because that child must be acting out due to a trauma in their lives so do whatever you can to help the child that is having poor behaviors instead of having consequences for bad behavior choices, the district taking so much of our before and after school time to do bus duty without any additional pay, the classroom sizes and caseloads increasing to unmanageable sizes, doing so much more with less time and money, getting new curriculums that take even more time and effort to learn, and being told that we must use the pronouns that children want us to use instead of the pronouns that fit the child's gender is a violation of our right to our religious beliefs (I will not sin against God in order to comply with pronoun policies). There needs to be a TRSable RETENTION BONUS!!!	5/21/2023 6:06 PM
56	relationships with admin in some buildings	5/21/2023 4:26 PM
57	There is little time for instruction outside math and reading. These are important subject critical thinking is supported by science and social studies. The science kits are lack luster.	5/21/2023 3:06 PM
58	Increased class size, government not supporting education, Democratic and Republican, they all speak to win votes.	5/21/2023 2:00 PM
59	Job uncertainty. Why stay in a job you think might get cut due to state budget and district budget concerns.	5/21/2023 7:24 AM
60	Teachers do not have a voice in curriculum adoption and implementation. Our goals are for students to be successful and learn. The district does not take into account our expertise in this area.	5/20/2023 6:56 PM
61	ASD needs to generously increase pay for TAs to help support in the classrooms. Why would a person become a TA and earn \$14-17/hr when they can work so many other places without dealing with severe student behaviors.	5/20/2023 6:44 PM
62	Time spent documenting data, high stress level, diminishing parent/guardian support	5/20/2023 4:33 PM

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63	Admin	5/20/2023 1:07 PM
64	Building-level administrators who micromanage, rather than leading.	5/20/2023 9:47 AM
65	Lack of Admin support; costly healthcare	5/20/2023 9:19 AM
66	Scripted lessons, block scheduling lacking time to engage students in rich, meaningful, creative, hands-on science and social study lessons. We are in a box when we should be asking students to think outside of the box. What are we doing?! We are going to lose quality people in education, both the educators and the students.	5/19/2023 11:35 PM
67	Too many kids in each class to meet their needs and behaviors.	5/19/2023 6:50 PM
68	Lack of leadership that is focused on solving the real problems.	5/19/2023 5:53 PM
69	ALL OF THIS	5/19/2023 5:05 PM
70	Poor leadership = Poor climate	5/19/2023 3:57 PM
71	ASD sucks and our union is weak. . We will "negotiate" this contract. Which means basically we will work without a contract for a period of one year. ASD will offer zero percent increase. OUR bargaining team will come up with all kinds of B.s. reasons why a 3% "ask" is "OK" then settle for a 1 to 1.5% even though we have been living in yearly rates of 8% and higher inflation. Our bargaining team will then tell us all why we should be thrilled to have a 1.5% raise. Our union will rattle the saber with some rah rah words toward the end that hint at striking even though everyone knows it's not really an option our weak union seriously considers. And in the end we will be asked to do more with less, (1 staff member reduction at every school) and be told to be thankful for our jobs. Is there any wonder 400 colleagues are leaving? This doesn't even factor in the lack of a decent retirement option, or the top down admin decisions made without regard for how they impact staff or classrooms. If I wasn't fairly close to retirement I'd quit in a heartbeat.	5/19/2023 3:48 PM
72	Lack of discipline administered when referred to Principals.	5/19/2023 2:41 PM
73	Support	5/19/2023 2:35 PM
74	constantly being given additional duties, paraprofessionals being pulled for duties not applicable to special education students, ridiculous amount of assessment, OVERALL lack of child centered mentality within the district	5/19/2023 2:27 PM
75	Vindictive admin. and elementary Ed. Directors	5/19/2023 2:21 PM
76	Lack of administrative support, and their need to roll out new programs and ideas without properly determining if it is appropriate for Alaskan schools, and truly meets the needs of our Alaskan students.	5/19/2023 2:08 PM
77	As we require more from teachers the ones that try but are not in the "inner circle" do not get interviews for promotions, have principals say neg things about them, etc. I have seen this over the last 10 years at multiple schools	5/19/2023 2:04 PM
78	Micromanagement and lack of respect from ASD administrators and the head shed	5/19/2023 2:04 PM
79	Community- lack of support	5/19/2023 1:57 PM
80	we're doing more with less- budget deficit, no subs => less time to prepare/grade, lack of respect for the profession by the public, lack of professional respect amongst admin and peers, lack of accountability for administration- how many times do we have to say "fire" before the district(not union) sends someone? and financial responsibility- I'm fundraising for minimal classroom materials and we're paying \$19,000 per kid for Hockey? We know ASD butters its bread	5/19/2023 1:52 PM
81	Kids are out of control, little or no consequences, changing math curriculums, more work, more work, more work, little joy!	5/19/2023 1:50 PM
82	Principals - no leadership, no communication, told one thing but was supposed to do the opposite	5/19/2023 1:27 PM
83	An increased negative attitude within certain political circles toward public education resulting in a lack of critical funding for our schools. Continually being asked to more with less increases teacher burnout and contributes to early retirement decisions.	5/19/2023 1:17 PM

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84	The school dynamics since COVID, student trauma in Title 1.	5/19/2023 1:13 PM
85	The lack of communication from administrators and frequently criticized for the work we do.	5/19/2023 1:04 PM
86	Our contract was a JOKE! STRIKE, STRIKE, STRIKE! Enough with the nice guy crap already, STRIKE!	5/19/2023 12:58 PM
87	better options/conditions/benefits/pay elsewhere	5/19/2023 12:56 PM
88	Lack of subs & TA support	5/19/2023 12:48 PM
89	Horrible parents enabling their children, then blaming us for their problems.	5/19/2023 12:46 PM
90	ASD's pendulum swings fast! We got from one curriculum to the next; one great idea to the next very quickly. We're overworked with what we're asked to do and too many students. We don't even have time to teach science, social studies or even spelling anymore! That's ridiculous! We're cramming math & reading down their throats with none of the fun experiments of science to offset it. Cramming it down their throats isn't working. It's taking the fun out of teaching & learning.	5/19/2023 12:44 PM
91	Workload has increased significantly, and large classes make it hard to properly deal with poor student behaviors and struggling students. Salary/lack of retirement is not worth it. We're thinking of leaving next year for a state with better retirement benefits and more affordable housing.	5/19/2023 12:43 PM
92	Aging teacher population	5/19/2023 12:42 PM
93	Until we return to a DNC (Tier 2) system it is going to get worse because almost every other state is better than AK.	5/19/2023 12:42 PM
94	1. Our state gives us very little incentive to stay here. Our legislature does not value education enough to fund it long-term. Our Governor certainly does not value education no matter what lies he tells. If you have family outside that you want to be with after the pandemic, why stay here? Go be with them. 2. I know I came to ASD from villages and I had rose colored glasses on coming here. I thought ASD was the big district and surely they have their act together. It must be better than life in the villages. I was wrong. This district is a mess from Sp. Ed. to computers to lack of curriculum in some areas, no science MAP testing, and students that are unfortunately the most disrespectful students I've ever encountered in my 15 years. ASD has problems on all sides, the state, the district processes themselves, and the parents of the children. It's not much incentive to stay.	5/19/2023 12:40 PM
95	Student behaviors are the WORST I have seen in YEARS in there is little to no support from administration.	5/19/2023 12:40 PM
96	Long winter, far from family, no reason to stay	5/19/2023 12:37 PM
97	Lack of Job Security for Beginning Teachers/Distance from family in lower 48	5/19/2023 12:35 PM
98	Politics in schools	5/19/2023 12:33 PM
99	UAA has cut back on many departments, and no longer certifies music teachers, so our new teachers are mostly arriving from out of state. When they get here and discover they have no defined pension, they have additional coursework to take in Alaska studies and now 45+ hours of reading certification, sub coverage is extremely challenging, specialists were never anticipating spending so much time progress monitoring reading and acting as noon duties and before and after school duties, cost of living is higher than they thought... they leave.	5/19/2023 12:32 PM
100	Each year, more is expected with less time, more students and harder behaviors and less parental support.	5/19/2023 12:31 PM
101	Workload to mean things like sub coverage - we can't typically do our jobs exclusively within contract hours. Robbing us of planning time directly contributes to burnout, lessening what we can do for students, and/or time with our own families.	5/19/2023 12:30 PM
102	Pretty much ALL of the above.	5/19/2023 12:30 PM
103	moral. idea that the situation/conditions will change or that admin have a true understanding or plan to address the mental health of the employees working in these conditions every day.	5/19/2023 12:30 PM
104	Staffing and Sub shortages	5/19/2023 12:29 PM

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105	cell phones are a huge issue affecting students' SEL, and it's gendered (seems to impact girls more)	5/19/2023 12:28 PM
106	ASD policy changes; top heavy administration, new to district people in administration changing things that were working - don't consult or ask	5/19/2023 12:27 PM
107	There is no incentive to stay with ASD. Salary is low and with no retirement pension it will make it difficult for me to stay with the district when other states with pensions would be happy to take teachers. There are A LOT of unhappy teachers in ASD.	5/19/2023 12:26 PM
108	Lack of support from Administration	5/19/2023 12:26 PM
109	Teachers who can retire--are retiring. Teachers who can afford to take other jobs--are taking other jobs. I see wonderful, experienced teachers crying on a regular basis. I suspect the creation of Tier 3, which effectively makes retirement impossible given the fact that the District also doesn't pay into Social Security, is their "retention" plan! And yes, I am also actively looking outside the District.	5/19/2023 12:24 PM
110	parent behavior	5/19/2023 12:23 PM
111	Respect is lacking from the district, the state, and the community. It's a lot of work and effort. We aren't appreciated. Just more dumped on us.	5/19/2023 12:22 PM
112	so much all of these	5/19/2023 12:22 PM
113	lack of sub coverage- so many staff members come to school when sick because there is no coverage	5/19/2023 12:21 PM
114	Entitled Parents and lack of respect	5/19/2023 12:20 PM
115	Specialists forced to sub and teaching reading groups	5/19/2023 12:19 PM
116	Administration	5/19/2023 12:19 PM
117	Teachers are stressed! Parents and students can be cruel and bullying to the teachers. Teachers are not only emotionally experiencing PTSD from the classroom, they are also being physically threatened & challenged. Behaviors (of general education students--not just SpEd) & Classes of 30 students in elementary--!! Teachers aren't feeling successful or valued. Also, I know some that are getting out of the classroom because of the strictness of the reading blocks & not feeling like the district is really listening to what the teachers are saying they need to teach these students. Science is also important & it's more than just, "Teachers can just get a science grade from the reading material."	5/19/2023 12:17 PM
118	The problem with the retirement is not that it is defined contribution, but that the state and district contribute 7% of salary combined vs. 20%+ combined	5/19/2023 12:13 PM
119	I know a district in Calif got 8% raise this year and next.	5/19/2023 12:12 PM
120	Burned out, and the post 2006 teachers have no reason to stay. I had to leave for three years because of a terrible administrator, and lost FIVE years on my pay scale. That is a huge pay cut. I am leaving.	5/19/2023 12:09 PM
121	I think lack of administrative support and behaviors are the biggest reasons for teachers leaving.	5/19/2023 12:08 PM
122	I've been teaching in ASD for 25+ years. I don't mind change. The lack of student responsibilities, increase in teacher responsibilities, and having a larger portion of parents questioning teachers has gotten out of hand. Please also consider student phone/headphone use is a constant struggle.	5/19/2023 12:04 PM
123	I think about leaving every year. I worry about not having a retirement that will last my old age. I worry about my aging mom who lives so far away. I also don't like where I live so there is motivation every spring to just leave and move back to the midwest. BUT! I love my job and my related service department and my yoga studio! I focus on the little things....that's why I'm still here.	5/19/2023 12:04 PM
124	lack of support from administration	5/19/2023 12:03 PM
125	Lack of respect from all levels of administration	5/19/2023 12:03 PM
126	Consistent attacks on and devaluing of education and educators at the national, state, and	5/19/2023 11:59 AM

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	community level.	
127	Admin. Ask them please. I almost left too. If I didn't have the threat of losing my cert I would have.	5/19/2023 11:58 AM
128	Administrators feel they need to fill every minute of our day and not allow us to plan and prepare for students. Very few teachers do not put in extra time so this is ridiculous. It's basic lack of respect for us as professionals which stems from the top down.	5/19/2023 11:58 AM
129	No support from Admin. Arbitrary rules are arbitrarily enforced.	5/19/2023 11:57 AM
130	I would be out if I could. This is my 20th year, and frankly if I didn't need to full medical at 25 years, I would have left this year. This district is a joke. My son attends a private school because ASD doesn't care about student well being or the teachers for that matter.	5/19/2023 11:57 AM
131	Bad Leadership	5/19/2023 11:57 AM
132	unsure. I hit my 25 yrs	5/19/2023 11:56 AM
133	lack of support from higher ups	5/19/2023 11:56 AM
134	There are no rules; students do not have an attendance policy, phones are out of control, earbuds need to go, there is a ton of disrespect to staff from students, admin is afraid to really discipline many students, too many waivers for sports	5/19/2023 11:55 AM
135	All of this. For me personally, if I quit (which I do think about) the straw that breaks the camel's back will likely be unmanageable class sizes, for which there seems to be no relief in sight.	5/19/2023 11:54 AM
136	Lack of subs	5/19/2023 11:51 AM
137	Hiring unqualified teachers places significantly more work on qualified teachers. Especially in special education when a new 'teacher (not licensed)' gets a 6% raise and doesn't know how to write an IEP but goes to Dave & Busters. Infuriating.	5/19/2023 8:45 AM
138	It's overwhelming and teachers feel like they are drowning and not supported with either behaviors, or not enough staff support in their classrooms. My resource groups are full with students needing small group, direct instruction. However, students who are ready to be back in the classroom, don't have sped staff support because we are covering so behavior minutes. I feel like sped staff (paras) have to cover so much during specials, recess, lunchroom. Students who just need 30 minutes a day of in class support for math are either pulled by the sped teacher away from their classroom, or a hit and miss schedule where support may not even be during math time. It's frustrating.	5/18/2023 10:22 AM
139	lack of respect for teachers from both students and parents, lack of discipline, lack of consistency, lack of structure, etc.	5/18/2023 7:48 AM
140	too many kids in each class one of my classes was 38 kids in a history class	5/18/2023 7:27 AM
141	As a SPED educator who has been with the district for 13 years and because I don't teach in a self-contained classroom (which I did for 8 years prior to my current position) I did not receive 6% raise is a slap in the face to me. Yet ASD will hire educators that are not qualified to teach in SPED positions and I will be called upon to mentor or be a SPED supervisor and do all the work but still not get a 6% raise, but a small addendum not worth my time. I want to be a team player and help. If I didn't have the time in that I do, I would have left the district a long time ago!	5/18/2023 7:23 AM
142	Specialists are being asked to sub in classrooms and having their classes canceled, which leads to missed planning time for teachers. Teachers don't feel respected by leadership, including the school board. We try to advocate for our students, staff, and schools, but feel unheard. Teachers need to be respected and supported with quality feedback and followthrough. More time is needed to collaborate with colleagues and get useful professional development. We don't have enough planning days at the beginning of the school year to get the needed training, time to prep lessons, and set up a classroom, along with completing all the mandatory trainings. The cost of living in Alaska is high, and there are jobs all over the country available now that have lighter workloads and less stress. Alaska is known for our low academic data, and ASD keeps doing the same thing over and over without acting on the needs of the teachers.	5/17/2023 10:54 PM
143	Paperwork requirements	5/17/2023 9:36 PM

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144	principals that are retaliatory in nature or micromanaging.	5/17/2023 5:52 PM
145	No or weak principal support. The general district attitude that teachers need scripts and micromanaging to do our job well as if we are incompetent.	5/17/2023 4:32 PM
146	Overall lack of respect from parents and students. I know this is not something AEA can manage, but teachers are "always in the wrong." Also, the district does not uphold its overall expectations for students.	5/17/2023 2:42 PM
147	Student behavior and lack of accountability with discipline.	5/17/2023 9:43 AM
148	Frequent changes to assessments	5/17/2023 12:06 AM
149	Tier 3 is the underlying issue.	5/16/2023 8:36 PM
150	BEHAVIORS ARE NOT BEING TAKEN CARE OF BY ADMIN!	5/16/2023 6:08 PM
151	Being made to be a sub when you are a certified teacher of a different specialty.	5/16/2023 5:39 PM
152	Public view of education/educators	5/16/2023 1:52 PM
153	Negative public attitudes towards teachers and education in general, even from elected officials.	5/16/2023 1:45 PM
154	Leadership at the school and district level	5/16/2023 12:22 PM
155	Lack of strong, skilled and compassionate leadership at the building level.	5/16/2023 8:50 AM
156	lack of support in how to address post pandemic behaviors/academic levels and personal self care	5/16/2023 8:50 AM
157	Utter burn out. Combined with the lack of mental health support and other student wrap around services teachers are being asked to take on more of the work of social workers as well. There is also a lack of appreciation for teachers (did our superintendent say anything for teacher appreciation week? I might have missed it. Our principal did NOT acknowledge teacher appreciation week.)	5/16/2023 7:34 AM
158	Classroom Sizes	5/16/2023 5:59 AM
159	lack of staff, lack of consistency between special education programming, no accountability for special education staff, difficult to do change of placements despite data and what's in the best interest of the child, lack of teacher expert classroom involvement, no differential pay, resource was not given a pay raise while self contained special education teachers were (and I had 4 students this year that were self contained within the resource setting), the amount of time I spend on paperwork outside of the day and receive zero compensation/addenda	5/15/2023 11:43 PM
160	being asked to do more, disrespect for being the professional and knowing how to teach and having to work in the confines of a block schedule	5/15/2023 8:02 PM
161	Lack of principal leadership. More data driven than seeing the whole child and benefits from SEL activities. The fun has been taken away from education	5/15/2023 7:55 PM
162	There is a true culture of overwhelm for us right now.	5/15/2023 7:36 PM
163	Endless paperwork	5/15/2023 7:31 PM
164	unreasonable expectations	5/15/2023 4:24 PM
165	SB 88 isnt seeming so hopeful any time soon and might be too late for myself and many others. I've watched every recorded meeting on SB 88 and so disheartened at it still being a long way off. My number one complaint from above list is no pension.	5/15/2023 3:12 PM
166	SALARY/BENEFITS, BAD RETIREMENT SYSTEM!!!!	5/15/2023 2:14 PM
167	Feeling overwhelmed and burned out by the past three years	5/15/2023 1:39 PM
168	As a teacher that has two MA's (curriculum and instruction and Ed Leadership) I have capped out on the pay scale. What reason is there for people to continue their education for a job that won't pay them for their expertise?	5/15/2023 1:21 PM
169	lack of administrator support	5/15/2023 12:33 PM

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170	no subs, specialists turned into subs, authoritative admin	5/15/2023 12:06 PM
171	No preps/lunches, abusive and dangerous students that receive little consequence for actions, inadequate supply of decent paras, hiring "a body to fill a para" position has been a nightmare	5/15/2023 11:58 AM
172	We have to pay for our own training/education any time we want to better ourselves. See what DEED is requiring for K - 3 Reading teachers currently. On top of being paid at an average of poverty level for the state of Alaska for a 4 person family. How can a teacher support their four person family, pay for more education to further themselves in the pay scale, and do 60 hours per week (that's my personal average).	5/15/2023 11:46 AM
173	Removal of B90 and a loss in pay.	5/15/2023 11:42 AM
174	I think we are experiencing burnout many converging factors: post-COVID behaviors, changing curriculums, new workload expectations, lack of TA support and increasing numbers of IEP/504 students	5/15/2023 10:57 AM
175	Administrator Expectations - not always kind.	5/15/2023 10:38 AM
176	It's literally all of these things! We are overworked and under appreciated.	5/15/2023 10:30 AM
177	In my personal experience I am leaving because the demands are too high, there is not enough time to do your work at work which means I bring it home and work evenings and weekends grading, planning, communicating with parents, and prepping. This impacts my family and I have 3 small children which limits the time I have to work on things at home too.	5/15/2023 10:15 AM
178	Team building activities, support and collaboration	5/15/2023 10:14 AM
179	Student behaviors are out of control this year and teachers feel more of a glorified daycare center than a teacher. These behaviors should not be tolerated no matter if the student has an IEP or not; parents need to be called to come get their child that is out of control so that the rest of the students can actually learn. Teachers also need to be able to go to their own children's events without having to take a personal day to pay to enjoy their own kids activities at school. If I can not be with my own kids during their special moments/events then I can not focus on the students in my class. Teachers should not have to choose their own children or their students; they should be able be there for both. Also, these days parents are so eager to get rid of their children, and teachers are feeling more and more like day care watchers instead of teachers. I did not go to school for 4 years to be a daycare watcher; I want to teach and I want to teach to students who want to learn and have families who want the whats best for their children.	5/15/2023 10:11 AM
180	We need a pension for those in Tier III, we also needed to be treated as professionals.	5/15/2023 10:05 AM
181	Curriculum, student loss of learning not addressed in day to day lessons and expectations of teachers, lack of a tier system to keep young educators, lack of sub coverage, student behaviors.	5/15/2023 10:01 AM
182	When positions go unfilled or are filled by unqualified people because there are no qualified candidates, especially Sped and TA positions and substitutes, that creates an immense burden that is felt by everyone; student needs aren't met (which leads to even more needs and more behaviors and less learning and angry/upset parents, etc.), teachers who are qualified are forced to pick up extra work to help their students and other students and teachers, administrators/supervisors/mentors/TE's spend countless hours trying to help train and support those that aren't yet qualified (and then they leave anyways because it's too hard/not the job they thought/not a good fit for them and they never should've been hired but we're desperate or they never could get the support they really needed because we're all stretched too thin covering all the holes) leaving no time to support good teachers who know how to do their jobs but still want to grow to be better and deserve support, other TA's have to do more work to make up for lack of TA's, literally everyone in the building/the whole district is impacted. You can have the best interventions and goals and data collection and great IEPs and support plans and school wide systems and curriculum and "Alaska Reads Act", but if there are no qualified people to do the jobs, none of it matters. We have to focus on recruitment and retention of qualified educators and support staff.	5/15/2023 9:57 AM
183	ASD continues to pile more on classroom teachers without taking anything away.	5/15/2023 9:57 AM
184	The behaviors have gotten out of hand and there aren't any consequences for their actions. They can threaten staff or put their hands on staff and nothing is done to them.	5/15/2023 9:54 AM

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185	unsupportive parents	5/15/2023 9:46 AM
186	So much behavior without consequences, and lack of parental support. So much time is spent on behaviors.	5/15/2023 9:45 AM
187	BIGGEST is salary and the lack of retirement! We need to be paying close attention to SB88 and make sure the last 5 years is our real pay and not our base pay. Principals just received two year of 3% raise and one year of 2.75%! we need to not settle for anything less but we deserve more. ALSO: the masters category should have never been taken away- now we get a "BONUS" that doesn't add onto our raise from year to year.	5/15/2023 9:44 AM
188	I think many teachers are leaving because there is no accountability, morale, not feeling like they belong to a team/school/department, students are out of control, no follow up for disciplinary actions, overwhelm caseloads/behaviors for sped are just to name a few	5/15/2023 9:32 AM
189	TEs were overwhelmed with so many schools and so many staff to support.	5/15/2023 9:21 AM
190	have to work at least until 65 to get any kind of health coverage at retirement	5/15/2023 9:19 AM
191	Staff is overwhelmed trying to please parents and deal with behaviors of students. Lots of students are not motivated to behave and do their work.	5/15/2023 9:15 AM
192	Lack of support from the community. Parents and community members can be brutal.	5/15/2023 9:14 AM
193	retirement is terrible for tier 3, workload is way to high to maintain, student behaviors are out of control, lack of spending on supplies from ASD. Principals are not kind this year. (my 2 were not.)	5/15/2023 9:05 AM
194	ASD is not wanting to keep teachers- they don't care about us	5/15/2023 9:05 AM
195	No support, disrespect	5/15/2023 9:01 AM
196	Teachers being expected to make students come to school.	5/15/2023 9:00 AM
197	ASD SPED management and policies	5/15/2023 8:55 AM
198	Loss of planning time due to recess/lunch room coverage, extra duties cleaning due to illnesses	5/15/2023 8:54 AM
199	too much social/emotional requirements that students do not like that take up true instruction time	5/15/2023 8:52 AM
200	The systems in place to protect teachers and students from behaviors doesn't exist. ASD also needs to step up and intervene with truancy. Furthermore, Zone Exemption need to be pulled for truancy and behavior. The District doesn't support schools when dealing with truancy and behaviors.	5/15/2023 8:51 AM
201	lack of respect for profession, less teaching, more busy work/non-instructional duties.	5/15/2023 8:46 AM
202	stress, higher workload and behaviors, students do not value education, education system not keeping up with students	5/15/2023 8:44 AM
203	No support on behaviors which makes students have the power	5/15/2023 8:44 AM
204	No support and if you are doing something right, more is piled on. So little support this year! I know we are short teachers and admin is scrambling as well.	5/15/2023 8:37 AM
205	More and more is asked of teachers. When does the teaching occur?	5/15/2023 8:32 AM
206	People are tired of the District's ridiculous policies.	5/15/2023 8:32 AM
207	They can make more money in other states. Huge class sizes with many students who have disruptive behavior. Sped caseloads are huge in some building and very low in others. I am not just a resource teachers anymore. Preschool is sending intensive needs students who need diapering and feeding to resource. I am expected to teach intensive needs and resource at the same time. It's not doable and is affecting my health. Parents blame the teachers and are aggressive and mean.	5/15/2023 8:31 AM
208	Lack of support for ASD and community.	5/15/2023 8:31 AM
209	Not being trusted to do their job they were hired to do.	5/15/2023 8:26 AM

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210	We are still in a bit of post covid confusion about life way.	5/15/2023 8:24 AM
211	The elementary division is being crushed by most of these items listed. There is no autonomy, the workload continues to grow with nothing being taken off the table. Behaviors interrupt learning and take up an extraordinary amount of staff time/energy.	5/15/2023 8:06 AM
212	lack of administrative support	5/15/2023 8:06 AM
213	Schedule (Aug-May). The old schedule (Sep-June) was loved and fit better for Alaska!	5/15/2023 8:04 AM
214	Poor communication from admin and HQ. Terrible support from HR.	5/15/2023 8:01 AM
215	retirement matching in other states that offer a pension	5/15/2023 8:00 AM
216	Poor peer, admin, and district-level support	5/15/2023 7:59 AM
217	Administration constantly implementing new policies and procedures and expecting us to do more with less.	5/15/2023 7:49 AM
218	No defined retirement. Health insurance going up by 30%. We are hemorrhaging Tier 3 teachers who are jumping ship while they can still start another career. There are few people going into teachers. We are going to be in a crisis in the next few years. Tier 2 are retiring because they can and still get a good retirement and health insurance. There is little to no incentive for people to do this job.	5/15/2023 7:45 AM
219	More work being pushed onto everyone with no additional funds.	5/15/2023 7:37 AM
220	Community efforts to erode the value and respect of public education, family interactions that are disrespectful and are not managed professionally, overall low morale	5/15/2023 7:36 AM
221	Lack of support from admin/district office.	5/15/2023 7:35 AM
222	Educators with families are frustrated by school start time change	5/15/2023 7:35 AM
223	Bullying	5/15/2023 7:24 AM
224	I will try to leave before the school start time switch if possible. It does not make sense for me to have my elementary school kids (my own) home before me unsupervised.	5/15/2023 7:14 AM
225	I think behaviors and lack of engagement make for an extremely challenging work environment. That, coupled with no retirement incentive to stick around, means that more teachers will be looking for the door each year. I know I am.	5/15/2023 7:00 AM
226	Middle school has NO accountability or consequence for failing. kids have figured out their grades don't count for anything.	5/15/2023 6:59 AM
227	Inflation is killing me! Im sorry, but I need money above everything else. I want to leave because everything is so much more expensive here in AK	5/15/2023 6:50 AM
228	Lack of support from administrators at district and building level. Do not trust ASD.	5/15/2023 6:27 AM
229	Rollercoaster of funding questions and constantly changing district mandates such as frequent new curriculums	5/15/2023 6:25 AM
230	ASD does not value the professional opinions of their teachers. The process in identifying students who are placed inappropriately is completely ridiculous. Having to take data for a student who is clearly autistic or has severe behavior issues should not take months to years.	5/15/2023 6:21 AM
231	Lack of support	5/15/2023 5:52 AM
232	Lack of sped and rise in student behaviors	5/15/2023 5:32 AM
233	With such a large number. I believe that both chronic and acute problems contribute. Some of them are the fault of our state, some our District, and some just circumstantial.	5/15/2023 5:02 AM
234	Increased class sizes and low salary. Why waste a 4 year degree on a profession that views us as nothing more than automatons and babysitters?	5/15/2023 4:20 AM
235	I think not having pension is huge to a lot of educators, including myself. I also found out recently ASD teachers don't pay social security, which made me freaked out for a while worrying about my retirement. I do also have to deal with a lot of behavioral issues in school that make me feel like I am a babysitter instead of an educator, because I have to spend a lot	5/14/2023 11:47 PM

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of time on classroom management instead of teaching. However, I am thankful that I have an amazing, supportive principal who really cares about both teachers and students/families. I have heard a lot of terrifying stories about different principals from other ASD schools. I strongly believe that principals make a huge difference. Given the group of students I have this year, I would have resigned and left teaching just a few weeks into the school year if I didn't have a supportive principal just like mine. Besides, I think another challenge is that it takes forever to get students on IEP or 504, which hinders students' progress and teachers' instruction a lot, because a lot of times poor academic performance is linked to a lot of behavioral issues as students try to avoid the subject(s). Compared to a lot of school districts, I think ASD pays teachers pretty good (could always be better), plus ASD offers a variety of alternative schools and language immersion programs. To me, having these school choices is huge and I would love to stay in Anchorage and work for ASD, so my son would be able to have these school options.

236	Lack of school administrative support and lack of substitutes.	5/14/2023 11:43 PM
237	No consistency with consequences	5/14/2023 11:26 PM
238	Bad leadership	5/14/2023 11:22 PM
239	Exhaustion—physical, mental, especially emotional; lack of community	5/14/2023 11:13 PM
240	Dealing with parents' disrespectful behaviors	5/14/2023 11:09 PM
241	Micromanaging, horrible communication, fear of consequences due to lack of management	5/14/2023 11:09 PM
242	I'd say probably definitely how demanding student behaviors are...so much work with barely any reward. Absolutely draining with low pay doesn't seem worth it at the cost of my family time.	5/14/2023 11:08 PM
243	Lack of admin support	5/14/2023 11:07 PM
244	not a supportive principal or staff	5/14/2023 11:03 PM