

STAFF CLIMATE SURVEY COMMENTS 2010

ANONA ELEM

GRADING OF GROUPS

No Comments

LEADERSHIP

Our Principal and A.P. lead by example and facilitate a team approach rather than dictate.

SCHOOL CLIMATE

I think it is horrible that the state of Florida doesn't support its schools.

the staff as a whole works well together and take pride in providing each student with the highest quality education.

There is a persistent musty, moldy smell in the buildings and in the classrooms.

AZALEA ELEM

GRADING OF GROUPS

Curriculum and Instruction has not been able to keep their heads above water as the restraints of budget have kept them from hiring a Reading Supervisor. My opinion is that two people need to do this job. This is why no one of quality has applied or been willing to step up.

Focus should be on the needs of the students and I do not feel that the needs of the students are being met with the services that are being cut.

I cannot give an A in regards to Budget or School Board. I cannot believe all the cuts for next year!!!! I know Middle and High school students need help, but at the expense of the younger ones. What ever happened to EARLY INTERVENTION!!!!!! If they think it's bad now in the upper grades, wait until they get the kids that have not been helped in the primary grades, when there is still a possibility of making a big difference in developing a good self esteem and building a good strong foundation in the academic skills necessary to be successful in their future endeavors.....whether it is in furthering their education or doing well in the job force. We have good educators who want to help our kids, unfortunately, we will lose them, if things don't get straightened out!!

Pinellas county is one of the most horrible school districts I have worked in. It will lose great teachers because it does not put the teachers or the students first. I am looking elsewhere because of the strain that this school district puts on it's teachers.

The areas I did not give a grade to I did not have any contact with and could not give a grade.

LEADERSHIP

Need to keep the Quality focus that all stakeholders which includes Support Services have an equal part in the processes put in place by the rest of the staff. We are all in this together.

The leadership needs to change. As teachers we are pushed and pushed to do more and we are not being rewarded for our actions. We work too hard and administration nit picks at the little things instead of being pleased in the areas we go far and beyond in our duties.

There should be more (instructor-led) teacher representatives in leadership on the School Board. I am sick of non-educator politicians having a say in something that they have no idea of how the dynamics of schools really work. -----Thank you for our Superintendent- she is about the kids!

SCHOOL CLIMATE

The climate at Azalea is positive and respectful. I am fortunate to have such hard working individuals in every department.

There is a big disconnect with teachers and administrators. There is disrespect shown on both sides. Something needs to change. The school climate is very negative and difficult to work in.

There is a lot of disrespect between staff and administrators. Administrators are also bias toward certain teachers that are in their circle. To make this a great school, everyone needs to be on the same page and things need to change.

We have a great school and everyone works hard to achieve that goal.

AZALEA MID

GRADING OF GROUPS

Grade F - Administration - Teresa Anderson is wicked and vindictive! She has her favorite teachers and ostracized the others. She has also given bad recommendations about teachers (teachers who have received 4s on their appraisals) to other prospective employers which prevent teachers from leaving this school. She also doesn't provide mentorship to teachers aspiring to obtain leadership roles. Larry Balduff is clueless in what being an administrator entails. Larry Balduff needs to be investigated as well. He has made comments to

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students in regards to their sexuality. He has made comments to teachers regarding their performance in front students. Barbara Hawkins is very genuine. She could have provided lots to feedback to the administrative team; however, the administrators have ostracized her, which made her inadequate in several areas of discipline. She is very knowledgeable about the RtI process and also Title 1. She has also made her staff feel appreciated.

Grade F- The School Board and Superintendent are aware of the issues at Azalea Middle School. However, I am aware that the reason why Teresa Anderson is still principal because she is married to Goliath Davis. However, Teresa Anderson is very inadequate in her position; her political ties outweigh her lack of intelligence in this position.

It is difficult to grade groups as a whole when they should be graded individually ie, administration staff, should be principal, assistant principals grades 6, 7, and 8.

No comment at this time.

Repeated phone calls and e-mails to OPS were never answered.

The teachers in our school are extremely hard workers though they feel defeated by administrators whom they are afraid of...There are teachers who get paid for being slackers yet the good teachers receive the "walking" papers. Some teachers deserve lots of kudos for a job well done while working for administrators who are a total embarrassment to the school, district, and the community. OPS is great..we call, they come! I believe that the area superintendent need to visit schools more frequently, unannounced. Talk with teachers and hear their hearts and frustrations and do something about it instead of telling us how they have never received a complaint about administrators realizing that even one complaint needs to be addressed. Kudos to the school board...keep up the great work

LEADERSHIP

Areas of strength in technology come from the Read 180 labs. The school computer lab has been mediocre, lacking a technology specialist who has the time to set-up and maintain the lab. Hazards include wires strung from the ceiling and laying across the floor. Module set-up offers students time to go off task as they are secluded from observation. The idea that Elmos are not considered technology without first proving that lessons lend themselves to student interaction and are use like overhead projectors prevents teachers receiving Elmos to prove otherwise. Limited access to printing binds teachers' hands. As for school-wide rules being enforced fairly, there is an inconsistency toward student behavior expectations in the classroom toward teachers and students alike. This diminished behavior expectation may be the reason we have difficulty getting substitute teachers to return to our school.

I believe that Dr. Janssen is a wonderful Superintendent but needs to be more visible, if she can, to visit schools where she is receiving complaints about administrators. Allowing principals to run schools negatively is a real sin and when there are complaints the district needs to be proactive before things become more out of hand than it needs to be. I believe that administrators need to be on the same page with rules/consequences. Our principal spends too much time on the negative. Nothing is genuine from this principal. Technology is much better, but tends to break down during FAIR Testing. Classrooms too crowded. Some classes were at 35 students. Great job to the School Board..

It seems admin never knows what is going on in the school. There is little communication between them.

New employee, no comment at this time

Technology equipment must be used for testing, so classroom use is very limited due to budget shortfalls.

There is no behavior plan that has been established here at Azalea Middle School. Administrators give students consequences based on intuition. There were also 8th grade and 7th grade students (some being ESE) being suspended for the rest of the year beginning May 19, 2010. However, this is not documented on Class XP as a DIS, but as an Excused Absence.

Teresa Anderson is wicked and vindictive! She has her favorite teachers and ostracized the others. She has also given bad recommendations about teachers (teachers who have received 4s on their appraisals) to other prospective employers which prevent teachers from leaving this school. She also doesn't provide mentorship to teachers aspiring to obtain leadership roles. Larry Balduff is clueless in what being an administrator entails. Larry Balduff needs to be investigated as well. He has made comments to students in regards to their sexuality. He has made comments to teachers regarding their performance in front students. Barbara Hawkins is very genuine. She could have provided lots to feedback to the administrative team; however, the administrators have ostracized her, which made her inadequate in several areas of discipline. She is very knowledgeable about the RtI process and also Title 1. She has also made her staff feel appreciated.

There is no adequate technology in the classrooms. Math and Language Arts have benefited from having their own computer lab and also laptops. The School Board and Superintendent are aware of the issues at Azalea Middle School. However, I am aware that the reason why Teresa Anderson is still principal because she is married to Goliath Davis. However, Teresa Anderson is very inadequate in her position; her

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political ties outweigh her lack of intelligence needed in this position.

SCHOOL CLIMATE

Azalea Middle School is an environment in which administrators do not treat teachers with respect. Some administrators and teachers are doing unethical things not only to other staff members but to students. When will the Office of Professional Standards (OPS) begin to investigate administration!

Expectations of good behavior by students needs to be expected at the beginning of the year. Four infractions per student per teacher allows for students to misbehave consistently without consequences. An infraction in first period must be the first infraction in second or third period. Four strikes should come in one day from class to class. Standards of appropriate behavior need to be expected.

It would be nice to see staff who want to be here. I like the school.

Our RTI person did absolutely nothing to help highest student achievement this year. I asked her twice for help with some student concerns, and got nothing in response. So, I eventually gave up asking for her assistance, and found other staff members to help.

Teachers can set even higher goals if administration believed and supported them. Administration set poor examples for students and teachers. They couldn't even work together. One administrator was left out of everything but was the greatest administrator we ever had: kind, compassionate, and treated us like adults. This school needs to create an atmosphere of respect, trust, and pride toward every adult in the school then and only then will students soar to attain reachable goals. The campus feels safe and is safe thanks to Officer William Stone. The school is kept as clean as possible..It's a beautiful school.

There is a small group of students that make it very unsafe for the rest of the student body and staff. They wander the halls all day and start fights. 3 out of 4 administrators are not professional, creating a climate of fear and anger for the staff.

BARDMOOR ELEM

GRADING OF GROUPS

Teachers do not have actual encounters with most of these people or departments to know if they are really an A or a D.....and these departments don't have much encounters with us. I personally don't see any of them down here in the trenches finding out what is really going on, they SHOULD!!!!

The district personnel office "dropped the ball". Even though I was selected by the assistant principal as the chosen candidate for a particular elementary school position, I was not notified by the district personnel office. This cause great confusion among myself as well as the school staff. I was very fortunate to have found out about being hired for this position; otherwise, I may have never gotten the opportunity to work with such awesome people at this wonderful school!

LEADERSHIP

good leadership in both support and Instructional

I was not supported by the Administrators. I was "punished" for calling for help.

Mr. Whitney and Mrs. Garrett are wonderful leaders, they are very supportive of students, as well as staff. I feel that the Julie Janssen is a much better leader than Wilcox, but we still need support from her. I am not in the union (association) due to us not getting raises in three years, expanding my family and my husband not working (he is in construction and the economy is really bad for this right now). I think a lot of people are in my same boat and need that extra 600 dollars a year, I would love to join the union and believe in what they say, financially I cannot join, but teachers need a raise!!! If we had a teachers union like they do up North and STIKE I would be in it!!

Mr. Whitney is the BEST principal!

The only leadership at a school level that makes any difference is the principal! It creates a domino effect on staff.....this school does not have a fair or informed leader.

SCHOOL CLIMATE

#6 is neutral because.... is there a properly implemented RtI within the county? Are there guidelines and protocol? I think our school (bardmoor elementary) has a great SBLT team and we try our hardest with RtI both behaviorally and academically, but we are still working on it as a school. I feel that a lot of students in the behavior process who are not being successful, continue to stay tier 2 or 3 and we keep trying all sorts of interventions, which have to be done with fidelity, over and over. We have 19 other students in the class and one student gets 40% or more of our time and energy, so EVERYONE suffers, teachers and other students. I have seen some teachers not refer and just let the student do what s/he he wants (ie computer all day) so they don't have to deal with the data collection, interventions or the inappropriate behaviors, then the teacher the following year has to deal with the behavior.... Also the some of the EBD students in the school are horrible, if

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the district is looking at keeping kids out of "centers", then each school that has EBD children need a full time social worker and psychologist, not one that they share with one or two more schools. We need support!!!!

#8-the school is clean but, not attractive,

I believe under our new administration we have moved forward.

I did not feel supported by my administrators. The RtI team does not work effectively to help struggling students.

I also did not get any Title One help this year.

I think the appearance at our school has really improved with each new year. I just love everything at Bardmoor and I am very proud to be a part of the staff. Mr. Whitney is just GREAT with all the parents and students. I think that all the parents feel welcome and are glad their children are attending Bardmoor.

I was displaced by school closings last year, so this is my first year here at Bardmoor. I had a good year but many people did not even say hello and still do not. On the other hand many people are very nice and helpful. If it were not for the principal I am sure I would still be unhappy here. He has been great for moral

New administrator is very kind to children and is very much into helping out around school - YEAH! Lets personal feelings guide too many decisions though. Some decisions negatively impact curriculum or certain people/groups, but are made because they benefit a person in his favor. (Obviously he can "justify" any decisions made because he's in charge!)

Principal has NOOOOO idea what his staff members are doing! Does not discipline students referred for severe behaviors, returns referrals unsigned to teachers. Does not intercede and address issues between teachers. Sees truth in his own way, to his advantage. Does not know data or discuss data with teachers. Has no clue about what to do to bring up "scores". Does not manage janitorial staff, school is filthy!!! Vacuuming is NEVER done completely, tables, desks never wiped down as superintendent said they would be.....bad management here!

There is an Administrator (AP) that sometimes seems to be on a power trip and refuses to budge on some things that there is room to consider.

worked there 8 yrs. real good staff and school

BAUDER ELEM

GRADING OF GROUPS

Dr. Thomas has been an outstanding regional superintendent. She can always make me want to do more and question why and how I do things in the classroom. Our school's teachers are continuous learners that need someone like Dr. Thomas to continue to help us grow. There is hardly any professional development trainings for those teachers who have lots of experience in reading units of study. Also, elementary education has gone all year without a reading supervisor. Is that position being eliminated or are we hiring someone for it?

I feel that a lot of money is wasted on consumables in our district. Especially the Macmillan Reading series... Much of the work we do is hands on, teacher taught and evaluated. There are too many workbooks that are unused. We could SAVE alot of money if we could choose what we use.

LEADERSHIP

Excited about new principal coming on board!

Smartboards and other technologies should be made available to non-Title One schools by the district. We NEVER receive anything unless we fundraise to pay for it. New schools being built come fully equipped with up-to-date technology. How about doing this for old schools that do not receive any extra funding. We give superior test scores year in and year out, then we are punished by not being provided with technology.

We hear "school based leadership team decision" as an answer to questions about numerous changes, policies, procedures, etc. at our school. I'm not sure all staff are equally represented on this team nor am I sure that staff who are not included know how to either be included or give input/ask questions about issues to this team.

SCHOOL CLIMATE

a little concerned about RtI and behavior issues

Excellent school climate!!!

Family, comfortable, happy, supportive and friendly.

Old building, old furniture, old bookcases, looks old. However, we keep it very clean.

There needs to be more communication between RTI team and therapist. It seems that we are brought in last minute and that there always seems to be a rush for screening/testing. It would be nice to know a little about the child prior to doing this.

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BAY POINT ELEM

GRADING OF GROUPS

I don't feel as if the range of "A"- "F " adequately addresses the concerns by questions posed above.

none

LEADERSHIP

Administrators show favoritism.

I don't feel as if these seven questions adequately address concerns regarding leadership.

none

The leadership here is very high.

SCHOOL CLIMATE

Administrators are unprofessional and unsupportive of instructional staff.

At my school, "our" administration has favorites which is evident to all. They do not have to follow the rules, come in late, leave early, no lesson plans and they are always the "chosen ones". The ones who work the hardest, do everything for their team, help the administration with trainings, come to every single event the school has, are always picked on...when they finally make a mistake, like being 5 minutes late to duty, after 15 years, will be embarrassed by intercom. Teachers have been embarrassed by end of the year awards, like...who missed the most days, who left early the most, who came late the most, and everyone laughs, except the person being ridiculed. I have been in this county for 31 years and have NEVER seen such favoritism. Can you imagine a teacher doing that to her students??? They would be fired! Our best teachers transfer out after about 5 years, because they realize they will be the dumping block, and do the most work for the team and administration. I miss them terribly. I would transfer, however being in the DROP...it's not logical. I have worked for men, they are the best to work for. I have worked for "tight ship captains" like Dr. Hires, and I loved and respected her, and she loved and respected me. She set rules, the same for all. If you followed them, then so did respect. If you didn't like a "tight ship", a principal who knows what her teachers and staff are doing because they have their eyes and ears everywhere, and visit the classrooms daily (I miss that, we never seen any of ours), they transfer. I like to work hard, I like to do better every year, I go to trainings to learn more, so I can help my kids better. If this principal doesn't go soon...our school is going to be just the "get along" teachers. I have lost my respect for education and the system. Why don't supervisors realize what is going on in a particular school, like 16th Street...we are so accountable as classroom teachers, why isn't the administration??

none

The eight questions on this survey do not adequately address concerns of the faculty/staff in regards to school climate.

There should be more communication with the support staff. Some fell left out of the loop when the information is not shared with everyone.

BAY POINT MID

GRADING OF GROUPS

It is important for all members of the school district to remember the real reason we are all here. This is about the children, not about them moving up the 'corporate ladder'.

Re-lamping a school is one thing to save money. But to put in automatic lighting at a school. The repair cost is too high. And they not going to save any money. If you leave them on. The lights are on and off all night. And if you turn them off then you don't need automatic lighting.

The school board should implement the ATOSS (Alternative To Out of School Suspension) program that Hillsborough county uses. It would be well worth the financial investment. I've seen its effectiveness in that district and we desperately need it in our district. Teachers need raises and the ability to create a comfortable life. Without salaries that are comparable with other professions, education will never be able to recruit the best professionals. The high quality teachers that we do have, deserve to make better money.

There are several areas that the County needs to improve upon! How could you expect your staff to work effectively, give their all to the students, be positive daily and constantly motivate/mentor the students, when they are worried about paying their bills because they haven't had a pay rise in years? A teacher should never have to get a second night job to pay their bills. How could they be alert and at their highest level to teach when they haven't gotten the proper rest and had time to prepare for the interacting with their students? This is when we get teacher burn out and lack luster behaviors! It is NOT acceptable for people in the education field not to be paid appropriately, when they are the ones that the parents are holding responsible and entrusting their children's

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educational growth and success.

We're doing a good job, but the pressure from the state about FCAT, the budget deficit, and federal laws that are unfunded are putting ridiculous pressure on all of the above.

Your stupid survey would not let me choose anything

LEADERSHIP

District leadership is weak across the board. At the school level, many administrators are too worried about looking "good" to show district level visitors the real issues in classrooms. The visitors are taken to "good" classes, or in some instances, the visitors are contained to certain areas so they do not see any "issues". It is sad, because while that principal may look to be doing a wonderful job, he/she is just hiding problems district level administrators NEED to see. Administrators/board members need to visit schools more often - unannounced - and walk around, unescorted. Board members need to see what many of the students are doing and readjusting district policies to HELP schools succeed - not just throw more "training" at instructional staff members that are not the cause of many of these issues. It would be VERY easy to say the district administrators AND the board members are VERY out-of-touch with the reality of many of these schools, and today's students.

I am not sure what really is the purpose of this survey. I don't know if anything was addressed from the last survey. Bad communication on this issue destroys the credibility of any survey

Leadership only exists from a select group of veteran teachers or, occasionally, assistant principals. However, if those people somehow come up with a solution to one of the school's myriad of problems, that solution are usually met with a lack of support from the front office and eventually failure.

Sometimes it wouldn't hurt for the School Board members to spent some quality time (a week), in the high risk schools to really get the true feel of the problems and then try to come up with some logical situations geared for those troubled schools. It's not always fair to blame the Administrators and Staff of the school for the problems, when they are working with the little resources and guide lines that are given to them to handle these difficult situations.

The top down approach does not create positive working environments at the school level.

There is extreme emphasis on accountability!

SCHOOL CLIMATE

Big improvement over last year.

I believe we have had a huge turn around this year and Im looking forward to next year.

I don't feel we have effective communication between teachers and administrators.

I love the school where I am at, however I feel the staff can truly work on having better social skills. We have an awesome support staff here, and I wish their work would be recognized more by the staff. Communication can be improved by everyone here. It takes a village to raise a child and I think we all can put more effort in making that really happen.

Not enough staff & budget available to provide & manage effective interventions/placements/alternatives for student misbehavior problems. Cutbacks in maintenance staff have impacted the cleanliness and attractiveness of the school.

Our Administrators are good role models staff and students to follow. They are professional and handle difficult situations well.

SPHS is more than a school it is a family!!!

Teacher/administration communication is at an all-time low. Major issues are usually only broached at bi-monthly faculty meetings, and usually only mentioned on the agenda so discussion cannot occur. Of course, it doesn't really matter if discussion takes place because teachers are not consulted on these issues and are not partners with administration.

there are too many students that are very disrespectful to faculty and staff. There needs to be more support of instructional staff in trying to teach the students.

There is room for improvement.

There is still a huge disconnect between Ms. Clarke and AP's and staff. Micromanagement and power-control games. Dangerous campus with students and students, and students and teachers. Some great connections among teachers and teachers. Although strides have been made to recognize teachers, more and more paperwork and responsibility has been dumped on teachers. Rtl is crazy- 120 or more ind. lesson plans-How are we supposed to do that? 6 classes, no real teaming, The pressure from the state and the county and the Principal is nuts. The climate survey comm. has NOT been able to get anything done because of the lack of cooperation with the principal. Michele and our team got really no where and were stonewalled with no data, no meeting with her, and a lack of being on the same side. The team mtg was positive, productive and we worked

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hard. We got no where when trying to work with Ms. Clarke. She sometimes says inappropriate religious things to staff and individual staff, and makes comments to individual staff that is not professional. She often denigrates individual teachers in front of students and gets very defensive and rude when teachers try to talk to her in front of others to ask clarifying questions or information questions. It's hypocritical.

There should be more open communication between the Principal and the staff, this includes instructional and support staff. If a staff member voices a concern or an opinion, it should be received with an open mind, discussed and not viewed as a negative. No one working at the school should be made to feel that their presence is not important to the success of the school. Everyone should know that they are valued for the job they do daily at our school no matter what position they hold.

This school is great at keeping "appearances". There a lot of good things that do happen, but there are many hideous, absurd, and sad things that occur on campus as well. These things are ignored. The attitude seems to be: "If we ignore it, maybe it will just go away." Well, that doesn't work.

This school is very unsafe. There are almost no consequences for students threatening or disrespecting staff.

We have encountered a number of changes this year. The changes seem to be for the better. We have a new dismissal policy that seems to be working!

BAY VISTA FUND ELEM

GRADING OF GROUPS

I believe the teachers are doing the best they can in a difficult and economically deprived time. I don't believe the school board has enough vision to anticipate the needs of the school in a timely fashion. I think the school board and most of administration actually operate more on reactions as opposed to sticking with a well thought plan.

Instr tech is poorly managed, slow to address issues. Inadequate wiring in my school makes using existing tech hard if not impossible. Waste of unused equip given to classroom teachers that won't or don't use it, when other teachers are struggling to get equip that is greatly needed or wanted. Existing inventory should be reshuffled and provided to teachers who are in need, taken from those not using it. Better training is needed.

THE TEACHERS HERE ARE ALL FANTADTIC. WE WORK TOGETHER AND SUPPORT EACH OTHER WELL.

LEADERSHIP

cOMMENTS ABOUT TEACHERS AND PARENTS ARE ON THE BORDERLINE OF RACIAL AND DEROGATORY.

Kris Sulte is an innovative and present force in our school. She constantly brings new ideas and finds ways to meet our concerns and supply us with the teaching tools we need.

Mrs. Sulte is very visable at school including daily cafeteria and car duties, She truly knows her students because of this and it makes a difference in the atmosphere of the school. She doesn't ask her teachers to do anything she wouldn't do herself.

Very disappointed with leadership we are asked to do more with less. Sail aids time have been cut and there is more paperwork to do with RTI.

SCHOOL CLIMATE

Bay Vista is a wonderful environment for learning!

I am so pleased and proud of the dedication of our staff and administrator. Wonderful place to be!!!

IEADERSHIP IS EXPERIENCING DIFFICULTIES. fAVORITISM IS BEING SHOWN THROUGHOUT THE YEAR. tHE ADMINISTRATION OF THE SCHOOL DOES NOT SHOW EQUALITY AND IS VERY CYNICAL. aS A FUNDAMENTAL SCHOOL, WE ARE SLIPPING AND WATERING DOWN OUR POLICIES.

Safety in terms of security, but in terms of bullying, hitting, spitting, cursing i.e. behavior, no.

BAYSIDE HIGH

GRADING OF GROUPS

No Comments

LEADERSHIP

Get rid of the top heavy administration. The school board and the superintendent come across as that they do not care about the people on the front lines everyday. They say that they are going to trim the top heaviness of the administration, but instead hire more and more people at salaries 3,4,5 times the salary of a teacher. Instead of cutting positions they just move people into new positions. There is a growing disconnect between the haves and the have-nots in this society. The haves here are the administrators with the fancy titles and the big salaries that tell the have-nots (the people that actually work with students on daily basis) all kinds of new ways to teach

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classes when they have never been in a classroom or in over ten years. Students change each generation. Teachers learn to adapt to changing students. We don't need the newest theory telling us what we already know. Also it is frustrating and demeaning to be treated so badly and poorly by this administration. We don't have money for anything they say, but yet find out their meetings are nicely equipped with coffee, donuts, etc... While we are nickle and dimed for everything. Stop the unfair practices that is happening in our district. Start making changes that actually help the teachers and the students out! Also, cut down the salaries and the perks for the administrators. They should feel the pain too. Giving them blackberries, driving allowances, trips to Europe, etc... does not make the moral of the people that are having a hard time just paying their bills because they have not seen a cost of living or any raise in three years, feel better.

I have had 0 contact with the school board this year.

In future surveys, please separate questions on administrators, i.e. principal vs AP. They are different people with different communication/support systems in place.

SCHOOL CLIMATE

Due to the changes I have seen in students, economics, parenting and cut backs in staff and supervision, I think schools should have some kind of a weapons check system. I would be willing to sacrifice other things if I felt I could discipline and deal judiciously and fairly with a student KNOWING he will not return, have a melt down and decide to harm me physically with a weapon because I may have interfered with his graduation plans or probation.

Management by intimidation and lack of communication or extreme skewing of information.

none

The administrators really need to look at additional security for this school. What is wrong with wandering students or having metal detectors? Almost every school around the country does. This is the reality of the day and age we live in, instead of ignoring the problem or thinking it does not exist that students do come to school with drugs and weapons, why not prevent that from happening and putting in security at the doors when they come in? It has been attempted to talk about in meetings but has been quickly put aside and ignored by administration. It would provide much of the staff more sense of security, but ignoring it, only makes hostility that their concerns are not valid!

Things changed greatly this year. With a new asst. principal and 7 periods, the positive environment of years past was lacking greatly.

BEAR CREEK ELEM

GRADING OF GROUPS

For all of her supposed knowledge and high position, Dr. Hires has provided little if any guidance on how to close the achievement gap at our school NOR has she given any insight into how we can improve. What is the point of her job? The school board makes way too much money for the job they do, and the decisions they make seem counterproductive to the current climate in which schools find themselves.

LEADERSHIP

Dr. Janssen and the Board don't seem to have a grasp of different regions of the county and their unique problems and issues. One size fits all doesn't work. School district is too big and should be split in two. Too many district "mandates" coming down that don't make sense. Principal at my school often listens to concerns and does little if anything to address the problems. Many teachers and their concerns are ignored. Assistant Principal has tried to help teachers.

I am very disappointed in the last weeks of school alot of classes have stopped teaching and watching alot of movies and playing games. Not to mention the unhealthy candy and snacks.

Need more computers for each room.

School administrators are available to listen to concerns and enforce school rules fairly.

School moral could be better but the Principal rules by her emotions and second in command is the swic not the assisstant principal though it should be. Decisions are made by the swic and the principal where as the rest of the school is left in the dark.

The Superintendent seems completely out of touch with teachers and families, especially in the south county area. This district should be divided into two separate ones to better serve each of its particular communities.

There are no set consequences. The kids are given too many "2nd chances." Teachers get reprimanded if we write too many referrals. Some referrals have no action taken on them but instead are thrown in the trash. If it's not the principals "idea" then it's usually ignored. The principal plays favorites. The morale is so low that no one wanted to have an end of the year get together.

You never see any School Board members or the Superintendent.

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SCHOOL CLIMATE

Alot of sarcasm when given suggestions. Some parents are favored over others because the parents threaten to go to the media. Students are aloud to eat and drink in classrooms and alot of the eating is very unhealthy namely candy and sweets. Teachers are eating all day long alot of candy and sweets. Children are not making it to the bathroom in time. I have seen fecal matter on the carpet.

Everyone at Bear Creek works hard to provide a happy and safe learning environment for our students. We have an excellent administration team and have excellent teachers and staff.

Micro managing principal who has no compassion for her staff. The morale is low. The principal has her little "favorites" which are all her age or younger. Doesn't listen to concerns but "delegates" the staff to someone else to voice concerns. If it's not the principal's idea it doesn't go any further. Noone was interested in gathering at the end of the year so any plans that were forming were cancelled. Sad :(

Principal is a great leader. Sharp, professional, goal oriented. This time of year is always stressful and busy. Teachers need more support from the county, Too much of our time is spent recording data for area supervisor and RtI teams and time taken away from working with students and preparing hands on materials for great lessons. Principal has been "cleaning house" of several employees that she does not feel fit into our plan of highest achievement and school wide goals. These cuts/transfers are making for an uncomfortable environment but the end goal is competent employees. The Asst. Principal needs a better understanding of curriculum and best practices. AP would benefit from some training on ethics and professional standards. Our students can be tough and unruly. It is a shame that a small minority of our population can ruin the environment for the majority of students. Plant operators need to hussel a bit more and contribute more. Too much time wasted. Resource and support staff need to contribute more. Teachers have too much on their plates and tend to stay late, work weekends and bring work home, spend their own money... Let's see more of a group effort from support staff.

Principal is emotional and extremely reactive, and treats people in an unprofessional manner. She is not the educational leader of the school. Not open to new ideas. She plays favorites and makes decisions based on who she likes, not what's best for the school. School morale is extremely low. There is not a sense of doing what's best for our kids, just blindly following district mandates. Assistant Principal is new to the school this year and has worked to treat teachers with respect and help them as needed.

Safety issue - Students go out a secured locked gate to get to the cafeteria for a bag of ice, because they have only been taught one way to get to there. Communication is only good if the parents take the time to read what has been sent to them. The call going home is a big asset to let them know to check their childrens bookbag/agendas for messages.

School moral could be better but the Principal rules by her emotions and second in command is the swic not the assisstant principal though it should be. Decisions are made by the swic and the principal where as the rest of the school is left in the dark.

The custodial staff leaves a lot to be desired.

Things are definitely being to create a good climate. There is always room for improvement.

Too many disrespectful children.

BELCHER ELEM

GRADING OF GROUPS

Giving a grade to an entire department based on a communication or dealing with one person does not seem to provide accurate info therefore I did not answer those questions. With so much of pfessional development going to web-based learning the amount of time it takes to get through some of the training is ridiculous! Many communications are needed to get the training to be accessible or to clarify directions, etc.

LEADERSHIP

Again, I am not sure that all the above really "hear" teachers out. I am not talking about those teachers who are complaining. I am talking about people who have good ideas, valid concerns, and try their best to communicated with all the groups. We are just not being "heard". Politely listening and then doing what you want is not listening.

All schools and classrooms should have the same technology available. There should not be schools who have and schools who don't have the most up to date technology.

At the Superintendent level, I feel the leadership is quality. Our principal seems responsive to everything Carol Thomas says, but some of their ideas are not well thought out.

Materials are limited for some teachers. Technology is as well. Only specific teachers have smart boards (one primary grade).

We often don't know where we stand with our principal. With no warning, she has demeaned and disrespected many teachers. The moral of this school has gone down. Our assistant principal is more open-minded and fair.

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We often prefer to go to her when we need help or answers.

SCHOOL CLIMATE

Most staff members are excellent, dedicated professionals. Most students are eager, willing learners. Most parents are encouraging, supportive parents. Belcher is a great school to be a part of and we will continue to work so that soon we will be able to respond ALL instead of most in every category.

My feeling is that teachers are almost always willing to do what is necessary to help the students. However, I do not feel that teachers are listened to like they should be listened to: both at my school and at the administration level. In the business world, companies who have truly listened to the workers are the ones who have excelled. It takes all of us to make good schools. Listen!

Older campus which cannot be secured by having all visitors go through the office.

Our principal is reactive rather than proactive. Often her responses are not well thought out leaving staff feeling horrible and distrustful.

The attitudes of school employees (faculty and staff) can be hostile and competitive. Personal differences can get in the way of professionalism. This comes down from the top. Administration here can be intimidating, unapproachable, reactionary, and emotional. This is a very intimidating environment, particularly for those new to the school.

The school climate is terrible. The administration treats you like you are 17. They make you feel like if you were to speak up then you would get a bad evaluation because of what was said. The administration puts things into effect and doesn't think about how it will be done; then it's left to the teachers. Over all, it's like walking on pins and needles.

The staff at Belcher Elementary pride themselves on being a family oriented school. We strive to make everyone comfortable so students can come to school with learning as their focus instead of other issues.

We are truly a family here at Belcher!

BELLAIR ELEM

GRADING OF GROUPS

There is too much favoritism among teachers at this school.

LEADERSHIP

No Comments

SCHOOL CLIMATE

Principal has favorites and it shows among staff. All staff should be treated fairly and equally, as educators, not as friends.

Since many of the parents do not speak or understand English, it is doubly hard to maintain a safe campus as well as foster respect, but everyone tries extremely hard to do this at all times.

The principal at this school doesn't seem to care about his employees. He is constantly on his phone, on the run, and is ALWAYS too busy to even take a few minutes to pay attention to my concerns. There is a huge lack of communication at Belleair. He constantly says at staff meetings that WE as a staff are a family, but there is very little of that feeling. Maybe if he took the time to actually listen and put the blackberry down he would figure that out.

The principal is extremely controlling and makes decisions without teacher input. He is neither trustworthy nor does he trust his staff.

BLANTON ELEM

GRADING OF GROUPS

Everybody knows everyone's business professional and personal when information is requested to be private.

I am VERY concerned that we are not going to have our technology person at our school next year. I feel that this is a position that is needed at every school. It shouldn't be optional or be a position that causes schools to have to beg and borrow to find the money to pay for.

I feel that the budget department could have taken further steps before this crisis in budget cuts. Creative means of saving money should have been taken place far before we were in debt. Communication in means of how to save money for the district should have been a continual process and not just now when we are losing major budget cuts.

Most of the instructional offices in School Board of Pinellas County are great!

Since the budget cuts pretty much eliminated my position and I've been given very little hope of finding a para position (because we're soooo expensive) most schools are going to hourly teachers, which is fine if you don't need benefits so after 26 years at my school I am retiring. The stress of the situation of not knowing if I'll have a

STAFF CLIMATE SURVEY COMMENTS 2010

position etc. is beginning to affect my health. I am a lucky one, I have over 30 years in the school system so I can retire but there are others that have no options. I think giving money from the elementary schools to the middle and high schools is the stupidest move anyone could make. It has totally demoralized the entire staff who are expected to do more with less people and supplies yet keep that grade up and make AYP. Peoples jobs are on the line if they don't get the kids on level yet how can they expect to bring scores up with less help and money. The situation is horrible and I don't know what the solution is, but I do know this isn't going to work and the system is going to lose a lot of fantastic employees if some of the pressures are removed.

The school board is the most public sector of Pinellas County Schools, and often times the one that puts that proverbial foot in mouth, saying things without thinking to the public. The staff at Blanton is the hardest working group of teachers in the county. Even with more and more coming down the pipe in terms of RtI, PMPs, AIPs, AYP, and FCAT we continually keep a positive attitude and work in the best interest of the students.

LEADERSHIP

ESE classrooms are not provide same technology for learning as mainstream classrooms.

Quality leadership is provided by the Principal , Assistant Principal, Superintendent, and School Board.

They are the best.

We have one the best leadership teams in the county. They listen to any concerns that we have, and treat everyone fairly.

SCHOOL CLIMATE

Blanton Elementary School is the Best in all areas, this is I Strongly Agree in this survey.

Feel that school administration misleads staff about school board policies and uses staff not according to job description. Which causes conflict's over job position/description to be unresolved.

I feel very fortunate to work with such a giving and caring staff/family.

I love teaching at Blanton. Everybody is treated with respect.

Our staff has done wonders with a whole new population introducing them to our high standards. Our students are taught respect. Our staff is tops. They are a family. Our campus has gardens made by our students. It is beautiful like a park. We have done the impossible despite three construction projects and continual classroom moves this year. We had a whole new population, We have taught with our hearts and lots of hard work all year,

Teachers, parents, and administrators work together with mutual respect. Students follow a uniform guidelines and school rules. Students and Teacher have pride in their environment.

We are fortunate to work with an Administration that always considers our needs. We are celebrated for accomplishments and supported.

BOCA CIEGA HIGH

GRADING OF GROUPS

fight for teacher salaries!!!

Have had great experience dealing with "higher-ups", overall. Very helpful and supportive at every level I have encountered.

I strongly feel that Pinellas County has spent money poorly. In my opinion, children must focus on reading, math, science, English and Arts. Not "specialty" classes. Then they spend tons of money on technology that does not address the issue that many of our children can not read. I feel that electronic media have not been as effective tools as books and discipline.

I think that the county is facing so many issues and financially it is just getting harder. I am hoping now that Dr. Janssen has received her contract extension that she is able to go ahead and implement her ideas and change things that she seems necessary. I believe she is a person who could bring great changes. I have faith in her and the majority of the school board. I think that the board is sometimes out of touch with what we really do in the classroom but I think Dr. Janssen is a more "reality" based leader and very smart to the personal issues facing our schools- especially south county high schools. James Joyer is the only consistent and fair leader in my school -currently. This would be the opinion of a lot of the teachers here- both good and less effective teachers. He doesn't play favorites and he fairly and consistently disciplines students and shows respect to students, parents and teachers in a way that could help the climate here. Yet because no one else is as consistent or professional- his actions aren't always enough to make it better around here. I am an active teacher- I am a coach and a sponsor and I have friends in every aspect of this school. This place needs something to raise morale and lead us in a better way.

Not enough relevant material for instruction. Reading books are outdated, story choices with the Literature books are mundane, definitely not enough time to plan for the school year in the beginning. Way too much money

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wasted on DWT. It's not needed nor helpful unless you are a new teacher. We need time to plan and prepare for the students coming in. School staff in charge of teacher assignments don't tell us what we are teaching until a few days prior to school. Way too many students are scheduled based on alphabet so they come to classes with relatives and siblings. Students needs are not addressed or care for. ESE teachers are never represented fairly in the office of professional standards. Transportation should not be provided for those who chose to go to a school out of their area or zone.

One can not truly give an evaluation without an understanding of what each group is responsible for and how each group integrates with the other groups to form a cohesive or dysfunctional effect for county, individual schools and individual employees

Our district is still too top-heavy.

School board and regional staff fail to recognize the Doctrine of Unintended Consequences. The best example of this is the attendance policy currently in effect. My students don't come to school, hence they don't progress, administrators say that the progress lack is my fault.

School board is horrendous

This is really an offensive set of questions. You've given no criteria and no explanations.

LEADERSHIP

Again the expectation of administration to take on more responsibilities with fewer of them impede the ability of low performing schools to turn around the atmosphere and improve student success. A disparity of how administrators work with students and staff causes an atmosphere of mistrust and difficulty in getting staff to volunteer and put in the time needed to turn the school around. All administrators should probably have a ropes course and an agreement about how duties are distributed and the expectations a same way of working so there is continuity and stability.

Funds are so low it's hard to have enough books. The Superintendent is NOT doing a good job whatsoever. Morale is at an all time low. The School Board has done NOTHING to improve education in this county.

I feel that if quality leadership was provided at the higher levels, I would be able to support myself in a career that requires a college education. Currently, according to Federal standards, my salary puts me at poverty line... Yet the powers that be, who are not in the classroom, the front line be it as it may, have fabulous salaries... Just something to consider...

I feel that Pinellas County should institute a complete bell to bell cell phone ban, for all schools, all the time.

I strongly believe that the attendance policy needs to be revamped, because students have taken advantage knowing all they need to do is attend and pass one 6 wk period with at least a "B" and a "D" end with a final grade of "D" with the rounding up of grade. Having students appeal after 10 or more absences or requiring them to pass the final exam to pass class places the responsibility on them.

Inconsistent, A goal is important at the start of the school year, it dies, and then it rises again the next school year. The goals and expectations are continuously changing, and if you cannot keep up, you are marked down.

It is amazing that teachers have not been consulted about whether the principals should remain. Teachers have a great deal of insight about the problems, challenges, and direction a school should be headed in. Principals with no track record of turning around troubled schools will be ineffective unless they really listen and learn from someone with success.

Superintendent and board members are clueless as to what is really going on in the schools.

The administration at my school is not strong- and they react more than they lead. They tend to make decisions and act on their personal views and opinions. I am not a teacher so that I can sit quietly and never question what is going on around me. I am an advocate for children and students and I am not here to be in the "Club". Once you have ruffled the feathers of a "Club" member here you are on their list and the work environment is not pleasant. There is not a great deal of professionalism about the way people are chosen for positions or put into their teaching assignments.

The administration at school is late in sending out training dates that teachers are expected to attend and then they make it appear as though it is mandatory even though the original communication stated that it was voluntary. Most of these are stated as demands which decreases morale.

The new school of thought on leadership is not very people-centered. Maybe all should read the book by the Southwest Airline president whose philosophy encompasses the idea that if your employees are happy and treated with respect and feel they have some say, than your "customers" will be happy!!

the school board is completely out of touch with teachers and students at my school and each member has his own political agenda that doesn't take into account the population of Boca Ciega.

The school board is not informed about the schools. They should make more visits and get more involved. The superintendent has too much to handle. I hope that she has qualified people helping her. Again, seems like a

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disconnect. We are struggling at the front lines.

There continues to be blatant disregard for ESE teachers, their case load work on top of teaching multiple subjects and co-teach other subjects. No one does anything to address the issues. Wednesdays are filled with mandatory meetings of various natures so the extra time is taken. Too many 1st period absences and students failing because parents are not held accountable. All teachers do not care for the students nor do they care about assisting the students reach high academic achievement.

We need stronger leadership.

We switched from a 4 x 4 back to a more traditional model. The last textbook adoption for Language Arts was under the 4x4 model. We saved money on the 4x4 on textbooks, yet when we switched back, the next textbook adoption was cancelled county-wide due to budget constraints, leaving us not enough textbooks to assign to our students. I can't believe this situation is allowed to continue.

SCHOOL CLIMATE

All students should be required to visibly wear their ID daily to assist in keeping the campus safe from inappropriate intruders.

Construction is contributing to the dirty and unattractive campus. I've answered neutral on the ones where the appropriate answer would be in some cases and not in others.

for the amount of plant staff school is kept the best they can food and drinks need not be in classrooms

I really don't know what to say. There's just too much to comment on. Teaching at a "struggling" school in South Pinellas County has stripped me of my health and well being. I am getting old before my time. Really, I'm having to seriously rethink, after fifteen years, my decision to become a teacher. I have no faith in PCS. The Board, superintendent and county administrators have given me no indication that they have anything close to a clue about what it's like to teach in a "struggling" school. I want to love teaching again. I don't think that can happen in this county.

Inequitable enforcement of county and school rules make it difficult to move forward with creating an atmosphere of civility and respect. Attendance issues are a major issue for students and staff. Higher expectations from the staff without remuneration is causing moral issues.

Low morale, Poor communication between teachers and administrators about goals and expectations, expectations frequently change, "I gotcha" mentality, not a team building approach when dealing with goals and expectations

Ms. Nelson is an amazing leader doing a great job during a tough point in education.

over bearing attitude from the Principal and her immediate staff. They refuse to follow the work rules bargained for by the PCTA. It is an adversarial workplace and not teacher friendly. Students sense this and take advantage of it whenever possible. The Principal supports the students over the teachers always. Bullies and plays "gotcha" games. We have fights nearly everyday and the campus is relatively safe no one has been killed yet, though sex in unoccupied classrooms does occur.

RTI was never utilized at our school this year. I have seen it in action at other schools yet here the RTI person didn't appear to anyone nor did the staff know much about it. It seems our RTI was utilized by admin to do other errands and jobs that had nothing to do with RTI. The school presently has a low morale- and the administration has not done much to improve it. We need to have some changes around here starting with the top.

Some of the administration has created a sense of distrust among the faculty. One example of this is the targeting of teachers for discipline actions; another is unfair and poorly executed evaluation process.

Teaching 6 out of 7 is too much. Students are overloaded and complain. They want to return to block scheduling. The state does not fund the school system properly. I would recommend young teachers to look for another career. Sad state of affairs.

The current political environment has caused morale to be very low.

The school climate is good but has room for improvement.

The work environment is absolutely filthy and in my opinion causes health issues in staff.

There is very little trust between faculty and administration. People feel their jobs are at risk and are often reminded by administration of the inadequacies of a few by blanket emails to all. It is very sad that morale is so low.

Thug-like mentality among many students. Constant cell phone use extremely distracting. I hope they institute a bell-to-bell no cell phone policy like they have in Hillsborough County. Several bad apple students with repeated referrals for classroom disruption allowed to stay in magnet programs. Poor planning and at times hostile work environment among several of the teachers I worked with.

Unfortunately, in many of these questions there is more than one answer, depending on specific people. Many staff members make huge efforts to keep this campus clean and safe, and hold students to high standards.

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However, many do not make the effort so the end result is inconsistency. In an environment where inconsistency exists, progress is very limited.

Very little effective leadership exists which causes mediocrity at all levels.

Way too many girls are allowed to walk around exposing their breasts with no consequences, male teachers fear sexual harassment claims. Administrators continue to require ESE teachers to co-teach regular ed subjects (more than 2) and classes of ESE themselves. No time for ESE paperwork given or regard for what it entails. Too many teachers write page numbers on the board and tell students to read then answer questions. Administrators do not give teaching assignments ahead of time to all teachers. ESE teachers are bullied to sub for regular ed teachers during their planning but regular ed teachers are not.

We don't operate as a team. Students need to realize they are part of the team.

BROOKER CREEK ELEM

GRADING OF GROUPS

No Comments

LEADERSHIP

I strongly disagree with several of the Board's decisions in the time of budget crisis.

The county needs to keep higher level administrative positions to a minimum and not add additional positions.

SCHOOL CLIMATE

Climate and morale have dropped due to the whole economic decline. This school is still one of the best places to learn and work!

Generous and caring parents make this a pleasant place to work.

Its very good.

We are very lucky to be at Brooker Creek where there is obvious team work and the best interest of children at heart!

CALVIN HUNSINGER

GRADING OF GROUPS

I have professional colleagues outside of outlook that I am now unable to correspond with.

See leadership

the budget dept. grade reflects my opinion of the \$250 million dollars (approx) which was reported in the St. Pete. Times today, being paid to the FCAT people... that's LUDICROUS... no wonder we don't have any money... !!!!

The school system has many excellent opportunities for in-service professional development. Teachers need ongoing mentoring for dealing with very challenging student behaviors.

LEADERSHIP

As an administrator I try to do by best to be an effective leader who communicates with staff and students, fair and honest.

Ego based, self serving, manipulative, micro managing, self righteous, principal.

I like the fact that the administrators are strong and friendly. I feel they care and get the job done.

It is important for leadership to listen to stakeholders. It appears that this superintendent and school board do listen to the community without abandoning core educational principles.

Leadership is also about making sure your employees understand your long term vision. It feels as though everything is filtered to what the principal believes or thinks. The principal is the boss and that is how things are run. The principal may be correct but, being heavy handed is a detriment. Everyone likes to feel that there input is welcome.

Mrs. Bessette has done wonderful things for our school including upgrading technology, adding SmartBoards and generally taking the whole school to a higher level. She's the best!

re #1. I personally have no problem with administrators but there staff members who do not feel this way. re #5. Quality processes not in place. Confusion at admin with who is doing what. (Jim Just sending out memo's w/o process), (This climate survey being cancelled then reinstated the last week of school.)

Too much money on top management, too much spent on none classroom items, and other areas. I thank the budget planning should be more salary, and less on items that we can live with out. NO TEACHERS SALARY SHOULD BE CUT, DUE TO POOR LEADERSHIP!!!!!!!!!!

SCHOOL CLIMATE

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Anger, discontent, fear, intimidation, lack of trust, ect.

I feel with the new expectations regarding expecting students to be at grade level when they're not is setting students up for failure since there will be a gap between what they actually know and what they are expected to know. To me, common sense says - meet them where they are and go from there. I notice a change in students attitudes and confidence level which is very sad and frustrating for me to see.

Low Morale as evidenced with transfers and retirements, students rule

Many students are verbally abusive toward both peers and adults.

Our school has a supportive and safe climate.

There is little accountability/consequences for student's behavior due to our hands being tied by district. It is only a matter of time before someone gets hurt.

We have a great school and I'm proud to work here.

We provide an school climate that is safe and conducive to learning.

We understand the disability of our students; however, the seriousness of their disabilities, their anger and rage pose a host of problems. We have limited tools at our disposal and it feels as though we are just banging our heads against a wall. We really need smaller classes to be effective but, we know that's not going to happen.

We do our best but, some of the students are just plain mean and violent and some of the parents are not much better. People get tired of being abused by a small minority of students.

Would like to see more open communication,

CAMPBELL PARK ELEM

GRADING OF GROUPS

No Comments

LEADERSHIP

Our superintendent needs to spend some time in the south county schools. That does not mean drop in, work around the school, meet with administration and head out. Try spending several days and get a taste of exactly what the staff and faculty face on a daily basis. As a classroom teacher, I do not feel supported by the "upper" echelon.

There is lack of communication between teachers and administrators when involvement of student behaviors outside the classroom and/or referrals. Referrals are not given back in a timely manner, and many times in school suspensions or detentions are not seen through. A teacher's need for support when a child is extremely disruptive in the classroom is overlooked. There are many instances when teachers are asked to just take care of it, when it seems to be the administrations' job to be involved, but they leave it to the teachers. Many plans and interventions seem to pop up throughout the year, but they are never seen through.

SCHOOL CLIMATE

I don't feel that newer teachers or "replacement" staff are well integrated into the school, in regards to expectations or discipline procedures. I try to make them feel welcome and like they are a part of our team, helping when I can.

Our climate in years past was something to be admired. In the last two years, I have felt less valued, less respected, and less listened to. It most effects the students. There are programs started to encourage positive behavior, and they are not followed through with. I think the administration has good intentions, however, due to problems with organization and a difficult student body, the administration is not contributing in a positive way.

Teachers, administrators, and office staff work very hard to on continuous improvement and professionalism. The plant operations staff is also hardworking and dedicated to keeping the school clean and welcoming.

There are extremely hard working teachers at this school proving themselves each day with the challenges they face with these children. But, there is a lack of communication between the teachers and administrators. Many decisions are made, and not talked out by the staff. They ask for our opinions but pretty much already have their mind set. It is always difficult to get a hold of parents and that is a major set back for the students success.

We have a great school district with good leaders, our Superintendents do a great job in these hard times we are facing.

CLEARWATER ADULT

GRADING OF GROUPS

County positions have had some changes so don't know them as well as in the past.

The working relationship between the principal and the area superintendent seems to be quite 'tight'. By that I mean, whatever our Principal is 'told to do' we 'do it', with little to NO REGARD of data or professional opinions of the faculty. In addition there are so many e-mails from so many departments it is as if people who send them

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are SO FAR REMOVED from the classroom, that they have NO IDEA of the implications of what they are asking and/or expecting.

LEADERSHIP

Best Leadership at this school

Carol Thomas is frequently late or changes meetings at the last moment. While I am not directly affected by this, I think it sets a poor example.

How can the school board extend a superintendent's contract--job security--when the legislature is trying to take tenure away? How can a superintendent blatantly disregard the law and ignore the teachers' contract?

In theory, the idea of 'protocols' may be effective; however, when teachers do not feel they are in a 'risk free' environment, the protocols are of little to no avail. I cannot tell you the number of 'rolling eyes', and heavy sighs when we enter into the 'protocols'. Again...so many of us would rather be spending time planning together for our students. I believe if the staff valued ALL TEACHERS, a quality tool would be MOST effective in creating an atmosphere of respect and cooperation.

The board and superintendent are really out of touch with the reality of what happens in our schools. Don't waste \$ on leadership retreats, get out and visit schools. Substitute teach - that will open your eyes!

The leadership at the top levels is probably as good as it can be given the size of the district and how far removed that leadership is from the common student and the teachers. Please stop taking on the latest idea in education and spending money on making it our new wonder fix. How many of these does a teacher have to go through? Every teacher knows that if it starts at the top and filters down, it won't work; and, if it starts at the bottom without real teacher buy-in, it won't work. Save the system money. It reminds me of a woman who continually buys make up, looking for that one product to make her gorgeous. Through the years she spends a fortune--and looks no different than if she had stayed with old-fashioned Noxema.

SCHOOL CLIMATE

Discipline is not strictly enforced. Administration is too lenient with offenders.

Great place all around!!!

It is 87 degrees when I come in on Monday morning.

Our site based administration claims to have an 'open door policy'; however, there are many of us who feel they are either unapproachable and/or not willing to discuss matters that affect teachers. Don't get me wrong, our site administration work well together; however, they do not work well with the faculty. In addition, I have personally seen and experienced a lack of leadership, unprofessional, demeaning, controlling and intimidating responses when addressing the . Furthermore, our site administration claims to want input from teachers; however, when an entire TEAM made a suggestion it was blatantly turned down without any consideration. For example, we TOTALLY agree with the intervention that gives children ½ hour outside of the 90 minute block. However, when we were forced to move students WITHOUT time to gather DATA, MATERIALS or PLAN, it was the children who paid the price...they did not (initially) receive appropriate interventions for their needs. In regard to our PLC's: I understand a certain number of PLC's are mandated; however, to continually discuss OLD DATA is a complete and utter waste of time. Plenty of times (long after Cycle 2 was over) we were still 'discussing data' instead of using that time to plan and gather materials for engaging lessons. On another level, there is little to no respect for personal and/or family issues. The overall climate in this school is not that of a cohesive team working in the children's best interests; rather, is more like our site administration has many people worker HARDER, not SMARTER.

Our students have to clean the school monthly. Little custodial time is allotted for our building, probably because we are adult ed. and not connected to the main high school campus. We have implemented RtI to an all-encompassing degree, although I doubt if the teachers will recognize what we do by this terminology. We have drop outs and felons as students, often court-ordered, so our campus always has the potential for problems. Considering that, we are as safe as we can be.

Teachers are very frustrated with RTI and many feel that it does not service the student as well as it could.

The RTI person at Dixie Watanabe Does not do anything to help student behavior, she is incompetent and is wasting tax money.

We often feel "in the dark" about what's going on here.

We run out of toilet tissue and paper towel. The toilet and floors are not maintained properly

CLEARWATER FUND

GRADING OF GROUPS

Low score on professional development was based on the school boards efforts to discourage teachers from attending out of district high quality training.

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school board seems to vote 7-0 without asking and considering accuracy of data and longterm goals
The school board does not know it's only policy and procedures. Too much time is spent bickering. More money needs to go to the schools.

LEADERSHIP

As a first year teacher, I don't know much about the leadership in the county.

I think it is time that the superintendent and the school board get their heads out of the sand and start DOING something about the nature of most of our middle and high schools. There are more schools out there like Hopkins and everybody is too busy trying to hide the facts. The only difference between Hopkins and other like schools is that somebody was brave enough to say something.

It is what it is. People have to be able to lead and have the courage to do the right thing all the time. The leaders must also be flexible to make changes that are good for all.

The school board is very far removed from the actual classroom, yet they hold most of the decision making abilities that directly affect students. This needs to change.

The Superintendent and School Board are not strong leaders. They have no clue on PCSB policy.

SCHOOL CLIMATE

A great place to work and people work hard to provide a quality education. The support staff is highly respected and give so much respect way beyond what they should do.

Even though this program is only one year old as a "reconsolidated" school, the both of the former school communities work as one. The school is much further along in its development as a new community than anyone could have predicted.

Every school should be like this one!

Our administrators are doing a wonderful job keeping our school safe and maintaining an environment conducive to learning.

Our school staff are fortunate to work on this school site. We have many dedicated people here.

This Fundamental school is a blessing to all who choose to be a part of it.

CLEARWATER HIGH

GRADING OF GROUPS

Clearwater High School is my cost center, but I am located on the campus of St. Petersburg College, Clearwater Campus

In regard to Personnel and Risk Management, when teachers call with a question, they are generally on a very short planning period. Many teachers have the shared experience of speaking with abrupt, curt people who act as if they are being bothered. It is frustrating, especially when the rules have changed about many things, such as voluntary transfers, claims with the new insurance, etc.

n/a

Once again, I'm in conflict about the awareness of the school board.

The budget department needs to transfer referendum funds from technology to instructional salaries and benefits.

LEADERSHIP

As a member of the ECP staff, I am unable to comment regarding Leadership at the school level. Again, my comments reflect ECP not a particular school.

During poor economic times, even the greatest leaders have challenges and difficulties. Over-all, our district leaders are doing the best they can with what they have.

I'm afraid that the superintendent and the school board are out of touch with the classroom.

Leadership is defined by not doing what is popular but doing what is right regardless of its popularity. This county is far too top heavy in its costs and has far too many positions at the district level. Furthermore, it is obvious that we have a county wide discipline problem yet the superintendent and the school board refuses to acknowledge it. We have a growing problem regarding the high rate of minority male drop outs yet we hear nothing regarding this from the superintendent or the school board because it would not be viewed well by the public. The reality is that they aren't viewed well by the public now and passing the buck only makes the situation worse. I believe that the superintendent is a leader and that the school board has a few but they need to be empowered to make bold decisions and try new things to fix our problems. They need to heed the advice of scholars but not follow lock step with them as they aren't in the classroom and most of their ideas only work in small samples.

n/a

School Board needs to do what it was elected to do. Not make every decision based upon who might sue. Show some backbone and tell parents that their child's success or failure is predominantly their responsibility. Stop accepting the blame for student failure. When we do so, it provides a way for families to shirk their

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responsibilities. How come, if we are doing such a "bad" job (according to some families) do we have so much success overall? Could it be that a majority of families take education seriously and provide their students with the support they need to succeed?

Teachers do not feel appreciated via lack of adequate compensation

We need a stronger stand on attendance. My student absences and make-up work have been horrific this year. Please develop a strong attendance policy for next year.

SCHOOL CLIMATE

A group of our students have no respect for school property, administration and teachers. They are outrightly disrespectful and show no willingness to change their destructive behavior. This negative attitude is infectious and needs to be dealt with before it claims more students that are "on the fence".

Although my position is cost centered at Clearwater High, I am a member of the ECP staff. My comments reflect ECP not CHS.

Due to budget concerns, there are not enough people to do the work, everyone is stretched too thin and quality is bound to suffer.

I believe that the administration and staff here work hard and do everything within their power to create a positive atmosphere. The problem I believe is that often times their hands are tied by the district policies for example the lack of an attendance policy this year. The district often creates policies as a knee jerk reaction to isolated events such as John Hopkins Middle. We should be free to try different policies to improve the climate here with approval of our SAC as I believe WE know what is best for our students in OUR area.

n/a

The climate is excellent here

The sidewalks need to be cleaned and/or painted. They are cracked and spotted with old gum.

There should be more open communication between staff and administration on our campus. Buildings and grounds should be kept cleaner.

This school has an incredible staff.

CLEARWATER INTERMEDIATE

GRADING OF GROUPS

Teachers haven't had raises in 3 years, yet principals and technology keep getting money - is that fair????

We have a very dedicated staff who are getting very burned out by more and more mandates that require more and more work with no additional help or compensation. Comp time is a joke. It does not exist. The more teachers do to help students the less students do. The less students do the more teachers are expected to do. The student has no responsibility in the accountability system. We are teaching students that they do not have to do their work, and they will move up anyway. It is a very sad situation.

LEADERSHIP

I feel that leadership should give a list of your expectations then step back and allow us to accomplish those tasks. I went to college and earned an advanced degree, I should be trusted to make a professional opinion. This is one of the many ways that separates my career from an hourly job.

I have no comment about the school board and superintendent. I am sure they are doing what they think is best.

More up to date technology/computers are needed in the classroom - don't have enough computers

No one is advocating for teachers except maybe the union, but they always just tell us that "it's the best your gonna get"

Students have all the power. Teachers are not supported and are often questioned when students are believed over the teacher documentation. Decisions are made without teacher input. Negative behaviors are reinforced when students act out and then are allowed to have their own way. The climate here is not very positive this year.

Teachers are afraid to voice concerns

There is not an overall clear and effective vision for managing and synthesizing many universal needs; no clear plan in many areas of school management; results in discombobulated and frustrated students, parents, and staff.

SCHOOL CLIMATE

Behavior is out of control. FBA's are not being implemented until months after the problems occur. The Administrator does not listen to what teachers say to him. He is the authority and he talks on top of you when you speak. He has no concept of scheduling and caused chaos among employees overburdened with overlapping work assignments. I was a first year teacher with no support and he did not even hear me say that I was. Adults are being ordered around. There is no teacher representation at SST meetings and only staff out of touch with

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the classroom make decisions.

Hostile work environment for many on staff. Administration is micro-managing, discouraging, unjust, and non supportive of the staff in general. Policies are changed continuously without notification and prejudgments are constantly made against staff members through gossip. Discipline is not constructive to correct the behavior, and the school has become unsafe as a result. Morale is extremely low.

I'm not sure that all of our faculty is openly communicating, but I feel that I communicate well with our administration. This survey does not ask that question - poorly worded survey.

retaliative and punitive administration, high stress atmosphere

school is micro-managed leading to an atmosphere where teachers believe they aren't trusted to do their jobs.

The climate is good in our school but pitiful in the county due to lack of pay raises.

The school has changed in the past year. Very unsafe for teachers and students due to lack of support for teachers by Admin.

We HAVE high school, we're not IN high school.

COUNTRYSIDE HIGH

GRADING OF GROUPS

LET'S PARE DOWN THE WASTE AND GET RID AS MANY ADMINISTRATORS AS POSSIBLE ESPECIALLY THE SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS AND ASSOCIATE SUPERINTENDENTS. WHAT A JOKE. OUR LEADERSHIP IS WHAT IS CAUSING THE PROBLEMS AND THE IDIOTIC SCHOOL BOARD MAKE IT WORSE

see previous comment about our school board!

The new insurance changeover--far from being "smooth and efficient" has been a nightmare of wasted money, time, tests and resources. Humana's insurance is one of the worst out there--and we have no choices about it. They will not work with you--they will not budge--and even treatments from when we used Aetna, were canceled and multiple office visits were required to restart treatment that was necessary for more than 2 years. Humana's Too much color-biased decisions.

Until we get rid of the mediocre we will only be middle of the road

Without an attendance policy how can we expect highest student achievement? We cut school based personnel yet increase the amount of teachers on assignment.

LEADERSHIP

Countryside is behind in technology. When other schools have been updated classrooms were given LCD projectors and Smartboards. Most classrooms still do not have white boards let alone technology. I know this does not have to do with school based leadership but county based.

For the most part, I feel supported by my administration. On occasion, I feel like administration has not supported me when it came to "certain" parents. I feel like all children should be disciplined the same regardless of how difficult the parents may be.

Most assistant principals provide back-up for discipline. One AP does very little.

Our school board is a joke. They should be required to serve as substitute teachers anonymously two weeks every school year in D and F schools. Let's see how understanding they are then!

School leadership is pathetic. Each AP follows the rules at their design. Students are permitted to APOLOGIZE for infractions and receive no punishment. One AP has had the same grade level for 2 years, breeding the worst student behavior I have ever seen. Students gloat over getting referrals to this AP, as no punishment is ever severe--and girls can easily talk their ways out of trouble. How is this leadership?

The school board is hell bent on accountability yet the good teachers are punished and the ones that don't do their jobs still have jobs. The superintendent needs to step it up to rid our schools of those who refuse to work.

The school board needs to act more quickly on resolving issues that affect the entire district population (ie: school start times, budget allocations, etc.). Often, employees, parents, and students are finding out at the last minute when changes will be occurring. The superintendent and school board also need to seriously consider reinstituting an attendance policy that will hold students accountable for their absences, especially if pay for performance is going to rear its head again.

Two students can go to our office for the same offense and end up with completely different consequences depending on whom they see. Our administration may pretend to listen, but the complete lack of follow through is a good indicator that they really do not hear what we are saying. Poor communication has become the standard and there is no apparent effort to correct this problem. As always, I continue to fund a number of instructional projects by purchasing materials myself. Even basics like kleenex, paper towel, soap and hand sanitizer are not there if I don't buy them.

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SCHOOL CLIMATE

Administration in this district and at Countryside High could really use training in how to appropriately lead an intelligent strong faculty that demands respect; an idea not any different than that applied in the classroom on a daily basis. Yes, we teachers do "push back" as our Superintendent Dr. Julie Janssen said recently in a St. Pete Times article but there are good reasons behind that issue - and our parents and school board and superintendent need to know. Why? Well, for example, quite a few teachers at Countryside have an excellent track record with years of excellent data, certification and degrees to not only support but substantiate an individual claim of working towards highest student achievement in the classroom. And one significant issue wrong at Countryside is that disconnect where teachers with those capabilities are not and have not been recognized formally or otherwise but placed into the "catch-all" category of the school as a whole. More issues? Let's look at PLC's. What a joke. A true learning community is one that is allowed to propel, orient and organize itself to discover, plan, address, and then succeed. We teachers know the problems and issues within our classrooms and can address that as a team and as partners. Don't give us lists of questions to answer and then put it in your official binder as documentation that we met as a PLC. Is that a district expectation or a school based decision? Also, more issues. Why do some AP classes have the block and others do not? Either all AP classes should be blocked or none. And more? Why would an AP class be shut down before that teacher was told the numbers were a bit low and allowed to recruit? And, students were withdrawn and told to pick another class before that teacher was even told? Additionally, yet again, we are all being told that there is no way we can know what classes we need to prepare for in the fall. How can anyone in any field be prepared to take on a subject they have not taught before with just two days notice? This little bit of information is just the tip of many greater issues wrong with the atmosphere of leadership here at Countryside and perhaps the district as a whole.

Good school. Favoritism shown to some teachers by administrators other than the Principal.

It seems every year that this survey doesn't ask the questions that should be asked. Are teachers treated FAIRLY? NO. Do some teachers get away with breaking EVERY rule and the entire faculty is treated with less respect than the students? YES. Rules have been thrown out and ignored to the point that the students run the school--When a teacher feels threatened, students are not removed--but when a parent calls--it's done. The students are leaving this school with no preparation--football players are socially promoted--when they can BARELY read. Students stand in front of the school smoking cigarettes and nothing is done. Students leave the middle of the day en masse--and nothing is done. Some teachers leave their classes alone--outside for the entire period--every day, all year--and nothing is done. This school used to be something to be proud of--as an A school--we have dropped a letter grade every year for the last 4 years--to being a D right now--doesn't that tell you SOMETHING????? Dr. Janssen --HELP--The teachers are disrespected to the point that the students see it--and they don't respect either. Any complaints or suggestions are met with veiled threats. Any talk of a grievance and the troublemaker finds themselves in a "investigation". The teachers are CHS are SCARED--Discipline is a joke. Even grades are a joke now--with the point system, no attendance policy and no tardy policy.

lack of respect for administration from students, lack of support by parents.

Not enough hands and lack of employment to have all the necessary areas maintained and cleaned even if it is done once a week in certain areas.

THE ADMIN. AT SCHOOL ARE LIMITED BY THE STATE, SCHOOL BOARD AND SUPERINTENDENT. THOSE THREE GROUPS REALLY ARE THE PROBLEM WITH OUR SCHOOL

The only complaint is that students, faculty, and parents are tired of a seven period day.

There doesn't seem to be much morale at this school. Maybe having an actual teacher facility WITH lunch at the end of the day would help. Some nice hot, good food and a salad bar just might do the trick.

There is such a "us and them" situation between administration and staff it is embarrassing. The students and parents are completely aware of it. This has been the case for years now.

This is my 5th year at Countryside, and I feel the climate has been better this year than years past. I do think the faculty is still too closed off from each other to build strong, professional relationships.

Upper admin needs to be more flexible with the staff and moral will boost, but they also need to actually do something about teachers who do not do their jobs appropriately and hold them accountable. We have teachers who do NOT teach at all and get away with it.

very poor

We need to work much harder on developing relationships with students and our attendance problems. We have students falling between the cracks, getting lost and dropping out far too many times. There are many things going right at our school. . .but many things we can and must do better to reach all students and help them be successful!

CROSS BAYOU ELEM

STAFF CLIMATE SURVEY COMMENTS 2010

GRADING OF GROUPS

Our principal is excellent!!!

Pinellas County is fortunate to have a great educational system in place.

Those who got "C" need to improve and facilitate their communication skill. Summer school district personnel does not have a process in place that when hiring personnel who will be dealing with deaf and hard of hearing population must be skilled in American Sign Language. DHH is not just a disability, it is also a language disability. Knowledge of American Sign Language is a must when working with DHH population. Transportation has improved their flow of information, however time lag is still there.

Why are we all here? FOR THE STUDENTS! FOR THEIR FUTURE! When people get off that track things seem to go wrong.

LEADERSHIP

Our principal is amazing - supportive and a problem solver.

They need to get back into schools and really talk to employees. When they come, IF they ever come, it's a dog and pony show. Be real.

SCHOOL CLIMATE

I think we have implemented RtI as best that we can understand it. I disagree with the process, as we are not being allowed to place kids in special ed when they really need it.

It is one of the best schools I have worked at that provides a very positive school climate

My school's climate is great because we are like a family. The staff truly cares about each other, the students and the school.

RTI has been a failure to students, and ridiculously difficult to explain to parents. Everyone keeps changing their minds as to acceptable procedures, and the county is only taking away support to students and teachers that need it.

The district crew is putting up fence on our school property to make it more safer. I have no knowledge of RTI. Kathy Wickett is an asset to our school. Staff Morale has been improved, thanks to Kathy Wickett. The stress level has gone down considerably.

The Family Center on Deafness and RClub people coming and going make it difficult to keep security at a level of confidence. Car student pick up is also a potential for unauthorized pick up of students.

We need to continue to work on and grow our character education. Keep the focus.

What a great place for students and staff alike. Both practice great character and are really having a family atmosphere - many of our parents were students here (with some of the same teachers!!!).

CURLEW CREEK ELEM

GRADING OF GROUPS

All in all everything is great.

Area supervisor needs to be able to create a positive feeling, especially when teachers are being continually asked to do more and more without additional compensation. People responsible for curriculum should have the new curriculum and a timeline to teachers before the end of the school year, not at the start of the year when things are so hectic. All Science materials need to be supplied to teachers by the Science dept. for easy use. New technology (Smartboards) did not work 80% of the year which compromised instruction. Board members seem out of touch with schools. Visits to meet with teachers to find out what can be done to improve teaching conditions may be something to consider.

When it comes to budgeting instead of cutting needed classrooms and reducing ESE services, consider going paperless with many items- textbook, IEP. Just a few examples, this may save some money.

LEADERSHIP

I think the principal and assistant principal are not professional. I've been in the office before when they are yelling from their office to each other. I've been up there and I heard them in sometimes the secretary's office or in their offices behind the closed doors when they were all 3 laughing so loud it was really not the right thing to be doing. I was embarrassed when I saw parents up there. I was there for 5 minutes or more and they kept it up. wonder what those parents thought since I knew what I was thinking. just today I was there to make copies for the teacher they were carrying a screaming out of control kid in the school office which had 5 parents in there. they put the kid in the corner I could see the parents looking. wonder what they were thinking. the office should be a place that tells what Curlew Creek stands for. I feel Curlew Creek reputation is going down. I also heard they videoed a student and was laughing at the tape and shared it with other staff members. as a parent I no I would be very mad if that was my baby they were laughing at. The school secretary thinks she is an administrator. It's a joke here that the principal assistant principal, secretary, cafe mgr is the administration team. can you tell I am

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not very happy with our leaders.

Not all teachers have the latest technology.

Ours at Curlew Creek is just excellent

School based- excellent leadership.

The administrators at my school are great. I'm not sure what the school board or the superintendent has done for us.

We have a great leadership.

SCHOOL CLIMATE

Administration provides support to staff members.

Administrators provide an atmosphere of trust and support that is amazing. Standards are high and both teachers and admin. work hard to achieve success. Area of concern is the lack of team work by some custodial staff and the head. Classroom shelves & furniture cleaned once a year, boards cleaned once per month, sharpeners emptied once a week. Excuses, excuses.

Both of our administrators are new to the school this year. They are an amazing pair who work extremely well together.

I love everything about this school

I think in certain groups of teacher teams there could be improvement in "working together" with better communication.

It has been a wonderful year mainly because of the new administrators.

Lack of respect from most of the custodial staff.

Our administration goes above and beyond in supporting us as teachers, we are so fortunate to have them!

Temperature control goes from one extreme to another.

This school is a true family.

We have a great school, everyone helps each other, the children in our school are helpful also.

CURTIS FUND ELEM

GRADING OF GROUPS

No Comments

LEADERSHIP

One hit walk-thrus by area superintendent is not an accurate representation of what is happening in a classroom. Perhaps she should take the time to talk to the teacher(s) after such a walk thru. Also, positive feedback would be far more beneficial than morale breaking criticism.

Our administrator is hands-on when needed, but works with all supportive partners & staff! Thank you!

SCHOOL CLIMATE

Our school functions well because of the triangle of support built from school to home to students all working together!

This is a wonderful school family; everyone is cooperative, friendly, and helpful. They put the needs of the child first and foremost.

Your questions do not reflect the mood or morale of the staff which are integral parts of the staff climate. We are discouraged, frustrated, angry and afraid for our students and ourselves as well as our school community, our school district, our state and our country. We do the best we can within the conglomeration of new mandates that trickle down almost weekly along with the limitations that trickle down almost daily. We are too big, too complicated and too wrapped up in politics, red tape, paperwork and accountability to have ample time to teach students. "Highest student achievement? Ha. What we need more than money is the guts and common sense to do what works and what we know is right.

CYPRESS WOODS ELEM

GRADING OF GROUPS

I think it is obvious as to where the downfalls are!

The units of reading is an ineffective reading program which is a whole language tool. The district went to a phonics based reading program 2 years ago. So why is the units being used? The reading scores are stagnant and do not align with the pacing guide for testing. I think monies should be saved by ridding the district of this program.

LEADERSHIP

The leadership at the school is extremely strong and positive. I feel like I can go to them with any concerns and

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they work to help me each time.

The use of \$800,000.00 for cell phones is unacceptable during this monetary crunch. The bus situation should have been addressed 2 years ago in order to save the district money, and the board needs to work in foresight, not hindsight which is constantly leaving the district in a financial mess.

SCHOOL CLIMATE

I love this school and the staff that works to make it such a wonderful community!

My principal has open communication with the staff, it is a pleasure to be able to go to him if there is something on your mind.

Very enjoyable place to work :)

DIXIE HOLLINS ADULT

GRADING OF GROUPS

I would predict that as time goes on each group will become less and less effective as you increase work load and job responsibility. Pity that our school system has failed so miserably.

Our immediate administrators are great. Our tech department here could use some help- one guy for two schools? Did we really need to hire a grant administrator when we have service orders over a year old waiting for computer work on updating systems? I couldn't even do the portal training on my computer. I found one after about 2 hours of searching that was updated enough to work on. Our computer lab has over 20% of the computers out of order and in need of upgraded programs installed. We are supposed to be a technical school.

LEADERSHIP

I don't think anyone is aware of all the problems that have been going on at Dixie over that past several years. Mr. Bohnet is NOT an effective leader and his "henchmen" under him are not respectful, considerate or even professional. Things happen at this school that would never take place elsewhere in the county. Employees are put down, not listened to and pushed aside if anything does not fit administrators agenda, but they certainly don't have any problem bending over backwards for employees with no work ethic and those who cause others the greatest hardship. Seems the wackier you are around here the higher the respect you earn from this totally unprofessional administration. Mr. Scott is the best AP of them all.

My administrator basis teacher evaluations on heresay.

Why has Mr. Jauch been retained for our school? Why was Dr. Barry moved to Seminole VO? We had an 80% dissatisfied survey almost 2 years running and need to cut 26 million from the budget. Why haven't the 10 or 11 positions mentioned last year as being unique to Pinellas at a cost of over 1 million be eliminated. Haven't even seen the guy since the beginning of the year and only get occasional e mails about Skills competitions. I'd be happy to hide out and collect a big check for that. He may save money but he is replacing staff with part time workers and hiring non instructional staff. Who is responsible for this person?

SCHOOL CLIMATE

Administrators spend more time actively engaged in trying to fault teachers for things that shouldn't even be issues. They spend valuable time dogging teachers more than seeing that students are where they should be and doing what they should. They have no expectations for employees who are not doing their job, disrespect employees that are doing the right things and seem to let the "crazy", lazy people do as they please. My moral is the lowest it's been in all the years I've taught. I hate this place!!

I have mold problems in my classroom which is making my students and I sick. I work in a hostile work environment where numbers are more important than meaningful education. I am under considerable pressure to produce more LCP's and GED's in spite of the fact that I serve severely emotionally and physically challenged students with very low functioning levels.

Small classes, personalized environment, technology orientated teaching, working one on one; NO Behavior issues,

DIXIE HOLLINS HIGH

GRADING OF GROUPS

#10 - If we are truly in a budget shortfall (and not just waiting on money from the state) then we need to re-look at "cutting the fat" - and yes I mean district administration and the associated staffing models. Threatening failing schools with removing "ineffective" site based administration and/or instructional staff is both ineffective and counterproductive.

All the teachers here are great. I just wish they could all get along professionally and stop back stabbing each other. When rules are overturned simply because of a complaint by a parent, even though they are clearly stated, how can I support my administration? When I have to hear what is happening to my school from the

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newspaper and not from my administrators (or at least an acknowledgement) how can I support them? When I am surrounded by negativity and my administrators have no encouragement how can I support them? We have an office of Professional Standards? Where are they? I think they should send out memos on what professional standards are.

Curriculum and instruction gear tests and materials only to the highest achieving schools and students. Struggling schools and special or academically challenged students are never considered! The district math tests were categorically designed only for high achievers. They are designed for the special student to fail and drop out of school.

do not have much contact with other departments

No one is communicating in a positive manner at all levels for the good of our students. Working together as a team; we are all shared stockholders in our student's education - more positive communication is necessary for a progressive advancement throughout our county.

Staff need raises to live.

LEADERSHIP

#2 - Mr. Bohnet is an extremely competent and compassionate principal. Lisa Sinatra and Carlmon Jones are also equally supportive and active administrators. #6 - The school board ABSOLUTELY MUST write and enforce an attendance policy for the 2010-2011 school year and beyond if they expect individual sites (particularly high schools) to be effective at all.

I believe there are disparities between the northern schools and south side schools. As an outsider to this community; I see ways which are problem areas that can be reduced, as followed: in-school technology poor, communication with the community and parents poor, in-school behavioral management and ways to reduce behavior problems poor, in-school attendance ridiculously poor, communication between faculty and staff/ cross-curriculum, and communication with post-secondary institutions is poor (the skills to complete a 2 or 4 year degree: math, science, and writing ability is enormously poor quality).

I do not have enough contact to answer question 3

I don't think teachers are evaluated on a fair basis. I have a medical condition (chron's disease) which causes me to miss school. I was marked down because I missed days due to my illness. Even though I was in the hospital having surgery and under no pay my administrator still marked me down. I believe I was not treated fairly.

I've been either IN or working in this school district since 1961, and as far as I can remember we've never had a smarter, more ethical, or more motivated superintendent than Julie Janssen (who works for \$40K a year less than Wilcox did). She hit the ground running under the worst of circumstances and I believe she is working miracles by bringing in millions of dollars from private corporations. She also has a keen sense of what is appropriate for our budget and withstands the "criticism" of those who oppose her. She is always patient and respectful - she carries herself with grace and dignity in all situations and I believe we are truly blessed (in spite of a couple of our Board members' best efforts) to have her. She has already proven herself to be such an asset to us!

Leadership in this school is absolutely not strong enough.

More needs to be done regarding maintenance of expectations and discipline according to the master discipline model. For example, if a student does not comply with a specific school rule, then that student should be required to serve detention or suspension according to the master discipline schedule. Often, administrators give students a slap on the wrist and this sends a message to students that they can get away with the infraction in the future and if they are given another referral for the infraction, then it will not matter much. We need to be consistent with discipline, district-wide.

need better solutions to student discipline in the schools

School based administrators do not care about staff concerns. No effort is made to enhance morale. Countywide leadership is not as clear. Dr. Janssen was at first perceived to be a breath of fresh air after Dr. Wilcox. Now the hope of what a new administration could do has dimmed quite a bit.

Some administrators are not approachable and are not professional. Furthermore, some show favoritism towards some teachers more than others. As for their evaluation methods, they are not all on the same page. I have received good evaluations from most of the administrators, but not so good ones from one particular one. They need to be less subjective when doing their evaluations.

The attendance policy needs to be changed. Make students more accountable for their attendance.

The place is falling apart. Fifty percent of the students do not adhere to the dress code, students are leaving the campus all day and others are walking around the campus, and our principal is walking around with a broom and dust pan during lunch.

The rules are enforced on what seems to be a whimsical basis. They are often evoked as a knee jerk reaction

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to something that happened, that would not have happened at all if they had been enforced in the first place. My administrators always listen to my concerns but are rarely helpful, often passing the buck. There are times where I don't feel comfortable talking to them. I'm not sure on the quality of leadership by the superintendent or by the school board since we have no attendance policy. What type of message does this send?

The School Board needs to change the policy of attendance. Student this with the policy we had this year they could miss as many days without any consequences

SCHOOL CLIMATE

#5 - Teachers and administrators work well together: we have some teachers and some administrators who work extremely well together; on the same hand we have some who are the polar opposite and clash at every encounter.

Administration at Dixie Hollins do not communicate well to staff, if at all.

I do not have enough contact to remark on Questions 1 & 6.

I feel the faculty and staff do not feel like they get enough support from administration on enforcing the rules so why bother. The dress code is a joke and so are electronic devices. The students wear whatever they want and cell phones run the campus. Administration feels like it is to big a problem so the kids run the show. Kids come the campus and leave the campus all day. These issues must be addressed.

I feel the students are the ones running this school. I hate to say this, but I feel administration has no backbone at all.

It has been apparent for some time that many have just given up. The students seem to be running the place.

It's an old school and needs quite a few repairs and upgrades.

Moral is lower this year than I have ever seen. I believe that are goals are not high enough. Everyone talks about rigor and relevance but no one actually pushes for it, or if they do they are shut down by the administration. Some of our personnel are very good role models but we have a few that are not. The students do not respect us because we do not respect each other (all staff) and the adults tend to waiver too much on the rules. We are not a united front. Communications are open but no one is talking. Administrators and teachers are often at odds with each other. Personal feelings are getting in the way of duties, on both sides. Our RtI is often slow to get started. This campus is not safe. It's too easy for people to walk on and off campus.

Most of the students are respectful, but for the ones who aren't it seems, we bend over backwards to help them reach their goals and they still don't respect people who are trying to help. We need to enforce the rules.

No attempt at keeping teacher morale up by administration is attempted at all. Any perceived or real teacher misstep is pounced on and successes are rarely if ever celebrated. Every faculty meeting this year has revolved around our school grade and how we could be the next Gibbs High School. There is more focus on whether or not we remember to clock out at 2:25 on Wednesdays than the successes of individual teachers and their students. Teacher morale is at a all time low, and administration does NOTHING to improve this situation. Right down at the end of a very difficult year we are sent an email that we are forbidden to have any end of the year celebration in our classrooms and any food brought in will be confiscated. So now we are not to celebrate the students, either. This entire year has felt like a trip on a sinking ship -- knowing that no one will throw you a lifeline should you need one. Students have not been exempt from this faculty led demoralization, either. Every prank by the children of administrators has been swept under the rug and treated with total impunity. Students without "connections" face harsh consequences including suspension from school or the intervention center.

Overall I believe teachers feel overwhelmed with all of the mandates, oversight and some students lack of motivation. We strive to keep students motivated, while involving parents, and their teachers. I believe Administrative support is extremely important and necessary for us to continue with the ever growing amount of challenges.

Stressors from outside of our school (e.g. negative media coverage, DOE intervention, interfering scrutiny, enormous amount of required "reporting" to no perceivable end that takes up WAY too many teacher hours) have caused an incredible amount of stress at our school this year. There is a prevailing opinion that others in our community do not understand what and who we deal with in our school - teachers love our kids or they don't last long here... We have a well-qualified faculty and an administrative team that works very well together; I think most of us do our very best to help them be successful. It's been a rough year. The lack of respect from our community and even some of our colleagues at other schools is pretty hurtful.

The restroom are not kept clean. The air in some rooms, including mine doesn't work often.

There is a lack of respect.

We need a "leader" who is not afraid to make changes. Changes must be made in order to make our school a successful one. Being a veteran at our school, I have seen a lot. I believe that if all teachers make academics

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our number one priority, and our leaders back us, we could be an amazing school.

DOUG JAMERSON ELEM

GRADING OF GROUPS

As stated before, I think there are many good, hard working teachers. I do not feel the current processes for hiring & retention meet the needs of the staff or students. Some times we all need some instruction or assistance and might need to be told to get further education. I also think the RTI process is failing many students and putting undo pressure on the staff. I think our support from Robin M was amazing but the procedures allow too many children to fall way behind.

I was not able to select anything.

MIS spends way to much money on big items with little impact. Change over to Portal, etc. Systems should remain status quo until budget crisis is over. J. Just's salary and that of all of his people is inflated and they are out of touch with schools.

LEADERSHIP

Administration listens to concerns, but does what they ultimately want even if it isn't best for students and staff. Process put in place to get feedback was done, but nothing came of it.

I think we are often aske what we think, but it may be disregared, so why bother asking us to spend time discussing it and coming up with ideas.

Lumping principal and assistant principal together in thes questions does not provide an accurate picture when one has issues and the other one doesn't.

The title 1 administrator is not qualified for the job and hampers the instructional process. She does not communicate well with the staff and has created an unpleasant working environment where a cohesive and productive environment existed. There seems to be a feeling that the only way she will be removed from the position is through a promotion, she may have been a good teacher but she is not a good administrator. Her verbal and written communication skills are not at a higher level nor does she seem to be concerned with developing better people skills.

SCHOOL CLIMATE

I think some teachers and administrators work well but some don't. I'm not sure why.

Surveys that were taken regarding budget-related cuts in positions were disregarded.

There are many positive aspects of this school. I feel as though some of the negatives are not a school issue but a district issue (funding, Title 1 fund reductions which means valuable positions cut).

There are some real issues with administration and staff.

Very negative environment in which negative consequences are promoted and positives are not given to students and staff

While there are many good members of the faculty & staff there are also those who should not be working in a school and create an unpleasant atmosphere for the children and adults. There needs to be a better system for evaluating the staff because the current system fails to identify those who are not successful and either educate or remove them.

DUNEDIN ELEM

GRADING OF GROUPS

C for professional development because there was not much provided overall.

commitment and follow through needed need to face issues of need and concern directly shouldn't just let things go on if they don't work budget concerns

Everyone works so hard in this district. All departments are courteous and supportive.

I do not like or agree with the Teck Help Requests that "have" to be filled out. Our tech person should be the one filling them out, not instructional staff.

Jim Lott doesn't return messages, he leaves things hanging, and he behaves like a hardball cop.

LEADERSHIP

I feel the leadership in our district during the last few years has caused a decline in overall productivity and morale. At one time, I was proud to be an employee of a well-respected district. I do not believe this district is respected anymore. Ex. the fact that we would go an entire year without an Elementary Reading Supervisor (knowing Reading/Lang. Arts makes up most of the curriculum and the reading needs of our students), is disgraceful in my opionion.

I think in order to save money and keep the district on their toes that everyone in the administration building should work as a sub in the classroom at least 2 time each year. This way it doesn't make the teachers sound

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like they are whining. Times have changed and the classroom are tougher and we need to feel more support from above.

Kathy Brickley is committed to excellence, kids come first! I am proud to be on her team.

need clear open communication not addressing issues won't help smiling should do what's best for children not adults

Question number 2 addresses if administrators "listen" to concerns, but the next question should be whether or not they take any action regarding your concerns.

School is lacking discipline and the behavior is out of control. We need firm leadership.

see previous comments

The principal has not been visible, nor on campus due to the many meetings to attend this year. This has impacted our relationship. When on campus, they are so busy catching up with their priority list, I don't feel they have the time for my concerns.

There are too many hands in the pot. Brevard County does it right. They put teachers first and teachers always feel valued. It is a different atmosphere, that's why they win so many awards. You should go over there and study what they do!

There is no trust in the leadership at this school.

We go to our assistant principal with our concerns because she is sympathetic to our needs. She does all in her power to help us out. I very rarely go to the principal because she has her own agenda and our opinions/complaints/concerns will not affect any decision made. It is a waste of breath.

We need to work harder in this district to help teachers and other staff members see and value our district as a whole. Sometimes it is difficult for teachers to look beyond the walls of their classroom.

SCHOOL CLIMATE

Everyone is stressed. I personally feel my health has declined due to unrealistic expectations. I am tired of having to account for every breath I take as a professional. I am a highly qualified teacher and, above all passionate about the children I teach...many struggling and needy children. Unfortunately, I will leave this profession and/or district sooner that I should due to the negative changes I feel. Yet, you...the district express you want qualified personnel!

I am sad the school isn't clean like when new...shortage of janitors maybe? Principal is great to work with.

I have a hard time seeing the EBD older children placed in the EBD pre-K these children don't set a good example for the little ones in the school setting.

Morale could be better.

not a lot of happy people on school campus.

Our school is in dire need of change. Principal does not treat staff the same, it is her way or the highway. If you do things "her" way you are fine, but if you stand up for yourself or speak your reasons for disagreeing or make a suggestion you are treated poorly. Morale is very poor, teachers and staff fear job security. School decisions are made without staff input, we lack community and unity. Discipline is out of control and administrator does not get involved in difficult situations that need more interventions so that students can succeed and learn. She sides with parents over teachers, believes student's side of story without teacher/staff input. Many have put in for transfers due to these very reasons or are going to ride it out because they are so close to retirement. Some have even retired earlier because the stress was not worth the extra money. Please help, our students are losing out on a quality education because Brickley has destroyed morale and does not support her staff.

Our school lacks discipline follow through and consistency. Kids are bullying teachers and administrators do little to assist (discipline). Administration seems "afraid" to do too much disciplining due to being put in media or superintendent's spotlight.

Question # 3 - suggest separating into two questions: Respect from adults to adults, and respect from students to adults. Answers may vary depending on staff perception of question and how they feel they are respected by both groups.

The administration is like a high school clique. People are afraid to say what's on their minds. There is no consistency in discipline. Students do not have a clear picture of what is expected. Teachers have no input on to how an incident is handled. My evaluation was canceled twice and when I finally had it it started 20 min late and I had to pick up my students from PE, there was no time to discuss what was on my mind. People who have been here for a long time are just trying to last until a new principal starts because they have friends here. New people are confused as to how to handle the inconsistencies and distrust.

There are some teachers that are professional, and a few that are bullies. Some teachers want to advance themselves in the profession, others want to do it they way they have always done it, even if it means that the results are only just "OK".

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there needs to be trust and fairness in the school open communication should be a must
We have a great number of discipline problems at this school. Though only about 10% of our population they account for an enormous amount of lost instruction time.

DUNEDIN HIGH

GRADING OF GROUPS

Administrative Staff at Dunedin High School in terms of Assistant Principals is outstanding. The Principal, Paul Summa is unfit to be an administrator in any capacity. He is a loose canon, and irresponsible in his interoffice communication. The Book keeper, Roberta Priser, is an unprofessional verbal assault on all faculty and staff members. Her unprofessional demeanor is embarrassing. She publicly, and in the presence of students, parents, and other teachers, verbally abuses faculty members. She also talks about items that are not related to other people and promotes a hostile working environment. Paul Summa is aware of her behavior, and has done little to nothing to change her habits. If teachers were communicating to parents in the way she addresses faculty members, then we would most certainly be reported to OPS. If OPS was working properly, then Paul Summa would no longer be Principal of Dunedin High School. Transportation office is corrupt in its operations. Paul Summa attempts to remove students from classes from which they are failing, and relieve the teacher of responsibility, causing an insulting attack on the quality of teaching in the classroom. Students choose not to do classwork, and attendance is not important to the school board. This is a recipe for disaster in public schools. Please, if anyone is reading this, REMOVE PAUL SUMMA FROM DUNEDIN HIGH SCHOOL!

comment concerning administrative staff refers only to the principal, not to the assistant principals. other questions reflect lack of school district action regarding the principal of the school

Many AP's and principals are hesitant to properly evaluate teachers thoroughly. Many times you hear about "bad" teachers being transferred to other schools. While I think we have a good staff over all, we have at least 6 teachers that need help or should make their exit before they are fired.

PCS administrative departments, i.e. Pro Ed, transportation, curriculum, OPS, budget have lost total sight of what goes on in the trenches -- at times their perspective on what should go on in the classroom, on campus, in school-based administration is so skewed, it's almost laughable ... for example, while a teacher goes through the court system, he's placed in the textbook warehouse on a TDE, he's paid full teacher pay, we've hired a long term sub to take his place and waited two and a half years with no closure in sight. How does this contribute to highest student achievement through highly qualified teaching? Is this smart money management?

The School Board is politically expedient, and will not take courageous stances yielding to the pressure of a dozen parents instead of the larger common good. Will not reinforce the Dress Code, or create a viable support system for the teachers via a fully functioning discipline plan. Weak, gutless, incompetent does not begin to address the moral fortitude of this School Board as it continually goes down the drain and people pursue their own personal agendas and platforms for their own aggrandizement and profit. Quel dommage!!!

This is a total waste of time; the system has been in place so long to change from status quo.

Too much bickering amongst board members during meetings; it's unprofessional

until the board and Superintendent addresses the attendance policy they are failures in my book.

Why do we insist on GRADING everything?

LEADERSHIP

I don't think the School Board has a clue. They are only interested in increasing the graduation rate. They seemed to be afraid of parents and feel like it is 99% the fault of the teachers. I believe that many of their decisions are based on their need to get reelected.

I think our Super is doing a SUPER job..... Julie always listens and pushes for what is needed

My comments refer only to the principal, and not to the assistant principals.

Our school is in a very sad state

School Assistant Principals Eric Allen, Ruth Riel, Dr. Thomas Brittain, and Doug Keimig, are responsible professionals who dedicate a great deal to make Dunedin High School a great school. Unfortunately, Paul Summa, the Principal, counteracts positive forward progress of the school set by AP's and faculty. Good students are overlooked and poor behavior is praised with too many additional second chances by Paul Summa. Dr. Julie Janssen, has done very little in terms of hearing the screaming cries for help for the faculty from Dunedin High School. Barbara Thornton has done nothing but defend, and belittle attacks towards Paul Summa, that have sound backing. There is no "safe" communication tool that can be used to protect teachers from being ridiculed and attacked by Paul Summa should they need to lodge a complaint.

Sometimes I wonder if people making some of the important decisions that effect us on a district wide basis really have an understanding of a rapidly increasing number of students we teachtheir motivators, lack of

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respect for authority, skewed view of right and wrong, unwillingness to defer immediate gratification, and the mindset to give little more than minimal effort to school and attendance with the expectation that they can manipulate the system to obtain a diploma if they have difficulties.

Sorry, I put these comments in the last section.

The board has a hard time making the hard calls if it means upsetting parents. Best example is caving on the arterial busing. They should have told parents no busing except to zoned schools. Also big issues with student attendance not handled forcefully.

The concern I have is that the principal does not always back the AP's on decisions they make on student discipline issues as well other student issues. Therefore they tend not to take action on certain situations.

The tension in the administrative building between support staff makes it impossible to do your job. Constant back stabbing by senior level support staff. Mocking and talking about other staff members. Administrative team is constantly arguing and undermining each other. Different rules for different people...depending on what "group" you have been placed in. Even though you have no idea how you were labeled into the group. Makes for a very tough working environment.

There doesn't seem to be a common thread motivating the actions of the Board and the Superintendent. All issues addressed appear to be re-actionary -- particularly in the very important areas of curriculum, personnel and inadequate funding. "Scattered" is the word that comes to mind when thinking of how PCS management is handling the education of our students in Pinellas County, "bloopers" when it comes to inappropriate comments from the top at those very important moments of crisis, "indecisive" would be another apt word (the Swine Flu has come and gone ... where is our attendance policy) and "flavor of the year" to describe the many educational initiatives that we've undertaken: AIPs, SLCs, RTIs, CRISS, FLARE, NCLB, PLS, PLCs, etc., while still we grapple with turning out world class students and raising our graduation rate. Parents and students are watching ... the credibility and expertise of PCS administration suffers greatly because of the perception of how these issues are addressed (or in some cases, not addressed).

We don't have use of telephones that are near computers! Why doesn't every teacher have a telephone in his or her classroom?

SCHOOL CLIMATE

I believe we are a school in transition and I hope that soon everyone will be on the same page.

I love this school. I teach 9th grade by choice after 25 years...and I have not written a referral in 20 years...kids care when they know YOU care... I create my own happiness here...I try to be supportive of my colleagues and I get that in return. The APs and guidance counselors take great care of me/ y students/their situations

Morale is very poor, follow thro' of student discipline is inconsistent, there is much worry of our becoming an F school, per question "2" some school personnel set a good example however some communicate openly and totally inappropriately with students via cell phone texting and on Facebook, the campus is perceived as unsafe because of students' skipping and wandering the campus.

Paul Summa, Principal for Dunedin High School, fosters an extremely unprofessional demeanor about himself and in his poor and inappropriate communication to faculty and staff members. Teacher input is not valued by Paul Summa, and he does not communicate professionally to faculty, students, or parents. Teachers are not respected and the professional relationship is irreconcilably destroyed. The school campus is not a safe place for students or teachers. Students are contently skipping class, walking off campus, out of area, and smoking is out of control around the campus. As a "D" school, we have not implemented the necessary steps towards improving our school grade. Dunedin High School is not managed well by Paul Summa, and he should be removed from Dunedin High School so that the school can recover from his rein of tyranny over the masses.

Teacher and student misbehaviors in this school are grossly ignored. Most of the teachers try to maintain some sort of management within the classroom, however if any situation is escalated, the teachers lose. Referrals at Dunedin High are usually not processed at all, and if they are, the punishments are not allocated according to the student code of conduct. Many times administrative staff and support staff are overheard making fun of teachers reasons for writing referrals (in front of students). Most teachers have given up trying to enforce the rules because we know that students are not held accountable. There is no professionalism or respect for teachers in our office; many members of our staff are allowed to remain without consequence of their incompetence. We also have a handful of teachers that are so bad that students are pulled out of their classes as they complain. One teacher in particular has around 40 students total! But instead of addressing any misbehaviors, our administrative team does nothing or if an AP tries to take care of anything, they get scolded. Much of the school day, teachers have limited access to the office (including restrooms, mail-room, lounge, copy machines, and just being able to see an administrator) as the doors are locked!! Students are not allowed to go into the office during break or lunch, meaning that the only time they can see a guidance counselor is during class time. Several days out of the year our guidance staff refuses to see students at all. And still they cannot

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seem to get the scheduling problems fixed. One of my current seniors was told with 2 1/2 weeks left of school that she made up the 1st semester of Eng. III when she needed to take the second semester! So not only was her time wasted due to this guidance error, she only had a little over 10 days to make up a class on Nova Net! Due to the time constraints, she was unable to get her cap and gown in time for rehearsal or buy extra graduation tickets. I also know of at least 5 students who were told by their guidance counselors that 3 years of Navel Science would count as their 3rd year of science. And these students were informed 3 weeks before the end of the year that they now needed to make up an entire year of science on Nova Net. Our school also has a problem with favoritism; with teachers, students, assistant principals, and support staff. Those who are charming are able to do what ever they want. And many times hard workers are punished with more work to do, picking up the slack. For the most part, the teachers here do work harder and pick up the slack because we actually care about the students and their success. But if you cant tell, many are just getting too tired and either retiring early or transferring out of this school. Many of us want to stay because we love the community, the students, and our fellow teachers, but we are not sure how much more we can take! Several teachers have declared that if Mr. Summa is back again next year they will not be. We have already lost so many excellent teachers, including Mr. Starling (our electrician- part of the academy), but the prospect of losing others like Ms. Stackpole (single-handedly built our physics program from 2-3 classes to 7+ classes, and may be one of the best teachers to ever work at this school) is very scary for our future. Please do something already. This principal has been allowed to run amuck and not been held accountable for anything; how can we expect our studnets to do better?

Teachers need to be held more accountable. If they aren't meeting expectations they need to be given a timeline to do so and consequences for not doing so. There are some phenomenal teachers here and some who need to go. It frustrates those who care to see those who don't skate by,

The administrative area in our school at Dunedin High is awful. An office in the principal "suite" is used for the principal's secretary, head data prep, and AP secretary for their breaks and lunches and only for them and the principal. If you are not like by this group.....watch out you are on the way out!!!!!! Many, many changes need to occur at Dunedin High especially when the copy man has a master key to the school. I feel this school really needs an over-haul. Oh and ESE aides are being used for office breaks and one doesn't even step foot in the classroom, all she does is break one secretary for lunches and break and file red folders.....go figure

The school climate in this school or any other school will never be at its best unless the importance of attendance and motivation of students become more of a top priority in all our schools. Until we step up our game in education, the US students will continue to fall behind other countries

The story of our school is a sad one---I have seen such injustices perpetrated upon good people and people of good intentions, work ethic, and devotion to this school. There were between 9-11 people who left at the end of this last year, and only one retired due to health. I've seen a sterling coach publically demoted and reduced to floating next year. I've seen an administrator publically ridiculed and given a no confidence vote in public. I've seen a teacher, to put it euphemistically, "influenced" to take over the NHS position, a job she did not want, and then being hung out to dry, because she did not yield to the lawless students and parents, and as a tenured teacher was shown the door over a less tenured and recognized teacher was retained. I have seen the Guidance Dept. being judge, jury, and executioner without ANY input from the teaching staff on the disposition of students. The students have been given the run of the place. Fighting outbreaks is a common way of doing business on this campus. There are open shows of sexuality on this campus, and loitering which is ignored by every level of staff---admin., SRO's, and overwhelmed teachers. The dress code is unreinforced, and this campus is on a lifeline academically. The community is only moderately supportive, and our minorities are undersupported by their parents. The teachers, for the most part, do a valiant job, but we are so constrained by the lack of up top support, and its only the beginning of this saga. This school needs systemic, whole cleansing and reformation to begin to function on a more normal, productive basis and extricate ourselves from the gap! Discipline is wholly missing, technology has run amuk, and the inmates have the highest ear! "Highest student achievement" can never be a possibility under these Xtreme conditions. SOS!

These questions include too many variables; (i.e. Q 4) there is good communication between parents and teachers, but the administration is very poor at communication.

very good.

Without a tardy policy, without an attendance policy students are held accountable for close to nothing. The result is an attitude that permeates throughout the school day.

DUNEDIN HIGHLAND MID

GRADING OF GROUPS

Once again, school board should not be elected.

Principal has implemented new programs and found resources to help with discipline and to promote higher

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student achievement

We have to beg our bookkeeper for usual office supplies, she often complains about bags for ice and bandaids.

LEADERSHIP

Our Principal and APs are working very hard to improve our school.

School board and superintendent do not have a grasp on the problems or how to fix them.

School board is elected. Thus they don't want to antagonize parents. Parents need to be told to discipline their kids and teach them respect. 90% of all schools problems are caused by parental neglect.

There are so many other schools that need help other than the one that made the news. Schools need serious help or they will collapse.

With the closing of many schools and the restructuring of zones, the quality of education has been affected. The Superintendent and School Board needs to take a stronger leadership role with regards to the degree of violence exhibited at many of the overcrowded county schools. The type of behavior is unacceptable and must be addressed. Institute uniforms for all of our students - elementary to high school. And, most of all - Take a Stand!

SCHOOL CLIMATE

Discipline steps need to be more aggressive. A small number of students can stop the learning process. Administration just blames the teachers.

growth apparent

I have never before felt so unsafe and at risk at job before.

Kids here have gotten progressively worse. There is no respect for adults or authority. Kids argue with teachers over nothing. More parents need to become involved with students education so that the kids will respect education. We need to take parents to task.

Our plant operators are worked to death and we are short, so our campus is suffering. Some teachers here could use classroom management skills, they write way too many referrals and expect the A.P.s to do their work. We have a counselor here that does not even see students anymore, she is always too busy with paperwork and leaves the students crying in the office. In several instances she has said no in from of the distraught students. Bullying issues are reported and not taken care of. We need to get back to putting our children first.

RE teachers and administrators, seems to be a lot of anger towards new administration from teachers here already. Being new to the building, hard to build relationships with some teachers.

School standers have gone down.

Staff and administration work very hard. They are very professional and good at what they do. The problem is the attitude of disrespect from students and their parents. We need to be able to expel ESE students and have more options to transfer students to other schools like Pinellas Secondary. There are schools that are not being used and they should be converted to schools for behavioral problems.

Teachers need to feel supported by their administrators.

The school climate harbors a negative force. Many students display hostility towards others and a degree of defiance and disrespect towards authority - teachers, administrators. The climate is dysfunctional with overtones of emotional abuse on a daily basis.

We have flourished under new leadership, and the atmosphere of oppressiveness is gone! :)

We take pride in our school at Dunedin Highland School.

EAST LAKE HIGH

GRADING OF GROUPS

Admin Bldg and Regional offices are out of touch with school base. They need to spend a few days out of their ivory towers.

Central administration treats teachers with no respect as professionals. All communication is one way...from the top down. All loyalties go up, not down to the teachers and students. Central Admin. has forgotten why they are here. Professional Development is the worst at showing no respect to professional teachers. There are excellent quality learning experiences outside of Pinellas County which they will not recognize. They would rather teach generic garbage to all teachers as though we all have the same needs. It is very discouraging to those of us who try to continue to improve. They appear to be trying to save their own jobs...typical of central administration staff.

Most teachers in my school I would consider an A...but when averaged with the ones that show movies on a regular basis, it goes to a B.

Professional Development department lacks a clear vision and are not focused on what really will make a difference in our schools -continious teacher development.

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School Board decided to let principal go at end of last year even though he had led the school to a never-before-seen 8 straight years of "A" ratings. I sent many emails to the board asking them how, in an age where most administrators are barely competent, they would force a proven, a staggeringly successful leader to step down from his job. They stubbornly held on and had their way. Our school will not reach the high levels that the former principal led and held us to. Is that leadership? As mentioned in previous page, Certification and Personnel department staff lobbed volley after volley of incompetence at me over the entire ten month school year in the forms of misinformation - never intentional, let me be clear - and information given after it was needed - what I described as 'untimely information' in the pervious page. Made it even more difficult for me to do the job they expect me to do - and that I am here to do.

Seriously low budget. Teachers need to get appreciated by receiving better pay. Now a days in Florida it is a shame to say that I am a teacher. The pay is misserable and most teachers need to take on a second job to make ends meet. In addition, there is no parental respect towards us. When a parent feels like trashing us, the administration takes an immediate side toward the parents and the student in question. Teachers are automatically guilty until proven innocent. Teacher union provides no backup.

There are too many administrators returning to lucrative jobs through the DROP rehire process. If these administrators are really so "mission critical" based solely on the Superintendent's decision making then the School Board's oversight of their top employee is lacking. Any sentient being who visits the Admin Bldg can see these Chicago-style, make work jobs recipients collecting their "walking around money." There are too many administrators in Pinellas County, and the School Board has allowed this to continue through at least three regimes at the Taj. Shame on the School Board for not monitoring this.

There needs to be clearer guidelines about endorsements (such as Reading and ESOL) and transcript records! Several teachers were made aware of such need or request MUCH TOO LATE in the school year--giving them little if any chance to arrange to meet requirements--and because transcripts are turned in to Personnel before being hired, why is it so difficult and time consuming to obtain a copy or have them referenced for credit that could be applied, or that may even completely fulfill, what teachers may need added to their certificates?

LEADERSHIP

As in the past, there is little connection between what happens "at the Taj" and what is going on in classrooms in Pinellas. One needs only to look at issues that arose this year at John Hopkins Middle School, and at Largo Middle. In each case issues that came to the surface came from the source but were brushed to the side until they became news in the St. Pete Times. That is not leadership. Barbara Thornton and Rita Vazquez should consider the ramifications of speaking to a faculty without true facts and trying to misrepresent what they are saying to convince professionals to sign a "non-binding" contract that doesn't even have consequences spelled out. Stop protecting bad administrators. Largo Middle was once a great school, but in the span of a year it has been reduced to rubble by an administrator who by all accounts would make a great asst. principal, but not a principal. Look at Gibbs. Kent Vermeer being removed from Tarpon Springs HS? Really? Maybe all of the people that Barbara looks out for really aren't that effective in what they do. The central administration is just out of touch.

Concerns about this situation is, here at this school (support) if there is a problem with your performance they do not tell you until your evaluation comes around and then they lay it on you. This procedure is NOT fair to anyone and then when your eval is done they will not change it....I am sure teachers do not get treated like this. Please help, major concern.

Continued professional development is available. But there is no insentive for teachers to go out of their way to take more classes. There is no stipend or comp. time available for additional training.

I feel that the school board members need to be more in realistic to understand the difficult environment classroom teachers experience on a daily basis. They seem are out of touch with how difficult it is to deal with today's students and parents. Teachers feel tremendously overloaded and overburdened with additional and new board and state bureaucracy and requirements. It is negatively affecting teacher morale.

Leadership in Pinellas County is going to be done the way they want it done. Facts are always twisted to present things in a light that benefits administration's way of thinking and handling things. Administration does not care about who gets hurt by their actions and they are totally out of touch with the ones who are working in the 'trenches'. Their attitude is 'we' should be lucky to have a job, so they walk all over the little people that hold a school together. The hell with those who have put in put in over 20 years of our lives with PCSB, kids are what keep us working in this place.

Leadership seems to be incapable of "scenario planning." Why collect data if not to improve future implementation? I do not see this happening in issues of Dropout Prevention, calendar-planning, closing of small elementary schools (despite the abundance of research identifying the importance of 400-500 student populations at the elementary level being most beneficial), student attendance, etc.

STAFF CLIMATE SURVEY COMMENTS 2010

Principal is awesome with exception of not controlling AP's. School board does not support staff, lies about agendas. Superintendent lies to cover up travel and other padded positions in county. basically, the higher up you go, the more corrupt and indefensible the actions.

Superintendent and administrative personnel in central office misled and terrorized me over entire 10 month academic year about certification issues: threatening form letters, untimely or inaccurate information. I was put in the all-too-common position of trying to do my job - being expected to do my job - in front of the kids while administrative personnel pulled carpet after carpet out from under me.

The school board does not listen to teachers or principals. They only listen to Central Administration staff, and they are clueless because they only listen to each other. The superintendent has created a climate of support for herself...a staff of "yes people" whose main concern is making themselves look useful.

There are several problems that seem to be addressed only by how they will end up looking on paper. In other words, tardies--for example--were becoming a huge number of our referral count, so to combat this, teachers were simply REQUIRED to assign IC to students for tardies, rather than referrals and parent contact being a consequence to be assisted with by our administration. Besides tardies, there is an extreme drug problem at our school--and many others, I'd confidently guess--and we've been told that the only way to deal with any drug issues or concerns would be to actually catch a student in possession of illegal substances. If a student is "high" or smells of drugs or alcohol, we've been told to our faces that the school can do nothing to reprimand a student. Furthermore, it's not difficult at all to listen to what students say or do in the hallways to know who is doing what, and if anyone at all were trained or simply informed of how to deal with suspected use of drugs, alcohol, or violence then teachers might be able to combat the problem. Facebook, Twitter, and other social-networks could easily be monitored effectively, especially if it were monitored or referenced AT ALL (by teachers, administrators, SRO's, some type of task force, a student-run organization, or some other entity).

This is the most poorly administered school district I have seen in the many places where we have lived. Nobody can make up their mind, they change things all the time for the wrong reasons. Parents and students don't know what to expect when school starts. You don't know what time school will start, which students will go to which school, what the bus situation will be, etc. It is ridiculous. In addition, there is a lot of lip service to things, but no real commitment. For example, technology. As a teacher, I have been asking for 2 years to have computer programs that are part of the curriculum loaded onto the network so we can use the lab, and it has still not been done. (And shouldn't we have more computers available for classes than one lab and one classroom set in the library?) Another example of lip service but no commitment: helping students achieve their highest potential. My own student was not allowed the extra time to take her FCAT test that is designated on her IEP. The choice was either she be allowed to take the test in a quiet room OR she be allowed extra time. I am sure this is NOT the intent of the law. The principal himself was not supportive of my student or of me as a parent. My personal experience has been that the 3 schools my children have attended in 2 years give me the run around in the offices.

What quality leadership is there in bringing back an assistant principal year after year who has completed DROP? Please get rid of the double dippers and we would respect you a little more. Mission critical, never was.

SCHOOL CLIMATE

Administration should support staff more consistently, treat every teacher equally.

Hostility of Plant Operator towards me resulted in year long discomfort of students in my classroom. Administrators were unable to make Plant Operator do his job. Plant Operator's actions lead to the question: are we here for his convenience or is he here to serve and improve the instructional experience of the students

I feel that not just "our students" but most teenagers do not respect adults and/or teachers.

I have been an ESE teacher for 15 years and have never seen the ESE staff is under such extreme stress due to ever increasing paper work. I have spent many days on the weekends at school trying to complete these insurmountable tasks. I have always put the students first, but I feel that when teachers are fatigued and stressed there is no way the students benefit. Many teachers are trying to leave their ESE positions and morale is extremely low.

I think that the teaching staff respects one another, however I do not feel respected by the administration at my school. Administrators are inconsistent with discipline issues involving students and that makes the teaching staff distrust the administration and the students less likely to respect the teachers.

Only major concern is some parents do NOT Sign In and they have a tendency to NOT Sign Out. If something happened here (like Columbine) we would not know how many extra people we had on campus. There does not seem to be any enforcement on this procedure.

Same as any school. Teachers are last on the list. Parents, admin and even students are believed, over teachers. We get absolutely NO respect and the students know it. When a student goes in for a referral and the administrator agrees not to document it and tells the student so, what do you expect? I only teach upper level

STAFF CLIMATE SURVEY COMMENTS 2010

honors classes so this is not something that has happened to me, but all the kids talk.

Teachers are in their own little world and feel that their 'contracts' can walk all over support staff. Schools do NOT run without support staff.

The master schedule for the school is quite skewed and seems to have no clear organization or format! There is no communication as to how particular teachers are "awarded" or assigned courses. Specifically, AP and Honors courses in the Language Arts department seem to be a matter of sheer favoritism! Whether teachers are required to take training to be able to teach these classes or if seniority is the key has never been stated nor discussed directly by the administrator in charge of determining such placements. In all honesty, the TWO males in this department have been given ALL Reading or GOALS classes for the past SEVERAL years. When brought to other teachers' or the administrators attention the response has consistently been, "Males work better with these students." This could easily be interpreted as sexist! The course selection should be shared and balanced. Upon discussing this "balanced ideal" with other teachers, most agree that those who are given these upper leveled classes, they should also have to take some of the lower leveled classes as well. This is especially true considering the possibility of MERIT pay, the new appraisal system, and highly qualified educators best serving those students in the highest need.

The possibility of not having a night forman at a high school with all of the night events we have is a concern. With the reduction in plant operators it is already difficult to keep the school as clean as we have in the past and losing the night foreman will be as big a loss as losing the full time maintenance tech.

The seven period day has brought about a level of frustration, exhaustion, and low morale such as I have not experienced in my 15 years in this system. Students have no time to become genuinely involved and participate in clubs, organizations. This seems to be creating a lack of true spirit and unity. Unfortunately, I feel it also permeates to the adults.

There needs to be better communication between Administrators and support staff and someone to listen to our concerns and not sweep them under the rug. Also when they do our evaluations they are not done the same from one Administrator to another. And this causes animosity between co-workers. If one person gets better than satisfactory for attendance and the other gets satisfactory and the one with better has missed more days than the one with satisfactory. That's not fair. They also need to follow the same rules for all the assistants not just the ones that are in their faces all the time. Busses are a big concern. We need to follow the seniority for choosing busses and it has not been so. Or not make one ESE bus so long that one person gets 3 hours of extra time per day and everyone else gets maybe 30 min to an hour. I have 26 years in the county and would just like things to be fair. Thank you for listening. Things have been very out of hand and unfair for a few years now and all of us are getting a little tired of not having anyone to go to without having to join the union, which I can't afford.

This is my first year here at this school. I used to be in a South County school. If every school in this county had a climate like this one then this county would be the top rated system in Florida.

This is the second time I have completed this survey.

This school has less than 1% minority population. This school is racist against minority teachers. Administrative support toward a Hispanic teacher is very rare. In foreign language department the classes are unevenly distributed by the department head. For many years she has scheduled herself and other American teachers only one prep with all the easy higher level classes (11th and 12th grades) and leaves the Hispanic teachers with the most immature and larger groups of 9th graders all day. Totally unfair. I have taught Spanish for over 10 years and only have been assigned to 9th grade, level one, where 30% of the students have special education needs, groups are larger (average 28), and discipline is an issue. When I requested higher level, I was told to "pay my dues". The older teachers get the easiest classes. Can this be considered prejudice on the basis of age?

EISENHOWER ELEM

GRADING OF GROUPS

Many county policies or programs from the MIS department are pushed down with out regard for the effects to the common non techie instructor or other end users. It is difficult to "resell" individuals on programs that work then don't then are suppose to work or ones that are promoted as the "way of work" but fail to work. EDS of late, FAIR most of the year, Tech Help system that sends information the WPCS with little or non of the information input in the Tech Help System. The leaves the service technician with with a vague problem description and an address. Get the Tech Help system to work with the WPSC ELKE system.

LEADERSHIP

I don't read as much in the newspaper about infighting between board members or with board members and the superintendent or the school board lawyer. I guess that is an improvement. I am not ashamed to watch school board meetings on TV like I was when the above behavior was the rule instead of the exception. It was

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disappointing to read in the newspaper that some school board members were not aware of the supplements IB teachers received. I have trusted that they were aware of "significant" expenses, especially regarding salary. I wonder if there are any other "perk" type salary expensive they are aware or unaware of in the instructional or generally "under the radar" non instructional areas. There seem to be more of the non instructional department than instructional when looking at the various departments.

It takes sometimes too long to have technical problems fixed such as projectors.

Mrs. Downes is an outstanding and supportive administrator/teacher in this school. I view her as an instructional partner. I would like to see her involve more teachers in the decision making process. I feel that she gives her all to improve the school and support us all.

SCHOOL CLIMATE

Sometimes it seems we sacrifice the many for the one which sends the wrong message to everyone on behavior. The Rti has been implemented but not sure if properly. There is communication with parents and staff and admin but probably could be stronger.

Too much favoritism shown by administration.

FAIRMOUNT PARK ELEM

GRADING OF GROUPS

Again, it would be beneficial to separate administrators into their specific titles to allow for more specific grading. I think the school board tries to be fair with personnel and budget. I do not feel that our regional superintendent is in touch with school issues and concerns

Not enough knowledge to grade some

Teachers are not given the support they need from administration to be successful.

Why is it that teachers are presumed guilty of offences and have to try and prove their innocence. This is America. Innocent until proven guilty!

LEADERSHIP

Again, there is no leadership at our school at Fairmount Park E.S.

No comment

Our principal has ruined morale at our school. She is vindictive, incompetent and mainly concerned with outward appearances. She does not listen to teacher input and seems to have little understanding of the classroom environment. It is an indication of the lack of leadership at the Area Superintendent and District Superintendent levels that our principal is allowed to maintain her position.

Principals should not be placed at struggling schools if their track record is not stellar. Assistant principals should not be placed at schools where there is a new(er) principal. It is a recipe for disaster and causes confusion for them, the students, and the staff. Not enough support was provided by the regional superintendent to handle concerns about the school's administration brought forth by the staff and the union. Just because leaders listen to concerns does not necessarily mean they keep them confidential, find solutions for them, or use the staff's input to make appropriate decisions.

The leadership at this school is not supportive to the students nor the faculty.

The principal at Fairmount Park Elementary is unprofessional, manipulative, vindictive, unfair. She has her "favorites" on staff and those individuals can do no wrong in her eyes. She talks in an extremely negative way about her staff members to anyone who is around at the time to listen, including but not limited to other members of the staff, parents, and children. The principal refuses to take anybody else's perspective or listen to ideas. She has said and I quote, "This is my house..." She does not show respect for her staff and does not treat them as a valued part of a team.

They need to get out of the Administration building and into the the title one schools and get a clue as to what is really going on in our schools

This is a wonderful school. With proper leadership and consistency with behavior issues we could be an A or B school. Our leadership is lacking in people skills and how to deal with professionals. We are NOT treated equally and this year has been like a "witch hunt" with OPS. Adult issues that could have been dealt with within the building were not. If you look at the sheer numbers of PCTA/OPS calls and transfers, they speak for themselves. We have a terrific staff, many of them cannot and will not work for our present administration any longer. We will lose some of the brightest and the best to other schools and we will start over.....again. This will go on and on and etc. until changes at the top are made.

SCHOOL CLIMATE

Campus clean but not the classrooms or desks. Students desks are never cleaned, vacuums not used unless they HAVE TO. bare minimal only!!! Rose H. is the only one who cleans proper without asking. Teacher safety

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issue with some students. For a 1st time zone area school where a staff thought there might be some issue, support was not there from Admin or County. Staff was told we didn't understand the culture. You would be suprised how many have worked with students from here already over the years. We know the hardships they come from, our empathy is already there. We are concerned with being told that over the top antics, and starting fights with "Your momma is-----" is never going to be OK in my eyes or in a teachers class. In MY opinion, Please remember this is all my opinion, it was a good general feeling all over the school, but I can only speak for myself. If students disrespected teachers (badly) they were written up, sent to Ref. Rm. The next thing you know the student is back in class again with a grin on their face. So you tell me... Anyway, enough of my food for thought. Have a great summer.

Morale is very low among all staff. We are not made to feel as though we are a part of the ,just a fixture.

Our students are allowed to act like hoodlums with no repercussions for their actions other than sitting in the refocus room all day.

School morale is very low. Students are disrespectful and parents are unsupportive. Administration does not work with teachers and does very little to hold students accountable for their actions.

The school psychologist and social worker have hindered the proper implementation of Response to Intervention (RtI) by not completing their required duties. This survey should separate the questions to allow individual responses for different administrators because they are not one in the same and many times more than one answer should be chosen because the principal and assistant principal handle things differently. The school campus does not feel safe because discipline issues are not handled with the zero tolerance policy for specific issues as stated in the Student Code of Conduct therefore students observe others "getting away with it" and the behaviors are repeated. The number of suspensions has decreased this year, but that was solely an administrative decision to make the school look more under control as a result of a new principal being assigned to the school and because the principal is misinformed by thinking the number of suspensions is factored into a school's state grade.

There is definitely a communication problem between teachers and administration.

There is no leadership at our school. When you have over 75% of the staff trying to transfer, that is a very strong message. Yet nothing seems to have changed. I have been at this school for 6 years and there have been 3 principals. The last two years with Miss Wilson have been unbearable. Our principal is narcissitic. It is her way or the highway. Unless she is friends with you, she makes the staff miserable!

There is poor communication at this school, from the Administration down. Students are out of control with their bullying each other and being disrespectful to the faculty. Morale is poor. Good effective instructors are being ostricized for not being effective due to the awful behaviors that the children bring to the classroom. Some, if not most, classrooms have continuous student behaviors that do not allow teaching to take place.

This is a wonderful school. With proper leadership and consistency with behavior issues we could be an A or B school. Our leadership is lacking in people skills and how to deal with professionals. We are NOT treated equally and this year has been like a "witch hunt" with OPS. Adult issues that could have been dealt with within the building were not. If you look at the sheer numbers of PCTA/OPS calls and transfers, they speak for themselves. We have a terrific staff, many of them cannot and will not work for our present administration any longer. We will lose some of the brightest and the best to other schools and we will start over.....again. This will go on and on and etc. until changes at the top are made.

FOREST LAKES ELEM

GRADING OF GROUPS

I have not have had enough contact with the groups I skipped above to be able to grade them.

We are paying a curriculum specialist to be regional superintendent; its an expensive joke.

LEADERSHIP

School board score lower as not enough has been done to cut administrative positions within the county. We need more worker bees not queen bees.

The Administrators are just part of the team atmosphere as they are open to listen to staff and work together to find fair solutions to any difficulties that may come up. Schoolwide policies are followed by the book and everyone is held to the same standards.

SCHOOL CLIMATE

I think as a school we are doing our best with RtI. I think as a district RtI is not properly implemented.

It is feeling a little less familial this year and I can't put my finger on why.

Our adminnistrators are the best! I couldn't be happier!

This is a friendly atmosphere of professonals that take their jobs very seriously and push themselves to go above

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and beyond to help all students achieve their academic goals. From the front desk through the classrooms to the maintenance staff everyone is respectful and helpful. It is truly a team here at Forest Lakes Elementary.

FRONTIER ELEM

GRADING OF GROUPS

Again, some people should not be in charge of such a large group of people without proper experience, training, or demonstration of self control and judgement.

Way too stressful this year. Too many unknowns and micro management at all levels.

LEADERSHIP

Some people should NOT be in charge of so many without a resident based course in leadership.

SCHOOL CLIMATE

All schools needed better direction with the RtI processes. Too many trial and error situations. Too many well meaning random arrows. Not all schools were given the same level of support.

I'm too frightened to say.

Morale is poor, instructional staff are not treated like professionals from administrator.

Principal does not approach staff with respect. She micro-manages and questions all of our moves. Constantly reminds us that she is the boss and that other staff members report back to her of things we say and do. Frontier has lost it's sense of community, respect, trust, and security.

RTi is better this year, but still too slow to get students the help the need.

There is a general atmosphere and feeling that teachers are micro-managed too much by the administrative staff. In certain situations teacher judgment and protocol is ignored creating a helpless feeling as though we can't make the proper decisions as professionals.

FUGUITT ELEM

GRADING OF GROUPS

The inefficiency of Pinellas County School's leaders has proven to be ineffective for many years. Please take a close look at how processes have taken place in our county over many years and seek assistance from similar yet successful counties for guidance. Many teachers are losing patience and hope. It's time for our leaders to get into the trenches and get their hands dirty. As I said, the classroom is where the real educating is going on. That pertains not only to students but our leaders as well.

The school's administrative staff goes above and beyond, providing leadership and support. They have made Fuguitt a better place to work.

There continues to be too many coaches/ upper level supervisors (just creating busy work for themselves to justify the position) this really doesn't service children BUT does create paper work for them to look important. OPS appears to have a "bullying" attitude to justify their unethical investigations. The School Board appears to have a global picture of education. However, there are so many rules to have access to them as a teacher. I also feel the School Board is not fully aware of teacher treatment and conditions in the classroom. I feel they would be shocked to see what the district puts the "worker bee's" through on a regular basis.

LEADERSHIP

I have learned over my career when leaders are too far removed from the ones they are serving they become out of touch with those member's problems and needs. Our Superintendent, school board members, regional supervisors, all the way down to assistant principals do not truly spend time in classrooms where the actual act of educating students is taking place. Therefore our leaders can pass down time requirements, expectations, and curricular decisions that sound beautiful in a setting that includes parental support, low to no discipline problems, and no societal difficulties that impose on the development of a human being. Leaders need to be in classrooms getting hands-on exposure to properly do the job expected of them.

The principal has done a great job at Fuguitt making our school a much better place to work. He supports teachers, addresses problems, and provides the staff with a strong vision.

SCHOOL CLIMATE

Administrative leadership has been diminishing over the years. It is well known amongst staff and faculty that problems must be handled individually due to the lack of administrative abilities and knowledge. Administrative ineffectiveness coupled with decreasing financial incentives from the county and a growing general disrespect by the public is causing moral to decline each year. However, the staff and faculty have been the glue that have kept our school running and our students achieving academically.

Consistency with students is an issue.

STAFF CLIMATE SURVEY COMMENTS 2010

It was not made clear early on in the year what to do with significantly disruptive students. It took a long time to get help from administration and RtI team to get support within my classroom. The other students in the classroom were affected by the disruptions and as the teacher's frustrations surfaced. This situation did not create a productive learning environment for all. It is important for significant disruptions within the classroom to be dealt with quickly so that the classroom learning environment can be preserved.

The overall climate of this school is excellent, not fear based, and I enjoy entering this building to service the educational system.

The principal works very hard providing leadership and support to the staff, promoting a positive school climate.

The school climate has improved each year with our principal.

There seems to be some equity problems at Fuguitt. Not all instructional staff are valued in the same way. There are favorites. Some staff members have more access to the administration and seem to be more influential than others. The administration seems to be afraid of some staff members more than others.

GARRISON JONES ELEM

GRADING OF GROUPS

Teachers who have been teaching for years do not need you to send these teachers to our school to teach us how to teach. It is a money that could be used elsewhere. It also is an insult.

We need better direction from the Superintendent. For Elementary Education not to have a Reading Supervisor for a year is unbelievable. For the employees not to know what is happening with the budget cuts by the end of the school year is unacceptable. Demands on instructional personnel grow each year, yet we have less support from the district.

LEADERSHIP

I feel that our leadership goes above and beyond to improve our school.

Our principal arbitrarily introduces new programs to the school with no teacher input or buy in. The staff receives no feedback on programs held in the past concerning their effectiveness (Renzulli and the effect it had on reading test results; UConn math program being taught for a 3 year period and the effect it had on math test results; NAEP testing held last year and the children's performance on it. Everything is done on a last minute basis with little planning. Our principal doesn't seem interested in trying to solve problems, but rather views a solution to a problem as delegating someone else to resolve it. Decisions are made about changes in instructional staff and the grade they're teaching, then changed again, leaving the staff feeling frustrated and confused. Little consistency between the principal and assistant principal concerning policy. (The principal allows non-instructional staff to oversee classrooms when the teacher is involved in a conference, class, etc. Yet the assistant principal won't allow this to happen.) Communication at staff meetings (of which we've had few) is poor. Our last staff meeting consisted of spending 20-25 minutes on a slide presentation of pictures taken around our school, then deciding and sharing what type of animal each staff member felt he/she was based upon animal traits. Important information which was on the agenda (a new phone system) as well as items which needed to be discussed by the staff for "Open" on the agenda, was never addressed because we ran out of time.

SCHOOL CLIMATE

oUR ADMINISTRATION AT garrison-J0nes is wonderful

Some staff members (not administrators) do not treat other staff members well. Some are downright nasty, even displaying bully-like behavior at times. The culture of gossip makes it an unpleasant workplace at times.

This year at GJ Elem was the worst year of my life as the administration didn't support the staff, didn't support decisions with students and the principal let so many unethical acts occur.

We are terribly overcrowded this year (portables), ESE classes being held on a room off the stage in the cafeteria where the noise level is unbearable, Literacy Success classes being held in tiny, cramped rooms with little privacy, special programs being held on the stage during the lunch hour where the program can't be heard. I know we're not the only school experiencing these problems.

GIBBS HIGH

GRADING OF GROUPS

Curriculum is being watered down at the high school level to look like middle school. If we continue this trend of making lower performing high schools look like the middle schools new leaders come from, then our students will be ill prepared for life's expectations beyond 12th grade. They will graduate from Pinellas County Schools as less competitive. The push to increase graduation numbers is evident, but our society's future may be in trouble if we do not give our students a realistic glimpse of life.

STAFF CLIMATE SURVEY COMMENTS 2010

I am new to the county so I am unfamiliar with many of these departments

I still don't think Kevin Gordon was the right choice for our school. The administrative team has been drowning this year. They are trying to do too much, so much that nothing seems to be working well. After FCAT it seems they all just let go. I feel they are all talk, no action.

I think the case with Mrs. Thurman-Reeves was bias as far as OPS goes and if that was a case against a non-minority the outcome would have been much different. As a teacher, she wrote and spoke such inflammatory statements (as reported by the newspaper) and has had multiple cases of dishonest behavior its hard to see how she retained her teaching certificate. That is why I grade OPS as an F.

I'm not sure who is responsible for the fiasco in the Humana transition. In October, when we selected our Humana plans we were told we could keep our physicians (10+ year history with our doctors) under the cheapest Humana plan. Imagine our anger when we found out late December / early January (if we were seeing a doctor at the time) that this was not true. For a mere 1600\$ more per year (Family plan), we could go up one level in the Humana plan, in order to keep our pre-existing physicians. I even showed Humana the printout I had done through Risk Management of my selection of doctors...and now the school system wants us to pay even more for health insurance???? Give me catastrophic coverage and 5000\$ per family to spend as I see fit, even alternative medicine. Quite frankly, my students bring me joy and satisfaction; it's the State of Florida, Pinellas County Schools, and the administration that gives me "stress."

It took the personnel dept. 3 years to come to the conclusion that I was out of compliance with my FDLE exam. I had 3 months to take an exam and pass it when all other teachers were given three years!

School based administrative staff has been dictatorial and unprofessional in dealing with staff. A great deal of the time, it was an issue of the right hand not knowing what the left hand was doing. APC highly inexperienced for the job at the high school level. A great deal of micromanagement from administration. Many decisions made without input and behind close doors and then presented as if staff had collaborated. Too much inexperience for the tasks at hand in this school. Too much control given to RTI Person who appeared to be running/in charge of the school.

Some of the administrative staff are on top of things. Some of them seem like they are just here but hardly do anything. It seems like the same ones are doing all the work.

Support pay needs to be looked out, without raises and being such low pay to begin with it is hard. After working in the system 17 years and being a pay grade 8 I still cannot afford to live on my own @ 55 years old. Thank god I do not have to live on my own at this time but it is quite ridiculous. I love working in the system but Support staff really has not been taken care of.

The district is completely out of touch with the realities of daily operations of our school. Resources are distributed "evenly" from school to school when in fact certain schools simply need more resources because they face more challenges. Stop with the "cookie-cutter" formula, stop trying to put band-aids on everything and start thinking about real solutions, stop using strategies that worked twenty years ago and get real about we face every day, and finally, stop waiting until the last minute to implement what you have known is required months in advance. Its time for a new breed that is connected to the issues of today, not afraid to make decisions and actually DO something, and well-versed in contemporary practices and reform to take over that administration building.

LEADERSHIP

Administrators at our school stressed time and time again to follow the master discipline policy. However, when you followed simple things like the tardy policy, administration never followed through on their end of the agreement. Months would pass between when a referral was written for something simple like the students third unexcused tardy to class and if/when the consequence was assigned by the administration. I personally never received any documentation back showing that any tardy referrals I wrote from the months of April, May, June were every processed by Mr. Hepburn. Sometimes another teacher Mr. Stickney would step in and begin processing old tardies for Mr. Hepburn and Mr. Robertson (again many days/months had passed between when these referrals were written and when Mr. Stickney finally got to processing them for the administration).

Anyone that placed Kevin Gordon, Ms. Mobley and Mr. Robertson in positions of power need to re-evaluate their decision making process. Kevin Gordon has proven to be a very poor choice as lead administrator. It is frustrating to see failed administrators merely shuffled from school to school rather than looking outside the district for assistance. Kevin Gordon is making nearly 95K this year; for what? Failing a middle school, struggle at the high school level, experiencing success at the El Ed level and now destroying Gibbs High School. Re-evaluate your process of moving failed admin and you may find you shave a significant amount from the budget crunch. Kevin Gordon, Antelia Campbell - both being able to maintain their salaries and positions of power is a crime. On a positive, Mr Hepburn is a shining star and will be an excellent administrator! He treats teachers with respect and dignity, he will be fantastic.

STAFF CLIMATE SURVEY COMMENTS 2010

Changing rules (attendance) is killing high schools.

Cutting the magnet program supplement of 14% will kill the magnet program. Neither the superintendent nor the school board is looking deeply into the impact of this cut. This leads me to make my decision to feel that both leadership is of poor quality.

I was marked down for Poor use of technology. I begged for technology and got no answer or it wasn't available for my classroom. This was EXTREMELY frustrating. Luckily, I never really had a huge fight or serious problem in my classroom for when I called for help to the office -----often not a soul showed up -it would have been too late if something very violent had been going on either between students or among a gang in the hall or whatever the case. Please, I do not respect ALL of the AP's nor the Principal. Actually most of the AP's, but one were trying to be professional, but it must have been hard under their leadership.

Leadership at District and school level leaves much to be desired

Leadership knows that the school lacks a lot, but they seem to be concerned about how their management may appear, and rather than deal fairly with some things, they will throw a person under the bus to save themselves from bad publicity. Bullying tactics have also been used by them, but of course that is of the norm. I don't know very much about the superintendent nor the school board at this time.

Many referrals have not been processed in a timely manner. I still have not received some back which I handed in personally. Perhaps, the requirements are so great that time is being taken away to adequately enforce discipline. Principals and assistant principals are too preoccupied with other meetings and their business that they do not actively listen to teachers' concerns. Generally, when they do walk throughs they do not document anything or provide feedback. It is well known that most attention is given to math and science classrooms because our district is in DA. Leaders appear to be working to secure their own jobs rather than providing support to teachers on the front lines or adequately observing to honestly report what individuals are doing. Thus, many teachers are lumped into the same category.

Our Principal was very unapproachable, he was threatening, when you tried to talk to him he completely ignored you. I was observed twice the entire year with no feedback as to how I did. Our Administrators were never available to discuss any issues, it was a very negative. I don't recall anyone at this school feeling positive about this year.

People are too scared of a lawsuit or offending someone in place of holding firm on a position that would support what works best in a classroom environment

Putting administrators in this school that are disrespectful affects the leadership. No-one wants to follow a mean and cold man. Also we were told that we were getting ELMOs and never received them

Question 5 and 6 answers are specific to my campus only.

The last few months of the year teachers were limited to 1000 copies a month. We only have two copy machines at the school. If one breaks down teachers have to hike clear across campus to wait in line for the machine that is working. 1000 copies is clearly not enough. In a struggling school it is important for students to have worksheets in their hands to touch, take with them, and write on. Many students are visual learners, and not allowing students personal copies of some materials is a shame. I teach four different classes. If I want to make a class set of a test that is ten pages long for one of my classes that uses up 250 copies alone. Limiting teachers to 1000 copies is ridiculous. I also think our leadership from the School Board and the Superintendent is "quality" but I do think that our standards for student learning are way too low. Students and parents have too many rights. Teachers cannot uphold tough educational standards in their classrooms because we fear we won't be supported by our administrators, and they won't be supported by "the county".

The school district is heavy from the top down, which creates an unstable structure. The power, the salary structure and the leadership should be from the bottom up. Teachers work for the students. Teachers do not work for the Superintendent or the School Board. Teachers are the most valuable resource this district has. No matter how talented the administrative staff is at any level or location, without quality instruction happening in the classroom, Pinellas' educational product WILL NOT be high quality. High quality teachers are NOT attracted or retained in an environment in which they are among the lowest wage earners, the least respected and they have the least amount of decision making power. Invest in teachers and you invest in the future of your district. Instead of spending money on administrative retreats, new P/R positions, trendy technology and marketing campaigns, pay teachers an industry leading wage and I promise you - student achievement levels will increase. They do not have a clue as to what we deal with on a day to day basis and too far removed when making decisions. They only come to the school when there are cameras.

This has been the most disheartening year of my teaching career (25+ years). Teachers are treated with disrespect and disdain at many levels. The Superintendent believes she can "train" teachers to fix problems, thereby avoiding controversy; we have been trained county-wide ad nauseum this year. Some of the training is in direct opposition to previous training a few years ago (the proverbial pendulum). There has been so little time

STAFF CLIMATE SURVEY COMMENTS 2010

to work with students. The State seems to hate teachers: they keep attempting to cut our pay, retirement, promote merit pay w/o input from us. Yes, I know there are teachers out there not doing their jobs; however, the State will not be any more capable of figuring out who is a quality teacher than Pinellas County has been. Numerous times, the "Teacher of the Year" is able to put on a dog and pony show for the officials, only to resume handouts and non-teaching when the officials are not in sight. Julie Jansen needs to stop being politically correct and show some chutzpah - why are some principals (former Gibbs HS) allowed to ruin other schools (Largo MS) with incompetence, lack of leadership / work, and an attendance record that is questionable to many? Yes, let's screw the teachers but avoid our own. Education will not get fixed w/o leadership from someone who has the guts to face the issues head on.

We are made to feel as if the changes taking place are largely imposed on us, and that it's at the directive of the superintendent. It's frustrating to see the number of kids coming to high school below readiness as it is, and then to have the district reject the proposal to do some innovative things not only in the district but at the school level too...says we're not doing whatever it takes to help all students graduate and graduate on time. I feel as if it shows a disconnect with those who are making the decisions and those of us on the front lines. Disproportionate numbers of students are failing to graduate and not because individual schools are failing them...but because schools are ill equipped with the resources and alternate opportunities to support them. This reflects a systemic issue and a failure by the district level leadership to endorse and offer effective alternative diploma options.

We need more representation of leadership on the school board, who have experienced teaching and leading in schools of poverty.

SCHOOL CLIMATE

Administrative expectations are not clearly defined and modeled

Huge improvement over last year!

I have been here for approximately 18 years at Jhop--25 at Gibbs PCCA--the change to neighborhood schools has drastically changed the situation here at JHOP--we need to implement uniforms--have a cohesive intervention program to assist students--and finally have consequences that both the student and parents sign on to--and finally to set goals for each student to strive for--JB

I have been teaching for many years at Gibbs High School, spanning three different administrations - this year has been far and away the WORST year of my teaching career. Kevin Gordon was a horrible choice as administrator - he lacks the experience, the maturity, the respect and the capacity to serve as a lead administrator. This year has been all about furthering Kevin Gordon's career and very little about taking active steps to improve student performance and school morale. Morale among the students and faculty is the LOWEST it has ever been! An atmosphere of fear has been created at Gibbs - fear for one's job, fear for one's teaching assignment, fear for one's ability to grow and evolve as a teacher - not because of difficult student body but because of an oppressive administrator at the helm. Kevin Gordon makes his wishes known and dares individuals to disagree; if they do, they are "punished" using whatever means at his disposal (change of class schedules, poor reviews, transfers, etc). Kevin Gordon was a very poor choice to usher in a new era at Gibbs. He has no doubt changed Gibbs to leave his stamp as principal. but I highly doubt this is the change that anyone wants to see.

If we are at a school with so many disparities, socio-economic the teachers and administration are not the only ones that deal with the blatant disrespect for authority and are cursed out and disrespected as well. Support staff are a viable part of the educational system too!

It has been a very stressful year.

It's hard to answer question #6. RTI is about ensuring the educational needs of all students are met in the core with high quality classroom instruction, identify who needs additional support and give it to them. RTI is about designing a framework in which this can happen consistently for every child. Implementation could take 3-5 years. Our RTI staff developer is one of a kind, and it was extremely supportive to have this individual as a guide, coaching us through the authentic process of implementing RTI. This year has been a time of assessing processes and analyzing needs. It's not necessarily popular when you start peeling back data that doesn't look good; sometimes it's uncomfortable. Moreover, when one starts scrutinizing processes for improvement purposes, a comprehensive change in the approach to students' academic difficulties became evident and change is difficult.

Negative behaviors of students are reinforced by administration. Teachers are rendered somewhat powerless to student behavior, which requires teachers to lower the bar to allow students to have too much control in the classroom, thus creating an environment that is not conducive to learning. It is true that establishing relationships with this population of students is important to teaching them, however, how can that be done for the teacher who follows a string of substitutes, and a class of students that are accustomed to no structure. In the end the teacher is blamed for students who are unable to meet school or classroom expectations.

STAFF CLIMATE SURVEY COMMENTS 2010

Principal is EXTREMELY vindictive and sets a very poor, sad air of a negative atmosphere. he is VERY unfair and it is just so clear. Don't like to walk on pins and needles for nothing.

Some teachers set high and appropriate goals for students; however, some do not. I am concerned about the number of upper level students reporting that they "aren't doing anything" in a given class. On the other hand, there tends to be an entitled, lazy, and disrespectful attitude from many students at our school. Fortunately I do not encounter this daily from my students.

Staff morale is low.

Teacher moral is really at an all time low! Teachers and staff are often isolated and the last informed about critical activities (change in school set up; re-organization). Teachers - really good teachers are being reassigned, and the fall-out is affecting us all. I think Administration is trying, but often appear ill prepared for the task at hand.

Teachers and administrators still are not working well together. Teachers are afraid to talk and be honest for fear that their comments will result in dismissal or worsened work conditions. All administrators do not display satisfactory interpersonal skills. Administrators make the rules and teachers have to follow them.

Teachers are insecure. Administration is just holding their heads above water. Teacher opinion has no meaning. Admin will do whatever it feels it should without teacher input. (sometimes this isn't bad). Sch resource monitors double standard

The lack of respect in this school towards instructional personnel is appalling. This is the reason why I will not be returning next year.

There are certain faculty who do not model appropriate behavior by treating students without respect, using cellphones and texting during class, practicing favoritism and not working as a team to carry the school burden of F score.

There are some staff that refuse to be professional and do thier part to set the example. The vast majority do, however those that don't have extended the time required to gain student compliance and continue the success the new administration has achieved.

There is very little faculty buy-in for the need to have Rtl and state involvement. Most faculty are NOT interested in changing - there is little to no consistent campus-wide implementation of discipline, policies and procedures. The teachers who set the bar high, expect continual rigor and expect high performance from students are in the vast minority. There is a lot of resistance and resentment to making changes due to state involvement. The training provided, especially regarding implementation of literacy and curriculum delivery strategies, is ineffective at best. Much of the faculty is resentful of the training and view it as a waste of time. Most DO NOT pay attention during the training, do not take is serious and do not implement it in the classroom. Showing movies, sending text messages during class, giving busy work or work sheets and generally keeping students contained until the end of the class time are common faculty practices.

There will always be a small percentage of unruly students, however, most students are proud of our school and act appropriately.

This school needs at least 5 more hall monitors to make it safe for all students and staff and to help create a learning atmosphere.

This year in particular there is a strong divide among the administration and staff. Because of the daily discipline problems, the administration hardly had any time to meet and work with the staff during the school day. Only at faculty meetings did there seem to be limited discussion time for teachers to talk with administration. The school campus this year compared to years past feels much less safe. Teachers have been attacked by students in their classrooms. Students seem to be getting in fights and arrested every day on campus.

While the overall school climate has improved at GHS, it could be much better. Discipline is still a huge problem. Our administration cannot keep up with the amount of referrals sent across their desks. Sometimes it's weeks or even months (I'm not exaggerating) before students get the consequences, and often referrals simply disappear. So, teachers stop writing them. They don't work. The students know it, teachers know it, administration knows it. We need more administrators.

GULFPORT ELEM

GRADING OF GROUPS

Quarter coaches are not helpful because they are not in touch with school culture.

The MIS and IT departments have developed an efficient system for managing Technology staff based at school with Footprints. However, I think the job responsibilities for Media Center person are too intensive to do effective computer maintenance. Teachers should not be responsible for figuring that part out. Most other institutions have a department in which you call. We have a contact by not a reasonable turn-around and all options must be exhausted by teacher before assistance is provided.

STAFF CLIMATE SURVEY COMMENTS 2010

LEADERSHIP

Administrators' are hindered in providing curriculum leadership because so much time is spent on disciplining students.

I am sometimes embarrassed to watch school board meetings. The whole process is more political than collegial to me.

Principal and Asst. Principal facilitate staff learning and interest in concerns is real and solution oriented.

The school board is out of touch with how their decision making affects education within the classroom.

SCHOOL CLIMATE

Consequences for different inappropriate behaviors which warrant an office referral are inconsistent. This leads to a climate of uncertainty when students return to the classroom.

Several teachers were involuntarily placed in this school without making sure they were a fit for our school, our students, and the additional requirements of a school in restructuring. I am heartsick over what I know will be a resultant drop in scores. Our students and admin deserved better than this.

Student population effects cleanliness. Question 3 wasn't clear to me. If among adults ... yes. If students towards adults ... no.

There are serious behavior problems among students.

This is a great place to work. As Title One I find that the staff is helpful and aware of the extra help that we give to struggling students.

This school works hard to do the right things, right. Most school and school employees do, I'm sure. However, my belief is that our overall system is broken/ill. We keep "putting bandaids on cancer." It's time to stop, rethink, and redesign. Pardon my cliches, but we just can't keep "rearranging the deck chairs on the Titanic!" We are loosing ground as a system, county, state and culture.

GUS STAVROS INSTITUTE

GRADING OF GROUPS

I know we have a difficult budget to work with, but the world around us keeps costing more and more, but we seem to make less and less! Something needs to be done about the teacher pay scale!

LEADERSHIP

No Comments

SCHOOL CLIMATE

No Comments

HAMILTON DISSTON

GRADING OF GROUPS

Again, question #2 refers to the principal not the assistant principal, I would rate the assistant principal an A.

I don't want to unfairly grade groups that I have not had any personal, or extensive, experience with. I must say, however, that I am appalled that what I have witnessed being allowed to go on throughout this school year - as a teacher, I have not felt very supported at all. As a parent, and also a college student, it greatly concerns me and makes me wonder if our students are really our priority.

My Assistant Principal would score a B

n/a

The principal is graded F and the assistant principa is graded B

The staff at Hamilton Disston wants to be considered.

we need better leadership at this school.

WHY?

You should really separate the principal from the assistant principal in evaluating administration. As previously stated, our assistant principal is doing an excellent job, but the "acting principal" has made our school a toxic work place.

LEADERSHIP

Awesome choice.

had the feeling, often, no one was listening.

I have written letters before concerning the work enviroment here at Hamilton Disston and I have never received a response.

I, personally, am a person who will do all I can to fight for what's right - and because of that, I stood up for Mrs. J. Douglas when she first arrived. I did not agree with the immediate complaints against her; however, at that point

STAFF CLIMATE SURVEY COMMENTS 2010

in time I was fortunate enough not to have experienced her wrath. Unfortunately, I cannot say the same at this time. I have been badgered, lied to, falsely accused of her errors, and had her attempt to defame my character to parents and students. (I have since had a parent come to me and apologize for believing that what Mrs. Douglas had projected about me was true (that I was prejudice, etc.). Ms. P. Brown, our assistant to the behavior specialist, is allowed to blatantly bully me, and others, after I have repeatedly made Mrs. Douglas aware of what has gone on all year - my calls are not answered in a timely manner or at all, she talks "street slang" with my students when she arrives at my classroom to get them - or will interfere in the same way rather than help when I am trying to handle a situation in other places, such as the hall or cafeteria. Often, when BS calls are ignored, I see the Behavior Specialist, Mrs. H. Jones and Ms. Brown, standing in the hallway drinking coffee or talking, and such. My frustration is in the fact that my discussions with Mrs. Douglas, as well as copies of emails to others in administration seemingly go un-noted. What is being allowed to go on in this school is creating a hostile, unsafe working environment - for both staff and students. Administrators and behavior staff that should always be available are never to be found - unless, of course, they find a reason to go off-campus together and we are left behind to fend for ourselves (which thankfully, we are very capable of doing, and can better do so without them here to interfere and make things worse) I have been employed at the SED (now EBD) centers since Dec. of 1987 - I am 54 years old - and in both my professional and personal life I have never encountered an administrator/person/situation such as what I have this past year. I hope and pray that I never do again! *I always like to find a positive in any situation, and in this one I must say it is Ms. Samantha Peifley who is an attentive, available, supportive administrator, who I think could - and would - do wonders for our school and environment if not for Mrs. Douglas.

Leadership should include more male members for a more complete educational plan and a solid direction for the district.

n/a

Our assistant principal is great!

Our assistant principal is very concerned with all faculty but definitely not the principal. She is biased and plays favorites. If you cross her path in any manner, she finds ways to demean and punish you. Many of our finest teachers received negative evaluations based on her wrath. They also have applied for transfers. She has bullied many staff members and has provided a hostile work environment.

Principal works tirelessly to make the school an "A" school environment. She is at school many nights until after 9 P.M. The AP blends well with the principal--a good team.

Regarding question #2 the only reason I disagree was in reference to the principal, not the assistant principal. She is the only one that truly respects the staff of Hamilton

School leadership is in need of improvement.

The assistant principal at our location has been wonderful and should none of the displeasures of our campus be directed as a result of her performance here. She's fair with staff and students, visible and decisive. Issues with staff or students dealt with quickly and to the point. Parent contact or involvement is swift. She is an added asset to our school and have enjoyed her leadership and her lighthearted side, which has been far a few between for her this year.

The assistant principal at our school has a completely different leadership style than the principal. My students think our AP is the principal because she frequently visits our room, spends time engaging in discussions with our class and praises us regularly for making good choices. The complete opposite of the principal's leadership style.

The Assistant Principal listens to my concerns.

The Asst. Principal listens to concerns. #2

The principal has not been the greatest. The leadership from the principal has not been set well without the assistant principal some of us would lost. When the principal hires friends they should abide by the same rules as the other staff. The leadership in our school has caused an separation of staff. I look upon leadership as the one to lead in the most positive way. My principal seem to dislike most of her staff.

The principal is very negative toward certain staff.

Too confrontational, vindictive

SCHOOL CLIMATE

Both the Principal and Assistant Principal were displaced from this school this year. Climate Surveys for this school will not yield the responses necessary to assist in effecting positive change.

Communication is lacking at this site. Faculty is not made aware of what is happening until the last moment if at all.

Current climate in this school is negative due to administrations disconnection with the instructional staff.

STAFF CLIMATE SURVEY COMMENTS 2010

difficult climate ,felt nervous and on edge.

Hamilton Disston is a great place to work, I enjoy the staff and students. The students education are our primary concern.

In regards to question #4 and 5 I feel there is open communication with our assistant principal but not the principal. As far as school safety goes, we are an EBD center and many of the students have little respect for property or staff in the middle and high school.

Many people have shared their displeasures working at this school this year and many want to leave as a result. It's been ashame to have seen so many unhappy and torn. As a support group we've tried to maintain with the help and encouragement of each other to make this year work "for the children".

No one let you know about things which are positive or negative that involved the school.

Our principal has never been in my class to observe me teaching this entire school year. She has walked through less than 5 times and has stayed for no more than 1 - 2 minutes. She does not engage in any interactions with my students, and my students (on more than one occasion) have asked me who the principal is. Her leadership style is one that leads by intimidation, and she is not interested in collaborating with staff when it comes to making decisions that affect the entire school. She is not open to input from staff. The morale on our campus is at an all time low.

Sadly, our new acting principal, Mrs. J. Douglas, has singlehandedly managed to destroy the moral of the staff at our school, and create discord and distrust among us. She allows bullying towards staff by those who are her "friends". I have brought many things to her attention that she insists she needs to know because "she can't fix what she doesn't know about", and it is not only ignored - it is allowed while she looks the other way.

School personnel do not look out for the best interest of the students. Staff members spend more time conversing rather than working and teaching. Complaints by many staff members are distorted and destructive to the morale of the school and student achievement.

Some teachers & support staff create ongoing dissension in the school. This was prevalent with the administrator prior to the current one and I am certain it will continue when the new principal arrives for the 2010/2011 school year. These individuals must be in charge and in control...their behavior is appalling!!

Staff needs to have respect for each other and work together. Student expectations are low. Staff members need to take more responsibility and own up to their jobs-- many are too mediocre, status quo.

The acting principal has created an atmosphere of mistrust amongst teachers, staff and students. She has a select few that she communicates with and makes no excuses for others who are left out. She also shares and confides with students often before teachers and staff are made aware of key information. She has hired several of her church members and personal friends. Namely, the Reading Coach. Also, the Reading Coach functions more as an administrator than a Reading Coach. What was once a warm and welcoming place of employment has now become an atmosphere of fear (of disciplinary actions) and backbiting. Those that work hard and are committed to highest student achievement are not acknowledged while those who come to work and sit in darkened planning rooms are rewarded.

the staff works hard for a clean safe learning environment

There are many teachers that love what they do and want to work together here at Hamilton Disston;however, our school is being divided by the principal who is very unprofessional, offensive, and clearly favors newly hired employees that are members of her church. She displays poor leadership as an administrator which has clearly caused and all time low in the staff's morale.

There is a group who wants things their way, this is a major distraction.

There is no trust at the school.

This school term 2009-2010 have been very difficult for many of the staff members. The division of staff made it difficult. There are great teachers who put in a transfer to go to other schools. Our leadership has not been fair nor consistent. Even the students began to recognize the difference between staff. All my years in the system I have never encountered such a mess. My job has always been enjoyable but this year it was really hard focusing on the positive with all the controversies and unfairness. I am a team player and prefer working as a team. Our school has become separated, I am hoping it will be a better school climate in the coming year.

Toxic work environment this year.

HARRIS TIPS CENTER

GRADING OF GROUPS

No Comments

LEADERSHIP

No Comments

STAFF CLIMATE SURVEY COMMENTS 2010

SCHOOL CLIMATE

No Comments

HIGH POINT ELEM

GRADING OF GROUPS

Before our current principal was put in place, we were asked as a staff what we wanted in a principal. What a bunch of bunk. We wanted a strong disciplinarian who could deal effectively with our caliber of kids. We wanted a leader who didn't pick favorites and plot one against the other. We wanted a leader who focused on the students' potential, not a yes person. In every instance there has been disappointments, and outright failures. Why ask if you're not going to listen. We were given a person with their eye on advancement.

I think that most all groups, as a group work in a very professional way in this county.

I would like to see math become a retention criteria in the primary grades.

It should be more about the kids, and Teachers, and less about the high end departments. All the specialists, and psychologists, and social workers, we could save lots of money.

Personnel department's communication process needs to improve so there is more consistency. Different information given to different people.

The principal's performance with the staff and students this year greatly changed the way I think about our school district. We have gone from being a staff who has done all we can do to discipline our children and teach them in an effective manner to a staff worried about being stabbed or hit or kicked and not having anything done about it. Because of the principal's lack of action in the area of discipline I feel it reflects on the regional staff associated with our school. We desperately need help at our school and an ear to listen to our concerns.

With such budget cuts why do we have another math adoption? That money could have been used more effectively. I am disappointed in risk management about an issue with my benefits package concern that I clearly asked about and was instructed by them in a way that instead of benefitting me the way it was supposed to, actually denied me the benefit that I needed. When I confronted them about this, they stated they would have never told me to do that, leaving me very displeased with them.

LEADERSHIP

Discipline is hardly addressed. When you go from 96 out of school suspensions to thirty something it looks good on paper, but the students have no fear of consequences. They can bloody another child's face, and get a slap on the wrist and free time to use the iPads.

Effective and consistent discipline at this school this year was lacking, therefore leading to more students frequently being disruptive, defiant, and disrespectful. The principal was more concerned with keeping this type of student in the classroom although the behavior was keeping other students from learning. The students both the ones who made good choices and bad choices were at times voicing their concerns and opinions about the lack of discipline at our school stating at times "nothing is going to happen" or "so what all you get is in school suspension no matter what we do around here." Some students even felt empowered enough that they could forego a teacher's command and go to the principal. Sadly to say the principal would take those students' word over an adult's. Another thing that confuses me is how a student can disrupt a classroom either complete defiance, fighting or throwing furniture and can return to the classroom with stuffed animals, snacks, or other rewards. Needless to say this behavior continued and more students followed this cycle of behavior.

Kids are often rewarded by administrators when in time out.

Our principal is out to meetings and trainings more than she is here. Then when she returns the negative climate rules again.

Principals have too much control in the classroom, when they have no clue what goes on, a walk through maybe once a month, (less than a minute, no conversation) does not give proper knowledge.

We have had multiple children bring knives to school hit teachers, kick teachers, and talk in a disrespectful manner. Many times the principal is so worried about the number of referrals that are written she controls how and why they are written and does not listen to the staff, when it is a serious offense, on how to handle the situation. We have seen a much higher level of disrespect and non-compliance in our classrooms due to the fact that there is poor handling of discipline by the principal. It turns this all makes the superintendent and school board look bad because they are responsible for the administrators placed in our schools.

We need a strong, fair, trustworthy principal at this school. In all my 39 years I have never seen a principal that made us feel that they were not a part of the team, like they were above the faculty and staff that are in our school.

SCHOOL CLIMATE

campus looked better when Mr. Gordon was here.

STAFF CLIMATE SURVEY COMMENTS 2010

I feel that everyone needs RTI training to gain a better concept of what and how RTI is. The principal at this school does not support the entire staff here and at times is unprofessional.

I feel that when certain situations arise with physical contact between two students that they should automatically be suspended out of school. When administrators do not do that because the number of out of school suspensions go against our school then the students know that there is no consequence and therefore continue to put their hands on other students (hitting, choking, etc.) The consequences should be firm and consistent in order for the students to stop negative unwanted physical contact.

Physical violence is not met with a harsh enough punishment in my opinion.

Principal is cold and uncaring towards faculty. Speaks very disrespectfully to staff. The word bully has been used by faculty, staff and PCTA to describe the principal and her behavior towards the faculty and staff. She is very untrustworthy, and has lied to get her way. I have never seen a principal treat the faculty and staff the way this one treats the wonderful people that are at this school. Students are given power to tattletale to the principal about teachers. Discipline is at an all time low because the students have figured out that nothing will be done when they are sent to the office. The Behavior specialists and the assistant principal are not backed up by the principal when it comes to discipline. We need a male administrator that understands the kind of students that we love and have in our building.

Some of our students are hard core, meaning they need set rules, rewards and consequences. Our current principal is more concerned with numbers of out of school suspensions. Yes, our suspension rate is down but at what cost. I believe our school scores will be down also. The habitual offenders know nothing will happen if they are disrespectful, defiant, disruptive and/or violent. They often say, "So what, I'm just going to get in school suspension." These students have been supported by our principal by allowing them to leave class whenever they feel they have been treated unfairly. Never mind that they have disrupted the class. They have been encouraged to go to the principal to 'tattle'. The classroom teacher's control and authority has been undermined. These students have been taught by our principal that they have a right to correct, contradict, and disrupt the classroom learning flow, and they have learned this lesson well. The discipline of a school directly affects the learning progress.

Teachers and the leadership team work very hard and collaboratively to improve student achievement for each child at High Point Elementary School.

Teachers are very unhappy with the way discipline is handled at our school.

Teachers do not feel supported when it comes to discipline.

The principal does not foster an open line of communication between herself and the staff. Many times the staff are disrespected by the principal in front of students and over the walkie talkie. I believe the school would be much better run if the principal would be kinder to her staff. ALL STAFF

The principal is a dictator. She is also very much against older teachers. We have no input if it differs from hers. Very poor leader. Moral is way down this year. Two teachers left to go to other schools, or retire to get away from her bullying tactics. I doubt if we make an "A" grade this year. It has been very hard to work in such a positive way when led by such negative leadership.

There is no trust with administration, the atmosphere is very cold and calculated, Teachers are not listened to and they are micromanaged. Students tend to have the upper hand, leaving Teachers very overwhelmed. Students are not held accountable for their actions, the blame is landing on the Teachers.

HIGHLAND LAKES ELEM

GRADING OF GROUPS

D - principal A -assistant principal

I honestly believe the Office of Professional Standards needs to be investigated as they appear to form an opinion without regard to both sides of a situation. Once they form that opinion, regardless of whether or not the party is guilty, they follow through based upon their opinion alone.

Our school is one of the highest rated in the county, but we are told that we need improvement in almost every area. It becomes rather demeaning when our suggestions are ignored by our area superintendent...and thusly our administrators who need to please her.

Personnel department has always been welcoming, non-judgmental, and very, very helpful in any situation. They were understanding and empathetic during last year's emotional job fair process, and I can't say enough about how wonderful I think they are!

Some of the administrators, regional personnel, etc., seem to be interested in micro-managing teachers and every aspect of their day. If teachers are expected to adjust to the needs of individual learners, why are scripted lessons provided in so many areas? Does the phrasing ('Turn and talk' or 'Tell your buddy') make that much difference in what students learn?

STAFF CLIMATE SURVEY COMMENTS 2010

When the area superintendent visits she is merely walking through rooms looking for things she wants hanging on the walls. We are like puppets hanging charts, etc. that we may not even be using. Instructors should be respected enough to decide what materials are needed for the children in that particular room. Also, administrators walk in glancing at the Flow of the Day to be sure we are on the correct subject for that time. What happened to "teachable moments"? Instruction should not be bound to a time line.

LEADERSHIP

#2 the assistant principal works tirelessly to run HLE and support the staff.

Great job!

I feel our administration wants the best for all students, but their approach with staff needs to show respect for the individual strengths and varied teaching styles of each classroom teacher. Perhaps the overall feeling of teachers when the principal enters their classroom would change, if the instructor felt supported, trusted, and valued.

In the area of discipline, we got off to a shaky start. Requests for assistance were not answered promptly because administrators were doing walk-throughs or extended observations. Because we are not Title 1, we do not have some of the technology (number of laptops, smart boards) those schools have. It was almost impossible to get enough copies of worksheets for spelling, math, etc., because of the tight budget we had.

Neither administrator supervises children in the cafeteria or the car circle on any regular basis. When teachers have needed them for discipline matters, they are difficult to locate. The communication is lacking in many ways. We rarely have curriculum meetings, and the few meetings we have had have resulted in more questions than answers. They both have come into our classrooms so frequently that it almost borders on harassment. We are even unable to proofread our own report cards. They are all checked by one of them. We are not treated as professionals. Evaluations were not handled in a consistent manner whatsoever. Those who went first, had to prove that they had earned any E given. Others, who were evaluated later, did not have to have written proof, they merely accepted their word that objectives were fulfilled. The staff was not even told that we had to document everything in our plan books until April 21, one week before the final evaluations.

Teachers are not consulted nor listened to on matters that affect instruction.

We are constantly having to make do with what we have. Also, individual teachers continue to spend their own money for classroom supplies because of underfunding. We should not have to worry about going over our copy account, which is insufficient. Children still need to work with paper and pencil, and we are not given enough copies.

We need new laptops, smartboards and replenishment of digital projector bulbs and have no money or leadership on new technology. Computer lab needs all new mice and headphones if we are to implement FAIR testing accurately and efficiently. FAIR is NOT representative of our readers' abilities because they are using outdated and obsolete equipment!!!!!!!!!!

SCHOOL CLIMATE

I feel the administrators in this school lack respect for their teachers. Even though we have been an "A" school since schools started being graded, the administrators came in as "large and in charge!" They have belittled the teachers in so many ways. They keep their lights off in their office and are not at all approachable. They make you feel as if you are putting them out when you enter their office. They do not seem at all concerned about discipline and would rather not be bothered.

I see an increasing problem with children not having respect for adults. They say whatever they like, ignore directions the first 2-3 times they are given and expect it to be okay. They feel that their minimal effort is adequate and should be accepted without having to make it neater, cleaner or take pride in their work. As a result, teachers become frustrated with the attitude mediocre is great. Can you imagine if the teachers adopted that same attitude we receive from the children? Mediocre is good? Where would our education system be headed???

Morale at Highland Lakes is suffering.

New administration and front office staff worked very diligently to run our school efficiently this year. Some Existing staff who had been here for a while were at first openly distrustful, but as the year went on, they warmed up and I believe we had a very good year.

New Principal and Assistant Principal show fairness and respect to all staff, students and parents.

Our teachers have had to make extreme adjustments this year as we got all new office personnel. We have been micro-managed and treated as less than the highly-qualified staff that we have always been complimented as being. We had no monies for our classroom this year, and were observed to the point of feeling put in a "gotcha"/spied-on atmosphere. It has been difficult...and we keep hoping to see some trust and appreciation from the administrators.

STAFF CLIMATE SURVEY COMMENTS 2010

Scare tactics are imposed by administrators. An example being, "If you don't complete the CPI Training on time, your contract might not be renewed." That comment was not only inappropriate, but inaccurate. Both administrators have actually gone into teacher's classrooms on the weekend, rearranged things, and even taken personal items and used them elsewhere. The atmosphere has gone from poor, under the last administration, to miserable under the present. Many people dread coming to work. It is not a school that I would recommend any teacher to come to.

The principal has lowered morale among staff with her strong criticism. Her motto seems to be "divide and conquer."

This new school administration has created an atmosphere of distrust and we are always walking on eggshells wondering what their real policies are. They are strictly by the "BOOK" whatever book that might be, but it's only black or white with no gray area or creativity.

We have been a united team over the years with teachers, staff, parents AND administrators working together in a positive atmosphere to help our students achieve their highest goals with great success. Like all families we have had our ups & downs over the years, but now everything that worked has been tossed aside with no discussion or input. There is nothing wrong with change, but I am concerned and wonder why everything is kept a secret and then sprung on us in an e-mail. Even our final evaluations for the first time caused discontentment, resentment, and shock with disappointment.

We have new administrators this year. After being told that not much would change this year, just about all of our familiar ways of doing things were ignored in favor of their preferred ways. Most of the office staff changed jobs and or quit. So many changes are difficult to deal with. Parents have told me they do not feel welcome at our school now. They do not feel they are listened to. The administration does not seem interested in getting to know the faculty or staff except, perhaps, a limited few.

With two new administrators, there was a lot of adjustment. Individual teachers have their own style. While certain items obviously need to be displayed, the room environment should be up to the individual teachers.

HOSPITAL HOMEBOUND

GRADING OF GROUPS

Don't have interaction with most of these departments. The board is trying, but in many areas the wheels are coming off -

LEADERSHIP

Hospital Homebound is a specialized program. The district has given us much support for our technology. In the near future our students will be asked to pass end-of-year exams. Without broadband connectivity for EVERY student, we are not going to meet that goal.

Kent Vermeer has brought an atmosphere of peace and unity while setting high expectations. He's always ready and willing to help.

New Hospital Homebound supervisor is still waiting to be assigned to the Hospital Homebound Program for the year 2010-11. Kent Vermeer must be secured his position so that he can move forward with the organization/operation of the Hospital Homebound Program.

Our staff was under tremendous stress when our supervisor was pulled out and we were not told the reason. Mr. Vermeer was put here and has done an incredible job straightening out many problems our program had under the previous supervisor. We are working better as a team and are more productive than we have been in years. Now we are in the position of wondering if he will be here next year to continue the work he has started. He continues to guide us forward inspite of not knowing if he will return here. This time last year most of us were totally frazzled and angry. This year there is a marked difference in attitude. Work is getting done in a timely fashion and people are actually smiling.

SCHOOL CLIMATE

Kent Vermeer has brought an atmosphere of peace and unity while setting high expectations.

Landscaping needs to be improved. The campus is open to anyone. Concern about safety.

No reflection on our maintenance staff as they try very hard to keep the building in good condition, but the building smells moldy, is old, and the air conditioning system keeps some rooms very cold and other rooms hot and stuffy.

Our staff was under tremendous stress when our supervisor was pulled out and we were not told the reason. Prior to Mr. Vermeer being placed here, the staff was tense and people were talking about leaving the program. Since his arrival, staff attitude has improved greatly and we are better able to serve our students.

The Coachman Service Center is home to many programs. The Physical Plant is kept in tip-top shape. The

STAFF CLIMATE SURVEY COMMENTS 2010

Hospital Homebound program has seen many big changes this year, but we survive and prosper thanks to the right man being chosen to assume the directorship.

JAMES SANDERLIN ELEM

N/A

JOHN HOPKINS MID

GRADING OF GROUPS

I gave the teachers a C because there are too many of our good teachers leaving or already gone. Many of the existing staff are quick to point fingers but don't follow policy themselves or are MIA when things need to be done. We do however have several teachers that are an A. The Admin team works well but there is room for growth.

I think the School Board can do more to help resolve some of the issues for the schools in south Pinellas not enough hands on support. come stay in a classroom all day with level ones and two's in an academic subject other than reading

We only had two school board members that bothered to even come and talk to the teachers. No wonder they could claim amazement and ignorance of the situation here.

LEADERSHIP

Bureaucracy is the number one problem plaguing the school. We can't give proper consequences such as suspension for ESE students because of bureaucracy. Students go out to the detention trailers ordered by Dr. Janssen only to be returned back to classes because of their poor attendance. We have taken no action to secure our hallways and common areas despite the pleas from the staff. Warnings and community groups talking about the problems don't change the behavior.

I have not seen the superintendent visiting my schools since I have been a teacher.

It needs to stop changing so much. Consistency in any organization is key to its success.

Needs to be consistent

Our school warrants a special kind of leadership which we haven't had for the last five/six years.

principal needs further training on priorities. He's busy putting out too many fires. Slow to take action. Let the ap's handle that so he can get to the business of running the school. New programs are being implemented without procedures in place and there is a lot of duplication. I realize with the exception of the magnet coordinator, we only have provisional ap's, please get some experienced ones in here to stay at least 3 years!

see previous comment

The issues at our school are not new ones. For years we have complained to the district and school board about the things occurring on our campus, but suddenly they take the stance of being surprised or shocked and act like it's a new thing.

The superintendent and much of the School Board, along with associate Superintendents are truly out of touch with what is happening in the schools and with the students. Each one should take at least a day or 2 in the "inner city" schools and substitute to get a true picture. Walking around a campus and popping into some classrooms does not tell the true story. Also, many things the Superintendent has stated that she will do to help has not been done, or "roadblocks" have been put in place!

They need to redo school zones.

SCHOOL CLIMATE

A lot of students still seem to roam the halls with little consequence if any. Communication is lacking at all levels, there is not much follow through.

Administration for the most part is all bark and no bite. Students AND teachers do what they want without regard because there are no repercussions to not following the rules!

Any improvements in student behavior following the outbursts of the spring are negligible, if not completely non-existent.

Climate needs to change immediately. A good school but with many problems

daytime driveby occurring within view of the students unacceptable. can't the police step up policing the area. This has further eroded the fine arts population.

Discipline continues to be an issue - but it is still only a SMALL group of students that are causing the disruptions. PARENT involvement from those students is NONE and the problem is not the administration! There are MANY good things that continue to occur on campus and LACK of funds for the magnet program will guarantee the death of the fine arts program...it is a shame after so many years of success in the south-side of Pinellas county.

STAFF CLIMATE SURVEY COMMENTS 2010

I believe some of our instructors/support personnel set bad examples by their gossip, cell phone use, lack of work ethic and general lack of adherence to administrative policy. Administration set a good example. I do not feel threatened at this school. The maintenance crew do their best to keep the campus clean but the students make it difficult.

I strongly feel that the system has set John Hopkins up to be a misfit because no one paid attention or cared that putting a certain caliber of students in the same place would create an unmanageable situation in many ways. And even though the situations have surfaced and become public, nothing is being done to make it better. It's become dangerous for students as well as faculty and staff.

John Hopkins Middle School continues to be unsafe. District intervention was not properly implemented and made very little difference in the safety and civility of the campus. Students roam hallways and destroy property, threaten others and create an atmosphere where no one feels safe.

Staff does not respect each other as they should.

Students are not being reprimanded. Repeat offenders should be treated with strong consequences - and they are not. Also, hallway monitors act like students' friends, instead of adults. Students are getting the wrong message. Although I understand that budget is limited, we need to hire more bodies to walk around John Hopkins, implementing a strong, unforgivable code of conduct, to send a strong message, that verbal or bodily violence, will not be tolerated. 75% of teachers are putting in a transfer. That is sending a clear message, that teachers are being treated unfairly by students, and no one is willing to put up with that.

Students don't seem to understand 'boundaries'.

The level of disrespect from students toward staff and administrators is appalling. I wish the process of removing consistently unruly students could be done a lot sooner. Also we need more hall monitors! We need a person for each building. I believe this would be a better way of securing the areas.

The staff is always looking for ways to improve within themselves and with the student body and also within the community.

The survey needs to be sent in 2 parts to our staff- before we hit the papers, and then after we hit the papers. Honestly, it is like 2 different schools and is completely unfair to have to evaluate this as one school. While some changes have made our school safer, the "portable land" where the behavior students are now located is NOT what we were sold! Not only do we have major issues in that whole area on campus requiring us to keep our buildings in lockdown mode, but they also plan to bring other students from other schools to that area! Unless there is a definitive control of that area in place, Hopkins will, once again, become the dumping ground for troubled students. Sounds like we're being set up for failure again!

There were a lot of Neutral responses for me due to me being a new employee.

This survey really could not properly give an accurate account of what goes on in the school. Observations, interviews and other data is needed in order to find out the strengths and areas of concerns. Depending on who responds to this survey, information could be very skewed depending on the experience of the individual. I have witnessed very positive and very negative events and behaviors and events at the school and there are good people trying to do their best.

We have too many students that do not get along and bring their neighborhood problems into the school.

JOHN SEXTON ELEM

GRADING OF GROUPS

Most of the above groups are doing their best under some very adverse situations. Unfortunately, the lack of information and specific direction often tie their hands or cause them to frequently change the rules in mid-stream.

none

LEADERSHIP

Adequate instruction, technology equipment and good leadership is evident at this school

From what I have read & heard, it seems that the Administrators do need to come for visits into the various classrooms, not to judge but actually see how hard that the teachers & assistants do on a daily basis. It surely would show that you care & what else can be done to help with students that can be serious issues in a classroom due to behavior.

I know I am not privy to all the details that go into the decision process, and being a Superintendent is an extremely huge task, particularly during these tough economic times. Nevertheless, I truly do not understand the thinking behind some of the comments and decisions recently made.

take the challenge Dr. J - visit schools unannounced to see what the Administrative team has to do during a

STAFF CLIMATE SURVEY COMMENTS 2010

regular school day -

the three year old blended class has unreasonable expectations of numbers of students, safety and class mgt.

This question is unclear. Do you mean our individual school or the school board?

To those of us on the front lines, there often seems to be a lack of direction and no true "big picture" perspective of where we want to be as a District and the specific steps we need to take to get there.

SCHOOL CLIMATE

Currently our school climate is tense due to multiple cuts/displacements and the uncertainty of things to come. There is lots of frustration.

Many substitutes come on campus and share with us that it is obvious we have a great school because everyone helps each other and everyone - including children - are treated respectfully.

Our school is a welcoming place for students, faculty and parents.

Sexton is an exceptionally WONDERFUL place to work and for children to learn!

We do not have enough staff in the front office to run the office efficiently - Administrators in Elementary schools are under paid and always continue to try to complete projects on time but are always pulled away by parent/teacher/student conflicts. I would love to have the Supt. visit 2 schools a month to see what a Principal and staff have to do- Showing the effort and visit a school is better than writing on a piece of paper good job- just do it!

JOSEPH CARWISE MID

GRADING OF GROUPS

If 7 million dollars was spent for the salaries in the administration building in 2008-2009 then why are you nickel and diming the IB teachers for \$750,000. These teachers see the students everyday. How often does the administrators see students. The 7 million dollars does not include the school administrators-the Principals and Assistant Principals. Why are all administrators in such protected positions. Your budget cutting could have such an easy resolution if you would just do the Math!

Our teachers work very hard for not enough recognition or pay. We have one amazing administrator and the other two are pretty good. The School Board might have received a higher grade if they made the teachers of this county feel like they respect and support them. But their eternal attempts to cut our pay, force furloughs and reduce the number of teaching and support staff have soured my opinion of them. The School Board would not be needed if we had no teachers, so rather than treat us as expendable they should begin to treat us with long overdue respect. The School Board is out of touch with reality, even the students know this when they ask why those people make the crazy decisions they do.

With budget problems, I do not believe we need to have regional offices with staff or regional superintendents or supervisors. We do not need a Curriculum and Instruction department. What we do NEED is another Assistant Principal or a team of people to respond to behavior problems that occur at the school.

LEADERSHIP

At the school level concerns are often blown off as unimportant

I do not believe that Middle school is a big concern with the Superintendent or the School Board. They have broken our contract AND are not aware of some state mandates that affect us greatly, i.e., FCIM. School leadership is always trying to cover their behinds, and not make waves regardless of what is best for the student. IF the Superintendent and the School Board were in touch with the personnel at the schools, they would realize that teachers cannot teach unless schools are provided with appropriate consequences for disruptive students. There is nothing that can be done to a disruptive student that will stop his behavior - there is no one who talks to the students, counsels the student, or makes any attempt at changing behavior and when the student returns from another trip to the inschool suspension room, the cycle begins again! When the disruptive student returns to the classroom, learning stops for the rest of the students who accomplished a lot and did quite well while the disruptive student was gone... It is a difficult, if not impossible, job to maintain an appropriate classroom education atmosphere when disruptive students are allowed to stay in the classroom. Until we start viewing education as a privilege and not a right, we cannot accomplish all that we need to do to get the children reading for adult life. Also, the attendance policy NEEDS to be addressed (as previously written).

Leaders take a proactive approach and foresee problems before they happen

The computers in our classrooms don't get internet half the time, my classes never have priority for accessing the computer lab. The School Board and Superintendent make decisions that effect teachers, support staff and students negatively without ever considering what these people would like and actually do things in their favor. Even this survey is just going to be recorded and not actually considered.

When a teacher sends letters or e-mails to the school board or the superintendent they should have the

STAFF CLIMATE SURVEY COMMENTS 2010

professional respect to respond to the correspondence. Teachers should be given the professional respect to have their own discipline plan and write referrals based on their professional judgement. The school board should not propose or dictate a plan. If a Principal has a problem with the type of referrals a teacher is writing then he or she needs to get with that teacher. Administrators need to support and defend teachers as professionals and not have the mentality of let's catch them being bad. How can morale not be bad at a school whereby the Principal and Assistant Principal tell you to sign a letter of caution because that is what the parent wanted and then turn around and tell you that they know you had no ill-intent even though the student and the parent thought you did. I was told that if I didn't sign a letter of caution then it would become a letter of reprimand! The lawyers from the Office of Professional Standards advise that in the future be careful what you say so that it wouldn't be interpreted the wrong way. The student who misunderstood what was being said may have had the problem because English was her 2nd language! Two other employees of this school had a similar letter of caution issued to them. They were also told that if they didn't sign then a letter of reprimand would be issued. These two employees requested and were granted a transfer!

SCHOOL CLIMATE

Administration is a liability to teachers. Micromanagement and job justification by administration hinders teacher progress.

all schools need a uniform -professional plan for room changes, rotation system for giving up planning period to floating teacher, equal opportunity to teach 7 out of 7 in classes that do not fall under the small class size, ask teachers for input on planning period-these questions need to be discussed in face to face meetings and not with numerous e-mails. The master schedule should not be at the sole decision of one person-teacher's should not be told that they are teaching a subject that they are not totally comfortable in teaching. Certification is criteria but so is the consideration of highest student achievement based on teachers needs as well. Schools need a professional plan for ending the school year. One week of no books or resources results in an abundance of videos and lost learning time for the students. The school bookkeeper has the time and resources (telephone) to order textbooks. You don't need an Assistant Principal doing this job. Administrators need to be trained in communication skills and not avoid confrontation by using e-mails as their only form of communication. When a new staff member in any department comes to the school they should be introduced and made to feel welcomed. Changes occur throughout the year and not just at the beginning. If veteran staff members transfer to another school during the school year then the staff should be informed so we can thank them for their services and wish them well.

Students and parents seem to have taken over our school. Parents assume that their child should be in advanced classes and then the struggle begins - the teachers grade too hard, the assignments are too difficult, the child doesn't understand, etc. Students do not respect the education environment or their teachers. MY NUMBER ONE COMPLAINT, HOWEVER, WOULD BE THE LACK OF AN ATTENDANCE POLICY! Students CANNOT learn (or even attempt to make up missed work) when they are absent so often! I have 5-10 students with well over 50 days of absences! Students who miss a certain number of days per grading period should be moved to a home school or online school situation.

The building looks beat up and unclean. Faculty and student restrooms are not clean

The communication is open for parents and administrators but limited for teachers for fear of retribution the dust is horrendous in all classrooms: on the flags, floors, desks, computers, the stairways are dirty. the abathroom floors are not quite clean. There is not enough staff to keep our campus clean.

This has been a hard and discouraging year. I don't feel students OR teachers come first in this district.

This is the best school I have ever worked at and I am very happy to be here!

LAKE ST GEORGE ELEM

GRADING OF GROUPS

My concerns are at the school level. District personnel needs to be on the same page and support the school personnel by making fair and appropriate decisions that can be implemented as seamlessly as possible.

School board members need to be more visible in the schools.

The Superintendent and Board Members need to be more visible in schools. I know there are a lot of schools to visit but some schools are never visited.

LEADERSHIP

Some areas of the school are paid attention to more than some others.

The powers that be have to be very careful how money is spent and how personnel is displaced.

STAFF CLIMATE SURVEY COMMENTS 2010

Too many decisions are being made based on the lack of funds. I feel strongly that we are not always keeping the best interests of the children in mind. I know we are being asked to cut billions of dollars and it is getting harder to find places to cut, but the bar (for students and teachers) is continually being raised.

SCHOOL CLIMATE

Clicks exists, the faculty is pretty divided

For a school having to do more with less, I feel our school is doing a terrific job.

Strong leadership but, as always squeaky wheel gets the grease. Some feel that the rules don't apply to them. Master schedule fooled around with too much.

There is deferred maintenance to be completed. There is some confusion about the direction that we are heading right now. Decisions are made and then reversed when some complain. You cannot please everyone all of the time. After decisions are made, the faculty needs to support them and then move forward as a group. It seems that complainers know that decisions will be altered to please them if they keep whining. It makes an unstable environment.

LAKEVIEW FUND ELEM

GRADING OF GROUPS

Curriculum Specialist doesn't appear connected to our school "very county approach" versus differentiated and meeting the needs of our students. Concerned that this school might close due to our size. There are families and students who perform best in smaller settings even at a fundamental school. I don't appreciate students moving to Maderia and withdrawing from Lakeview after the school year started. I hope Pinellas County rejects any money from Race to the Top if our state is awarded the money. I believe there are too many chefs in the kitchen spoiling the soup and some groups/schools need different menu items from other schools (I thought we were supposed to work towards differentiation of instruction)?

I am not sure why we have moved to clustering for some departments and not all of them. My ESE teacher has been removed (and she was wonderful!!) because she did not have another school in this cluster; however, the curriculum specialist works at two different schools in two different clusters and that is considered acceptable. I do not see this as fair. Teachers and specialists should be able to choose the schools they want to work at based on years of seniority at their current location. When specialists are moved, it hurts the children they are assigned and the reprieve has to again be built by a group of students that do not trust easily. This is hurting the children. If they are the reason we are here, we should be doing what is best for them even if this means moving across clusters.

If curriculum specialist falls in the administrative group, then the D is deserved. I have yet to figure what her role is. The decision to move our SLD teacher (cluster issues we've been told) is a crushing blow to the students she has worked so hard with and made so much progress with. This is not best for our students. I do not understand this rationale.

New Curriculum person at our school is useless. Does as little as possible with teachers other than tell them when they do something wrong. Don't see why the money is being spent on this position if all Curriculum Specialists are like the one we have. The entire staff feels the same way. (Wonderful Reading Coach was cut and useless Curr. Coach was kept!!) Backwards!!

The curriculum person at school level does nothing to help our staff. We could do without that person and get someone at our school who understands the position and works with teachers and students. Our person's answer to many things is "it's not in my job description". Teachers do not appreciate the lack of support given to us, and we feel we could be better served by someone else.

LEADERSHIP

I feel that some of the leadership at my school does not go beyond their perceptions of what their job is. Since we are a small school, people have to go outside their boxes and do more than expected to keep the school running smoothly. When these concerns are brought to the principal, I do not feel that adequate measures have been taken to ensure more participation by this person. It is hurting the school's morale to see leadership not listening to the needs and concerns of the teachers.

New Principal learning her way through the school's needs and concerns.

Technology has improved much to the credit of our principal. Concerns may be listened to but not necessarily acted on.

While the principal is a leader, we need consensus building. We are a faculty with many strong teachers with wonderful experiences and knowledge about our school. There is a reason our school ranks high and those values aren't being recognized as important by current admin.

SCHOOL CLIMATE

STAFF CLIMATE SURVEY COMMENTS 2010

Administrator could have better communication on important matters with faculty. Lots of communication about fluff things but central calendar is not online and no one really knows what others are doing.

The cafeteria needs to have administration in there during lunch interacting with the students and making connections.

The staff morale is at an all time low. Four principals in five years has taken a toll on our school. Our current principal is by far the weakest. She is a noncommunicator and lacks leadership skills. I feel she wants to do well, but needs help. She is an island by choice and we know it takes an involved village to reach our goals. Our school needs professional team building sessions/interventions. We were once such a strong team with clear goals and direction.

There are some on staff that do not understand their jobs and expectations for their position. Those people do not appear to have the school's best interests at heart.

We have had 4 principals in 5 years. We are in need of team building to come together as a cohesive group with the same defined goals. There is not enough open communication among administration and all teachers. Decisions are made without input from teachers. Concerns about fidelity to fundamental policies are not always addressed or seen as important to address. Faculty meetings are not held with time for open agenda but with plenty of time to address data. Volunteers and parents need to be treated with more respect and appreciation. While I believe the campus is safe, procedures need to be refined for optimal safety. We have a fantastic head plant operator. She is wonderful at keeping the campus in great shape.

LAKEWOOD COMMUNITY

GRADING OF GROUPS

I think everyone does their jobs to the best of their ability with the tools and information that's available to them.

LEADERSHIP

I haven't dealt with them personally, but what I read and hear from the meetings, they seem to be concerned about fairness and a quality education for the students of Pinellas County.

SCHOOL CLIMATE

Nice climate

We have a new Administrator, so I assume this was for the previous Administration. I answered the question with the previous Administrator in mind.

LAKEWOOD ELEM

GRADING OF GROUPS

Great job

I am not familiar with the above groups

I feel that our teacher go above and beyond, however they are limited in what they can do, because of behavior challenges of students who curse, fight, yell, and cause all types of distractions for those who want to learn.

There is an enormous amount of waste re. dollars -which is why the low mark for the budget dept.

LEADERSHIP

Concerning leadership overall in the district their needs to be a consistent model for discipline of unruly students. Our county should study Alachua County (gainesville, FL) and the Seminole County models. Children in this county especially in South County schools feel that they can come to school and fight and be disruptive. I've had several students tell me in their own words "if i fight ain't nothin gonna happen to me.. they ain't gonna do nothing". This remark came from several primary children. Should we as educators sacrifice a quality education for the majority to bring down school suspension rates. Students feel that there are no consequences that are strict and stern. The Leadership in the School Board and Superintendents office need to create a Discipline Policy K-12, so that students and parents know that we have zero tolerance for bullying, fighting, ect. The school code of conduct is not enough for this current generation of children. The leadership in the school board and superintendents office need to visit Child's Park, Frank Pierce, Wildwood, Bethel Heights, James Town, and other midtown areas to visit how the majority of the children in poverty are being raised and see the obstacles that combat them everyday. Many of these children are unsupervised and on their own authority most of the time. They are struggling just to survive. We need to think outside the box if we plan on giving everyone a free and equal education according to our Constitution. We need regular scheduled meetings with leadership to discuss these issues in the community such as forums that could be held at Gibbs High School and John Hopkins. We need to challenge community leaders such as Daryl Rouson to form real tangible partnerships with these struggling schools. We need more men especially African American men to reach these youth. The district needs to send out recruiters to attract these men to our district at historically black colleges and main universities

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to recruit at all levels.

Doing a good job

Our administration is a good team.

Technology was inadequate in the portable I was in..and I think the entire school. We had laptops, projectors and document cameras. But the media specialist had to become the technology person also, and she was not effective with helping with technology. I don't think she knew enough about technology to do her job well.

SCHOOL CLIMATE

I am very glad to be here at this school

I feel fortunate to have been a part of a school that has an administrative staff that has clearly met each of the expectations above. The staff is also fully supported by the administration in dealing with needs of students on an individual basis, as well as with parents.

I feel the climate has improved a great deal from the beginning of the year.

Many students do not take pride in the school and are very disrespectful to the adults in the school. There are some staff members that do not set good examples for the students and have a more friendship type relationship with the students rather than student/teacher relationship.

Overall the children are great to work with. There however is a strong population of students with severe behavior and psychological disorders in mainstream classrooms that distract from learning making hard for teachers to teach. These children need alternative placements to best support their learning and so that others will be in a safe stress free classroom. There is an overwhelming trend of the boys (especially those in foster care) to develop resentful and angry feelings and emotions toward women. We also need more male mentoring for these youth with these problems. The community needs to support the school in a more active ongoing way. Parents need to be held to a higher standard of accountability when their child is a consistent behavior problem. They should have to go before a board to discuss parenting techniques or possible losing their child's placement in the Magnet program. Parents should be made to attend monthly meetings at school to increase involvement and parental participation. We should also consider Saturday School to boost achievement and a summer extended learning program such as SAM CAMP.

RTI was confusing and not well organized or info given out to teachers regarding the process. Bathrooms were DISGUSTING in my portable, very dusty!!

We get a lot of support from administration here, at least I have for the most part, when I have needed something. It was mostly a new staff coming together and I think we've done pretty well given the circumstances.

We have worked hard this year to improve the overall (parents, students, and staff) climate of our school.

LAKESWOOD HIGH

GRADING OF GROUPS

C & I has some quality people in it with innovative ideas and good trainings--I just wish we could implement the things that come down the pike.

I am unaware of any impact of the groups I left ungraded. The school board is out of touch with reality. They need to re-zone our county based on income (NOT RACE), as the successful Wake, NC school board did with great results (although they have since abolished that initiative due to newly elected members with a different agenda).

Our school appears to be driven by decisions not based on a visible academic standard.

Our School Board needs to/should consist of persons with advanced business training and backgrounds. Instead, we have a School Board that consists of Mothers/Teachers. Unfortunately, it is showing in our rankings among other districts. The budget would NEVER have been this grim if our school system had been run like a business - and let's face it, that's what we are, a business of education. Further, there are many issues in many other departments - such as: Food Services - The hiring practices should be the same as the rest of the district. There are people 'being placed' in positions that become available when other people have applied that are more experienced and better for the position. This creates an anything but comfortable climate in the work place. When veteran food service managers apply for the highest manager positions (Mgr. IV), and aren't even afforded an interview before seeing an email that tells of a person that has been a manager with PCS less than one year with our district has been offered the position, it causes friction and hard feelings. In the last month - we have seen 4 manager IV positions posted and they were filled as follows: a 2 year manager, a less than 1 year manager, a 3 year manager and a veteran manager from one of the schools that failed the state audit. We have seen several postings due to "Principals are opting to not renew their managers contracts" -- to find that 3 intern managers were tested/graduated early, and what do you know? All 3 of them applied and were offered the positions at these schools while the other managers are now forced to be 'Roving Managers'. The practice of

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posting and hiring of positions should be handled by the personnel department at the administration building. But more importantly, the principals at the schools should not engage in planning with food service personnel from the central office who is being offered what position and should conduct interviews and hiring practices that are fair and equal. It's like 'the good ole boy system' and the principals and certain departments are getting away with it and have been for years.

The entire Pinellas County School district needs an overhaul; try modeling after other, more successful school districts in the country.

The School Board should visit the south county schools and see what is going on.

Whenever I need to speak to someone at the district office. It ALWAYS goes to voicemail and the person may or may not call me back. seems like everyone there is always on break or at lunch

LEADERSHIP

Again the leadership at the school level needs some serious changes!!

As previously mentioned, the quality of leadership offered by some of our assistant principals is ineffective and demoralizing. Our administrators have radically different expectations for teacher performance, and correspondingly different professional deportment. Some foster productive collegial relationships and openly exchange information. Two are authoritative, confrontational and emotional, and this pattern is no less apparent with daily interactions. While no one can perform well in such an inequitable atmosphere, those unlucky enough to work with the latter sort of administrator are under constant job stress.

I feel that the administration of Lakewood High lacks strong leadership all of the administration are not on the same page and the kids know it!!!

I only have 25 books for an American History Honors course where my highest number of students in a class period is 27 students. 5 of these 25 books are in horrible conditions and we still have 2 more years left before new social studies books are issued. I feel that with most administrators are not assessable to staff, exception being Fabrizio

I think the leadership over all is good

Leadership is afraid to address racial problems, preferring to pretend that they do not exist.

Leadership is weak at the school where I teach. I do not have the sense that there is a genuine desire to have students excel - it's rather, to just get them through the system.

Please see response to climate

Poor leadership when teachers have to find out a new policy in the newspaper.

repeated from previous page: "Teachers and administrators work well together at this school" LOL!!! There is a climate of intimidation from two of our administrators that is extremely detrimental to our morale. There is a suspicion of specific and rampant nepotism that is demoralizing. Additionally, new teachers have to find out about schedules for special days/events, procedures (even discipline) have to be gleaned from neighboring teachers. We have a new teacher orientation for people just entering a classroom for the first time but none for teachers who have transferred from a different school, county, or state.

The leaders at Lakewood HS, for the most part, do not uphold school district policies or school policies. There is no "backbone" of the leadership staff, which causes students and teachers alike to do what they please or not do what they should (and there are no consequences for either case).

The Principal listen to my concerns. Some A.P.s. listen. We need, need, need, books. It is at a crisis point. The Superintendent does not listen. She has forced an extra period on us. She is chasing the Race to Top money which is little money with a lot of Federal and State regulations. She pretends to care what teachers say, but it is clear she does not. The school board seems to do whatever she says.

The Superintendent must rely on her Asst. Supers. to supervise building principals; she cannot be everywhere!

SCHOOL CLIMATE

1. The arbitrary, closed door, stick-in-hand management style used by some of our assistant principals is both ineffective and demoralizing. 2. Students and teachers are frustrated and demoralized by the practice of placing non-readers in honors and AP English classes. The same can be said for placing math-challenged students in advanced math, physics and chemistry classes.

Administrators do not do their jobs. Of our 4 administrators only 1 has finished her evaluations. I was observed in April and still haven't had my post conference. The administration in General doesn't seem to care about these issues. If teachers were this shoddy about their jobs we would be fired. I am greatly disappointed to see such a great school just go down the tubes.

Because Lakewood HS is an old school, not slated to be rebuilt, we should have more custodians than the newer schools in order to keep up with the task of cleaning an older building. Further, funds should be dedicated

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from the district to LHS for paint and landscaping and additional trash receptacles.

Campus is kept clean but the physical structure is old and outdated. Many students have the impression that the faculty is out to get them when it comes to punishment.

Discipline at Lakewood High School is absolutely out of control. Our administration's response is more toward cover-up than solution.

I feel this survey in its present form does not address issues which need to be addressed and has been produced with haste and little concern for genuine input. 1. The issue of safety should be specific to each group of stakeholders. I as a teacher feel safe at this site but many of my students do not. 2. Communication between staff, parents and students is open and positive but I feel communication between faculty and Assistant Principals is far from free and open and at times openly hostile toward teachers. 3. The campus cannot be kept clean due to the serious cuts in maintenance employees. 4. The survey fails to address the situation of supplies and teaching materials, specifically textbooks. In many classes there are not enough useable books available to have class sets to start next school year, no less to have books for students to take home. 5. If given the proper resources and time to plan and deliver instruction, RTI would not be an issue.

I have taught at schools where the faculty has whole staff trainings for literacy; however, even though efforts have been made through various sources the administration has NEVER seen fit to conduct true whole staff training. It is only in this way that real uniformity can be achieved—it is really a shame to waste the talent that exists not only in our academic coaching staff but also in the training opportunities. "Teachers and administrators work well together at this school" LOL!!! There is a climate of intimidation from two of our administrators that is extremely detrimental to our morale. There is a suspicion of specific and rampant nepotism that is demoralizing. Additionally, new teachers have to find out about schedules for special days/events, procedures (even discipline) have to be gleaned from neighboring teachers. We have a new teacher orientation for people just entering a classroom for the first time but none for teachers who have transferred from a different school, county, or state. "This school campus is kept clean and attractive" the status quo is maintained. Again, I have worked at a school where if gum is on the cement it is removed weekly so as not to build up. There is ALWAYS soap in the bathrooms especially during flu season, ours is random. Tile floor and carpeted classrooms must be cleaned by teachers unless the teacher is physically unable. IT IS NOT THE INDIVIDUAL STAFF MEMBERS—because I believe if they were instructed to maintain a higher level of cleanliness they would attain it.

I teach in a room in which there are no windows and which has filthy carpet laid on the floor. I therefore have no fresh air or natural light to take advantage of and have to inhale dusty air. That's appalling and disgusting.

Lakewood High School is a joke from the outgoing principal to the ineffective APs. There are only two APs worth their salary, Deborah Fabrizio & Pete Oberg. The faculty, save for a handful outside of the CAT Program, are inept.

Lakewood High School is in desperate need of a big administrative change. This has been set into motion by the hiring of a new principal but, several of our administrators need to be looked at as they are NOT administrative material. One in particular is extremely bad, he does not belong in a position of authority! He abuses his power in a multitude of ways and is very bad for not only teacher morale but student and parents as well!

One administrator is great (Fabrizio), one is decent (Beam), two are horrible (Turner and Waller). Teachers inflate grades to minimize student misbehavior and parent complaints.

Our principal and APs don't enforce student attendance and skipping policies. How can teachers be criticized for student grades when students know that they can be absent often, without an excuse, without consequences? Attendance is one of the major challenges teachers face at Lakewood High School. I am sure this problem will be resolved next year with the upcoming of the new principal with strong leadership. There is no open communication between APs and teachers. Some teachers are ignored and treated like 2nd class citizens. When teachers voice their opinions respectfully, the principal and the APs have meetings to make plans to retaliate against these teachers. The principal and the APs have taken steps to make sure that teachers who voice their opinions fail. There should be a system of checks and balances to make sure that the principal and APs are not abusing their powers. APs and teachers should work together like a team since they both have a common goal: To teach our kids so that they can be successful.

Overall I think our administrators, instructional, and non-instructional staff do a good job. However I think we all have concerns about school safety and discipline.

Teachers do not have a voice in the leadership of LHS.

The Campus Monitors at the school also play a big part in making the campus safe for students as well as staff. They do an excellent job at the school.

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THE CAMPUS MONITORS AT THIS SCHOOL HELP MAKE SURE THE STUDENT ARE SAFE AS WELL AS THE STAFF AND THE CAMPUS.

The Principal is a decent person and is very respectful. He creates a pleasant atmosphere to work in and will be missed. We have a bully A.P. on campus and he is not appreciated

There is no camaraderie or consistency (within discipline) between teachers, staff, or administration within Lakewood HS, therefore teachers constantly feel that they have no clout in controlling their classroom or hallways. This creates a lot of distress within the school and it outwardly shows on students and on the public eye.

You need to put some of the administrators back into the classroom, AP's and people in the Main Admin. Also, you must teach your current AP's to get out of their office's and talk to their staff. The only time an AP comes into my room is when they want me to do something or lead some committee.

LARGO HIGH

GRADING OF GROUPS

can't do much with all the budget cuts. The indifference of the public towards education is pathetic, which leads to pathetic elected officials who do not vote for the good of the state, but vote to get reelected, so they can continue to pander to the special interest groups, and line their pockets later. Everyone is looking for someone to take charge of this and create a future for our children, which will create a better retirement for my generation. Couldn't grade as many as I would have like to. There was a time when Teachers were for teachers and Superintendents were concerned about ensuring that education was the main goal for students even though they didn't have much money. I wonder how the Superintendents made so many outstanding students when there was two wars going on, prejudice on a rampage, the Cuban crisis, assassinations of important leaders, but yet students were being taught in school and learning in Florida?

Grading groups? For what purpose- these are not appropriate survey items. This appears to be the last page and I don't think this survey tried to honestly get at the climate people have in their workplace. Teaching 6 out of 7, higher insurance provided by a company that is hard to find doctors accepting it and when you mention Humana, nearly everyone in the medical community groans puts a lot of stress on professionals being asked to create miracles and who are not treated like professionals. It is extremely disheartening.

I did not grade the areas I had no contact with.

I grade students.

It is hard to grade our school level administration. We have a couple of hard working people and a couple just collecting their checks. Professional development does a decent job of providing training opportunities, however it would be more helpful to train in our subject matter rather than the pedagogy flavor of the week that has been renamed and rehashed and added more must have nonsense to place on our walls.

People outside of the classroom have no value to the important day to day activity of teaching. If they have a job, they should be GREAT. Teachers have high expectations for these groups of people. We feel that many of these groups are not competent, not excellent, not striving for excellence. Many of these groups can be reduced in size, or eliminated.

Principals and Administrators should spend time in the classroom. in both Gen Ed and ESE. Some have been out of the classroom so long they don't see the changes, and the needs that are not being met.

The superintendent has no connection to the instructional staff in the schools. The school board is clueless about what is going on in the schools and with the instructional staff, watching a school board meeting brings one to tears. The school administration has no sensitivity to the individuals who working under them. They just plow ahead with their own agendas with no consideration as to how affects the people under them.

With all the variety of computers either owned but the district or under contract, it has become very difficult to get computers repaired...no one has the funding to repair computers!!! I have ten computers down and none of them can be fixed due to no funds, otherwise these are great computers, I hate to send them to the warehouse for disposal. What a waste of taxpayer dollars.

LEADERSHIP

Budget appropriations are ridiculous and have been- edusoft is just the latest. Honestly is there any research done or do we just that susceptible to good salesmen.

I miss Jade Moore

If there was leadership they would go out to the communities and urge parents and leaders to encourage their students in their educational endeavors. If they do this, it doesn't get communicated to the teachers.

It seems as though there is a greater concern for the grossly bloated bureaucratic positions at the school's administration building and less concern for all of the people at the school level.

Leaders should not be overpaid! The absolute insult of pay that teachers get is really noticed when double

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dippers, and people who seem to do anything but work with students make more money than the people who work with students. Value the professionals who work with students. Teachers need no leaders. Teachers need a police force or an administration that acts like a police force and keeps students In-Line. Teachers are great, they know what to do, pay them, support them, and stay out of the way. If everybody in the administration building did not come to work for a month - NOBODY in a classroom would notice - PAY the people who are valuable - the people in the classroom.

Leadership is something the school board needs to work on. There is not enough technology in the classrooms. Computer classes have adequate but reading labs do not.

Our main principal and one of the disciplinary principals are very supportive. The principal dedicated to seniors seems good but I've had little contact with her. The support at present isn't consistent and so the problems aren't being resolved in many cases. The students often mock me (and other teachers) who try to consistently keep the rules. When they are sent to the office the circumstance is dealt with sometimes and not always with evenly weighted consequences. That said, I wouldn't want to do their job. It is much easier to be a "couch" critic than to know all that they are dealing with. Mr. Lane is VERY good; exceptional even at the way he handles the students with fairness, evenhandedness and without expressing a bad attitude with difficult students. I believe I can still learn a lot from how he does things.

School board has failed to provide consequences for their poor decisions i.e. attendance is NOT required due to H1N1 but turns around and says attendance is mandatory. Students HATE the 7 period day and have figured out that they only need to pass two grade periods (with a min. C or D)out of four to get passing grade for any class they take. Thanks to the school board policy.

Some teachers have everything they need, and some teachers do not.

Superintendent and School Board are always in the paper for the magnet and other programs, but how often are they seen looking ay or spending time with ESE students. I never here anyone say they could use or they need anything. They want us to show improvement with them, but the curriculum we have is almost twenty years old!

Treat all employee groupd the same, would be nice.

We have great leaders, but they are afraid to be handle accountably for enforcing the Pinellas County School Board directives and policies. To me, their most fears are the parents. Need leaders who are not afraid to stand for what is right, but you also need Superintendents who will back their Principles who should back their teachers and teachers back their associates.

SCHOOL CLIMATE

Basic rules & guidelines are not enforced, i.e. no headgear, approp. clothes, etc. Tardy policy is confusing, student know that absences do not count and skipping is not enforced. Teachers are expected to enforce rules but admin does not discipline students or very minor for refferrals thus most teachers do not bother with enforcement.

I believe with the recent hire of a new HPO that our campus' appearance will begin to improve.

I don't think the problems that exist are based on administration. Our principal is working hard to change things but, from what I can tell, these problems have existed for years and won't be fixed easily (she is new to school this year). She has good ideas and is enthusiastic. I believe she can turn things around given time and cooperation. Students don't seem to have respect for much of anything (generally). Even the "good" students don't seem to respect supplies, classroom furniture, etc. A minority of students are verbally abusive to teachers and show little/no respect to adults on campus whom they don't personally know. It is very difficult to teach due to the lack of discipline. One of our disciplinary administrators is VERY good. In my opinion, he could use more support from colleagues.

I feel that a few of our AP's do an excellent job and a few need to be prodded and trained more. I don't see the leadership we need here yet. We need to crack down on students not in compliance with hats, dress code and electronics, this must start at the top, total crackdown!. With the constant hall walkers and other students, there is a lack of respect for authority, you ask them to correct a behavior and its whatever, or they curse you and walk away, you have no idea who they are, so what do you do? All principals, hall monitors and SRO's need to be visible, especially at the break in class. Some of our problems are due to the attendance policy. Kids skip complete days because it doesn't matter in any way shape or form, they then find out they are failing and become our hall wanderers. There is no student accountability for the lower 30+%, they can do as they plese

I have experienced bullying, hostility, and unprofessional behavior toward me, for absolutely no reason, by certain other instructional personnel in my department since the beginning of the school year. Unfortunately, it affects my ability to work collaboratively and to have a positive, supportive working environment with them. In turn, I work independently and avoid them so I can just do my job. It has made me uncomfortable and want to quit throughout the school year, but I realize that I have a right to be here. I did go to my evaluating

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administrator regarding this several times. As a result, I am viewed as someone who doesn't work collaboratively, which affected my evaluation. It is my opinion that teachers need to have someone to go to other than their evaluating administrator, who can effectively handle this behavior and do something about it. Department chairs show favoritism to their chums, gossip, and there is no confidentiality. I'm sorry, but you asked!

Laro High is a great school with a tough reputation. I think teachers and staff work hard for the students but in this difficult economy it is hard to accomplish some of the basic goals and that is sad.

Rules need to be set and upheld by all teachers. We set attendance and dress code policies and yet many teachers do not uphold them. I believe that more support and time needs to be given to the ESE teachers. We are placed in a situation where there is not enough time to complete our required federally mandated paperwork. We work way into the night and significantly past our work hours to accomplish this. We also have such high expectations where we are often lost as to how to meet expectations set down by district and VE specialist at the school. We are losing ESE teacher by the minute and many are having emotional break down. Some are leaving teaching all together after coming here to work. I used to love this school and never wanted to leave. Now I am giving it one more year for things to change before I'm gone. After having said all that, I love the principal and all the assistant principals they are very supportive and actively involved. I love the students and many of the teachers. I feel most are invested in helping kids get the best education.

School climate has improved this year but it has a long way to go.

The climate is poor because we do not implement policies and guidelines to the students. They are waiting for us to lead and demand of them to do what is expected academically, respectively, and behaviorally.

The site that I am in is a pig sty with pretty plants. It's dirty dirty dirty!

There is a small percentage of students at our school that have a total disregard for authority. If one of these students believe that a faculty member does not know them that they can say or do anything they please in the hallways. This behavior has been fostered by a lack of follow up and consequences to these chronic miscreants. This school has made great progress with our new principal and some new administrators. They are working very hard to get students to understand their role here is to work hard, do their best and become productive young adults in our community. The students aren't running the school anymore. There are consequences for their actions. This school is cleaner and more attractive than it has been in a long while. I can say I am proud to be part of the inter-reconstruction of Largo High.

this school is improving, the grounds are safer with the fences and it looks a lot better with the new landscaping. But as the only school not to get "beautified" per the budget cuts of the last couple of years, the students and staff preserve because of their pride in this school. This school is physically falling apart. The only thing keeping it together is the people, but this will not continue, as long as those students with the means, transfer to other "nicer" schools.

too many "part time" students are allowed on campus. Students that only attend once a week, or once every other week are only here to cause trouble. We need an attendance policy that will keep these "part time" students away, but will keep the full time students here. This weak policy does not make for a good climate. Climate also bad due to cutting our planning time and increasing the number of students we work with in a day. Better pay would help.

Too many classroom interruptions allowed. Students not held accountable for attendance is undermining efforts.

LARGO MID

GRADING OF GROUPS

Administration at my school - Assistant principals - B Principal - F

after 20 plus years in this county, i am very disappointed in the ability of this county to not learn and share the success and professional decisions that other counties have practiced.

none

PCSB has money for unnecessary "stuff" except raises for teachers.

Still seemed to have LATE BUSES on too many days. I teach an honors class first period and every minute is important. Students arriving 10 minutes late did not help the educational flow of the class. Personnel Dept. was fabulous whenever I needed help. Mrs. Lusher, Pat and Char were the ladies I dealt with this year and was so impressed by their professionalism and willingness to help get answers for my questions! Risk Management run by Claudette and Elizabeth were equally helpful to my 1001 queries and questions about DROP. Always pleasant and helpful! Pat Wright and Barbara Thornton frequently visited our campus and always had time to chat and answer questions or concerns that I had. Linda Learner always responded to my e-mails and made me feel valued as an educator. Wish we had more offerings in the area of science out of the Professional

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Development Department.

The number of employees in the administration building is excessive. Some of the departments perhaps could be combined to eliminate the overage. The word "logical" does not seem to be in the school systems vocabulary. I'm not sure what the reason is, but we have late buses almost every day. We have a regional superintendent? Very seldom do I learn anything, or gain any information that I might use in the classroom from trainings attended for professional development.

The PCSB budget for each department in administration should be examined from the first penny. So much waste

There are too many people at the top of Pinellas school system. I know it is large, but many of the above don't have enough to do to warrant their job. What ever happened to the idea that there be school based decision making? That would reduce the "necessary" staff.

What standards? Do principals have standards?

LEADERSHIP

Administrators at our school refuse to listen to our concerns. Dr. Campbell does nothing to help the faculty.

all staff have suffered cuts for 3 years. when will the administration building start cutting their "fat"? see previous comments concerning building administration.

If the school board and superintendent truly want what is best for all our students, they should make school visits. I know they would be shocked with what is going on in the hallways during passing time. Students are texting, listening to MP3 players, screaming and yelling at the top of their voices. Students seem to feel that it is their right to openly show affection. What kind of real life skills are we teaching our students? They could not get a job at Publix or McDonald's dressed the way they are allowed to come to school. Our students are being educated with the idea that they can use a cell phone and listen to music whenever and wherever they choose! It appears that educational leaders in this county would make good politicians. They speak out of both sides of their mouths. They promise, cajole, then restrict, cut back, and threaten to take away the living from those beneath them. If children are the MOST important people, then shouldn't all dictates reflect the fact that exhaustive research was done to see that they are served first and foremost?

Listening is not the same as taking action to correct issues.

none

Our assistant principals are NOT the problem - they too have been crippled by ineffective leadership from our principal! And I know that the superintendent and school board have heard from parents and teachers, and have chosen to let this madness continue. . .

Real leadership requires concrete solutions, not platitudes.

The person in charge does not appear to want any input from anyone that has been at this school before this year. It also seems like there are favored members of the faculty that have lunch with our principal several times a week. It is very difficult to gain access to the principal.

We have a good core group of administrators. We do however, need at least ONE MALE administrator and ONE MALE counselor since currently we have all women. If a male student needs to chat with a man about issues he has little choice of where to turn. We have a new principal this year. She has done an admirable job and has not hesitated to SUSPEND when needed so I hope that she will not be graded badly for this. I totally appreciate her NO PROFANITY towards a teacher stance. The Superintendent MUST give the schools (middle schools) a campus monitor and 3 AP's. We also need to have funding for Saturday School.

What leadership?

With comments like the one made in the press by Sup. Janssen about "difficult" teachers to paraphrase her comment how could a teacher feel that he/she has quality leadership. Comments and actions taken by the Superintendent, contradictory to teacher wishes and denigrating, undermine teacher moral and effectiveness. The same goes for the School Board. Mrs. Janseen and School Board members need to get back into the classroom and have a dose of "real life experience". We are being led.....to the slaughter!!!!!!!!!!!!!!

SCHOOL CLIMATE

Administration seem to have alienated most staff. Lack of support from admin. has created a hostile and degrading work environment. Lack of discipline/control of students makes the learning environment nearly impossible to function.

As a staff member I do not feel safe at school and I feel that there is zero discipline with the students. The students are held to absolutely no standards and are allowed to basically do whatever they want to without any consequences. It is a hard environment to teach in.

Dr. Campbell is new, and we have changed from Choice to Zoning. Our clientele has changed drastically. We have yet to meet the challenges of this new clientele. We need more support staff and parent involvement. It is

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difficult for the administrators to effectively enforce our Code of Conduct when they are doing lunch duties, bus duties, etc. Students do not perceive their education as a privilege nor do the parents. We are hindered in our efforts to teach because ESE students may only be suspended for limited periods and because of the children who really don't want to learn and do nothing but disrupt classes.

If I could stay in my room and teach I would be very happy. However I have to go in the halls the students are truly out of control. I would not send a kid of mine to this school.

Many more fights this year.

none

Our school is a mess! Our new administrator has taken an A school and totally decimated it - Pinellas County schools needs to get a handle on administrators - I found out the hard way that an ineffective administrator can cripple a school! And the sad thing is that so many teachers and parents have complained - and NOTHING has been done! I am trying my hardest to change schools, and this is the first time in 11 years that I have put in a transfer!

Please help us. Our principal is often gone. Teachers do not feel appreciated or respected by administrators. We must often defend our referrals. Children are disrespectful and we have no recourse. God only knows what our FCAT scores will be like. I wonder if anyone really cares.

Principal is very ineffective.

Sadly, an ever increasing number of students at our school are disrespectful towards adults and feel NO FEAR regarding consequences. By taking away OCIP and Saturday School as options for poor behavior, our administrators are left with few choices about what to do with the rude, defiant and chronically disruptive students who are empowered by what they know can or cannot be done to them.

Student behavior is getting out of control.

Students are openly rude, disrespectful, and foul-mouthed. Students are not held to high standards of deportment. Without this component, it is like the inmates are running the asylum. It is not possible to hold children responsible when rules are not consistently enforced. It is also not possible to expect high standards of academic achievement when students are empowered by the system to flaunt the rules freely and openly.

The district needs take care of the chronically disruptive students and ESE students who are disrupting our campuses. It is not fair to the students who come to school ready to work and are respectful to the learning environment. There are not enough adults on our campuses.....we need more teachers at each site. Teachers teaching 6 out of 7 is not helping our students. Teachers need to have more time to deal with disruptions - 5 out of 7 or 5 out of 6 would be a safer environment for everyone!

The faculty at our school works well together, and has a long history of doing so. Some administrators seem to operate under the divide and conquer theory. Some administrators tend to enable the wrong students, and therefore alienate teachers. Communication between parents and teachers has suffered this year due to a new rule of holding parent/teacher conferences one day every other week. Consequences for not following the rules are subjective; enforcement varies from student to student, and administrator to administrator. Our ABC program is a joke. Students enjoy going there. We had an effective person running ABC, but he was let go when students video-taped a fight. Students are extremely loud in the halls. One of our guidance counselors has taken to wearing noise cancelling headphones in the cafeteria because of the noise volume. Students vandalize restrooms regularly, and our maintenance crew does well to keep up.

there is a strong lack of cooperation and respect for the ideas of staff that comes from administration. moral is low and discipline is lax. staff feels we are not supported. administration does as it pleases without regard to largo middle history, staff input, or fair regard for students.

There is no communication between the administrators and the teachers. There is no discipline or consequences for outrageous student behavior. Students are allowed to do whatever they want at school and it is destroying the campus. Teachers are unable to actually teach at this school. Our school campus is not safe at all and I worry about my safety at this school.

There needs to be a stronger, more consistent implementation of the school rules at the beginning of the year to set the tone on what is acceptable and what will not be tolerated. Teachers need to pitch in and enforce the dress code, electronics, etc and then the administration has to have a plan to provide consequences for the students' rule violations.

LEALMAN AVE ELEM

GRADING OF GROUPS

Budget Dept. needs to communicate with C&I Dept., who needs to communicate with administrators/teachers. Example of non-communication: our new science curriculum does not include the use of the workbooks and benchmark books, yet these items were delivered to our campus once again. This is a waste of money.

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LEADERSHIP

I am very comfortable working with Mrs. Paquette and Mrs. Mavres. I can come to them with any questions I have and they always have time to listen.

Julie J. seems to be a woman that lives by her convictions, which is commendable. Some of the board members seem like political figure heads that just constantly espouse politically correct jargon with no real convictions of their own.

Mrs. Urbano could lead this school. The AP sits in her office...

The ever changing programs never continue long enough to see if there is truly any benefit. These constant changes just keep excess administrative personnel in a job that is not necessary. Nepotism and favoritism continues to pervade the system. Of course nothing will ever change because it is those who reap the benefits of the current system are those who keep it in its place.

SCHOOL CLIMATE

It's the best. With the return of the Title 1 monies we could have a chance to continue the progress we have been making. Bring the funding back to the elementary schools where the greatest bang for the buck is possible. Mrs. Urbano is an excellent, dedicated, organized and efficient school leader. It has been an absolute pleasure to work at Pinellas Park Elementary because of her great leadership regardless of the 2-3 teachers that still remain on campus who continue to make it their mission to sabotage her career and create unneeded drama. School has an Open Door policy and Administration is always available to talk or answer concerns. Leadership team is strong and works very well together, makes for a happy work environment.

LEALMAN INTERMEDIATE

GRADING OF GROUPS

I do not know enough about the different departments to offer a grade.

n/a

Our teachers are over-worked and under paid for the abuse we get on an hourly, daily, weekly basis! Teachers are amazing at our school! They persevere even when being beaten down constantly by parents and students! We need the people NOT in the classrooms to step-up and take more control!

LEADERSHIP

If proper leadership were provided, we would have a bigger police presence since we have so many fights on our campus! The south county students are out of control and no adult is worthy in their eyes! At our school the children tell us to our faces that they have no fear or respect for us. They say that they can do anything they want because there is nothing the adults can do to them. Our Principal is trying to stand up to the students, but the students even yet, cuss and threaten her. So do the parents! Our South County schools need help! We need County leaders to figure out how to help. We need parental involvement.

n/a

No comment

SCHOOL CLIMATE

n/a

not at this time.

We provide our students with a safe learning environment. Our students are motivated as our teachers strive to give them the best possible learning outcome. I believe our teachers are supportive of our administrator, as she supports the teachers. The students benefit from the positive interaction among staff at Lealman Intermediate.

LEILA DAVIS ELEM

GRADING OF GROUPS

Not enough information is obtained from personnel within the school system from those who work directly with the students before changes are made.

There is always room for improvement in any group!

Whatever happened to surveys on our administration?

LEADERSHIP

It is not acceptable that teachers cannot contact the school board members directly. Their e-mails are intercepted and shot back to principals like they were children. They are elected officials and should be able to be contacted directly without interference!!!!

SCHOOL CLIMATE

Administrators do not get enough feedback from stakeholders.

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Davis is a great place to teach. We have a strong administrative staff and a very involved PTA. More communication should be given to Support Staff when changes are implemented and made mandatory without having to pay. Also, should be kept informed of guidelines, procedures, etc. via bulletins, web-mail. My answer to # 5 is more about team work within grade level or teaching teams... the administrators are working towards utilizing teachers' strengths and reorganizing teams to aim for a better working relationship. Teachers in our building are unhappy with the structure as it is, so hopefully, these changes will help to create a satisfactory working environment. The administrators are trying too hard to be everyone's friends and to make everyone happy, or not to make anyone unhappy. Seeing both sides of an issue is great, however, there needs to be a firm choice one way or the other in order to move forward. Administrators in this school do a great job of supporting the teachers when it comes to parent concerns. The parents in this school have too much control... something that is affecting the morale and working environment of our building. The morale in the school as dropped severely this past year. Teachers' opinions and views are not regarded. This is the worst school I have ever worked at. Administration shows favoritism towards some and targets others.

LYNCH ELEM

GRADING OF GROUPS

No Comments

LEADERSHIP

School board has not done an outstanding job.

SCHOOL CLIMATE

Old school building so old looking campus.

MADEIRA BEACH FUND

GRADING OF GROUPS

I would like to see more attention given to elective request forms for 5th graders rising to 6th grade. Request forms should reflect only electives that are actually offered in the school the child is going to attend, and indications should be made so that students and parents know which classes are offered as a year long class or as a wheel offering.

LEADERSHIP

I am encouraged by the direction our district is heading. I believe that we make improvements with our processes each year. Even with budget cuts, our employees strive to improve.

MR. Attek has gone above and beyond in every facet to work with faculty, staff, and parents to achieve the very best for our students. I saw the transformation from beginning to end. Give students policies with consequences, a dress code, and administration, faculty and staff who are dedicated, and things do change. My only peeve is, that before school started last year it was posted in the the St. Pete Times the salaries of the new principal's. For a man who is running 2 schools, his salary was poor compared to the other administrator's who all made more then him, even the principal of the school that he left, Lakeview Fundamental which has an enrollment of 350 students. We have an enrollment of 1200 students, and his salary is a pittance. I hope someone will take a good look and compensate him for what he is worth..... "A MILLION BUCKS." We all love him, and he deserves to at least be compensated for the many hours he has dedicated to earnestly make Madeira Beach Fundamental an environment that we all want for our children. I have worked for the school system for 25 years and I can attest that not only is he a great leader, but a bonus to not only us, but to the Pinellas County School District.

These are very difficult times, leadership is excellent when those who are expected to follow believe that they can express their opinions without fear of retribution and their opinions are respected. It should be OK if we don't always disagree but that is not the case. The superintendent, school board and administrators all mean well and have very difficult jobs but things could improve if we were given more opportunities like this to say what we really feel. Difficult budgetary decisions have been made and although we were asked for our suggestions then a decree comes out without explanations as to why....same old same old.

We need to set a standard for ALL teachers. We are at a fundamental school and it upsets me when I follow all the guidelines and other members of my grade level do not. It makes me feel like a "big meany", when I'm doing my job. Some people are still not writing infractions. Administration really needs to keep tabs on people that are NOT doing so.

SCHOOL CLIMATE

For a school that was turned into a fundamental school, I was very pleased with the year overall. I confess, I had

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my doubts. I know for fact, that it was due to the hard work and dedication of our principal, Chris Ateek.

I do not feel confident that my principal takes listens when we discuss issues that are important to me. I do not always feel welcome when entering his office. I would like to know his policy for office visits i.e. "door open - come right in, door ajar - come in if urgent, door closed - please make appointment with secretary". I often do not feel that he is giving me his undivided attention. During the few 1 on 1 chats we have had, he is frequently distracted by his blackberry. I believe that he is sincere in his motivation to have a good school; his energy is great and he is always positive, but I would like him to take a stronger and more active role in leadership issues.

I feel that our school provides a safe learning environment for our students and an excellent atmosphere to work in for our staff. Our administration team is open to communication from staff, parents and students. I feel that my input is considered when I bring concerns to our Principal. Our school has gone through many changes since we merged and became a fundamental program. This first year has proven to be challenging and regarding. Morale and school pride is high under our new leadership.

I feel that the school runs harmoniously. All departments are efficient and highly knowledgeable. I am proud to work at such a great group of individuals.

i have been pleasantly surprised with the change to fundamental, i see less discipline,i have been impressed with the administration and their passion.

I love this school!

Madeira Beach is an awesome place to work because Chris Attek is a wonderful leader.

more teacher/administrative involvement and implementation of school wide activities. Parents, students, and teachers need to see a strong bond as a "family school".

Mr. Ateek has done a fabulous job getting MBF "off the ground"! I'm looking forward to an even better year next year now that we have one year under our belt!

My school is a joy to come to every day. The administrators are very supportive and always willing to go above and beyond for staff, students, and parents.

Overall, I feel that much has been accomplished at Madeira Beach Fundamental School. I come to work each day with a positive attitude and feel like my job is valued. I have good communication with my administrators and colleagues. The students and their parents are wonderful! My only area of concern is the favoritism shown towards certain faculty/staff by some of the administrators. I understand that friendships had already been established before the school adopted a fundamental policy, but I sense a feeling of "entitlement" by some of my colleagues. These are the same people who are allowed to violate the fundamental dress code, and, for the lack of a better term, are perceived by others to be the "show-offs" at the school. For the "We are One School" philosophy to continue, this behavior needs to be discouraged. I'd like to end my comments on a more pleasant note. This year has been a rewarding experience for me. I've met so many new people - teachers, students, and their families. The fundamental way of educating students is the best by far! I'm so happy to be a part of it and I already look forward to the beginning of the 2010 - 2011 school year. Thank you.

We are inadequately staffed with plant operators for a campus of this size. Morale would be better if we were provided opportunities for discussion within the faculty, but we never have meetings where discussion is allowed.

MARJORIE RAWLINGS ELEM

GRADING OF GROUPS

computers should be assigned to assistants. This year I was told that my assistants could not get computers, only teachers. This made my work load even more difficult.

LEADERSHIP

No Comments

SCHOOL CLIMATE

Administrators need to have a better sense of a "shared way of work" that everyone knows and understands who does what and how things are done. There is a communication gap between teachers and administrators.

Love it here and feel very fortunate to be at this school.

Our campus has not been kept in a safe status this school year due to construction. Our gates have been left unlocked for the convenience of the construction workers.

This is a great school to work at. I am not afraid to talk to my administrators about any problems I might be having. I think the staff gets along pretty well and are very helpful toward each other. I am moving 30 miles away from this school, but have chosen to make the drive every day because I like it here so much.

MAXIMO ELEM

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GRADING OF GROUPS

I feel that the different curriculum departments should communicate with one another. We get expectations from each department, and some of the time expectations are not feasible. According to our PIAP book we are expected to teach for more minutes than the students are in school. Magnet schools that have extra curriculum are not able to adhere to these expectations. Also, it surprises me that the curriculum departments do not inspect or review the common assessments we give to our students. The grade level expectations for these assessments should not be the same for each cycle. The tests are testing the same skills each time, if a 2nd grader has the same expectations at the beginning and the end it doesn't make much sense.

I would give the principal and assistant principal both A's, but the coaches etc. B-D.

Our teaching staff is one of the best I have ever seen. They are dedicated to the teaching profession and our students. Our administration goes above and beyond to make our school the best in the county. The budget department is awesome, Lori and Lynn are the best!

LEADERSHIP

Excellent leadership!

I feel that the principal favors certain teachers. Also is he noted for giving teachers empty promises and doesn't follow through. Even though he states we are the best staff, he judges certain individuals.

I would like to look at other alternatives to suspension and an action plan for repeated suspensions. For example, Child A has been suspended for fighting, stealing, classroom disruption, etc multiple times. At some point, the next offense should be handed over to Social Services or the Campus Resource officer to investigate the home life and/or involve outside resources (Mental Health counselling). If necessary file criminal charges. Prevention/Intervention is the key. We're still failing our children in this area of discipline.

It is too soon to evaluate the leadership of the Superintendent as well as the School Board working with her overall. For example, the incidences at John Hopkins Middle School became a media event before they were addressed. Then it appeared as if she blamed school personnel, even though I do not believe that was her intent. Many of those identical problems exist in many of our schools, even at the elementary school level and school staffs need strategies and an action plan put in place from the top down. Reporters and a temporary flood of "concerned" politicians may make press, but the problems remain without a consistent policy. As much as we (ESPECIALLY educators!) don't condone a police state in our schools, it should NOT be allowable to break the law just because you are on a school campus.

Mr. Brown has continued with his vision to improve the relationships while ensuring students are academically challenged each day. He has improved staff morale by making sure each teaching staff member has the resources need to succeed.

So much of what the leadership outside the school building sees is based on inaccurate observations. Behavior issues are not dealt with appropriately. Teachers should not be allowed to be physically or verbally abused by students, even in the elementary grades. There should be a 0 tolerance approach across all grade levels, not just middle and high schools. Referrals and suspension rates should not be viewed as a negative, it is sometimes our only recourse for continual problems.

SCHOOL CLIMATE

1. The concept for RTI is good, however. The process is lengthy and the child's needs aren't being met throughout this process. The entire classroom climate is also affected, at the expense of a few. 2. Our maintenance staff works extremely hard, however. We need extra help with regular cleaning when special activities are planned (and that's on going either for students or parents). Maybe a check and balance system should be implemented to see who the load regularly falls on (day or night shift).

Although I am not an instructional staff member I can see a positive change in our school climate by the enthusiasm of our teachers to strive for higher student achievement and students are excited about coming to Maximo every day.

Expectations are not fairly enforced. Some teachers are able to bend and/or break certain rules and policies while others are held accountable. There is not an atmosphere of cooperation between teachers and front office staff.

I feel most of the personnel set good examples for the children, but there are some that come in contact with the children daily that don't. They speak disrespectfully to the children and about other adults in the school. I don't feel the campus is safe for the children due to the high occurrence of violence from children in the school. The campus is safe from strangers and the children are safe around the adults in the school, but the children are fearful of the bullying and disrespect from other children.

Improvements have continued each and every year

Staff does everything they can to ensure a safe environment. Partially due to the RTI process, there are no strategies or action plans that are available to us from the county to remove students that are truly a risk to other

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students, themselves and even the staff. These same students account for most of the bullying, loss of instructional time and serious behavior issues at our school.

The administration could improve on their collaboration amongst the staff.

MCMULLEN BOOTH ELEM

GRADING OF GROUPS

I think the regional superintendant assigned to my school has been out of the classroom too long and does not treat teachers or administrators like professionals. If she did, she would not mandate "cookie cutter" teaching and scheduling models, and she would empower principals and teachers to collaborate to do what is best for their schools. She has been out of the classroom way too long, and her mandates take much of the joy out of teaching and learning.

LEADERSHIP

I miss not having Leadership this year. Our current Acting Principal was an excellent AP, but doesn't seem to know what she is doing in this new role. Concerns given to her have not even been responded to most times, let alone addressed. There are also obviously "favorites."

I think the district officials should have been planning for budget cuts much sooner than they have this year. In years past, we knew cuts were coming, and we knew what was being cut well before the school year ended. This year it seems like there has been much procrastination in addressing this. There is too much administrative overhead in this district trying to force all teachers to be "cookie cutter" teachers, especially at the elementary level. There shouldn't need to be all these middle management people (like regional superintendents doing walkthroughs) coming in to make sure teachers are doing what they should be. That should be the job of the principal. Also, we are wasting a lot of money on instructional coaches for schools that are making AYP and getting good grades under the state grading system. Coaches are fine for new teachers or struggling teachers, but quit wasting money on veteran teachers who are demonstrating effective performance.

It's a tough and complicated job to serve at a leadership level. Thanks for all you do.

SCHOOL CLIMATE

Our acting principal, Ms. Aemisegger, is positive, supportive and always present to lend a hand as needed. She provides excellent administrative support to all. Ms. Poole, acting assistant principal, is hard-working, dependable, helps whenever needed, provides support and materials, and is tireless in her efforts to help us.

Our plant operators/custodians are not doing the job. I am tired of cleaning my own classroom, moving heavy objects, and waiting long periods of time for simple repairs.

Our school once was pristine and beautiful. With a new administration this year, and a new HPO it has declined dramatically. I have tile floors in my classroom, and it hasn't been mopped in months...disgusting. Teachers have been pitching in...planting and maintaining flowers, mowing the grass, sweeping walkways, etc. If you want the student's desks or any surface cleaned, you do it yourself. Want your area rugs vacuummed... vacuum yourself. Morale at my school is at an all time low. In fact, in 30 years, I have never seen morale so low.

MEADOWLAWN MID

GRADING OF GROUPS

Board members Lerner and Clark consistently can be counted on for reason and rationality. Risk management has become, under Pafundi, a joy to work with.

Can not understand when there is a principal at a school (J.Hop & Gibbs as examples) that does nothing but bring the school down, why they stay in their position for such a long time before they are removed.

LEADERSHIP

Assistant Principals have to go around putting out the fires the principal sets and trying to clean up the messes she makes. This is the worst morale I have ever seen at a school. We all breathe a sigh of relief when the principal is gone for the day. Her inappropriate comments and bizarre decisions are strongly indicative of a personality disorder. If I committed even one of this principal's outrageous acts, I would be awaiting a mandated psychological evaluation before I could return to work.

Leadership is not about power, it should be about motivation of teachers AND students!

Some of the Board has heard our issues, but some are so far removed from the classroom, they have no idea what is really going on.

The 7th grade administrator is wonderful & listens to concerns.

The economic decisions by both the school board and the Superintendent are filled with waste and pointless expenditures which have led to too many problems.

There is a distinct lack of respect toward the teachers from much of the administration. The follow-through from

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administration is lacking and much has been overlooked and ignored this year.

SCHOOL CLIMATE

Has noticeably deteriorated this year, unfortunately.

New principal does not communicate with staff, has brought the "family type" school that Meadowlawn use to be down....sometime she will speak, sometime she doesn't when she see you.....does not get along with SRO or does not want to work with the SRO, who is the best we have had in quite a few years!

Principal is never at school. Bullying and intimidation is prevalent from administration. There is no respect from or for the principal.

Principal routinely apologizes for her "communication style" which includes a great deal of yelling, namecalling, demeaning comments about staff and students and often, outright lies. I have worked for over three dozen principals and this is the most unprofessional and ill-educated leadership mistake that has ever been foisted off on a school community. She must be removed before more damage is done.

School climate is low due to administration's lack of availability, lack of concern for staff, and lack of concern for real student achievement. Rather the focus is on how to make everything appear up to par on paper. Discipline policy is inconsistent and nonsupportive of teachers. Behavior intervention is necessary before students return to class.

Students have no pride in themselves or their environment, the litter this year has been unbelievable. The students take no responsibility for their own actions and behaviors.

Teachers and administrators need to treat each other with respect and consideration and then perhaps children will learn from the example. I have been treated worse by other faculty members than by the students. Why would students respect teachers when administrators and other teachers treat each other so poorly.

There is a faction of the school's population that are dissatisfied, but they do little to find solutions to their own problems.

This was one of the worst years of my teaching career. The teachers had more expectations than they could possibly handle, an attitude of "authority" from the administrators, an attitude of disrespect from the students, and it is only getting worse! The district needs to better train their administrators to work with the teachers and treat them like the professionals they are!

This year there is a huge divide between administrators and teachers. There is a lack of respect and communication with teachers. I have never seen such low moral within a staff at any school (this is shown by the number of teacher trying to leave this school and find other positions). It is extremely upsetting to see the direction the administrators are taking Meadowlawn Middle School!

We are in the beginning stages of creating an effective and efficient RTI team / process. We are also becoming a Foundations school and will be collecting and analyzing baseline data for both the RTI & Foundations team to review and revise.

MELROSE ELEM

GRADING OF GROUPS

I feel that rating the administration in our school should be graded separately. Our Assistant Principal should be rated far higher than our principal.

I need to rate the principal and assistant principal separately. The AP's communication and rule enforcement is much better than the principal's.

none

Until teacher get what deserve in pay i dont care for the school board. 3 years without a pay increase in criminal!!! Level 4 teachers should always get a raise. They go above and beyond. We will never keep great teachers unless you pay them. High poverty schools should be first on the list. Its hard enough to teach let alone with the children and parents we deal with everyday....

LEADERSHIP

I wish that the administration would enforce the same consequences for student infractions. I feel that the student should get the same consequences for violence towards a classmate or teacher whatever grade they are in... just because a student is younger does not mean it shouldn't be taken seriously. Learning begins when they first arrive at school, and we don't want to teach that these behaviors are acceptable.

In order for leadership to be successful, our leaders must make themselves available so we may know whoever they are.

none

SCHOOL CLIMATE

Mr. Robinson does a very poor job of managing student behavior. He will bribe habitual behavior problem

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students with candy and special treats if they have a good day, and does not recognize the students that are always well behaved. He is very negative when evaluating staff. As a teacher, I do not feel safe at this school. The students are out of control and nothing is being done about it. The RTI process is a joke. Major changes need to come to this school if you want student success, starting with administration (Mr. Robinson) Sometimes just because something has always been done a certain way isn't the answer. For new staff especially, we don't always know these things and all assume we do. There is a school-wide problem with handling student behavior; I don't feel that teachers and administrators agree on what should be done to solve the issue. Also, many students do not come to school with respect for adults, and they do not all learn to have it once they get here. We have students that come from very low income homes, so this cause them to be angry but at the same time reaching out for attention so what cause alot of behavioral problems here at our school. The teacher and the administration do the best they can in this situation.

MILDRED HELMS ELEM

GRADING OF GROUPS

I am blessed to work in Pinellas County Schools. I appreciate all you do for us and for our students. risk management retirement consultants do not give adequate help and support. They simply want to refer you to the website. Would really appreciate someone willing to spend a half hour or so talking to me and answering my questions. I felt rushed and was treated curtly.

LEADERSHIP

I'm concerned with the District Leadership for Elementary. By all accounts, it seems as though our top leaders are more focused on Middle and High Schools. I understand that we need to make budget cuts; but when the county takes away so much of our support, our students' achievement is at stake. Teacher and Administrator are so stressed out. I'm not sure if top leaders are aware of how hard it is in Elementary schools. It doesn't feel like they are listening to our needs.

Leadership has not been effective or consistent.

na

The principal of the school lacks any ability to lead. Mrs. Cowley is unaware of School Board Policy. She lacks complete and total operational knowledge of school management. This is evident in her inability to manage budget, personnel, schedules and communication. Communications are infrequent and unclear. (Requests have been made to conduct an indepth school based leadership survey with no response from her.) School Improvement Plan and the School Advisory Committee have not had any role in Mildred Helms. Curriculum is determined by her without adequate discussion, training or modeling.

There seems to be different standards for EBD and General Ed. students. Our administrators and teachers/assistants have had to put up with some situations that have been very dangerous with out- of-control students. I believe that their hands have been tied with some situations, that are no brainers, and have had to wait for tooooooo much paperwork to go through on certain students in order to make it safe for other students. We are lucky to have Mrs. Cowley as our principal and Mr. Baker as assistant principal. We all work under quality leadership and we are all concerned about each other.

SCHOOL CLIMATE

A lot of tension and discord this year.

Communication needs to improve. Mutual respect among the administrators and faculty, especially when different opinions or concerns need to be shared and expressed clearly.

During constrution our school has not been maintained as well as it should be. When brought to the safety committee leaders attention many things are discussed, but several issues are kicked under the table and blamed on Construction. Uphill battle!

na

The atmosphere at this school has changed dramatically this year. There is a lack of confidence in the ability of the administration to lead, promote communication and camaraderie among the staff.

The construction and possible exposure to asbestos during the school day when staff and students are on school property does not seem to be the safest, cleanest way for a school to be. The construction also causes safety concerns because students are able to walk through wings under construction where tools and other hazardous materials are left out in the open.

This school is safe ,clean and excellent to have your student in. If I had a child going to school, I would recommend this school.

Unfortunately our school climate has changed tremendously due to a change in our leadership this year. There

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is atmosphere of distrust, anxiety, bullying, and fear due to our new leadership. I am ashamed of what has happened to our once great school since Mrs. Cowley has become our principal.

MORGAN FITZGERALD MID

GRADING OF GROUPS

Everyone serving education should have their salaries contingent upon district performance. Even though SB 6 was defeated our new appraisal form lists student performance as a criteria. The whole district should bear the weight equally. Jansen should get to keep her job if her district is successful. Everything comes from the top on down-ineffective leaders foster ineffective employees.

I have no interaction with most of the groups.

Randy Thompson's professional development was a waste of time and money. All he did was tell stories about himself, and I listened to him for 3 days! He is a nice man, but I learned nothing about teaming.

The decision to cap READ 180 classrooms to 21 to save money, one less student than all other classes, is simply irresponsible. Now teachers are expected to effectively teach Level 1 students who bring with them behavioral and on-task issues in an environment where students will literally be "on top of each other." I have already spoken to a master teacher at Scholastic who stated that it will be quite impossible to achieve the same results with these numbers. What does this mean? AYP for the lowest 25% will decrease, students will remain in supported reading classes, school grades will go down, there will be more of a need to hire reading teachers and more costs to hire these teachers, and students will continue to struggle in all classes. The School Board needs to seriously reconsider their decision or everyone in our school system will have to face the consequences of their actions.

LEADERSHIP

Our discipline administrator is about one month behind processing referrals.

School board members need to be active teachers so that they don't fall out of touch with those in the trenches.

SCHOOL CLIMATE

Discipline is lax and students get promoted regardless of whether or not they earned it. Knowing they will pass regardless of effort has left them with little motivation to work.

I enjoy working at this school. The staff is very helpful.

I find it more and more challenging that we continue to have budget cuts which make our job of teaching harder and more frustrating.

No communication-the right hand does not know what the left is doing. Safety-A teacher went to the SRO asking if item found in student possession was a weapon-SRO said yes it is! And we have 0 tolerance for weapons-1 week suspension. AP instead spoke to student to counsel him as consequence. We know the precious discipline data is being fudged to make things look better. Clean school-Tables are never cleaned in classes -we tested this-and student bathrooms are always out of towels. Garbage bags were re-used for 6 months until mold began growing on bag. One teacher has parasitic infection-Dr. believes due to student agendas being placed on bathroom floors and teachers then touching them to sign. Teachers suggested shelves be placed in rest rooms for the agendas to sit on-never did anything. Air filters are never cleaned out in classrooms-tested this too! Many teachers have chronic respiratory issues since working in the building. GAT students allowed to do things other students are forbidden to do-this creates lack of mutual respect for students-GAT can listen to Ipods while gen ed students are told they can not.

Our campus is showing its age. All we need is a coat of paint and this place would look much more inviting.

There is very little communication from Administration to the teachers

We are definitely headed in the right direction..."what is best for the kids" takes precedence over all else...

MOUNT VERNON ELEM

GRADING OF GROUPS

I feel those in Food Service at management level are not treated equally. OPS should investigate issues a little deeper, like those in central office (WPSC). Ask other managers for their opinions. Possibly a survey. Several management positions have been posted recently and the managers that applied were not treated equally. Managers should not be judged by evaluations alone, or resumes alone. Managers should be hired first as seniority. The hiring process should be changed. Along with many other issues. As far as the Regional Superintendent, I'm not familiar with this person. They should at least introduce themselves to the FS team in each school. We seem to be ignored in all instances except when something is needed like shelter staffing.

I was made aware of trade days and stipends after I had completed a training. It should have been presented at the beginning of them. We received an e-mail saying trade days for next year would start June 11th. Then we

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were told they wouldn't start until July 1st. They need to provide us with accurate information.

If my administration includes behavior specialist = B If my administration is only principal and assistant principal = A+++++

My school does what is best for children even though the district dumped on us!

none

Systems of communication and collaboration of ideas are in need of improvement. Adequate funding is not provided and there is too much waste. Professional development needs to be put on hold. Technology FAIR, EDS etc... is too often off line or slow. Warehouse instructional materials are of very poor quality. For example, we receive pencils that continually break, post it notes/tape that barely adhere to any surface, and markers that are dried out.

The Budget department has failed. Being a person employed by Pinellas School for over twenty-nine years under Title I and leaving this school term not knowing what to expect is unsound.

LEADERSHIP

As a elementary teacher there is an overall feeling that the superintendent and other higher educational officials are unjust in where they are distributing the county funds. The basic skills which are a child's foundation are being neglected by cutting support staff which work in small group or one on one remediation and the read 180 program. You are basically putting the horse before the cart. It is not advantageous to have a bunch of non-readers coming into your middle and high schools.

I believe that the people who present concerns to administration are criticized and viewed as being trouble makers. Our concerns aren't taken seriously. There are a lot of intelligent people who aren't in administration. It would behoove you to listen to them. If we start to focus on the small problems the big ones may just take care of themselves. We could start by holding parents and children accountable and stop putting blame on teachers, most of whom do their job and do it well.

My principal and assistant principal are strong, effective leaders. I feel confident with their choices and judgment.

none

There needs to be a return to the use of quality processes and systems that encourage collaboration among all district/site based employees in order to build morale and promote highest student achievement for ALL students.

Very open climate that encourages communication and growth for everyone involved

SCHOOL CLIMATE

Depends on who you are or who you are friends with.

Felt our concerns about students in need of extra help, was ignored. We were "told" what and who was important.

Great school!!!

I don't believe it is our school's fault that the RTI process wasn't implemented properly. It changes every year.

I was at another school last where the climate was really bad. I feel like I have reached heaven!

It has been very different this year. I believe it trickles down from the top...from the people that dictate how we teach, yet know so little about education. It is very discouraging. I have never worked so hard and felt so unappreciated. I hope things change soon.

none

Some degree of miscommunication exists with behavior specialist. He does not always seem to be insync with what teachers expect.

Staff was not involved in developing the School Improvement Plan (new format) or School Based Response to Intervention process nor were the SIP and RtI process shared with the staff once they were developed by leadership. Leadership is often unresponsive to questions and/or concerns placed in PLC minutes. The effectiveness of site based RtI process has greatly declined and is misunderstood by many top-down. Decentralized Decision Making as outlined in School Board Policy does not exist at this school. Due to outside pressures to maintain school grade the majority of resources were allocated to assist intermediate students. This has allowed some primary students to fall through the cracks. Leadership tries to build morale through providing food incentives and opportunities for the staff to gather outside of school. Leadership is very supportive of schoolwide discipline plan. School wellness coordinator works hard to promote well-being of staff. The cafeteria staff is excellent and the plant operators strive to support needs of staff.

NEW HEIGHTS ELEM

GRADING OF GROUPS

No Comments

STAFF CLIMATE SURVEY COMMENTS 2010

LEADERSHIP

Our principal tries hard to make our school successful. Our superintendent and school board work hard to better our schools.

You feel as though you have no voice. When you ARE given a chance to voice your opinion you feel it is just a formality, not something actually considered. Decisions made by our school board and especially by our superintendent seem to be more politically driven and not what is best for our students and teachers. Pinellas County Leadership needs to stop jumping on every bandwagon that comes through-give something some time and effort-

SCHOOL CLIMATE

I feel that our professionalism is lacking. That there is favoritism in the building.

Its very hard to keep up with all the yard work , trees, mowing, weeds, bushes,plants with the crew of 5

Overall, the faculty and staff are incredibly professional. The faculty and staff work hard and try their best to maintain the strategic direction of the district (school)-not allowing the negative aspects of others to impact their performance. They give their all to the students.

The communication between teachers and parents is improving with the zoned schools but there are so many changes and initiatives in place that it creates confusion and misunderstandings that lead to distrust and less open communication between some teachers and administrators. It could be improved if more time was provided to openly discuss initiatives and develop a full staff/administrator understanding and then including families and students in discussions so they too understand the goals of the school initiatives.

Very hostile work environment due to assistant principal's attitude. She is very hard to read, very disorganized, and can be very condescending. In addition, she is very hard to communicate with verbally or otherwise. Many teachers at our school are frustrated or "down" because they don't feel their opinion matters. IF you can get in to see administration and want to give your thoughts/ideas about something to improve the school (safety, learning,etc), you feel as though your thoughts are not even slightly considered. If surveys are taken, they aren't used to make decisions. Also, staff don't see their responses posted when surveys are shared. Our school is very reactive-we wait for a big problem to happen. Many teachers say they saw it coming but nobody would listen. Administration often arrives after teachers and leaves before most teachers have left campus. They leave for large amounts of time to attend to personal matters. They rarely attend meetings such as our PLCs (you can see them in their offices or you receive emails from them during that time). They rarely participate in before or after school duties. They very rarely walk through classrooms or hallways to understand what is happening in their school.

NINA HARRIS

GRADING OF GROUPS

I interact mostly with MIS and FTE. As our school is an ESE site, my questions are almost never simple, but the Help Desk, programmers, and the FTE office have always found the right answer for me.

MIS and IT say there is dual platform (MAC and PC) in our schools but they do their best to give wonderful support to PC users and little to none to MAC users. The Refresh project has become a joke with no consideration given to the needs of multiply handicapped students and assistive technology. A lot of money is being wasted on these leases when many of the computers at the special needs centers (mostly MACs) are proven to last many more years and serve the needs of our students well. Also, the idea of everyone printing to one copy machine is nearly impossible at our center with the amount of IEP paperwork required of us. We are mandated to provide a draft copy to parent at the meeting, update it at the meeting, finalize it and hand them the final copy at the meeting. Many times our copy machine is down and then we are out of compliance on state and federal guidelines for IEPs.

LEADERSHIP

Administration at this school is top notch and is very fair and understanding.

Dr. Sakoff is a wonderful leader who makes the staff feel appreciated.

I feel that our principal is a great leader for our school.

Our administration is not in touch with staff needs, like recognition and appreciation. They are the reason morale is so low at our school. This job is more difficult than a general education situation and I feel we are constantly set up to fail, or the administrators lay in wait for a "gotcha" moment, where they can flaunt their power.

they listen, but do not do anything about important issues--ignoring to prevent dissention among certain people, so nothing is enforced except sporadically.

Upper level leadership really has no clue what the profoundly handicapped students at are school need. Often an initiative that is appropriate for most all other students is completely inappropriate for our students yet it is

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pushed upon us and mandated with no true understanding or consideration of the unique needs of our students.

SCHOOL CLIMATE

I think changes are occurring for the better but there is still staff bullying/harassment taking place.

It is my impression that teacher and staff morale is low and teachers feel prosecuted and persecuted by an overly critical administration. It feels like I come to work every day and try to enrich my students and the administration ignores all the hard work and effort but seeks out reasons to reprimand and belittle their staff, both instructional and not. I feel I get more respect and support from my fellow teachers and colleagues than from the Principal and AP. It is a shame because there are not many people willing to do this challenging job and we, as teachers in an ESE Center need to be positively reinforced, not told we aren't doing enough.

It is way to COLD in parts of this building, it feels like your in a freezer. Also during winter there were a few times it was colder in the building than outside.

Nina Harris is a great place to work!

RTI at a special education center is not really appropriate in my opinion. Every student is at a tier 3 or they would not be at our center school. Each has interventions designed especially for them through the very extensive and involved IEPs. RTI is like trying to write one IEP for all 240 students and all of those students has a totally different need. At our school it seemed like a lot of double work and a lot of wasted time.

This is a great place to work. The love and respect for each other and the students is self-evident.

NORTH SHORE ELEM

GRADING OF GROUPS

This year I never saw anyone from the Regional Office. I haven't even seen any of the school board members. You would think in four years at the school I'm at at least one of them would have stopped by to see the school.

LEADERSHIP

Adequate instructional technology is in the "Have and Have Nots". If you are a new school with money, you have it all, "old" schools are scraping by. And there is not adequate support for the technology that we do have. Our media specialist does a great job, but she's trying to run the media center and do lessons at the same time. Not the best scenario.

I feel our superintendent is doing a superb job. She was left with quite a mess to clean up and is doing a great job considering the situation! I am thankful she is at the helm!

SCHOOL CLIMATE

Our school has experienced a similar situation as John Hopkins this year, only at the elementary level. By going to "neighborhood schools," we now have a handful of disruptive students who are causing chaos and discord throughout the entire school. It has parents talking and they are concerned about the safety of their child(ren). Some are even considering transferring their children. It is a shame that a few disruptive students can tarnish the reputation of a once great school!

The plant operations are a constant war. The HPO does not communicate with the Night Forman, everyone says it's the others job. Principal tells the HPO that it's his job to make it all work. It doesn't and the school suffers. It's untidy and takes days sometimes to get the simplest things done!

We could be more open to allowing parents to be more involved daily, not just for special events.

NORTHEAST COMMUNITY

GRADING OF GROUPS

No Comments

LEADERSHIP

It would be my hope that the School Board, the Superintendent and the many Assistant Superintendents could be more in touch with what is going on in the schools and the classrooms. Teaching can be a very difficult job when the teachers have to deal with disruptive students. More emphasis on students and quality education less on politics.

SCHOOL CLIMATE

Administrator/Teachers and Support Staff work together very well. It is a pleasure to work here.

Positive educational environment.

NORTHEAST HIGH

GRADING OF GROUPS

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Board is out of touch in some areas, namely absences and grade calculation.

Don't have enough first hand knowledge of most of these groups in order to grade fairly.

I'm not sure what I was actually grading on. Many of these I have no idea about. I guess I wouldn't grade those then.

The regional office is located very near our campus yet we never see them. Hopefully, they visit other schools.

There are teachers that don't teach and administrators that are not consistent in their punishment of students.

This grading system is too restrictive. For example, you have some teachers who are here every day and teach amazingly and then you have those who are almost on a time clock. Do I give us a "C" overall? Seems unfairly harsh to the good teachers and unfairly generous to the poor. The only category I felt comfortable grading was the School Board. While I understand there are limits on what they can do, I still believe they have no idea what challenges faces teachers and administrators everyday, and how they constrain us from effectively doing our job.

LEADERSHIP

Being an AP, my job is so involved, I really don't have a handle on what goes on at admin. It's kind of like, no news is good news.

I believe the school board is very out of touch with what the classroom teacher really faces on a daily basis and they have no conception of what instructional support does for the teacher, students and school.

More convenient technology training is needed in order to use the new technology that is available to us. Right after school, on school campus or close to your school.

My principal is the GREATEST!!!!!!!!!!!!!!

See previous comments.

There seems to be a definite lack of trust between the School Board, Superintendent, and faculty. I do not feel that I am respected as a professional; and I am tired of changes always being made in the schools and not at the administrative level.

When the board visits schools, they only are shown the good parts. Check out the traditional site of Bay Point Middle...for instance.

SCHOOL CLIMATE

An excellent environment in which to work, with superior staff & administrators, especially our principal.

I have never seen such positive attitudes from faculty, instructional staff, and administration--well done!

I have worked on 4 high school campuses in the last 6 years. It is as good at Northeast as I have seen.

I think the vast majority of students and staff feel attached and safe at this school.

In the past couple of years the morale has improved tremendously. Our Principal is a strong leader and a fair one. He leads by example and the administrators are beginning to open up and be more communicative as a result. Although problems will always occur in an institutional setting, our school, at least, has come a long way.

NEHI is a great place to work. The culture has changed tremendously since our new principal has arrived. We are very fortunate to have him and hope he keeps NEHI as his home for many years to come! WE are past due!

Overall my school is fantastic. The resource officer, administrators and campus monitors do a GREAT job of keeping this campus safe for all. Some teachers need to realize that using their cell phones during class time or between classes only encourages the students to do the same. It makes enforcing the cell phone policy more difficult.

Sometimes it is kept way to cold.

These are the questions you're asking? Honestly, I think the questions could be a little more in depth and relevant to teaching in the real world. Questions like "How has the lack of an attendance policy impacted teacher morale?" or "How has the county's inability to develop contingency discipline/attendance alternatives impacted the climate of the staff." Since you asked, I have to tell you these questions are generic and pathetic and written in a way so you can get positive feedback regardless of what is really happening in our schools.

This school is amazing!

Working here at Northeast High School is really nice. I feel like I have support from the administration and although the parents seem to be extremely rude I know they stand behind me. I can't say the same for the OPS who seems to be afraid of lawsuits and parents who are rude and loud and intimidating. It seems the teachers are always the ones to have to take the higher ground, apologize when they are not wrong, in order to keep the peace. We need to hold parents accountable too. This is my only gripe with Pinellas, other than that I love working in this county and really feel like we are a team at this school!

NORTHWEST ELEM

GRADING OF GROUPS

STAFF CLIMATE SURVEY COMMENTS 2010

High expectations. Myself included.

The principal of the school has NO faculty meetings. We are often left totally in the dark about our school. The only people who know what is happening are the "special" people who are her favorites. No one is subtle about this situation. They are the only ones who seem to do anything right according to her. It would be nice to be treated like a professional and not one of the children.

The teachers at my school work hard and are never acknowledged. There is a group of teachers that are favored by admin. Their data is no better than anyone else's, and sometimes worse. They get whatever they request - technology, classroom location, grade level to teach, supplies. Others make requests and are turned down. These "friends" of admin can always be found hanging out in the principal's office having lunch and chatting it up.

LEADERSHIP

I feel that many concerns are dismissed as "not being a problem" because they are not a problem for the administrators.

No communication from administration in our school.

The assistant principal listens to my concerns as stated in number 2.

#NAME?

SCHOOL CLIMATE

Admin is a pleasure to work for.

Administration does not always communicate directly towards the teachers and discipline and appropriate consequences, such as referrals are not always implemented. There can often be a disconnect between the teachers and the administrative team.

Classroom bathroom is very unsanitary. Administration has a select group of teachers she favors and this is very clear to the rest of the staff.

Input from teachers is not encouraged (compared to many elementary schools). All teachers aren't treated equally. Communication needs to improve.

Most teachers are left "out of the loop" and hear several different stories through the rumor mill. Administrators do not communicate with a majority of the staff, only a few.

RTI paper work was lost after hours of work was done. Some people have things bought (Smart Boards, white boards, books) while others have asked for the same thing and told no.

Very "divide and conquer" feel on campus--very rarely meet together as a staff, and when we do--no true discussions occur. Information is quickly given and then staff dismissed. Many staff do not even "know" each other well enough to connect names and faces. New staff is not introduced in person. Staff does not feel respected. Plant operations (most, not all) seem to do bare minimum--teachers asked to "pick up the slack" when plant operations staff is short handed. This happens a lot. But little help is given to teachers from plant operations staff when asked for their assistance. Other staff members and their families seem to put more time in keeping the campus attractive.

#NAME?

OAK GROVE MID

GRADING OF GROUPS

A+

don't deal with ones not answered

ESOL department has offered little useful support regarding new requirements for LA teachers. As a department we have gotten different answers from different people and are continuously forwarded a 'flow chart' to answer our questions which only confuses us further about what is required of us. I believe the ESOL department themselves are unclear on the expectations for LA teachers.

Most of these people are completely out of touch with classroom teachers.

This will not send

LEADERSHIP

I do not feel the school board makes teachers a priority. Students should be all of our priority, but when teachers do not feel supported by the board, it is difficult to keep their trust and ask for a total commitment.

It has been too long since the Board members and Superintendent have been in the classroom. Today's classroom is NOT the classroom of 10 years ago. Standing outside your door is NOT a deterrent to student behaviors. Today, we are facing not just students acting out and talking. We have rival gang members in the same class that are having serious fights; we have students with undiagnosed mental health issues and parents who don't believe in medications or support services, we have students who speak absolutely NO English and no ESOL program that teaches that particular subject, we have parents who will not attend conferences

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regarding their students because the student is "your problem during the school day," etc. The Board and Superintendent are out of touch with what is actually going on in the "trenches" of the school, day in and day out. As teachers, we are not given any tools that we can use in the classroom to deter behaviors. We (as always) are expected to do more and more with less and less. We have to continually raise FCAT scores, while having less and less time to teach because of the many mandates that are required (mini-assessments, etc.). Our school is expected to be a community school but we are not given more man-power to make our school a community center that serves as outreach for the community or money to implement programs for the community or do anything else that would create the community to buy in to the value of the school (see NEA Bulletin for what makes a true community school). As teachers, we care about our students and want to do what is best for them; however, the school Board and Superintendent, with their lack of current experience, ties our hands behind our backs with lack of tools to modify behaviors, lack of money for our classrooms and lack of support for what we are doing that is positive. If you want our classrooms to be real learning centers for higher education with critical thinking skills being exhibited by the students, then support us, give us trainers who offer real tools that we can take back to our classrooms, give us praise when needed, respect us as the professionals that we are and don't talk to us or at us. Provide us with training that is meaningful and give us our "cost of living" step up in pay (considering that we put about \$1500-\$3000 back into our classrooms for new supplies, consumables and equipment that the school can't or won't buy). Don't tell us how things are supposed to be--give us the tools to help make that happen. Appropriate money in more meaningful places--why are we as taxpayers paying for school administrators to use Blackberries? Why are we as taxpayers paying huge salaries to administrators who never come out of the "ivory palace" to see what things are really like at the schools? Why are we closing schools for lower enrollment and then placing tons of portables at new schools? Why is it that administrative trainings include money for a wonderful breakfast platter with muffins, fresh fruit, water, coffee, soda, soft drinks, etc. and yet essential programs for students are cut (ie. MSAP, etc.)? If teachers have to tighten their belts, and principals have less money to work with, then why isn't the Board and Superintendent doing the same?

School board members should have their offices in secondary schools so that they can see what actually goes on in a school day.

School board members, Superintenden, supervisors, and administrators need to be in the classrooms for a few days a year as a substitute teacher to see what teachers are dealing with at the classroom level.

The Leadership people have no idea what it is like to be in a classroom in this day and age. They should all be required to substitute in randomly selected classrooms five days per year.

There are exceptions to the rules

Too many chiefes, little indians

We need a Leader who can do something.....ANYTHING!

SCHOOL CLIMATE

Always told not enough help to keep the school clean. It has to start at the top and that's not a priority at this school. Students are becoming more disrespectful and not a lot done about it. Most teachers not happy with Administration.

Good place to work.

Ninety five percent of teachers and administrators are team players. The rest need more encouragement to voice their opinions and work harder toward accomplishing school goals.

not good

Our Plant operator has a difficult time keeping our campus clean with the limited staff that he is provided with. Our brand new school is not getting the upkeep that it needs.

The building is filthy. Cleanliness is next to nothing. A real shame since the facility is only 5 years old. As far as working conditions, I would describe it as a one-way, my-way-or-highway mentality. The principal has surrounded herself with a cadre of acolytes who are in lock-step with her. Free-thinkers are ostracized, and marginalized. It really is a n unhealthy working environment.

The majority of the faculty are dedicated to OGM. The administration works tirelessly to improve all aspects of our operations and always considers the input of the teachers.

The plant operators could really use some help. They have been reduced while the number of students have increased.

There is a prevailing attitude of "us" and "them" which is being continually addressed. There is a level of frustration among all staff concerning the lack of disciplinary consequences that actually make a difference (students) as well as the large numbers of students who come to us who don't want to do anything. Add to that: more students, no raises, more work with fewer resources and you will find that people just aren't happy. PCTA

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doesn't promote highest student achievement - Problem!!!

We do not have enough custodians to keep the building clean. They try very hard. Noone has any time to accomplish any goals, because we are so overworked. Everything continues to deteriorate. To me, with a post graduate degree and many years of experience it seems to me that the entire system has lost its mind. I see more and more of my experienced colleagues with chronic health problems, like diabetes and heart issues. Five of our older staff have been hospitalized this year that I can think of. I do not believe my school is worse than others. I believe that it is better than average from speaking with others. I believe I have good administrators who care about kids and work hard. Something has got to give.

We have tried to establish a RTI intervention; however, the teachers that used it were reprimanded for using it. We need more communication time at the middle school level to come up with some better alternatives for student's choosing to interrupt the learning environment.

OAKHURST ELEM

GRADING OF GROUPS

No Comments

LEADERSHIP

Administrators provide quality leadership and they are extremely knowledgeable in curriculum.

Administrators listen to and support their "favorites" (even at the expense of other good teachers). Many hardworking staff members cannot count on support.

School board should not cancel classes such as Sawgrass Lake Park

SCHOOL CLIMATE

I loved the school that I was at and I hope to be back next year. The staff was very helpful and open. The students were wonderful and I hope to be able to back to help them achieve again.

parents are very involved in student academic.

This school is the most efficient school I have ever seen. I have more respect for Nanci Wilson than any of my seven previous principals.

Too much politics, backstabbing, and favoritism. Administrators are buddies with certain staff members; those teachers do not have to follow the same rules as everybody else.

OLDSMAR ELEM

GRADING OF GROUPS

Get rid of Carol Thomas, please. How can one woman make so many people's lives miserable?

It feels like we are treated as non-thinking, uneducated robots who cannot teach without someone telling us when and how to do everything. Carol Thomas must go! She permeates an unhealthy aura around every school she visits which is non-productive to educating our students. I see no correlation or scientific evidence to what the County is imposing on teachers and student scores!

Our administration at school is wonderful, but I do not have the same feeling about the school board and other departments outside of our school. This year, our Read 180 program, an academic program designed to help older struggling readers was cut. It is ridiculous to cut a program so desperately needed by our students. We should cut down on administration outside of the schools and bring the money into the schools where it is needed.

LEADERSHIP

I never thought I would be treated so poorly after 25 years of teaching in this county. I thought that with experience comes respect. We are made to feel stupid if we do not deliver the content exactly like the coaches they send in to model for us. I feel that creativity and free thinkers are not wanted here. They want "Stepford" teachers. There is a climate of fear. The principal is afraid of the area superintendent and it is taken out on the staff. There are no positives, no compliments for teachers yet we are expected to provide a nurturing, risk free learning environment for our students. Send the administrators back to ed. leadership. Have they ever heard of the saying you catch more flies with honey than vinegar?

Much of the technology is defunct, slow, and desperately needs to be updated. School needs more computers that work and wiring to support technology for the proper education of students in the 21st Century. School Board is oblivious to the needs of teachers and to the amount of stress suffered daily due to the unattainable expectations placed upon the instructional staff. First, priority should be teachers and adequate compensation. Teachers have been disrespected in Pinellas County for too long! The leadership is far removed from reality in classrooms and teachers' morale and needs. Good morale, teaching, trickles down from the top in an ideal situation, and this is not happening, which is unfortunate to the students. Teachers should be revered

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and everything should be done to put teachers first!

There is not enough time dedicated to computer instruction in or out of the classroom. We have no true computer lab, and the computers left in the media center are not enough to provide instruction for an entire class. Many of the lower grade classes also do not have enough computers for all the students who need to use them. Truly, we could use a technology instructor and lab or mobile lab to bring our students up to speed in this age of technology and properly prepare them for their educational and working futures.

SCHOOL CLIMATE

I do not feel there is collaboration between administration and teachers. They have an agenda and push it through without listening to our concerns. They don't value the opinions of veteran teachers and despite getting excellent FCAT results on our grade level team, we are criticized instead of congratulated. Behavior problems are numerous and we are not supported.

The maintenance duties of our classrooms needs to be strongly enforced. Our classroom bookshelves and window sills should be dusted weekly...they are always dusty and very dirty, and seem to never be wiped down. Our windows should also be cleaned at least once during the school year...not just in the summer. The students' desks and table tops around the classroom need to be wiped down and disinfected weekly as well. Thank you! There is an inordinate amount of tension at this school. Carol Thomas is not a role model to staff or students and sets a tone which is demoralizing and unattainable. The amount of paperwork (much of it unnecessary), hinders teacher effectiveness and communication. As teachers, our energies should be devoted primarily to promoting the students with a quality/high achieving education. With all the other requirements, ie., flow of the day, scripted lessons, excessive testing, constant walk-throughs, excessive paperwork and documentation for everything, lack of compensation and time to complete everything, meetings all the time, parent conferences, inadequate technology, etc., etc., make for a poor climate and unattainable goals. Teachers need more time to plan lessons and Teach! Carol Thomas needs to get back into a teaching position and be criticized for every move made to get a clear understanding of what life is like teaching in this part of the County.

Wonderful friendly, caring and safe environment. I do not feel, however, that RTI at our school is strongly supported enough. In addition to working at school in the media center, I am an education student and have spent a great deal of time in a classroom with several RTI students. While there are several people who move in and out of that classroom, which actually disrupts the primary instruction, there is not enough support for all the students in that classroom for the interventions. More people dedicated to either doing the interventions or instructing the rest of the class during interventions are needed to make RTI truly successful.

ORANGE GROVE ELEM

GRADING OF GROUPS

No Comments

LEADERSHIP

Open lines of communication are very important at Orange Grove.

We have wonderful leadership at our school.

SCHOOL CLIMATE

I work in a very positive and safe environment.

Our school has a happy feeling. People come to work with a smile and leave the same way. All staff are friendly to one another and to the community.

Staff does not follow through with initiatives in a timely manner... not held accountable for completing items.. always seems to be a what's right for some, is not right for all, attitude

Students today do not show respect for themselves or for others including adults. They are not taught at home to be respectful and it is very hard for us as staff to reinforce this.

The parents have too much control.

OSCEOLA HIGH

GRADING OF GROUPS

Documented evidence of major infraction presented to OPS and nothing has occurred.

I just don't have much interaction with many of these departments to have an adequate score.

Most of these areas have room for improvement

Reporting Technology problems is cumbersome.

The School Board is limited in their understanding of issues related to high schools.

There is a feeling that no matter what recommendations are given, administrators and the school board are going to do what they want to do no matter what other input is given to them. Some staff even feel it is pointless

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to do surveys and community boards for suggestions because it will simply fall on deaf ears. It can be very discouraging

There is and always has been an "us" vs "you" mentality between regional administration and the schools. The lack of communication is still a problem. Although there has been an effort this year to bridge that gap; it still needs work. The problem is extremely apparent when the local newspapers or the union president and its offices will share with teachers/staff pertinent information that the regional administration should have shared. In addition, the operations of the offices of all regional administration need to be reevaluated and restructured for better effectiveness and efficiency. The reorganization of the county school system including staff and instructional positions and procedures will be more acceptable if it trickles down from the top.

This survey does not have anything to do with support staff. It is all about teachers and administrators.

Transportation is the tail that wags the dog in this county. We start high school in full darkness most of the year when every study on achievement says that no high school should start before 8 AM. High schools in Pasco start at 8:40 and the students love it, and deal with it. My first period students either don't show or try to sleep through first period. I literally see kids start to come alive around 7:45 every day.

Transportation is the tail that wags the dog. Everything we do seems to revolve around transportation rather than the other way around. OPS seems to go after the innocent while the people who are playing loose with the rules - especially administrators - are either not investigated or the cases just seem to disappear.

We need to have all four administrators be people who bust their butts doing their jobs everyday, not just some of them.

LEADERSHIP

I'm shocked at some of the decisions that are being made. Cuts to the budget are coming from the front lines, not from administration. Not every school needs the number of administrators that are currently there.

In most states the school board is a voluntary position. Why in a time of no funds are we paying ours? They are not teaching students nor are they administering.

Not all classrooms have adequate technology to serve the needs of our students. Too many kids in too little space is a huge concern. If our leadership actually got into the classrooms, they would see.

Osceola is only a semi-fundamental school, rules are enforced willy-nilly and faculty is not held responsible for enforcing the rules in their classroom.

Our county needs a new vision. Teachers feel beat down from not even having a cost of living raise for the past 3 years. We are all bringing home less money each year while our expenses and insurance keep increasing as well as our job responsibilities due to having to do more with less. It's hard to keep a happy face for the students when you feel you aren't valued by your administration or the school board. The school board must find a way to cut more spending in the appropriate areas so that we can pay teachers. We need to get better about eliminating wasteful spending, but the people who decide what to cut seem to be focusing on the wrong areas.

school leadership is seriously lacking. Staff has little faith in it.

The county administration is so afraid of state takeover of the schools that they are trying to implement any and all programs/policies that anyone submits as the "cure-all" to low student performance and are holding the school's administration and staff to implementing it whether they know it will work or not. It seems that no one around here is doing the research necessary to weed out the programs that have already proven to be ineffective elsewhere. This constant redirection in teaching and testing is extremely taxing on school administration, teachers and students. The "fear-factor" is already taking its toll on the moral of this county staff. The school board, county administration, school administrations, teachers, staff, and even the union needs to show the community and state a united front, use the brains they were given and agree on only a few of the proven techniques to implement and make sure that they are used fully and completely and actually given the time necessary to determine if they are working before mandating something more.

The rules are not enforced consistently at my school. Kids sit in the assistant principals office for entire periods instead of spending time in the classes they belong in. If our administrators would simply do "walk-throughs" multiple times a day, discipline would be down and fewer teachers would be goofing off so much.

Unfortunately, there are so many "Hot Topics" that need specialized attention that it is difficult to gauge the strength of the district leadership team. It would be great if at least one school board member had some high school experience or background.

Wonderful, compassionate principal. Spread too thin. Always is involved in everything that goes on in the school. Open door policy and always has time to listen to students and staff members.

SCHOOL CLIMATE

Administration does not follow its own rules regarding: rigor/relevance, fundamental rules, i.e. dress code, discipline, etc.

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Decisions from administration are often made haphazardly with little forethought about consequences or long term effects. Teachers are being given way too many preps with only one planning, but won't protest because they don't want to endanger their longevity at this school. There is very little respect from this staff toward the administration. On the positive side our students seem respectful and happy to be here. Teachers lean on each other and provide support during these difficult times.

Faculty is becoming frustrated with disciplinary process and the way referrals keep disappearing and not being entered into disciplinary screen.

I see three areas we need to improve upon: 1. Better organization of student activities and communication to teachers. Everything is last minute. 2. Clarification and Enforcement of school dress code and student misbehavior. Do not make a rule if you do not want to enforce it! It puts teachers in the firing line and makes them look foolish to parents and students. 3. Night crew needs to step it up. "Sort of" Sweeping the aisles around the room and dumping garbage is NOT cleaning a room! Teachers are sweeping, vacuuming, mopping floors, washing tables, sinks, counters, emptying pencil sharpeners, cleaning whiteboards and dusting on their planning period & Pro Ed days and after school. Please give us some relief!

some administrators foster an us vs. them atmosphere. Faculty are not valued for what they know but but how well they "kiss up."

Teachers are undermined and forced to do things to help kids get grades they didn't earn in order to receive credits/graduate with their peers. Our school doesn't even enforce the dress code consistently. Kids know that there are not real consequences for some of their actions so the discipline is not great, not terrible, but not great, and we are supposed to be this fabulous Fundamental school. Teachers can voice their opinions about things, but often our ideas are shot down before we even explain them. We sell this fabulous picture to the parents of these ideals that we don't provide them. We have teachers who walk out of their classrooms for large chunks of time to do things like take a smoke break. We have teachers who show tons of movies in their classes while others, like me, bust their butts everyday to really teach the curriculum and keep showing the kids new ideas. Teachers leave early, show up late, skip meetings, etc and then people like me who stay late doing tutoring after school etc get marked as a 2 on our evaluations. Something is very wrong with our system.

The inconsistencies in discipline intervention by administration at my school are frustrating to teachers who seem to be held to standards that administrators feel they can ignore. For example, dress code and demerit infractions are not addressed the same for all students. This sends conflicting messages to students and teachers. Administration seems to be more concerned by the "appearance" of the school to the county administration and community than to following through with consequences of broken rules and regulations as stated at the beginning of the year.

We continue to work to build a climate of trust and mutual respect.

With all these cuts how can teachers, administrators and maintenance staff possibly be "happy" when the expectations are far beyond their capabilities?

OSCEOLA MID

GRADING OF GROUPS

I am too new to the system to give any grades out just yet.

I would like to see more reasonable decisions made about how our schools are managed.

No Comment

Our Principal loses his wife to Cancer.....the enrollment is through the roof.....and the "powers to be" let the school flounder with only 2 administrators doing the work of 4. (hats off to our AP's, but thumbs down to the County for allowing this to go on)

The School Board members tend to focus on only one aspect of the issue and then wonder why they didn't know about "everything." Only one member consistently visits the schools to talk with teachers. Linda Lerner consistently visits, takes questions and input, and responds. Most members display a total lack of awareness of what a typical school day encompasses.

LEADERSHIP

I have not seen any real examples of leadership by the Superintendent or by the school board. In fact, I often get frustrated by the lack of decision making and the "wait and see" approach that is often used by the upper-level administration of Pinellas County Schools.

I know there are several opportunities for professional development at headquarters as well as my school site, but I feel that the only way I know my Superintendent or School Board is through email. Perhaps school visits would help personalize and therefore strengthen the teacher's cohesiveness. Meetings with the entire staff along with classroom visits would cover more teachers as well.

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I would like to believe that the PCTA is respected and given credibility as a source of information for the school board to use in making positive decisions for our school system. Unfortunately, I struggle to believe that this is true. Therefore, I would like to have first hand information from classroom teachers sought after as a source of helpful and credible information for the school board to use in making positive decisions regarding schools and students.

Leadership starts at the top.....it is about time our Superintendent starts LEADING by example. The good ole'boy network appears to be alive and well once again in Pinellas County...how do I apply?

No comment

Oms admid is the best and I am glad to be here. Lakewood is lucky to get Bob Vicari!

SCHOOL CLIMATE

Best School I have been at hands down! Great learning/teacher atmosphere for students and teachers. Both students and teachers are well respected!

County needs to have more SEVERE consequences for DISRUPTIVE STUDENTS....no matter what race or ethnicity they may be..... start catering to the students who actually do care..... more alternate schools for the disruptive.....

Great when working. Went all winter without heat, when summer comes air conditioning is always breaking down.

I am very privileged to work at a school that has a great staff and a great group of students. Together I feel blessed, lucky, and safe at my school.

I work at oms and it's the best school in the county, I am very fortunate to have such a great administration team to work for and all my co workers are my family. I a very blessed and lucky to have been hired to such a great school.

Morale is low, discipline problems are increasing, ispite of or because of RTI. The county needs to stop making useless forms, and back up a strong discipline plan.

Our administration, PCTA, SAC and PTSA would together to ensure student safety and academic success.

Staff is very caring about students and other staff. New staff members are made to feel very welcome. Students and staff have lots of pride in this school. I love workng here.

Stays about 71 Degrees in my room

The quality of student has noticeably dropped over the last couple of years.....

this is about the best school at which i've worked. the administration is supportive and morale is exceptionally high. i love working here.

We have a remarkable faculty who puts the needs of our students as its top priority.

We work well as a team at OMS. The administrative team, particularly the 8th grade members, demonstrate quality decision-making. Input is taken and a response given and explained if needed. There is a shared vision and commitment with the focus on the students.

OZONA ELEM

GRADING OF GROUPS

Bussing rules are confusing. Last year, elementary students who are disabled were allowed to stay at their school if their parent could drive them; they were not granted bussing services to an out-of-zone school. This year, it seems that bussing services will be provided to out-of-zone schools. It is confusing.

There are too many reading, math and science coaches who do not have direct contact with students. I feel they are not needed when our current budget situation is so severe and program that have direct contact with students, Read 180 in Elementary, Lit Success, are being eliminated from our schools. Non Title 1 schools have no additional programs for non-ESE once these programs are removed. Coaches do not work with students when they are on campus.

There are too many reading, math, and science coaches who do not have direct contact with students. I feel they are not needed when our budget is in the situation it is and when programs such as Read 180 and Literacy Success are being cut. These are programs that directly impact students. Non Title 1 schools have no additional programs if these programs are cut and coaches won't work with students.

LEADERSHIP

I am the "victim" of a school closing and I see the failure of the school board to effectively manage displaced students. \$14,000 for a fence around PHE??? Portables at Ozona to absorb our children? How much money did we really save by dismantling an effective learning community?

very authoritative do not listen to concerns of employees

We have solid leaders at our school.

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SCHOOL CLIMATE

Excellent environment to work; family oriented administration, staff and PTA. Ozona is tops!! I have been in the Pinellas School District since 1972 and feel that Ozona is "home away from home".

Families are happy to have their children attend our school. We have good parent participation and positive attitudes throughout the school.

Our administrators are top-notch!

Ozona Elementary has two of the best administrators in Pinellas County. We have a kind, warm and endearing staff....We have supportive parents and I can't imagine any school providing better service to students!!!!

Very positive

PALM HARBOR COMMUNITY

GRADING OF GROUPS

No Comments

LEADERSHIP

No Comments

SCHOOL CLIMATE

room is not clean

Safe and inviting environment

The people I come in contact with are really pretty negative. There is a new principal and I think she is doing the best she can. I don't think people should complain about things if they haven't thought of ways to fix it. More teamwork would be good.

PALM HARBOR MID

GRADING OF GROUPS

Decisions too broad. County is too willing to implement programs that sound good but does not keep them in place long enough to warrant the money spent or to truly see the impact.

I think these grades are meaningless. People in each group that I am familiar with and their actions cover a spectrum from brilliant to frighteningly incompetent.

I think you need to separate school principals from assistant principals. While all are "administrative staff", they perform somewhat different functions. I think that cutting 3 AP's to 2 AP's had had a detrimental effect on our school wide discipline. We are the largest middle school in the county, yet we have the same number of AP's as the smaller schools. I sometimes feel as though we are expected to be problem free, so the fact that we may have our own issues with fighting, stealing, bullying, disrespect toward staff, they get overlooked because we are an "A" school in a middle class area. The behavior of students has deteriorated over the last 5 years. I feel sometimes that the administration, (particularly the principal) wants to preserve the image of our school as a great place with no problems. That isn't the case. While we may not have the same type of problems as some other schools, there is something going on with the kids. They are feeling empowered, and don't fear discipline, because their behavior is not consistently addressed. I don't think discipline is always dealt with the same way by the AP's. I think the principal, (while acknowledging that she is under a lot of stress), sometimes deals with staff and teachers in ways that embarrasses them, upsets them, and makes them feel not valued as professionals. Sometimes the principal can have a short fuse and "bark" at people just because they happen to cross her path. Not knowing how she will react to you, makes it difficult to approach her with requests or concerns. It's apparent that morale is down at our school. Many teachers feel that their concerns are not being heard or not being addressed. Everyone is feeling the stress of the economy, the 7 period day, the rotating schedule, the added duties/expectations (Glencoe Writing, FAIR, SS computer pre and post testing, FCIM, FCAT Chats, Gains and Losses Reports, AYP, RTI, PSW, Moodle training, Portal training, CPI training, Technology training, Cultural Competency training, PEER problems, Teacher Planning notes, SIP goals, Prevent 1 goals...) It seems the list/requirements go on and on, yet the time to accomplish all of these things does not. This district needs a clear vision for the future along with communicating that vision along with the means to achieve that vision...AND it needs to be communicated from the School Board to the Superintendent, to the Principals, AP's, teachers, and support staff so that everyone is on the same page and everyone works together to educate our young people to the fullest extent possible because after all, that is what we are here for.

One or two buses are late EVERYDAY in the morning....

Risk mngt will quickly respond and always help. Why do we need C&I if we have each field represented (dept for science, math, so on)? Seems overkill.

The school board should be ashamed of themselves and how they run our schools. There should NEVER be a

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late bus to middle school except if there is an accident or the bus breaks down.

There is not enough support for teachers. This county appears to be much harder on its employees than it is on its clients. I have never seen morale this low.

LEADERSHIP

about #2-- Listening is not the same as using my comments as data. Teachers' concerns are data, and should be part of the school's and district's decisions. about #5 & 6-- Leadership would be making some sacrifices regarding the budget. The superintendent should be first to take a pay cut, or give up some perks. If this is being done, I have know nothing of it.

Bottom line we want discipline stats to look great. How can a student recieve only one day of ABC when she threatens to shoot a teacher. Bullying is tolerated and rarely investigated.

I understand that we are in a financial crisis, but I question some of the decisions. For example, with reading scores needing improvement throughout the county, I think having our librarian teach two periods is not a good decision. They will probably have to close the library during those periods. How can they teach and run the library? The library should be open all day for checking out books, research, etc. We should also have a full time technology person. Students and teachers need to keep up with technology. There are too many PLC's, trainings, and other requirements, when what we really need is more time to plan, grade student work, etc. Some of us spend are spending excessive amounts of time grading and plan at home.

It appears the Superintendent often "shoots from the hip" during incidents and then must backtrack or apologize. There has not been a clear sense of vision, of where the district is heading, it seems the Superintendent/district only reacts as things happen. I don't get a real sense that staff and teachers are very respected. The School Board seems incapable of agreeing on many important issues, often leaving the public with the feeling that some are more interested in "grandstanding" or arguing for the sake of arguing rather than addressing the very real problems this district faces. Where is the vision and leadership from both the Superintendent and the School Board?

It is hard to have people make decisions who are removed from the climate in which their decisions are going to effect. It is also hard to have programs cut across the board for every school if in fact that program is successful in certain schools. Too much money wasted on ineffective positions such as coaching and not on essentials such as library and technology positions which effective the entire school.

It is my opinion that the superintendent and the school board do not make decisions with the students' best interests in mind. They waste money on a bloated staff and every new program (FAIR)...new attendance program (Portal)...that comes down the pike. The school board makes its decisions based on parent complaints rather than what is fiscally sound. They're afraid to make hard and unpopular decisions.

It is sad that this job has become the brunt of our legislators and the focus is not put on what the parents should be doing to help their children. Teachers are blamed because their son or daughter is not passing. Too many parents are not concerned about their child learning. They just want them to pass. And now more requirements for graduation and being added and the obvious facts are ignored. The most obvious of these is NOT ALL STUDENTS ARE CAPABLE OF PASSING HIGHER MATH AND SCIENCE CLASSES. When will our country, state and county realize that they are making graduation requirements so high that more and more students will drop out. Starting in middle school we should look at what interests each student has. Many of them would be better served with a combination of academics and vocational classes in 7th and 8th grade. I am not advocating "dumbing down" the requirements, but let's give our children other options. It would cost more money in the beginning, but in the long run our graduation rates would rise, and students who do not want to go to college could graduate with a vocation that would enable them to get a good job. Everyone needs to look at the facts and remember each child is different and needs a different type of education. One size does not and never will be the right option.

Teachers at this school feel that parents are running the school district. The superintendent and the school board seem to be afraid of parents suing the school district more than they care about the value system teachers are trying to instill in children. We teachers must be allowed more control over discipline and not have parents who disagree undermine not only teachers but administrators. It's ridiculous and the school system and the entire nation and the world will pay eventually and not in a good way. And absenteeism! It's out of control in the middle schools. It's out - of - control!

The Superintendent is setting an extremely poor example of leadership for the faculty in her reactions towards school safety matters and budget concerns.

There is tremendous inconsistency between the grades levels on everything from student discipline to teacher evaluations.

Time - is that what stops things from being "agree"?

We have this expectation that technology is to be used in the classroom. However, at times, computers are slow

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to respond or freeze up. At times, we cannot long onto SASI, Outlook, Moodle or the Internet. This slows the learning process down to a halt. Add to that the stress from administrators who complain that we're not responding to emails, taking attendance, etc... in a timely manner.

SCHOOL CLIMATE

Administration has a top down method of decision-making. Teachers are not given input when making decisions...they are told after the decisions have been made. The comment, "You should be happy you have a job," has been made when someone questioned a decision. This attitude does not make for a positive school climate.

HPO needs more help to keep the buildings and campus clean.

I believe that trust between faculty and administration has broken down over the last 6 months, as many faculty members have expressed examples of being misled by administrators and not supported by administration regarding student discipline. Numerous teachers have expressed in my hearing the opinion that they were not treated professionally, and often gave specific examples of incidents to support their views.

I do not believe students are really disciplined at my school. Most students enjoy the ABC room. Work is sent down to them but seldom ever completed. The person in charge of ABC has changed instructions on the work, and often lets the students play. The consequence of in-school suspension should be something students do not want to receive. Instead students have been known to purposely do something to get sent there. Although our maintenance staff does their best, our floors are filthy. Students are not supposed to chew gum, but many teachers do not enforce this rule. There is gum on the stairs, walkways and courtyards so every year hours and hours are spent cleaning it off. Administrators ask all teachers to check for dress code violations on a daily basis. Too often I see blatant violations late in the day so obviously this too is ignored. Teachers are instructed to always give students a written pass. If students leave class to use the restroom they are to have a pass with their name, the date, the time and where they are going. Once again I see students with a generic laminated pass, or no pass at all. When administrators are notified of this, nothing is done. Moral is very low at my school. For two years now we have had to teach an additional class and contrary to Julie Janssen's belief, it is more work. Students are constantly rushed. There is seldom time for them to begin their homework because class time was shortened to accommodate the additional class. The public believes teachers have received an extra hour of planning time on Wednesdays, but this is not true. That hour was taken from the other four days.

Lack of trust between teachers and administration

Moral is low but no one seems to ask the right questions. The school takes on new ideas before old ones are fully implemented and then if no one follows up, the ideas seem to wash away. No open communication. PTSA is struggling to help the cafeteria and all they can. But no one knows this so then teachers think they are being ignored. Just tell them how little you raised and how much you have to help. We learn through grape vine when people are ill or give birth or even are pregnant. No committee to help in that area, and no one seems to push it. Parents complain and win; teachers don't seem allowed or enabled to give their side before decision handed down. No fair discipline. Ex. Told girls can not wear jeans cut open at thigh. Send to grade 6 - ABC; grade 7 - put tape on it; grade 8 - ignored. Grade level meetings were just talking heads that could have been memo; they were stopped but no one has an outlet to discuss grade level concerns openly. Staff meetings are so full of memo-type information that again no discussion. If people want to vent or gripe or actually offer ideas, why is that such a bad thing? Why not do so in the open? Gum is left on campus because scrapping it will peel the paint, yet only a few places are painted floors. HPO staff is low, but there must be a way that interested people could help with some things or clubs. Money spent on team books that not everyone will need. Why not have a few we could study and decide what is a good book for us to read? The school is relatively safe because we have good kids overall. The SRO needs to be on campus walking around not hanging out with administrators (morning and after school. No idea what he does rest of day -- again no communication except for us to read his job description. Should be in parking lot in morning not at bus circle when 2-3 others are there. Horticulture club has helped the campus. Teachers are creating as fast and as much as they can in spite of the 7 period day which is not the school's fault.

New building is always dirty, plant operations always has excuses. As a teacher I clean desks, mop my own floor and dust. I hope I never injure myself doing someone else's job. Risk management would then deny my workers comp claim.

Teachers are frustrated at the level of discipline at this school. It is not consistent and mostly kids get a slap on the wrist and the problems are not really solved. Kids continue to misbehave and think the in-school suspension is a fun place.

THE PARENTS ARE ALWAYS RIGHT AND THE TEACHERS ARE ALWAYS WRONG..... Parents who get to decide if their child 'qualifies' for advanced classes and then complains when the student doesn't perform up to

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the standard- and who's blamed?..... you guessed it, the teacher. The 504s who demand that their child requires over 4 weeks to hand in assignments !! It's all about the numbers... keeping the disciplinary records low, so the administration can look good and the school will look stellar. Putting dangerous and rude students in the ABC room or allowing them to roam the halls instead going through the proper plan is dangerous for everyone.

There is poor communication at this school. Decisions are often made on what seems to be "spur of the moment" and then thrust onto staff without warning.

Unfortunately, communication between administrators and teachers is poor. There is an overwhelming feeling that student and parent concerns are of paramount importance; much to the detriment of instructional staff.

We have a great administrative staff. Ms. Hawkins is a true instructional leader.

We need more time to collaborate about our students, rules, consequences. Things have to be decided too quickly, too shallowly, and then staff buy-in fades.

PALM HARBOR UNIV HIGH

GRADING OF GROUPS

Administration and school board is far removed from what is going on in the schools. Too much is asked of teachers and staff with far too little support. Costly decisions are made with little input from faculty.

Administration top heavy, don't see a need for so many administrators, Regional Superintendents in particular.

Again - too many high-priced members of the Board. The budget is a joke!

All those I checked an F for felt remote and disconnected from our school, our faculty and our students. Some even seem bungling. These F ratings would improve if there was more fairness, competence, genuine communication, concern, accessibility, and interest especially in building trust with teachers. When I see the ridiculousness of some of the trivial conversations at the school board meeting, I am astounded at the battle of personalities and political jockeying that passes for leadership. Our school system is in much more than financial trouble. There are many things the system does well, but not well enough to overcome the eyesores mentioned here. As a cog in the machine, it is not clear to me why the county tore down an expensive fence that was here to put up another expensive fence; we replaced toilets that were working fine with new ones but we don't have facilities for the 40 portables except at such distance it creates problems for many of the teachers and students. Even our SACS report saw the error of excessive portables and recommended correcting the problem within two years. Not many here believe anyone is driven at the county level to help us fix this problem. Basically those on the front lines (schools) do what they have to do to educate the students but some of the negative situations that have been passed on (budget reduction of force) more to do with less resources really tax a person's ability to perform effectively.

Education has been dumbed down for so long it's going to be hard to raise the standards to "normal" without a lot of flack. No more exam exemptions - no more Sesame Street text books - no more backing down to parents or students.

In the recent episode with the possibility of the DROP interest being lowered some basic questions were asked of Risk management and not just incomplete but incorrect information was given by individuals in the office. This was corrected later but that was rather disconcerting. The school board needs to do a better job of actually understanding what is going on in the schools. In years past we might actually see a school board member simply come on campus and talk to teachers, now if they come to the campus it is a production which, in our case at least, is orchestrated by the administration. There has been a great deal of discussion about "school based" management. If that is the direction the district is headed then they better be retraining their present administrative staff and changing their training policies in target selection. What we are now seeing in the administrative teams are people who are trained to pick up the phone first and call the Admin building for an answer or are scared to death that they will be second guessed by someone in Largo. I have worked for a number of principals that not only knew how to manage a school but ended up in top positions in administration in the county and under our present situation in Largo their actions would have created frowns and memos from upper administration. I lay this at the feet of our recent past superintendent who created an unhealthy climate of distrust between the schools and the administration building as a method of control. Sadly this set the standard for many administrators who came into the system during his tenure. It will take a clear shift at the top and positive, strong leadership to change that climate and we do not have that at the present time. Why in this survey do you not ask about "top district administration" or "superintendent". The closest you get is "regional superintendent assigned to your school". So it is okay to rate the colonel but not the general. This looks like the survey creator, or those with input, clearly chose not to put the superintendent on the survey to be rated. I suppose so that one person would not be singled out since there are a number of "regional superintendents" but it is clear to someone taking this survey that you don't want to risk a bad rating for the superintendent. I have worked in this county a long time and I have always been proud to say I was a teacher in Pinellas County. To

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compare us to Hillsborough or Pasco often brought a chuckle because that simply wasn't a fair comparison (to the other counties). Now it is clear they have equaled or surpassed us in a number of categories. If this meant they had risen to the level of Pinellas it would be a positive and complementary comment, but in reality I think it has as much to do with our moving down as it does with their moving up. Finally I am tired of politicians in our upper administration (superintendent and board) and I would like to see some statesmen (and stateswomen) in those positions. There is quite a difference and we continue to fill the offices with people who are too worried about what others think when they should be considering what is the right thing to do. Most of my concerns do not directly affect my classroom at this point but, like the tar balls in the gulf, it is getting closer. I hope we find an answer change the direction.

POlicies that affect students and staff. Fear of parents and lawyers paralyzes decisions. Indiscipline in some schools for lack of School Board sanctions to students and parents whose actions disrupt good safe learning. When discipline is tied to fear of losing votes or popularity chaos might result.

Principal not participating.

Rather than lumping all administrators, you need to disaggregate the data. My opinion of the job the assistant principals are doing may or may not be the same as that of my principal.

Risk management is certainly not looking out for the teachers. How is it that 90% of the doctors listed for the basic level of coverage are based in Hillsborough County? There are very few doctors available in Pinellas County. This makes no sense. Is risk management getting an inside deal that we don't know about? How about working for the school employees and make sure that the doctors work in Pinellas county. Could somebody look into this before we sign up for our new medical plan.

The corporate model is not the best for serving the needs of all children. We have a democratic mission (equal education for everyone) run by a capitalist administration (highest profit for the top 1% at the expense of everyone else). Necessary salary cuts should start with our administrators. Money should be spent to bring the best teachers and the best resources to the students, not to line the pockets of those who go into the business of producing "educational" materials. It isn't difficult, from where I sit, to see the wasteful mountains of unnecessary FCAT prep materials. Every year I'm subjected to another training for another software program to replace the last one that wasn't needed, and there'll be another and another. Maybe I should go into the "education business" instead of actually trying to educate. Thanks for providing me with this opportunity to pretend I have a voice.

The Office of Professional Standards is more concerned with the appeal of the administrators and parents of a school rather than the education and redirection of classroom teachers.

There is a great disparity in the cuts in teachers salaries and cuts in the top echelon of school employees, as perceived by teachers.

LEADERSHIP

About question #4 - We are very well-equipped with technology at our school. But we desperately need another technology person - 1 tech person isn't enough to maintain the millions of dollars of equipment we have here. However, our 1 person does an outstanding job despite being woefully overworked.

County administrators and the School Board continue to hamstring teacher efforts in the classroom. Case in point -- the attendance policy. Absenteeism is at an all time high since all consequences for absences have been removed. The School Board is aware of this and yet continues to defy logic and exacerbate the situation by purposing to remove the only incentive still remaining; exam exemptions.

Decisions are made and not communicated to stakeholders in a timely fashion.

Excellent leadership by Dr. Allen, Dr. Corace and Christine Tonry.

I appreciate that the administrative team supports new teachers getting to know the culture and climate of the school before getting too involved.

I have felt for a long time that there are too many "chiefs" and not enough "indians" on the school board! Perhaps we could have more classroom supplies and maybe a raise (?!?) if there weren't so many highly paid persons "at the top"!

If the people in charge would have spent more time in the classroom, or if they were currently spending time in the schools, they would understand the needs of the schools instead of making "educated" guesses.

It does not feel like administrators at the county have the students best interests in mind, nor the teacher's best interests. It feels like administrators have public relations best interests at heart first. It feels like this county is losing quality each and every year.

Lack of transparency on budget issues. Discrepancies in policies. Policies that can not be enforced or that hurt students achievement. (Unlimited absences has been disastrous)

Pinellas county school system use to be one of the best in Florida. Since Howard Hinsley left, our leadership at the top is lacking in their ability to make educationally sound decisions. Too many committees, too many

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assistant superintendents, etc. The right hand does not know what the left hand is doing most of the time and there isn't a real leader at the top capable of making good, final decisions.

Question of quality leadership by superintendent cannot be fairly answered in this format. Again lump all administrators together does not reflect well on those who doing more than others.

School Board does not seem to be receptive to ideas about improving efficiency and cutting costs. Superintendent alienates teachers by implying they are not dynamic and engaging especially with 6 out of 7 periods taught. Also, too eager to adapt to novel technologies given our current budget situation.

Some administrators are excellent, others not.

Taking away the attendance policy over the possible swine flu outbreak this year was a poor choice by the school board. Implementing a 7 period day, expecting the teachers to take on more work and more responsibility, and then not making the students responsible to come to school will affect FCAT scores and final grades in a huge way. No wonder the teachers in this district are disheartened.

The only communication I have seen with our Superintendent is via e-mail for the past school year. As far as the school board goes we have the same problems as when they entered 2 years ago. The leadership is absent.

The School Board and Superintendent seem to react to the latest educational "fad" and at times simply are reactive instead of proactive. The recent controversy over magnet teachers supplements should have been worked through the appropriate process, which included going through the bargaining organization, but the superintendent moved ahead with a unilateral announcement. The action may be necessary and the right thing to do, but if so then do it in the right way.

There has been some disparity in rules enforcement.

We have four AP's for 2500 students. How can they enforce schoolwide rules? The lack of attendance policy due to swine flu has caused students that would normally be here, feel as though school attendance is not necessary and that skipping is not a problem, which seems to cause normally on task students to be out doing mischievous things that the lack of resources for enforcement let them get away with whatever they set out to do.

SCHOOL CLIMATE

About question #8 - I think that our plant operations staff needs more people. These few people are expected to do much more than is possible, yet they do the very best they can.

Administrators will almost always take a student's word above a teacher's about anything. There is no "two sides to every story"; there is only the side of the one party.

Cutting down to one SRO and decreasing the number of administrators has had a negative effect on our campus. There have been more fights and student disruptions this year than any other year that I have been a teacher here. There is open disregard for rules - particularly smoking and possession of drugs! Students are much more rude and disrespectful towards adults!!!

I am not sure of the RTI as I am support and do not get involved in follow up. I do know this past school year has been the worst as far as how an element of the students respond to adults that speak to them about skipping, phone usage, dress code, however it is less than 10% and when it is in your face it appears to be a worse problem.

Lump all administrator together does not reflect reality. This survey is comparable to a telephone political poll. Intent is good but lacks depth or dimension.

morale very down.

Most of these questions should have something more specific than agree and the other variants. For most of the questions there are some instances of strongly agree and of strongly disagree. Maybe a percentage would give a more accurate idea.

New HPO coming. Hopefully the next one will care about the school.

Some of these questions are irrelevant. For example 7-8. The wording should be. Under the unpredictable circumstances dp the school campus feels safe. Then I can answer yes. #9. How clean cn a campus of the size of my school could be when there are not enough maintenance staff.

Students have been allowed to treat the campus like a dump over the past few years. Rather than allow students to eat anywhere on campus and spread the garbage, it should be mandatory that students remain in certain specified areas to have lunch. Administrators have been seen picking up after students in the cafeteria and this enables negative behaviors.

Teachers are overworked and over extended. Duties and paperwork continue to increase, while time for doing them decreases. Students suffer because of lack of time for lesson planning and constructive feedback. Coupled with the physically demanding rigor of a seven period day, a general lack of appreciation and respect by administrators for our professionalism, and ever diminishing incomes, teaching becomes more and more an undesirable profession.

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The district should require staff to dress appropriately.

There is a very good school climate

We are so understaffed for maintenance. Two women have already had heart attacks...We need to show more respect for the amount of work they have and stop cutting their pay and hours! We have a big drug issue on campus that we need help combatting because currently we are very limited. Having 40 portables is outrageous. Weather makes them unsafe for students between classes and the condition of some of them causes students and teachers to have allergic reactions to the environment. The walkways from the parking lot to the portables are dangerous where there is only unstable sugar sand. I fell twice this year while carrying in my bags and supplies. There are anywhere from 800-1,000 students in the portables at any one time and far from the office, from restrooms and from administrators.

We need more guidelines in place for keeping the school clean. During lunch, students do not properly discard of trash which results in crows scavenging for leftovers and an unattractive campus. Administration may have to consider lunch being restricted to the cafeteria rather than the option of the courtyard.

PASADENA FUND ELEM

GRADING OF GROUPS

I would personally like to sing my praises for Kathy Johnson who has been so helpful with PEER. She is always there to answer questions and help us get the job done. Thank you, Kathy!

Teachers deserve to get a decent raise.

We need to STOP creating jobs for people and having procedures change every time you turn around. Enough of the paper work, of telling teachers what page they need to be on on a certain day.....the creativity of the teacher has gone out the window and that is why we don't get the best that is out there. What is Pinellas going to do when the next wave of retirements occur within the next 3-4 years. Adequate teachers at best.

We need to stop making so many changes year to year in terms of curriculum. The School Board needs to cut the fat and ensure that instructional staff members receive raises. The Rtl process is absurd and should never have been initiated. It's like putting the cart before the horse. It's cost cutting at the expense of identifying students in need of services.

LEADERSHIP

Good leaders look out for the best interests of their staff members. We have not received raises in three years, and yet the cost of living continues to increase. I am extremely offended that I am treated this way. As a professional and as the primary breadwinner for my family, my financial needs are not being met. Julie Janssen loves to stress the importance of doing what is best for the students, but depriving the instructional staff members of even cost-of-living raises is incredibly insulting and does nothing to benefit the students.

it generally seems that not a lot of common sense is involved in decisions, period.

Money shortages are the focus of most discussions, yet we are going to PAY personnel \$39.00 to do a task that is required by contract. Ridiculous. We have schools that are graded F because of lack of student efforts, abusive homes, parents with drug abuse, hunger, dangerous home environment, God knows what else.....but we are going to grade a teacher on student performance. We can sit and listen to athletes get 20 million dollars and schools need to cut 26+ million. Why are we not campaigning against that?

Next year I will only have 2 student computers in my class thanks to "refresh"! I have 4 computers now and my students fight over them. What am I to do next year?? Refresh is flawed, fix it!

Recently I have gotten feedback on the visibility of our Superintendent. I am so pleased to hear my parents speak so highly of her. This speaks volumes!

The principal at Pasadena is excellent.

SCHOOL CLIMATE

I have become increasingly pleased with the degree of respect for all stakeholders on our campus.

parents here think they rule the roost. there are quite a few incidents of parents bullying teachers. administration backs us up, but i still can't believe it happens to begin with. parents are disrespectful to teachers in front of students.

RIT does not help students in need and puts more pressure on the teacher to be the one and only "super teacher" for the child. We as teachers can not fix every child!!

This school is a great place to work!!!!

PAUL B STEPHENS EXCEP

GRADING OF GROUPS

Children need to be appropriately evaluated before placing into a class or school

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Continued waste of money on items, high dollar rehires and no raises for the little people. School Board should have found money for all else staff. starting pay should have stayed 11.00 an hour . We had to pass the Para pro exam and yet we qualify for medicaid. Assistant having to take on teacher responsibilities and no pay increases. Schools being painted ,ipods, cameras etc still being bought. Money is allocated to the wrong priorities. Moral is as low as it could get. If cost of living pay raises were allocated fairly and wastful spending hadn't accured all these years ,we could have weathered this easier.

LEADERSHIP

continues to be top heavy

GREAT

Our leaders care about us and try to help whenever possible.

The school board does a lot of complaining and critizing instead of focusing on all the positive things going on in the district. They need to respond in a positive manner while attempting to solve problems. I don't feel that they work as a team.

SCHOOL CLIMATE

although the common areas are kept clean, the class room sinks and staff bathroom floors are filthy and have been a constant complaint.

Generally the climate is good. Sadly with continuing cuts, lack of raises and increasing responsibilities some feel quite upset about the direction we are headed.

I cannot emphasize enough, how vital the entire staff has been in my decision to continue with my work at our school! I have never before been part of such a caring, compassionate, generous, helpful, supportive, and sharing group of people until working here. The entire staff, from custodial workers to the administration, inspires me every day to continue to do my best, and to be all that I can possibly be in order to do my very best for our children. I know that you can pay someone to do his/her job, but you cannot pay someone to care. If you could pay someone to care, then each employee at our amazing school would be millionaires. We each are very rich, we just don't have a lot of money to show for our riches. If you look into the eyes of our children, though, you'll see more wealth than the world could ever offer any of us. I love this place. I love these people. I love my work. I love our children. I speak for the majority of this school!

I enjoy being a part of my Team at Paul B. Stephens!

I feel the stress the teachers feel at my school which can effect the overall climate is not from within, but from outside influences like from the state and federal requirements which seem to change weekly. The Peer IEP is also a factor as it often does not work. Our staff is wonderful and goes above and beyond. Our students are the most severe population and with extreme behavior challenges. Our staff is concerned about how our students will show progress on the state testing which is all academics. Anyone who knows this populations know they do not show progress in academics. We often feel like we do not have a voice. We are the after thought. We would like to know that someone at the county office is working for our students and our staff's best interest.

New suggestions are taken into consideration and open for discussion

Our school is exceptional in all above areas.

RTI, ULS, PLCs and the completion of enormous amounts of mostly meaningless data and other paperwork are put before the true needs of our severely handicapped population. Stress on the instructional staff negatively impacts the students. The views of classroom teachers, who are the most knowledgable and reasonable regarding their sudents, are given lip service and largely ignored.

Staff is close-knit and very supportive.

Teachers become frustrated with amount of required paper work and Florida Alternate Assessment testing.

The school campus is as safe as it can be given the diversity of the students.

PERKINS ELEM

GRADING OF GROUPS

I don't know enough about the responsibilities of the above groups to determine whether or not they are fulfilling them.

I have given poor marks to Professional Standards because I witnessed how they work. A teacher allowed a student to enter grades, as a result my daughter's grades were altered. It would take three weeks at a time to get a response. Although, the student admitted he entered the grades and the graded papers did not match the grade book; it took two years for the grade to be changed and longer for the teacher to receive a letter of reprimand. In addition, while my daughter was at Lakewood High School someone added a false statement to the conference form after I had signed. There was no attempt to find out who did it. The conference was because my daughter was being harassed by the school and teachers. She was taken out of class as many as

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3 times per week or 5 times in one day for misbehavior from another student with a similar name. This went on for three years. We received the other students potential retention letter and FCAT scores twice even after our daughter graduated. Incorrect info was found on her records several times. After years of frustration, here was a meeting scheduled with the superintendent where we hoped to explain the detrimental impact the experience had on our daughter. We waited for months and the meeting was cancelled just 2 days before the date. We were accused of escalating the matter. My husband and I decided it was too stressful to pursue. I realize the Superintendent will know who made these comments she was aware. I believe she feared a lawsuit. Enough time has passed to show that a lawsuit was not our intent. OPS found nothing wrong and said it was just a clerical mistake. OPS refused to look at our evidence before completing the investigation. The teacher who harassed my daughter and withheld information she needed to learn was found to be justified. There were many opportunities for OPS to make a positive impact but it never happened.

Lots of talk and no action. Law suits against the school paralyzes these people to do what is right for kids and their teachers.

Of course, MIS/IT get an "A", they have all this money. It is a shame they don't spend it better. People are more important than machines. They stick all this technology in a classroom and people don't know how to use it. I love professional ed. but not online classes. Nothing beats face-to-face teaching situations according to my learning modality. Right now, video furnace is being touted. Most of the time it doesn't work at some of our schools, and at our school, we can't use it or get it to work. Look at the waste on the media retrieval systems placed in schools a few years ago. Half of those didn't work correctly.

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We have the most dedicated and caring teachers in the county at our school.

LEADERSHIP

County Elementary Science Dept. inadequate. New Science was dumped on us (not presented) with NO MATERIALS except ONE copy of a book that the entire staff is suppose to share. Unbelievable!!!!!!

I can't speak about the superintendent, I have never met the area one or interacted with either the district superintendant or area superintendant

I don't know everything the Superintendent does...I believe it is too much. We are a big county and it would be very hard to deal with everything. Just keep your head above the federal and state laws and guidelines.

I work far more hour than my principal.

It is hard to approach our leadership with a openness to hear each side and come up with a solution. As a staff member I don't feel as my voice is being heard.

School board and superintendent are out of touch with the needs of south Pinellas county. The need to support the magnet school concept.

The Superintendent has made difficult yet appropriate changes to help our budget issues but she isn't taking the responsibility to require training for teachers and schools that are not performing as they should. (Not just failing)

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Visits by leadership/school board members are not done often enough, and when they are, they are "fake" by the visitor/s and they really don't ask what they could do to help the teachers, admin. and staff who are the ones in the trenches and know the real deal. Walk a week in our shoes.

SCHOOL CLIMATE

Great school! Tony Pleshe has been a good fit for us! Thanks for all your support this year.

I feel the teachers are left in the dark over what tier their children are in the RtI intervention process. This gets complicated when trying to figure out what to put down on the paper work. I have also notice a huge change in communication from the administration and faculty. There is a lack of open forum to discuss and figure out new policies and procedures. I have felt lost over what is to be expected and how our new policy work.

I have seen our campus look better in the past. Lawn care is poor and rooms are dirty - teachers are being asked to now clean the rooms along with their other responsibilities.

My school is fine....it is the county that creates the negative attitude. Not knowing whether you will have a job next year or the next, and having to cut programs and services because of budget constraints is really a downer...especially when you see such a waste of money. Technology, changing every year, is bankrupting us and is psychological detremating. I wish those in charge of technology would not listen to vendors who sell them all these bells and whistles that we cannot afford. ESE is extremely costly, but it is federally mandated and we have to follow those guidelines. These "pots of money" that we get, like referendum money, need to be spent a little more wisely.

New principal.

Our new principal has done a wonderful job this year. He has been open and worked well with parents, teachers

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and students. His strength is organization. He can improve on direct communication a tad bit but overall he brought an open mind to the table when he started at this school.

Our new principal needs to take the lead and make sure the staff is well informed about our very busy school based calendar. Many miscommunications take place because of calendar problems.

Parents although are told numerous times do not always sign in and wear visitor badges. Do not respect teach time. Come to the classroom whenever is convenient for them during instructional time. Some Students arrive 20-30 minutes prior to stated arrival time teachers do not have sense of uninterrupted am planning time. RTI and IEP meetings are not conducive to student learning when they are scheduled during teach time.

The administration needs to work on building a better rapport with the faculty and staff.

The students, staff and families are very positive and supportive.

There is too much work for the teachers. It is not fair to have to work 10-12 hours daily to keep up with paper work.

This school is comprised of a positive, hardworking principal and faculty/staff, where high standards are implemented and met through determination and a partnership between all stakeholders involved.

Yes, we have implemented RtI, but that doesn't mean that we like it, feel that it does anything to address the true needs of the students, or feel that it supports the efforts of the teachers.

PINELLAS CENTRAL ELEM

GRADING OF GROUPS

Regarding question #2 - I feel there is a huge lack of communication with administration relaying information to staff (especially support), in a timely manner, if at all. Also, we are making the transition to become a DCM(Decentralized Decision Making) school, and I've yet to know what is really going on regarding this process. I do not trust my principal, and never have.

Sometimes I think that district-level departments do not understand the urgency in schools and the roadblocks they often present when we need things done for the best interest of students.

LEADERSHIP

A Leader's primary goal is to improve conditions for those she/he leads. A leader must know pains of those represented, so their fight and his are one in the same. A Leader must recognize, then proclaim, there is something radically wrong where money for education is NOT available! A Leader finds the current financial deficiencies outrageous and unacceptable and is enthusiastic about going to war to set right this current injustice.

I'm not completely sure that I always know what the long-range vision for our district is.

Materials not available. Money not available to order.

Randi Latzke creates a toxic environment, and its killing the school.

Regarding questions #1 I feel schoowide rules are enforced as the principal sees fit to do so (one or several people can be talked to about something in a negative manner by her, and yet she ignores other people in the same catagory.) Question #2 - The principal says she has an open door policy regarding concerns, but I feel she doesn't really listen or care, and sometimes tries to get information regarding other staff members that I feel have no relevance to my concern approaching her.

SCHOOL CLIMATE

Good!

I don't know why we continue to fill-out these surveys when nothing happens as a result of them. People continue to be mistreated, on a daily basis, by Randi Latzke and yet she is allowed to continue to lead. Abuse of position, bullying, mismanagement.....you can call it what you want, but she is running this school into the ground. People are leaving as fast as they can find positions elsewhere, and more would leave if they could. Token gestures to improve moral mean nothing when they are followed by a stab in the back. If you really want to find out what is going on here you need to send someone who is neutral, not her supervisor, to interview people in a safe environment so that they can really say what they feel. People who try to work while feeling like they are under siege are never going to be as effective as they could be.

Room are not clean.

Staff are working to hold each other accountable for encouraging a positive school climate. Many processes are in place to give feedback to administration regarding any concerns of staff.

While I feel we go above and beyond for struggling students, I don't feel like enough is done for high achieving students to be sure that they continue to be challenged. I feel like we're happy they score well on the test, but don't worry about them making additional gains.

STAFF CLIMATE SURVEY COMMENTS 2010

PINELLAS PARK ELEM

GRADING OF GROUPS

Administrative staff at our school- The "F" is intended for ALICIA URBANO ONLY, KIM DENMAN DESERVES AN 'A' FOR ALL HER HARD WORK BECAUSE REALLY SHE RUNS OUR SCHOOL. KIM DENMAN IS OUR LEADER, SHE SHOULD BE OUR PRINCIPAL!!!! WAKE UP PEOPLE AND LISTEN TO THE TEACHERS AT PINELLAS PARK ELEM. MOVE OUT ALICIA URBANO AND MOVE IN KIM DENMAN

I feel that other teachers need to jump on board and open themselves up to more Professional Development opportunities here at PPE. We have far to go with our Math & Science Workshop development (as our current scores clearly reflect this). Maybe a little shake up by the county admin. with teachers here at our school would be a good thing. We need to grow together as professionals to move our school forward! As for our technology here at PPE, we DEFINITELY have to improve in this area too. We have classrooms with no working computers. We need to fix this! Our students deserve better!

It seems that Ms. Lerner is the only School Board Member that has a firm grasp of reality and demonstrates consistent leadership. She leads by example.

Like wise it is what it is.

Ms. Lerner, most often, is the sole source of sanity at these meetings.

Personnel - There is mass confusion in the District regarding the coaches returning to the classrooms and who can "bump" who for classroom positions. There should be written guidelines available to all employees that DO NOT CONFLICT with verbal information given by the personnel department.

Teachers need to be respected!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!

We need too be proactive, not reactive . . .

LEADERSHIP

Administration at our School maintains an open door policy. Ms. Urbano is always welcoming staff and faculty alike into her office to offer guidance, encouragement and support or to just lend an ear. She is very knowledgeable in County policy and procedures and enforces them in a fair and objective manner always maintaining her professionalism.

Again, there is a lack of trust between the principal and the staff. You never know how she will react to you from day to day. She can be very hostile if she feels threatened in any way. We can not speak freely or there could be "consequences" such as teaching a grade that was not listed on the in-put sheet. She has a select group of "favorites" on our staff. Our concerns have been brought to the attention of Dr. Hires, the Union and others, however it seems we are disregarded.

Although our concerns of a hostile work environment has been addressed with our area superintendent and ours at the district office we have not heard back from them about how they have addressed these concerns with our principal.

I do not feel that I am sufficiently knowledgeable to comment on these items.

I feel our Principal is being protected by our superintendent. If a teacher treated his/her students in this way of bullying the way that Alicia Bullies her teachers they would be long gone. I believe Alicia Urbano is still the principal at our school because the superintendent keeps turning her head and giving her several chances- this only makes Alicia Urbano more powerful. Our superintendent needs to listen to her teachers we are what makes everyone look great- from the top all the way down.

I marked neutral on 1 & 2 because you can only trust one and not the other. The AP's hands are tied, she has no autonomy. With the principal's previous history and continued behavior I do not understand why Dr. Hires has not done something. It almost seems like she is protecting her, for whatever reason, but the behavior has not changed, and honestly, I don't think she can change it at this point. I think we are at risk of an incident that could bring adverse publicity to the school and county if it continues.

Leaders should set examples, not be negative. The positive is not recognized as it should be.

Miss Urbano is a great principal and I base that on my many years in the district and because I have worked for several other principals. Miss Urbano works hard at making sure our families and students receive support in many areas: academic, social services, and emotional. From the opening of our family resource room to the aligning of interventions to students' needs, she worked hard this year at making sure every student received the necessary instruction available. Miss Urbano worked hard this year spending time in the classrooms, reading book of the month to students, and conferencing with parents. I appreciate all that she has done not only for the instructional staff, support staff, and students, but also for our volunteers. She made everyone feel special. I don't think all of the staff realizes how many hours she puts into her job after work hours. She is truly dedicated and has made a real difference in moving this school forward. I am not sure why, but Miss Urbano has one of

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our union reps on the leadership team. All this union rep does is go around to classrooms during the day and try to bring about negativity. Her time could have been better spent by helping out in classrooms more with reading and writing. Miss Urbano works well with staff. Miss Urbano has always been helpful with handling student disruptions. She always supports the teachers in conferences and does what is right for the student.

Multiple staff members have shared complaints about the principal to Dr. Hires. She acts as though it's just a few unhappy people. We've provided written documentation of the hostile work environment to Jim Madden, he sends Dr. Hires, who pretends she doesn't know that anything is wrong. We've let Dr. Janssen know that issues go unresolved, that bullying BY THE PRINCIPAL continues, and she sends Jim Madden, who sends Dr. Hires . . . And still nothing. The principal of Pinellas Park Elementary should be helped to find a position in which she can be successful. THAT is the District's job. The School Board failed to review her personnel file when they approved her appointment as principal.

No comment they are what they are. some of them are useless. And why they sit up there and take those big pay checks is mind boggling. I just hope that they sleep well at night. They need to remember that there is a old that what goes around comes around.

Our current principal does not really know what is happening at our school or in our classrooms and it is very obvious. She has other staff members work with our school data, Rti process, and intervention groups. When we meet to discuss data/interventions she is not present or is not fully engaged to really understand what our students are doing. We need a leader that truly knows and understands what is best for our students' education. Our principal, Miss Urbano, has always listened to any concerns I have had and worked with me to resolve those concerns. Miss Denman is not as easy to work with because she often doesn't seem to have the answers to my questions.

See comments in last section.

Thank you, Ms. Urbano, for a great year and for caring about our students, families and staff! You truly create a POSITIVE & caring atmosphere here at Pinellas Park Elementary. Your effective Leadership over the past 3 years is taking our school in the right direction . Now, if only that negative group of people would jump on board, we'd be good to go! You always have a positive attitude, kind word and a smile on your face! Now, if only our Assistant Principal, Ms. Denman, would step up to the plate, PPE would really rock!

The leadership seems best at the on site level.

The principals and assistant principal do listen to concerns but do not do anything about it unless you are on the list of people who help run the school. So it is going up against a brick wall. Our superintendent offers no support what's so ever she always say the staff should be more tollerent of the children what about the children who attack teachers (spit on them, curse at them, hit them) that should not be tollerated at all and she should support us. The school system has gone downhill over the last 7 years ever since the kids know they are in control and we can not do a thing about it.

There is no concern for teachers and the job that we do the superintendent does not have a clue to what is going on in the schools she has no support for the teachers

SCHOOL CLIMATE

3. Administration has pitted teachers and staff against one another. It's hard to trust anyone. 5. Although nothing is said you feel the tension between the principal, assistant principal and certain staff members. 8. Although our campus is kept clean, I feel our school has not been adequately funded to replace the broken sprinkler system and much needed landscaping. The temporay portables need to be replaced also.

Change is never easy and certain people oppose change more than others.

Excellent processes were put into place this year by the principal that allowed each staff member to provide input on various schoolwide topics. Principal was highly visible and received positive feedback from parents in the Title One survey as shared at our meeting by our wonderful Title One coach, Mrs. Kallas. Research based interventions were always encouraged and supported through weekly RTI Meetings, PLCs, and data meetings by the principal and rti team. More emphasis was placed on families and students than in years past. Less emphasis was placed on fundraising which was necessary since many of our families are struggling. Miss Urbano did an excellent job in providing students and their families oportunities to help support each other at home by providing a check out system, full service family resource room, and outside assistance (glasses, clothes, food, jobs). Her dedication is evident to those that are truly committed to doing whatever it takes to help our students and families. It is not always easy to take the road less traveled and be criticized for doing what is right for children but as our scores showed last year by moving from correct II to correct I, she did what it took to align all of our services to students' needs. An area of concern that still needs to be addressed is the union reps that misrepresent our school. I have concerns that there are 2 union reps that actually visit classrooms and interrupt teachers lessons to discuss union issues that are not really an issue at all. Not only have I been approached, but others as well, only to be given incorrect information in the end. In my opinion the union reps

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cause more problems than actually exist. Other than that, this school is a great place to work. I am not sure what Miss Denman does as an assistant principal. Miss Urbano also did a great job this year making sure all of our level ones and twos were serviced appropriately.

Except for a few who will never be satisfied, the climate at our school is great. Ms. Urbano has done wonders in the past couple of years. She is liked by the parents, students and the majority of the staff. I like the idea that she is visible to the students and parents, unlike the Assistant Principal who is very rarely seen. Ms. Urbano has been in my classroom every month this year and has read our book of the month to my students. My students love it!! In fact, Ms. Urbano is in my classroom more than our current Reading/Writing coach, who is too busy with her other job as being one of the union reps. If a small majority would do their jobs so as to meet the needs of our students, we might actually make AYP. There is too much union business happening on school time and it makes a majority of the staff uncomfortable. Ms. Urbano is looking out for the need of our students and their families. She has instituted many things to help our low income families and they appreciate it. Kudos to Ms. Urbano!!!

Fantastic work place .

I feel that 1 of the administrators is out for different people. I myself come to work every day feeling not wanted and afraid of what that day holds. And how she will treat me. I know for fact that she has others watch people all the time. It is an uneasy feeling to be watched and not know what you have done. Or she doesn't like you because you are friends with someone else. I'm being watch as I do this. This not fear and unnerving.

Miss Urbano provides many opportunities for all staff to provide input on school wide processes, curriculum decisions and school activities. Her door is always open. She works with staff members to resolve concerns and parent issues. Our RtI Team was headed by Mrs. Winner this year and ran very smoothly. Mr. Ken, our HPO, and his staff are very diligent in keeping our school clean.

Morale is at an all time low. Alicia Urbano has come to our school and swept away so many good employees. If you do not agree with her, she will force you out. At least 10 employees have left the school during her 3 years here. We have lost the great unity that we once shared with each other. There are a select few Urbano supporters who do whatever she wants and get whatever they want in return. The rest of us feel we are bullied, intimidated, and harassed by her. We feel we cannot openly communicate with her in fear of being moved to another grade level or other repercussions. She has taken on more responsibility this school year by responding to emails, concerns, etc right away instead of giving us the run around. I also feel she has truly tried to get to know our students better this year by reading to individual classes using the Book of The Month Program. I am looking forward to a fresh start this school year with a new Principal. Maybe, we can become the strong team we once were.

Ms. Urbano is a great principal. She has turned the school around from a constant fund raising school, to a school focused on helping the community. She has implemented a clothes bank, Family nights geared to helping our students, ESOL family nights, and has opened our technology to the community in order to help them find jobs. She has hired bi-lingual teachers and staff. She allows her staff to give input on all decisions that effect our school and staff. She is consistently coming into classrooms and reading the book of the month to our students. She is a very visible principal. The atmosphere of the school has become welcoming. Even the parents are commenting on how friendly and caring this school has become. When we have our SAC meetings Ms. Urbano makes our parents feel welcomed and part of our decision making. Overall the environment of our school has made a 90 degree turn around since she has become our Principal. Great Job!!!!!!!

Ms. Urbano works hard to communicate her vision to the staff and the staff works hard to make the best learning environment for the students.

One has to be very careful of what they say and to whom. Big Brother is always watching.

Our administration is split. If you go to one administrator you get chastised by the principle and told you should only come to her-I thought they were a team and they worked together!! We should be able to go to both and not feel like we'll get in trouble if we go to to AP and not the principle. Everyone is always walking on eggshells in fear of losing their jobs or being the next one under the principle's firing gun. Moral is low and everyone does just what they need to for fear of the principle and her raft!

Our school climate is a nurturing one. I enjoy coming to work everyday. I feel supported by my administrators and staff alike.

Our school has many dedicated and qualified teachers. The administration needs to treat all staff with the same respect. Unfortunately, there are a chosen few which seem to be privy to decision making, availability to the administration, or given special opportunities that do not apply to all. Teachers and administration have to work on cooperating and respecting each other in a more professional way.

The climate here is not good. People cannot speak freely among themselves. There is an aura of mistrust, that things are not as they seem. I have personally only had one incident, but I have heard from reliable sources of

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many more. Too many teachers have been moved to different grade levels for the second year now, some as a result of bad choices last year having to be corrected. Morale is low and I do not see how this is going to help our test scores.

The only concern I have regarding communication is among the faculty and administration. I strongly believe that Ms. Procida is not being truthful in her representation of our staff as a whole. It appears to me that she has her own agenda and is only interested in serving her own needs and those of her small group that she associates herself with. She bullies teachers when she hears something she doesn't like & has individually cornered some teachers this year when they made general remarks about their feelings regarding how new teachers needed more support from her as the Reading/Writing Coach. I feel that Ms. Procida needs to concern herself more with doing her job she is paid to do contractually by the School Board instead of running around school conducting PCTA business, calling Wendy Paser and blowing things she wants to out of proportion!

The principal is a bully. She lacks BASIC leadership skills. There is fear and distrust among staff members. Reread last year's climate survey comments. ALL of the problems still exist. Pinellas Park Elementary is in a downward spiral. Our students are suffering academically, emotionally, and at times physically. We need a capable leader.

You can find a link to last year's survey comments at <http://blogs.tampabay.com/schools/2009/07/read-the-pinellas-climate-survey-comments-for-yourselfes.html>

The school climate is not in good shape. We use to be a very close faculty that made decisions in the best interest of the child. The current principal does not make decisions on what is best for our students. We are being led by a principal that lies and is untrustworthy. She continues to lead by bullying and intimidating her staff. Because of the principal's actions we are a staff that no longer trusts each other and we mostly keep to ourself for fear of being "picked" on by the principal.

There is a climate of distrust set at our school and this is because of our Principal Alicia Urbano. She has her favorites, her spies, and then she has the teachers that she chooses for the time to make miserable. She is a BULLY!!! I thought Pinellas County Schools had a NO BULLY TOLERANCE or is that just for students. We NEED HELP NOW!!!! We do not have a leader in our principle. Alicia Urbano has set up a hostile work environment for all involved. As teachers we can not talk with our Asst. Principal Kim Denman without being questioned later about the conversation by Alicia Urbano. We walk around on eggshells, we are scared to ask questions, give input or just be ourselves. Alicia Urbano needs to be moved out and Kim Denman placed as our principal. Our climate is hostile, disrespectful and we are feeling let down and alone.

There is a lack of trust and respect between the principal and the staff.

There is abundant, good, multi-directional and open communication between administrators and staff. Ample opportunities exist for staff feedback to and for administration. Communication is positive and responsive between parents, staff and administration. Parents communicate to me, and ask that I forward to administration how much the school has positively changed to help students and their families. Parents like the direction the school has taken under the new administration as compared to the old "fund raising, take trips, blame the students for the school not making AYP" focus of the previous administration. The VAST MAJORITY of staff support the improvements and new vision of the current administration, despite what the Union rep(s) are reporting to various entities. The VAST MAJORITY of the staff wishes the Union Rep(s) would stop conducting union business during school time (super secret pollings of staff during instruction times), then misrepresenting the results of their polls to whomever is foolish enough to buy these "Wolf Tickets" in such a wholesale manner. The union rep(s) bully some of the staff for opinion changes, again usually doing school time. The Union rep(s) purport that a hostile environment exists, between administration and staff, when in actuality they themselves are the sole proprietors and propagators of this myth, and they (THE UNION REP(S)) themselves, are the ones creating the hostility and discomfort on the school campus. The Union reps avoid many staff and don't even talk to them ! There is a wonderful, cooperative and professional atmosphere here that the Union is trying its best to twist, pervert distort and destroy. In short, ANY AND ALL negative and unfavorable aspects of climate at this school are being caused BY THE CURRENT PCTA REPS !!!

There is abundant, good, multi-directional and open communication between Ms. Urbano and staff. Ample opportunities exist for staff feedback to and for her. Communication is positive and responsive between parents, staff and Ms. Urbano. Parents communicate to me, and ask me to forward to Ms. Urbano, how much the school has positively changed to help students and their families. Parents like the direction the school has taken under Ms. Urbano as compared to the old, "fund raising, take trips, and blame the students for the school not making AYP" focus of the previous administration. PTA parents and SAC members regularly are asked for their input and ideas from Ms. Urbano. The VAST MAJORITY of the staff support the improvements and new vision of Ms. Urbano despite what the union rep(s) are reporting to various entities. The VAST MAJORITY of the staff wish the union rep(s) would stop conducting union business during school time (super secret pollings of some staff during instructional times, etc.), then misrepresenting the results of their polls to whomever is foolish enough to

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buy these "Wolf Tickets" in such a wholesale manner. The union reps champion the cause of a few of the staff. Their views are reported as the majority of or all of the staff. The union rep(s) bully some of the staff for opinion changes on issues, and again, usually during school times. The union reps and the small portion of staff are negatively and myopically focused. The union rep(s) and this small but negatively focused sect, purport that a hostile environment exists between administration and staff, when in actuality they themselves are the sole proprietors and propagators of this myth, and they themselves are the ones creating the hostility and discomfort on the school campus. The union rep(s) and this group avoid many of the staff and don't talk to them. The simple truth is that there is a wonderful, cooperative and professional atmosphere here at this school that the union and this small group are trying their best to twist, pervert, distort and destroy. In short, any and all negative and unfavorable aspects of climate at this school are being caused by this small group and the current PCTA rep(s). there is no respect between teachers with this staff at all, some teachers think they are better than others and seem to be able to get away with it even when complaints are made

This is one of the worse school climates that I have ever been to. Some of the staff are extremely rude not only to the kids but to other staff members as well. No wonder we do not make any the staff worries so much about what other staff members are doing then run to the administrators to let them know what they are not doing. Sadly enough the administrators listen to that. There is no support for people unless you complain constantly. This school is out of control with negative attitudes. It could be a wonderful place if we could have someone come in and set fair rules for each staff member.

Trust has been broken down between staff and the principal. Staff is fearful of speaking the truth to improve the situation.

While some staff members are satisfied with their existing arrangements; some are deeply unsatisfied with their administrator-selected teaching situations.

PINELLAS PARK HIGH

GRADING OF GROUPS

does any one care

don't know most of the areas!

Exception to school board rating.....Linda Lerner rated A.

I am concerned about adequate training when new programs are implemented. Training should be provided pre/post school for assistant principals.

I feel like the school board looks at teachers like we are a joke. I do not think the children or the teachers are in the best interest of the school board. Teachers are probably treated more poorly than any other employee in this county. I won't be in this field for long.

Lots of room for improvement.

Risk management should get better negotiators and/or combine with other districts to improve medical benefits.

The board needs to be more strict with the firing policy if you are not doing an adequate job or are slacking off after one warning you are fired. The county is way too lax and now with money shortages and so many people looking for work it is time to weed out the garbage and that includes upper management who are not going out and checking on the people who are under them.

The new standards for professional development component points and trade is unacceptable. There are very valuable training opportunities outside of the county that are not given any consideration as to component points or trade time. This situation should be looked at very carefully by the superintendent and changed. State wide subject area conferences for example, have many valuable sessions in reading literacy, technology, methods and content and are not being considered for points or trade. Even National conferences are no longer considered valuable. Training on Moodle needs to be simplified. Many teachers do not have the time to devote to the hours of training needed to qualify for things like smart boards if they have to spend so much time on moodle to then receive the technology. With now teaching more classes and having even less time, training should be shortened not made more complicated.

LEADERSHIP

At our school some of the AP's give exception to some of the students and the principal is not consistent with punishment. Ms. Jensen is trying to be strong and be a good leader but is not getting the backing she needs from the board. They need to be tougher in all aspects and not let people bully them just because they are in the union. Our principals do listen to our concerns but then don't act on them or say they will do something and then back out.

District level employees need to make unannounced visits.

I think the 7 period schedule is ridiculous. How can you possibly give someone 48 (and even 37) minutes to

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teach 25 children? The block schedule would be more appropriate. I also think the attendance policy is insane. I have children that have missed over 60 days of school, and my students are only 14 and 15. The reason I disagree with the school board's leadership is because it's very clear that finances drive their decisions. It's sad to see a society that chooses money over a child's education. The effects will show in time. The decrease in children's mental capacity will show as well as the increase of poor instruction. I work over 20 hours of overtime each week just to make sure my students are properly educated. Trust me.....I won't be doing that for long. I'm not treated properly due to the choices that are being made.

lost system no rules

Major problem that needs to be addressed by both the superintendent and the school board is the absence of an attendance policy. Attendance was terrible this year as students missed many days of school with little consequence. How can teachers be held accountable for rigor and high standards if we cannot even get the students in the classroom. Discipline is also an issue with school administration being asked to hold the line on suspension but then allow disruptive behavior to continue in the classroom. We need to be able to send some students to alternative schools or virtual school without negative consequences to our data. Again high student achievement is impossible with behavior problems in the classroom. Finally, money needs to be found somewhere to give teachers raises in salary. Our young teachers are struggling to just buy groceries on their salaries that have not been increased in several years.

Many county level administrators and the school board are out of touch with what happens in the classroom. Absences are out of control. The vast majority of my students have absences in the double digits--many over 20 and some over 50+ days out, and these include students in AP and honors classes.

Poor.

principal and assistant principals listen but never act on situations.

Rules not enforced with consistency. Senior administrator lets rules slide for his students. Ms Jones and Ms Dileanis are very consistent and fair. Only one student computer in my classroom. Computer carts are given to science dept all year. Keeps us short of carts. I just got a ELMO this year. Never had a smart board

The School Board and Superintendent ask us to hold students to high standards but then handicap us by creating policies that let students off the hook. We need a strong attendance policy and students must be held accountable for exams. As it stands, a student can miss as many days as he or she chooses and then not bother to show up for the final and still pass the class by obtaining a "C" in one six-week grading period. Yes, we are given the option of "round-down failures" but we must document all cases. Set strong policies that make parents responsible for getting their children to school and students for working consistently.

the School Board needs to find a direction and pursue it, they bent to all the pressures of the parents.

They can be more strict with dress code.

This is a difficult time to be leader. However, as long as there is honest dialog amongst the masses and the leaders, the ship will remain afloat.

when I watch a school board meeting it seems to be more of "how can I better show I am the one who is right" rather than a working relationship with one purpose in mind. Egocentric personally and giving the perception of altruism at other times.

SCHOOL CLIMATE

Administrators are so overworked that they have no time to develop relationships with either staff or students. My principal had not once initiated conversation to me and when I have initiated, within a few seconds he tells me he's too busy to speak. How do you think that makes a teacher feel??

Administrators are way too lax and lenient with students. The Principal and Senior AP show favoritism towards some students over others. The Senior AP looks the other way at times when students are breaking the rules.

Administrators need to work more cooperatively with the staff in order to get buy-in for what they perceive to be essential for this school, instead of making arbitrary decisions that affect instruction in a negative way. Who better than the teachers to give snapshots of what is really going on in classrooms with students than the teachers who are working in these classrooms? Fifteen minutes spent a year in a classroom by an administrator observing student/teacher performance does not constitute knowing what is truly going on in classrooms.

Air conditioning needs new controls. WPSC is called at least once a week to fix problems with the air.

District setting high expectations and following up with building level infusion is challenging. Seems the parents are running the district at the school board meetings and then demanding their "way" at the building. Climate is tense with all the cuts and losses the past years.

Good

I do not like the image that is given by teachers smoking on the sidewalk between two campuses. The sidewalk

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cant possibly be far enough away from campus to be legally okay to smoke. The parents of the Morgan students are not getting a good view of our staff. Technically, the 18-year-old students should be allowed to stand there and consume tobacco products on campus if the teachers can.

I love Pinellas Park High school. Good students, good teachers and best administrators and wonderful peers and co-workers to work with.

I think everyone here is doing the best job they can under such hard times.

I think the hallways can be controlled better. I see kids roaming the hallways without passes constantly. This should not be allowed.

Morale is low most of the time and teachers feel like they are walking on eggshells. This is due to personal issues as well as the logistics of school operations and the scope of decisions and manner of which these decisions are conveyed and implemented. The climate is cliquish, catty and conniving. There are instances such as diet contests and other team building activities that spark the fire of camaraderie (More of this is needed.). Otherwise, mutiny will be imminent. Additionally, when some teachers attempt to raise the bar and keep high standards, the "oligarchy" attempts to sabotage their attempts through indoctrinating students through coercion and inveigling them through "parties" movies etc. Thus, creating a low functioning/lawless student society of unmotivated and unhappy and conflicted campers. The above will continue to foster low school grades which will attack school gains and ultimately cause the "ship" to slowly sink into oblivion.

needs strong leadership

not enough discipline is being put into effect, the kids are starting to run the school and it is not a good situation.

Also we only have one campus monitor who is walking around and checking on the kids the other is sitting at a table visiting with students who should be in class. Also students open doors for anyone who walks up to outside doors other than main entrance which has the raptor.

Some parts of the school are safe and others do not seem to have been addressed. Administration seems to listen, but the perception is low priority.

students do not respect staff

the administration does not support the staff at the school when it comes to adhering to the rules set forth by the county.

There are always exceptions and we do have a major problem with parent communication. Most parents are not involved with their child's education. Most are not even on parent connect. I think that this is one of our biggest problem areas. However when we do have interested and involved parents we communicate very well.

There is open communication among parents/guardians, faculty and administrators. This questions should be split into two sections. One for parents/guardians and one for faculty and administrators.

This is a great school

PINELLAS PARK MID

GRADING OF GROUPS

Don't really feel qualified to comment on most of these questions

Each one could stand a lot of improvement.

I don't know enough about most of the groups to make an informed decision.

I feel our school board lacks so much because they don't tend to their employees as they should. I feel the school board attend to those on the board while others suffer with less pay and little support.

Teachers get very little administrative support; hence, the morale is very low right now. See previous comments.

LEADERSHIP

Every year the instructional staff at my school is hopeful that the administrators at our school will start off the school year strong by setting a precedent with the students and what behavior is and is NOT tolerated at our school. We would love to see students be shown (through example) right from the start that there are consequences for disciplinary problems. Unfortunately, year after year, students at our school are shown that they can get away with literally almost anything & everything, and there are little or no consequences for their actions. That of course gets more and more out of control over the course of the year, and then by April or so the students are completely running wild and it's almost impossible at that point to try to get them under control.

I can't support a Superintendent who would blatantly violate our contract, as she did last year, or a school board who allows it.

Leadership is necessary in every walk of life. In order to have a successful school leadership is very important. I feel that everything starts with good leadership.

LEADERSHIP ON THIS LEVEL COULD BE IMPROVED.

Some school buildings reflect inadequate resources for necessary technology...apparently money is a big issue.

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It has been brought to my attention that there is a lot of disparity among schools in our county as far as materials and technology resources are concerned...thus my neutral rating of our school board.

The principal and the assistant principals work hard to try to create a safe learning environment for the students and the staff. It's disheartening to see that their hands are tied when it comes to how the students should be disciplined especially for students who are repeat offenders. There needs to be a better discipline structure put in place right away before it becomes worse.

There is a lot of favoritism given to individuals, especially to someone new and young who is also hired to coach. Good experienced teachers are treated very poorly in their last years before retirement. Three teachers have had to move and switch subjects/area of expertise in their last year or two. One who recently joined DROP was told her business program was being discontinued and she would have to teach health. So instead of packing up and changing classrooms and teaching assignments, she decide to just retire. There is little respect for seniority or professionalism.

This school needs a different principal.

When discipline is not enforced the same or adequate the attitudes towards the leadership changes as well

SCHOOL CLIMATE

A layer of distrust among faculty/staff and administrators exist. There is no educational comradery anywhere. The level of professionalism of the principal doesn't exist; gossip/dispersing sensitive information is the norm. Accountability, expectations, and teaching does not take place within this structure; faculty grade-distribution reports weigh more than raw knowledge of the students. Intimidation exists via grade-distribution reports that allow educators to falsify their students' grade to not be scorned for the reality of the lack of teaching that takes place.

Every school has been having the same problems with discipline among the students. Im not quite sure who to blame. The parents? Society? Economy? Outside influences? I believe the teacher are doing their best as far as classroom management, however the ones that are struggling spend most of their time disciplining students and not teaching them.

FOR THE MOST PART THE GENERAL CLIMATE OF THE SCHOOL IS SATISFACTORY BUT WITH SOME EFFORT COULD IMPROVE.

I believe the administrators and faculty exhibit a high level of professionalism in carrying out their responsibilities. E-mails keep everybody informed and tend to eliminate a lot of unnecessary meetings. When appropriate though, our meetings are held and well organized.

Morale has been extremely low among instructional staff at our school for the past couple years, however, it seems to get worse each year. Communication from the administrators at our school is very poor and therefore leaves instructional staff members out of the loop and often unable to answer parent and student questions due to the fact that information is rarely communicated from administrators to the rest of the staff in a timely or detailed manner.

No comment

Older teachers have been treated very badly, including an attachment to an email from the principal to all staff referring to "what to do with teachers who need to retire." As well as agism, there is a sense of racism. In addition, Jason Shedrick is selectively supportive, and openly unsupportive of teachers he doesn't care for. He often displays poor judgment but continues to have free rein. He also shows little regard for the other APs. Teachers are floundering for ways to survive with no support.

Our campus definitely could use a facelift and landscaping. The parking lot is too small. Most of our faulty has to park in the grass and ditches. The cafeteria cannot even house all of the students in one grade level.

Sometimes, the kids walk around aimlessly, but we don't have the personnel to shoo them to class.

Teachers are very discouraged and have become negative because of the lack of administrative support. Teachers are "guilty" before being proven innocent. Teachers are "yelled at" and rarely praised. Minimal consequences are given to students so that they become repeat offenders and mock the system. There is very little joy in teaching at this school, and many are retiring early (actually leaving DROP) or transferring because of the administration.

The school has a lot of potential and I feel it is slowly getting there, but like everything... it takes time and hard work.

There are times when the campus is safe and but the lack of respect towards teachers and staff goes above and beyond any expected to make things difficult to manage at times.

There is very little communication between teachers, administrators, students, and support staff. Students are expected to fail or behave a certain way, so they do. Respect and morale are at a dangerous low.

This school is out of control. Kids are out of control. Principal is incompetent.

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PINELLAS SECONDARY

GRADING OF GROUPS

buttons do not work, can't answer

District Superintendent has shown no support for our school and the unique concerns for safety and lack of staff we face.

I feel there needs to be more backing throughout the district to all schools.

Regional office needs to LISTEN to teaching staff instead of assuming that they know what is needed. Or at least ASK.

LEADERSHIP

as a school we asked for help in the form of staff and other supports. supervisors arrived and criticized systems in place and made suggestions that were not relevant to our situation

I feel that the school board needs to help the principals enforce more strict code of conduct across the board and make the parents accountable for their children's actions as well. As a parent, teacher and former student of Pinellas County School, I see a lack of administrative power to discipline. Things such as work detail, grounds clean up, should be a consequence instead of just hanging out in detention. Suspending kids for disrespecting adults. Not allowing parent on campus if they are going to use profanity towards school staff, etc. We need to take back the control and be able to educate our children in a more structured safe environment. With the backing of the district to help implement new rules, student code of conduct, etc.

SCHOOL CLIMATE

buttons do not work, cannot answer

there seems to be "too many chiefs and not enough indians" and no clear job definitions for those of us in classroom support. My main job description, as I understand it, is to be working with struggling students and assisting teachers to help those students academically. However, I presently help in the clinic, have lunch duty, carry a radio and am called out of class for any number of reasons.

There are too many people that get involved in other job positions that do not concern them. Then their job responsibilities do not get done and/or they may not know what all of their responsibilities are. Teachers and/or staff are not held accountable for what their job requirements are, such as the importance of writing and monitoring IEPs.

We need district people to help us come up with consequences for ESE students that have already been suspended for 10 days. We need alternative consequences for these ESE students.

PLUMB ELEM

GRADING OF GROUPS

At times our area supervisor appeared unapproachable. Expectations of students and staff were set at a level that was doomed to fail because communication was not put in place.

Board employees often learn information impacting their jobs from the media. Shouldn't board employees be the first, not the last to be told?

I find it hard to believe that with the emphasis on reading and RTI, that this board and the superintendent are actually considering eliminating the Literacy Success Program. I am also disappointed that after contacting board members and the superintendent with questions and information re: cutting LSp that I did not get any feedback, maybe that is the process but it is still disappointing as an employee.

It still seems like with the Budget Crisis that the Administration is top heavy. Thankfully, the school board and the Administration is not asking teachers to continue with NO step increases again for the 3-4th year. I'm paying higher taxes for nothing when it comes to education. I am also single which is a double whammy. I'm also wondering with the new ideas if my whole step increase will be eaten up in insurance costs. I can understand not adding pay increases, but at least give us the steps. When it comes to retirement I still won't be at the top due to all the freezes from the past. With all the retirees, surely something can be done for those of us who work MANY extra hours for free every year. We have no time for a second job if we are teachers.

Something is wrong when University educated Board Members believe that 'creationism' and 'evolution' should be taught with equal weight. Science should not be tied to religious beliefs.

We had an instance to hire an hourly teacher at our school and I feel the process became very bogged down by personnel. Often times there was only 1 person that handled an issue and if they were off for whatever reason, questions and solutions just had to wait until that person returned. A little cross-training within that dept. might be helpful. It took too long to get answers and actually get the teacher hired. Right now I am very frustrated with the budget dept.; even though the district has said they would not cut things that would directly effect students they are looking at cutting a very successful reading intervention program. Not the way to keep students

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first and

Wish I knew more about the groups. Probably my fault.

LEADERSHIP

Assistant Superintendent is practically invisible. Why is her position necessary? Everything that she imparts can be directed in a Memo. Save some money and put Asst. Sup. to work with students.....or as effective trainers.

My asst. principals were much better to work with than my current principal which is why I voted as neutral. The principal got better as this year went on, but I was much more comfortable and apt to go there for help. The School Board does not seem to listen to teachers who are on the front lines! Julie Janssen is a MUCH better Superintendent than the last 2-3 we've had!

Our principal and new AP are wonderful about making time to listen to concerns- their doors are always open and I feel they really listen. On the other hand I feel our superintendent has been laying a little too low. From the issues at John Hopkins to many of the issues that hit the paper, she does not seem strong enough or present enough. I feel she isn't always forthcoming with information.

Thank god the principal is going to another school. We are looking forward to a quality, experienced administrator.

With budget cuts looming I sometimes find comments by the superintendent to be contradictory. Communication during this time seems lacking.

SCHOOL CLIMATE

considering everything the staff has been through at this school I think the climate is higher and more positive than you would think. Some of the events have actually brought this staff closer.

Good Team work displayed at Plumb. A lot of professional sharing and mentoring goes on here. The feeling of genuine caring for students, faculty, parents and community exists on all levels!

I believe that the teachers try to set high, 'appropriate' and 'achievable' goals for their students, but this doesn't not fall in line with what the district or state may be setting. When we look at what a student comes to us with, and what the final expectation for the grade level may be, the gap may be worlds apart. This sets students (and teachers) up to feel as if they have failed according to the 'expectations' that have been set in stone for or by the district. We, as teachers, have to make the child feel ok about the growth they have made.

Our school has gone through too many changes this year. It is not easy to define our climate except to say that we are stressed.

Our school is so big that it is difficult to communicate and get to know all of our staff. Student information is not shared as it should/could be. Close ties are missing, it's difficult to have a sense of belonging and build a caring, supportive community.

Plumb-ES is going through another principal change and this environment leaves much to be desired. This will be the second one in 2.5 years. The present principal has been, according to her, "District directed to Bauder ES" and had no choice in the matter. Many find that difficult to believe, myself included. Most believe instead that she was groomed to take over Bauder ES when the present principal retired. That said, we have a very intelligent and professional staff and a worthy Assistant Principal. At this point we are ending the school year still not knowing who will be the principal next year which leaves us all unsettled. Plumb-ES has quite a lot of technology which is used extensively on a daily basis by our students and staff and it would be a great loss without the personnel to support it.

The principal has absolutely no people skills. She smiles a lot but only favors a few. She keeps decisions secret to most of the staff until she does things without input from everyone. She is not supportive, rarely, if ever comes in, and makes up her mind - then closes it to all other suggestions. The morale at the school has dropped dramatically since she has arrived. Too bad, this used to be a wonderfully caring and productive school.

There is a serious lack of communication at this site.

We are changing Principals again after only 2 1/2 years. That may be a good thing because many of the teachers/staff (but NOT ALL) felt that our current one was not very approachable. I found her to be very judgemental over things that she heard/read about me and she never asked me about any of it.

We are very sad to be losing our principal. We hope we will be able to get someone as compassionate and strong as we have had in the past

We have a caring family, that always have children in mind.

PONCE DE LEON ELEM

GRADING OF GROUPS

*OPS needs to get ALL the facts from their own investigation instead of believing a principal's version of an

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incident. *How can the county still afford to give all administrators blackberry phones when teachers are now not allowed to send home worksheets for homework?

My grade means nothing. The fact that I am being asked to grade another illustrates the emotional immaturity of this system. One of the systemic problems of this system is that it is image driven. Everyone can give an "A" and the system be completely dysfunctional. Wouldn't a better way be to design a paragraph about their job description and ask what are they doing right - what needs to be improved?

LEADERSHIP

Please see previous comment. The only way administrators can be so very overt in breaking school board rules is that they know they will not be held accountable. They must feel supported by the superintendent and school board.

School based decisions should be more closely monitored.

There is no leadership by the principal. Decisions by Thea Saccasyn and Sadra Bostick (NOT administration but clearly a decision maker) are made only on the basis of personal friendship-there's nothing professional at all going on in their decision making.

SCHOOL CLIMATE

Before the final faculty meeting, the leadership team asked that faculty children be moved to the next room because the meeting was going to be X-rated. It was. I feel the only option this district gives teachers is to accept administrative behavior and dictates. Do faculty meetings with sexual themes create an excellent learning environment for elementary aged children? If one speaks out, one needs to be prepared for severe repercussions.

Excellent teachers and staff. Principal lacks leadership skills. Examples: Overt favoritism to select members of staff, lack of timely communication in all areas, vindictive behavior towards anyone who questions any of her decisions, total disregard & respect towards contract and most importantly, she lies to meet her needs.

I am actively seeking a transfer to another school. The lack of communication and the lack of faculty input into decision-making are unacceptable.

It is very sad that you can take an absolutely fantastic school and see it go down the tubes. The administrator in this school is so socially inept and vindictive that it has created an environment that is toxic. Lack of communication and often NOT in a timely manner has set some up as ineffective, while others (the principal's buddies) are shining stars because they are in the know. Doesn't it make you wonder why so many teachers are leaving? It should. Top it all off with Asst. Principal, ESE teachers, plant operators etc. taking leave for one reason or another. The climate in this school will not improve until the principal is moved. You will not see people in our hallways talking in a collegiate way. They are too busy hiding in their classes so they do not get on the principal's bad side. She does make things personal... She knows exactly how to work the system, how far to go, and how to demoralize anyone she doesn't like. You do notice as well, that she has not hired anyone from outside the building to take over the Assistant Principal's job from outside the building. When he left, it took 4 -5 other people to take over what he was supposed to be doing each day. He did not have the benefit of someone teaching him what to do. She just let him run around in circles. It is obscene to watch how she did that to him and then floated all over Pinellas County as though she has this beautifully run, "High Achieving" school, when it is all a sham. We have ALL had to shut our mouths for fear that she will place her gaze on us. We all know that when we work together we all gain. You will see more strife and trouble at this school until she is replaced. The sooner the better.

Ponce de Leon is a mess and has been a mess since Susan Daniels retired.

The staff development at our school is amazing. Staff developers are used to their best abilities. The Lastinger Project has been an amazing addition to our already fabulous school. A few disgruntled employees try to influence the staff; however, most often they look like unprofessional complainers. Ponce is a great place to work with a very supportive Principal and a very supportive staff. The loss of our AP this year right before FCAT was a bit of a blow, but the addition of our new AP made it all worth while.

There is no communication between faculty and administration. Due to a close knit relationship between administration and EI personnel, favoritism runs rampant. Our school budget is \$10,000.00 less than last year, and as a result we are told how we will have to do without paper, and copiers, etc. Administration has decided to utilize our school funds to maintain a position for that person whose position was cut to allow them to remain at this school.

PTEC CLEARWATER

GRADING OF GROUPS

2. Refers to the Assistant Director of pTEC (overall), not a specific campus of pTEC.

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A few School Board members do not have adequate knowledge or background of adult and vocational education in the district.

Currently, there is a hold on hiring fulltime personnel. How much of the time fulltime instructors are paid for preparation are indeed used for preparation. As a parttime instructor myself, I have been informed numerous times that I am only paid for the time I am with students. That means I am not paid for the time I spend reading and answering emails, taking and making phone calls, and preparing. Fulltime instructors are are paid for preparation time--why not parttime instructors?

In this survey I defined Administrators as the Director and Asst. Directors. Not the COO. Our Director and Asst Directors does an excellent job.

Much work needs to be done to rid the system of redundant incompetant leadership in almost all sectors. The school board needs to hold current leaders accountable for their actions and purge the county administration of dead wood. The district desperately needs to integrate the curriculum, math, science, language arts, along with raising the real classroom standards. This dosen't mean more FCAT style testing, just the opposite.

Our IT department has performed a little better this year, but the gap is still too great from where it needs to be. There are still issues that are years old that need to be resolved. We need more personnel in this area to resolve this issue, please consider a temporary person until the school get's caught up on the backlog. I do not feel the finances at this institution are being handled correctly. There are many questions that the financial administrator will not answer. In previous years we have always received a budget for each department or program. What has happened to these funds? What happened to the Andrews Fund to assist our students? Over the past three years these funds have disappeared or dwindled to just a smidgen of what they were just a few years ago. These are more than budget cuts. Why is it that we could find \$300,000 for new computers but not for items needed by the programs. When will the school board and superintendent recognize they should consider pay cuts and cutbacks in the Admin building, rather than from the teachers on the front line? Let them cut the air conditioning or lights off in the Admin building.

Overall the groups that I have had contact with seem to do a good job and try to do the right thing.

Program success has been left up to instructional staff with little or no support from above. This year with no Discretionary Budget instructors are spending more out of pocket to keep program going. Support staff is been wittled down to next to nothing.

Questions 3, 4, 5, and 6 do not apply to pTEC.

Retaliation and harrasment tactics are still going on at the PTEC campuses, just at a more subdued level than the last few years.

Someone needs to examine how the upper management addresses and manages problems. Morale remains horrible with staff afraid for their jobs and administrators being second guessed from above and essentially made powerless figureheads without authority. Staff are still reminded of their jobs being expendable and replaceable. No value placed on staff members other than as faceless cogs in the machinery with no value placement for their work and no appreciation for their sacrifices. Veiled threats and intimidation remain the model for management and project leads and classroom leads are second guessed until the COO passes muster. Participation in district level initiatives have been rejected until such time as COO says it is acceptable. Work is only acceptable when upper management says so. Professionalism is non existent and indeed impeded and rejected

These people are a bunch of incompetent people. They are influenced by "Group Think". None of them want to speak up when things go wrong. They are a bunch of idiots. They should write a book "How to work for Pinellas County Schools for Idiots".

This is a very difficult area to grade with the multitude of issues that are edge of the different department's control

Tthis climate survey is a waste of time. You ignored the comments and pleas for help last year - why do you ask again is you so obviously don't care? Dennis Jauch continues to harass and punish employees. I pray I survive until retirement. But I think you are trying to eliminate employees before retirement. You should be ashamed to look at yourselves in the mirror. I have no respect for the District as you enable this man's abuse.

LEADERSHIP

Administrators remain uninvolved and unwilling to enforce rules for staff members who need intervention The argument is that if no other admin has recorded the problem they wont be the first even though they are being paid to fix these kinds of problems plus they are second guessed and made to answer to COO and others before any significant decisions are made. They act like figureheads without any authority or willingness to perform their jobs and are unable due to micromanagement from above.

Despite negative climate survey results last year from our school, nothing changed and in fact, the climate has worsened. This leaves me to believe that the superintendent and School Board to not care about our school.

Dr. Janssen is doing a fabulous job to foster the quality atmosphere in our structure. She is admired and

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respected in the district by her employees.

I am so disgusted with the lack of leadership at this school. It has pitted the staff against each other so bad that we don't even want to work together.

I have no computer access in my classroom.

I understand we are under a financial strain. There are still ways to get things done. By utilizing resources that are available, i.e. selling advertising space on the side of buses, but the school board and superintendent seem to ignore many of these types of suggestions. Just as administrators hear, but do nothing about issues around school. There are students constantly hanging around, or smoking on campus when they should be in the classroom. Our resource officer is in her office 90% of the day rather than working the campus. It seems she ignores the school policies when she does see these issues in front of her. At times the administrators are overwhelmed, to properly address pressing issues. It may be that another assistant-administrator is needed or a Part-time administrator between campuses.

If you look at last years survey the Board failed to respond to the issues at PTEC. The issues are still there they are just hidden better.

Invisible.

Julie Janssen is incompetent, very incapable of doing anything as a Superintendent. Julie Janssen is a mute. She does not involve anything with pTEC. Julie J. let Dennis Jauch do whatever he wants with pTEC. "My way or the Highway" with Jauch & Packer. Julie's contract should not be renewed and neither is Jauch & Packer. Peter Berry deserves better!!!

No one is stepping up and addressing the major moral problem here at pTEC brought on by the COO.

None apparent at the school level, still a do it my way or you're fired attitude from the COO Dennis Jauch. This capricious and egotistic management style is still killing the PTECs. I don't feel that the county leadership is nearly as strong as it needs to be, especially for the Post Secondary schools such as the PTECs

Our campus is very administrative top heavy.

The GED program at PTEC. The teachers are great but the computers are horrible. Still have over 10 year old program Windows 2000. Half the computers are down it is a shame.

The mission must be communicated and demonstrated from the Top down. It must be made perfectly clear that school is about the education process and a safe, yet focused environment. Leadership must step-up the level of expectation from all shareholders (parents, students, staff) through a united effort of low tolerance. While education is for everyone, everyone is not for education, one shoe size doesn't fit all.

The Superintendent and the School Board members need to visit and listen not only to the school officials but teachers and staff.

They need to listen when surveys are done.

We are in tough economical times and leadership has to make some tough decisions. You cannot please everyone. I think basically we have quality leadership.

We have one assistant who handles all our funds and budget matters. He is the only one of our administrators who is unapproachable and acts as if the instructors and staff are scum. He tries to avoid these folks at all costs. He also supervises persons in positions that appear unnecessary to the overall functioning and success of pTEC. I do not understand why at a time of epic budget woes our school has found it necessary to hire these extraneous people who really are not essential to meeting student or school needs.

where I have marked neutral, I have no knowledge.

With all the complaints that have been presented and nothing being done about it. When are the upper administration (school board & Janssen) going to start to pay attention to what is happening. Moral is getting lower and lower, now with the changes things are getting worse again since he's not being watched.

SCHOOL CLIMATE

3. & 5. refers to the Assistant Director of pTEC (overall) and his relation with his staff.

After it rains, the parking lot is like a lake and very difficult to get from car to building

Classrooms are not cleaned very often. Only the trash is emptied.

COO Dennis Jauch does not treat administrators and faculty with the respect deserved. He continues to sidestep district procedures and state statutes. COO was given too much power by the superintendent and board members when hired three years ago. One person should never be allowed to exercise complete control in our public education structure. Despite huge improvements over the past 3 years, some harassment is still taking place. Gender bias exists between COO and school-based female staff. Mr. Jauch has "toned down" his offensive style, but some of the same problems still exist.

Director and Asst Directors are professional and willing to do what ever necessary to improve school moral and reputation. But they are very limited because of the micromanaging of the COO. Last year the moral was at an

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all time low and nothing was done. The moral remains low and I'm discouraged with the county taking no action. We still have a serious situation in regards to IT support. One individual cannot take care of both campuses. Our COO is considering a part-time IT person. In addition to our IT person, we need a qualified person to work with him on a full-time basis. Again this year we are having a Worknet Summer Camp which is at the highest priority to our COO so that the year long training labs are ignored. Also when the staff meet and develop plans or procedures, they never seem to meet our COO's approval. For example the five-year plan. I am a professional with over 20 years of service and would like to be treated like one.

Eric McClendon has done a terrific job in handling student issues. Also Latrese Taylor has also done a terrific job in attempting to coordinate both nursing departments. Both of these individuals are a very positive influence in the nursing department.

Hanging on!

I am very concerned about the casual enforcement of the dress code. I believe that this is one of the inlets for problems and lack of focus in the classroom. I have deep concerns about the implementation time needed to install new technology(computer up grades) such that productivity and the level of quality effectiveness is hampered. We have been waiting on promises now for three years, while our students go without and the time needed for them to reach their goals are greatly increased

I believe the majority of our instructors and administrators work well together and work well with our students. I feel there is too little recognition for anyone doing good or exceptional work. Why not recognize or reward people for doing good work? Especially when our students perform well in the community or at competitions? I feel the school resource officer should be more exposed on campus.

I think the school climate at pTEC is good. We face problems, like budget and technology. Faculty and staff are concerned, but I believe all are focused on getting pTEC through the challenges. Questions 4 and 6 do not apply to pTEC.

Is typical of our campus for the above based questions. Significant problems remain on other issues.

Lack of communication between administrators and staff

Nothing is perfect but overall I think we have a good school.

Our director and assistant directors are wonderful, however, our COO is responsible for the continued low morale at our school. Since he was taken to task for his management style, he has been more subtle in his micro-management. Our campus was safer when we had a representative from the Sheriff's office on site. Our SRO is very kind but does not act as a deterrent to crime. Our COO is responsible for the removal of the Pinellas County Sheriff to save money. Our IT techs are continuing to work with one hand tied. They need help, but our COO is sitting on funds that would allow us to hire competent help. However, money is freely spent on upper-level management positions. How many chiefs can we afford??? It's clear that our COO has friends in high places in the district, but he does not have many, if any, at PTEC.

Our immediate administrators and teachers work well together, however the COO of our school is not easy to work with. He does not understand the educational system and is very intimidating to most of the staff.

Pinellas Secondary School is unique in that it is the Alternative Behavior School for the district.

pTEC is a hostile & unprofessional working environment. It is full of bullying practices from the COO to the instructional to the regular staff. It is full of discrimination, prejudice, verbally abusive to students & staff, harassment to staff, group think, "it is my way or the highway" very intimidative from the administrative to staff.

Since this survey came directly to me, I am wondering if my name is attached to it????? There are many things our Administration is secret about and simply "tells us" what we are to do. There is no faculty voice in many instances. We've had kids with problems and the other people who should have been dealing with them, didn't. Things we should be told about some students, we were never told. Kids that have lice. No one was told.

Some of these questions don't apply to pTEC. This is really a K-12 survey.

Still an extremely negative undercurrent and distrust because of the COO Dennis Jauch. Although on the surface he has toned it down considerably from last year, behind the scenes, nothing significant has changed. I don't see anyway for this school to advance as long as he is in charge.

Teachers and the 3 site-based administrators work well together and have open communication.

Teachers are no longer respected.

The Disagree answers-for the most part the people I interact with do not set a professional example of any kind in front of students.

The morale at this school is horrible. Instructors and staff feel demoralized. Decisions are made without instructor or staff input. There are too many administrators and no one is sure who is responsible for what. The lines of communication are blurred and it appears this has been created deliberately. It appears that there are a few chosen folks regardless of their positions who make decisions and they are not always in administration.

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Some of these folks are lower level clerical staff. They have been empowered to make higher level decisions and do not have the training or ability to make decisions that will impact service delivery or have major consequences for the school.

The morale at this school is very low. The last three years we have hit the bottom. The director and assistant directors work well with their staff at 4541 school.

There is no collaboration with staff and administration. Administration does not make decisions, they seem to skirt issues that they should be able to handle without checking above them. For instance, do we follow school board policy or don't we? Does school board policy include post-secondary or only PK-12? Why do we have to check to see if the policy is for us? What is Response to Intervention? I've never heard of it. It must be one of those things we don't do because it's only for PK-12. (Sarcasm)

We fill these out and nothing is ever done or changed. Just another waste of time

When students that have been in a fight are allowed to continue in a program the safety of all people whether staff or student is in jeopardy.

With the current COO the staff is always waiting for the next person to be told they can/will be fired. After last years survey why did the "Board" not come to PTEC and ask the staff what were the issues. Did not having a dissatisfied rating over 80% mean anything to the Board.

PTEC ST PETE

GRADING OF GROUPS

A for administrative staff does not include COO. He would be rated as an F. He is the most egotistical person I have ever met. Recently at a Foundation breakfast he showed up wearing a Chef's jacket with his name and COO embroidered on the shoulder. I am not a chef but have extensive experience in food both in the business world and in teaching. This is a total insult to all who have earned their whites and a small reflection of his opinion of himself and his disdain for the rest of us.

Dr. Berry would have done fine if Dennis Jauch would have given him a chance. Bo was hired to have a black administrator at Nairobi Tech, Arlene couldn't lead a horse, both are simply useless, but are great Jauch puppets, the superintendent, board and education foundation are all afraid of King Jauch and your other department's smile as if there were no problems at all.

Fire everyone and start over!

Graded based on concerns and word of mouth

If there are 1,800 teachers applying for a transfer, there is a problem with the system!

Many who could have done little to help us with this COO who is the most egotistical dictatorial person I have ever met. Some times when I walk around the building or go to the school's website, I feel like I am in some communistic country run by a dictator. There are constantly more and more pictures of our supposedly friendly and helpful (not) despot. At a foundation breakfast held at the school he showed up in a white Chef's jacket with his name and COO embroidered on the chest. I am not a chef but I have extensive experience in foods, both in business and in teaching, and I am appalled the the blatant disrespect of those who have earned the right to wear the whites. This is only a small example of the egotism and disrespect shown.

MIS and IT needs more staff, one FT person for 3 location. feel that the pTECs are step-children to PCS.

See previous comments.

The office of Professional Standards and Solomon Stephens in particular have a lot to deal with and I understand that. Solomon Stephens doesn't however support faculty and in fact, does not regard their input. He needs to be more supportive of faculty and not seen as an adversary.

The size of the pTEC's, to have only ONE I.T. tech. for two campus is really bad. Have to wait way to long to get computers fixed, this is NOT the fault of the I.T. person

LEADERSHIP

Can't trust the COO.

how can school-based administrators, provide full leadership, when they are not informed of the financial status of the school, that information is only known by Mr. Jauch and Mr. Packer. when you do turn-in a PO it takes up to a month for approval, as only Mr. Packer approves. we used to have an assigned budget to work from.

I don't feel my assistant administrator responds well to disciplinary problems. I always get "go see ----" Our administrator has been responsive, but sometime has trouble making decision on serious issues.

If the board and superintendent were leaders, Dennis Jauch would not have a contract, the district would save \$1/2 million in administrative salaries and the schools could again be run by a Director, not a puppet that MUST be submissive to the dictator or be fired or involuntarily transferred to another school. Why doesn't the superintendent, board and education foundation admit that their little experiment of bringing in a business person

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in to run a couple of schools failed miserably. Call it quits now before other schools are destroyed! Now is the time for some non-corrupt leadership!

The administrators and the HPO of PTEC-St. Petersburg do not deserve their leadership roles. They have failed many times in my opinion.

The Superintendent and School Board are rated so low because they have ignored our pleas about this COO. They have continued to renew his contract and done little to change the things that have destroyed morale and killed programs.

The superintendent need to step-in and resolve the friction between the two administrators

The system should be based on job performance, with support from the Administration Building. If an administrator does not like an individual, there should be realistic assistance and education.

There is definitely improvement needed

Very TOP heavy system. Let them retire and then re-hire them.....That's a great good old boy system.

We are a technical school but lack the latest technology in many areas. Superintendent and School Board are poorly rated because they have ignored our constant pleas for relief from this COO's despotism.

We have a wonderful leadership with Dr. Peter Berry. It is my understanding that Dr. Berry will be taken from this facility and moved somewhere else at the request of Dennis Jauch because Mr. Jauch does not work well with Dr. Berry. As far as I'm concerned, Dennis Jauch is an overpaid troublemaker who does not understand the school. He is a bully with old ideas. He does not listen to the people around him and it is his way or the highway. If you're looking to remove the fluff, get rid of Dennis Jauch and his secretary. How much money would that save the district?

You say that comments from these surveys are used as an assessment tool. If that truly is the case then Dennis Jauch should not still be the COO of the PTEC's from the surveys of 2009. The surveys from 2009 stated what most of the staff felt but we feel as if it fell on deaf ears and here we are a year later with the same issues. We like to call Dennis Jauch "teflon" because it appears that he is immune to any repercussions. Dennis has been very quiet as of late, and appears to be making a slight effort, but many feel the only reason for this behavior is that he wants to receive a good climate survey. A leopard does not change its spots and there is no trust in his leadership. At PTEC south Dennis prevailed in the release of Dr. Peter Berry one of the nicest and creative administrators this school has seen in many years. He chased away the finest assistant administrator we have ever had in Mrs. Joni Jonas. Mrs. Jonas saw the same writing on the wall as Dr. Berry's fate. No person should have been treated the way that Mrs. Jonas was treated and disrespected. Again it appeared that the office of occupational standards did not have any influence on Dennis Jauch's behavior and mistreatment. It is a misfortune that Dennis does not want to surround himself with intelligent, creative, and articulate people. Dennis has to be the boss and the center of attention. We are all treated as his little soldiers. I do not think I have met anyone that is so self-absorbed as Dennis. Do not let his charm which he can pour on when needed fool you. Dennis has to have the last and only word and is in many ways a dictator. Do not dare to disagree or challenge him in any way because the consequence may be your job in jeopardy, just as Dr. Berry and Joni Jonas and for those reasons is unforgivable. Do not dare disagree with Mr. Packard as he will tell you to, quote, "go stand in the corner". We do not believe that military backgrounds and the mind set of obedient little soldiers fit in an adult school setting and should not be a prerequisite to be hired as an administrator. This profession is not only in education, but it is a profession that is caring about people. The hard military ways and policies do not belong here. The next applicant for director of PTEC south had better be informed that they will not be the director of PTEC south they will be Dennis's puppet because only one person can be director and that is Dennis Jauch.

SCHOOL CLIMATE

A number of positive things have happened at PTEC-St. Petersburg. A source of revenue, C-PAT, has been incorporated into the daily routine; this will be particularly beneficial in the upcoming years and it will bring literally thousands of dollars to the school. A new parking lot is almost complete, with a cost of over \$200,000. This was a donation from the different cities around the county. The school is sending 28 students to National SkillsUSA Competition in Kansas later this month. Enrollment is up in almost every program. The school was just notified that a \$1,000,000 grant was awarded to Worknet for Weatherization-administration assisted in writing this grant and it will be utilized at this school. Two other grants were received for the benefit of the students and the school. All positive things about the school and the people who work here. On the negative side, it is still a one person show with the COO as the leader. Everything from graduation to the media center to focus groups, there is only his way. The administrators on both campuses do only staff work, very few decisions are allowed. If someone disagrees, they are removed from the picture, regardless of their job performance!

All negative comments are a reflection of our COO. There is little or no respect shown for faculty and we have no trust in his word. The faculty works exceptionally well together and are very united in their lack of trust and respect for our COO because of the way we and our other administrators are treated.

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Awful

Communication is "good" with first tier administrators, always seems to be air of no-confidence and ulterior motives from high school administrators.

I do not think that the campus of pTEC St. Petersburg is a clean campus. Bathroom tiles are dirty and look like they need to be pressure washed to get the dirt up. Soap dispensers are old and soap is only pink colored water. The stairs are dirty and the windows are not clean. Desks in the classroom have to be cleaned by instructors. They are never wiped down by cleaning staff. I see the cleaning crew taking more breaks than I do cleaning.

I work with the Support Staff and I feel that at my school the Administrators and Head Plant Operator do not communicate with the Plant Operations team and do not work well with them. Ask one of the administrators to name a night plant operator and they will be clueless. The administrators do not communicate with the night crew. They are very rude and condescending. Ask the HPO to talk about a concern that a night plant operator may have and he will be clueless also. They do not take the time to work with the night crew who gives all they've got to keep the school clean and attractive. The HPO does not communicate with the night crew to let them know about advancement classes they can take to improve their employment status and help them to move up in the system. Actually the HPO does not communicate with the night crew...PERIOD!! PTEC-ST. Petersburg needs to acknowledge their night crew of plant operators. Someone please help us at this school. We are a good crew and deserve better than what we have. Thank you!

Morale is the worst I've seen in 30 years. Dennis Jauch has destroyed both pTEC's with his condescending and demeaning ways. He wants puppets as directors, hence the move of Dr. Berry to SVEC. How long can he continue to lose \$7,000 per student in welding @ pTEC St. Pete, another one of his blunders or how about his \$1/2 million cabinet of stealth administrators? There lies a budget cut. No department has a budget so Jauch and his cronies spend with no accountability. ALL STAFF lies in fear of losing their job. Your last survey showed A WHOPPING 80% plus negative work environment. With all that he does against school board policy and is not removed from his position would make a fabulous in depth article for the St. Petersburg Times. If the board, superintendant and education foundation think they have pie on their face now for hiring the jerk, just wait until it hits the newspapers! We just want our schools back without a dictator at the helm. HELP!

Painting and landscaping needed to increase moral and pride in school.

Processes within the school system make it difficult to resolve personnel issues. I do not feel safe in my own office as a staff member keeps threatening me and it has been witnessed, but unless it is on video, documentation on paper goes nowhere. Problems have existed for several years as this person has a serious anger management problem. She has been reported to the Office of Professional Standards.

pTEC continues to have an administrative team that does very little to insure each staff member is providing quality education to their students. Many of the staff evaluations were done without a classroom observation or even a pre or post conference. Many programs continue to operate with a packet learning system which does not encourage the students to learn and is the main reason so many of our programs are not respected by the industry. We still have students wondering the halls playing music from their phones full blast and signing out loud like they have lost their minds. Why are they not in class? Anytime of the day you can find numerous students just hanging out in the break areas when they should be in class. There is no accountability at these centers, no management it has become just a place for those on unemployment or juveniles with problems to be dumped or where to go to continue your government benefits instead of working. Dr. Berry was not a good administrator and instead of letting him go you have put him in charge of another school. That makes no sense and only tells everyone that you can screw up and just get promoted or moved. He put students back in programs that were on probation for 3 even four consecutive semesters even though the instructors wrote letters stating they did not want the students back. In every case the students failed and either dropped out or again had to be dropped do to failure. All it did was create more work for the instructor. And please tell us why we need a COO? Each campus has a director and a district administrator, so why do we need a VERY highly paid COO? So he can override everything the directors set into place? Thats what he does so why not get rid of the campus directors and have him run the centers? I mean we are in and have been in and will continue to be in a budget crisis. Get rid of the top heavy unneeded administration. We ran fine without it for many many years. In fact ptec centers were better before dr. Cassity was put in charge of both campuses and then jauch took over. So lets go back to that system. Get rid of Jauch we dont need him. He has not improved 1 single thing at either center since he was hired more then 3 years ago. not 1 thing has improved has it? we have more staff with him in history and some are not even qualified to do the job he hired them to do. That makes sense doesnt it? You ask us to do these surveys, why? You know whats wrong just fix it.

See leadership comments.

students that fight are allowed to stay in class, isn't this against school board policy?

STAFF CLIMATE SURVEY COMMENTS 2010

Teachers and Adm only speak when there is a crisis. Adm does not listen to suggestions that have worked regarding students. Not sure where they get their ideas. I feel its a basic lack of respect for what we see everyday and do.

The main problem is between Dennis Jauch and Dr. Berry, they both have very good ideas, one is from the business world and one from the education world and often there ideas clash. It would be great if they could do what they do best. Mr Jauch has had some very good ideas about marketing, Dr. Berry has done some really good things for education. It is a shame that this friction between the two of them could not be resolved.

These answers apply to everyone but our COO. There is no respect or trust for him, and that is well deserved. There is no respect shown to us. There is no real communication only being told what will happen. Then we are told - like it or leave. The relationships between the faculty and the other administrators is better than before because they are treated the same way faculty is and they understand. The ones who have had a chance to leave have jumped at the opportunity.

We have a safe environment, some caring instructors and staff. Our students are wonderful.

RICHARD SANDERS EXCEP

GRADING OF GROUPS

A Superintendent has never been to Sanders, only once in a while has a board member and then she was led to a couple of teacher's rooms that administrator wanted to show off and not others, and a regional superintendent has not been there in years. Teachers were not given access to the district people to talk confidentially or to even see.

Changes without sufficient preparation create frustration and confusion. District wide trainings are BORING and do not exemplify the strategies teacher are required to use in classrooms.

The teachers, administration and district superintendent all demonstrate educational excellence. The Teachers and School Administration and Support Staff create an ongoing, honest and open attitude of true caring for our student population. The students, at our school, know how much they are sincerely cared for and that every staff member wants them to succeed, in every way. Just an outstanding group of individuals to work with and for. The District Superintendent is outstanding. She is supportive, cognitive of the differences in our school, and works constantly to fulfill the needs of our student population. She is respectful of our staff's goals and abilities and we appreciate her efforts to create an outstanding school program.

There have been changing criteria and rules about student assignment to our school that were not passed to our Administrator BEFORE informing other schools and the regional offices, which put us at a great disadvantage.

LEADERSHIP

I do not think the school board keeps aware of school issues/concerns like they need to.

In the last 5 years the principal has had no overall vision for the school. He simply has been "doing" his time until his retirement. On the other hand, when he has been involved, he has "micro-managed" every aspect of the daily functions of the school with absolutely no consistency whatsoever. In the past 5 years we have had students "drop out" of school citing the principal as the main reason for thier decision not to return. In the last year the principal has been off campus and has spent much of his time in meetings, as well as meeting his own health needs before his retirement and health insurance runs out. More importantly, for the last five years this principal shows favoritism. It is obvious that certain teachers, students or parents have the ear of the principal but others do not. The school climate is really horrible and has been for a long time. This principal has created a climate that has "divided" us as a community and I can assure you that, an I am sure I can speak for the majority of the staff that this administrator will not be missed.

Leadership may be questioned at the district and School Board level due to uncertainty of roles and so many levels of communication to accomplish work.

Need leadership to be open as to what is going on. Seems to be secrets and deceit..

no comments in leadership

See previous comment.

Teachers and support staff have been left out of the loop, with many changes that affect us and our students. We are treated as "units." This kind of treatment does not promote loyalty.

The leadership at our school is outstanding. Administration has been fair, just, and balanced towards staff. With a special needs school, this is of critical importance, as you know. More technology needed, equally distributed to classrooms and programs

SCHOOL CLIMATE

Foundation of school culture is focused on developing and sustaining effective relationships in the workplace along with establishing conditions where quality work can be accomplished and evaluated.

STAFF CLIMATE SURVEY COMMENTS 2010

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School personnel that put their hands on students, talked down to students, and treated them in an arrogant and demeaning way were never written up. These particular teachers did not teach but gave the students the choice of where they wanted to work in the text books and then never graded the work. If the student turned in work he or she received a grade based on the fact they did the work (participation) and not on answer right or wrong. Students in one particular class were placed in the other centers either because of parent wanting them removed or because student hit teacher because teacher talked so negative and demeaning to student that student over time thought he had no other alternative but to hit teacher to stop the situation going on as administration would not listen to student or parents. This teacher was not written up for any of the incidents, OPS called in, and teacher was allowed to become tenured instead of keeping on temporary contract. It was very hard to stand by and watch some of what went on with a couple of teachers and the way they treated the students.

Staff to staff relationships can be strained between a few staff members. Recommend staff training that teaches and creates philosophies, practices, reasonings for fairness, consideration and professionalism towards each other. Also recommend stronger weapon detection and a traditional school dress code, to reduce possibility of students carrying hidden electronics, weapons, etc.

Teachers receive full support from Administration and there is an atmosphere of mutual respect and encouragement.

The fact of not knowing what is inside this school is unnerving. Seems that people outside the school know more than the administration here, or they are not telling all....

The population of our students can lead to unsafe behavior/situations.

There are times when student behaviors present unsafe situations - administration and SRO may need to be more proactive.

there are no comments about the school climate

This is an EBD center. The kids are completely out of control and the administrators hands are tied. As a school system, I think allowing the children to act this disrespectful to staff is deplorable. Parents should be held more accountable for their kids actions (both verbally & physically). They should be made to attend school with the student until the student can act appropriately by themselves. Most parents do not even give the correct contact information or block calls from the school on their phones. It is unfair and unsafe for other kids to have their education disrupted constantly and for adults to have no real recourse with these students. Even if they are arrested, they are right back at school the next day. It makes the kids believe they can do anything they want, and they are right. Safe? Neither the adults nor the students are safe from daily abuse. As a district we have failed in this area. As a parent, I am disgusted with the way students are allowed to act in school. As an employee, I am insulted. As a person in general, I say "Do something!" If students are constantly cursing, threatening, or bullying other students: make them stay at home and have homebound schooling or make them use Florida Virtual School at home where the parents must be responsible for their education as well. There are alternatives if you are serious about making schools truly safe and not just giving it lip service. Stop punishing the students who want to learn (or at least control themselves at school) by putting them in classes with these disruptive students. I realize we want all kids to get an education, but there are many ways to make that happen. If you separate the disruptive students, attendance would go up and probably the graduation rates as well. Many students stop attending school because they feel like they are not getting an education because the teacher doesn't have time to teach due to being too busy dealing with all the disruptions. The first step is always the hardest. Stop ignoring the problems, stop telling employees not to write referrals, stop not suspending kids when their actions call for suspension because they may be close to their 10 days for the school year, stop transporting kids that make driving on the bus unsafe, stop hoping somehow it will fix itself. Do the right thing by role modeling respect for these students, and you will bring back respect to the schools.

RIDGECREST ELEM

STAFF CLIMATE SURVEY COMMENTS 2010

GRADING OF GROUPS

For #1 it is difficult....some teachers A+; others moan and complain, don't send home graded work, have awful parent/teacher communication skills and don't have any celebrations or field trips all year long. But most of the teachers A

Questions 1 -14 in this section of the survey is TOTALLY AMBIGUOUS: what does A, B, C, D, F stand for? I can only assume that they stand for the grades that we give the students in their report cards.

Region II Superintendent is a huge problem. Just the sound of her name gets everyone upset and frustrated. Please send us a new regional superintendent. EXAMPLE: At one of our staff meetings, Carol Thomas came in late. She was asked what her opinion was about a Math Program. Her answer, "Get out of DA, and it won't be an issue." She didn't answer the question. She was rude. This is her typical behavior. She's stayed away from our school this year for the most part, but whenever she is here, everyone is tense.

Teachers would improve if we were allowed the freedom for teaching in our classrooms. How can the district hold teachers accountable for students' scores, if we are all mandated to teach in one, specific way?

very Good

LEADERSHIP

Carol Thomas needs to be removed from her position. She has continued to stress out teachers in schools across the district indirectly by forcing administrators to follow her ridiculous requirements. If teachers had everything on their walls that Carol Thomas wanted up, they'd be in violation of the fire code.

Leadership for the Superintendent and School Board is fine, but at the school level sometimes I am unsure.

We are at a school that does not have schoolwide rules for the children. Our principal believes that each child should be treated individually. I do think that each child should be treated individually, but I also think children WANT to know there is a boundary. Unfortunately, our society does not teach discipline, so it is up to the school to teach the students to become responsible adults. Without rules, this cannot happen.

SCHOOL CLIMATE

Both the Principal and Assistant Principal have been wonderful and supportive.

I think you are missing important information in this survey. Clearly, you are trying to avoid the negative input that was given last year, and now you are trying to deal with the fact that St. Pete Times did an article on the district ignoring the fact that a climate survey hadn't been done.

I truly enjoy working with such professional teachers, who really care about their students and the students' progress.

It is the best it can be given the circumstances: budget constraints, limited resources unrealistic state/govern expectations placed on students that are developmentally beyond their natural ability.

okay but could be a little better with communication.

Our school climate has become very negative within the last 7 years. Everything is analyzed, criticized, and picked apart. Also, the employees are treated unfairly. Our contributions to the school community are often disregarded. However, some employees are celebrated even when they have done nothing to merit it.

SAFETY HARBOR ELEM

GRADING OF GROUPS

#2 - Biggest problem is that the behavior specialist and head plant operator have become too "chummy" with the principal and are being allowed to make decisions as though they are administrators. A very high number of instructional and support staff are impacted by this but they are all afraid to say anything, so instead, they "kiss up" and tolerate it while complaining behind their backs. Behavioral specialist runs meetings as an administrator, attends meetings she has no reason to be at, is included in private conferences with colleagues (like when someone is told they don't have a job next year and she is there) she has no business having anything to do with and is "privy" to way too many things only administrators should be included in. Also, the ESE assistants assigned to our school have not been used to assist the ESE students here for this entire year. They were put in classrooms for gen. ed. use while our ESE students still do not make adequate progress, bringing down the school grade. Last year, they were assigned to ESE/VE students and as the year went on; they were pulled and used to chase down the EBD students who no one could control here on campus. Now, if she was the behavior specialist, shouldn't she be specializing in behavior? This campus was overrun for the past 2 years by extreme behavior students (at least 3 or 4) that the whole county now knows and, rather than ask the county for help and advice with them because it would "look bad for the administration", ((like they didn't know how to manage them when, truly, they DIDN'T), they let it get worse and worse over time.

Advice from those on the front lines so to speak is usually ignored. Especially if you are staff/parent.

I may be called an optimist but I really think that most people who work for the PCSB honestly try to do their best

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job but in a time when all of these cuts are being made, I think a little more positivity from the district level should be encouraged for all that we do during our contracted hours and all that we do on our own time.

Our school based coaches were excellent, if only the budget constraints had not affected that area of our professional development.

LEADERSHIP

1 - When students are referred to the office for behavior, they should be made to feel like it is punishment. Instead, the Assistant Principal has them walk around campus with her and they "help" with errands and carrying things, etc. This is viewed more as a PRIVILEGE than a punishment. So now this shows the child that they can misbehave whenever, refuse to do work, etc. and get REWARDED for the behavior. And we wonder why the "kids today" are like they are (no consequences) #2 - administrators have an open door policy, however, once a discussion has been had, too often it is dismissed and not ever addressed - more like "I heard you but nothing can/will be done". See notes on next page

Administration has given too much power to the behavioral specialist. She runs faculty meetings, attends meetings that do not directly involve her job description, and is obviously given information in advance of other faculty members. She even attended (with the principal) the meeting to inform a teacher that she was being displaced next year. Her job should be with and in the EBD classes but she acts like a quasi-administrator and has been given the green light by our administration to do so. Our principal does not seem to be aware at all of the inappropriateness of any of the above issues. Even parents and students have asked if this person is the assistant principal.

I do not agree with some of the decisions that have been made by the Superintendent and School Board as far as budget cuts. I understand that somethings had to be cut. However, while the district is trying to implement RTI and are encouraging increasing interventions with struggling students, it does not make sense to me to take those programs and personnel away that were providing the needed interventions (in our school it was the Early Intervention and possibly LSP programs).

Ignore and/or hide the problem is the theme at our school.

School based leadership listen to my concerns and very supportive.

The school board lacks foresight beyond the next election cycle and does not have a clear understanding how their decisions effect operations and costs. Also, they often do not get good info on a matter and do not seem to know how to ask the questions they need to.

There are school decisions made at this school based on staff input.

SCHOOL CLIMATE

A dedicated and caring staff works together as a team with family and community members to create a nurturing environment for students.

As a parent and staff member I am disappointed in the changes that have taken place the last few years. Our HPO does not take his job seriously. He spends very little time on campus during school hours and he and his staff do not get things done in a timely manner. Our principal has a habit of rewarding students who have been sent to his office for discipline rather than imposing a consequence. He spends sometimes HOURS each day escorting misbehaving students around campus, giving ice cream. On the other hand our students who have done well and made Honor Roll and or Principals List are not rewarded or recognized. There was an incident involving an entire class who was tired of being bullied by another student in that same class. They spoke up in writing about it and they were all called bullies and told they had no right to treat another student this way. They wrote about the problem. They did not approach the other student. 23 out of 24 kids wrote about the offending student. This should have told the principal that there must be a problem with this student but that wasn't the case. The student the class was complaining about has always been a problem yet the others were all spoken to by the principal not very nicely. As a parent of a student in this class I was appalled at the whole incident. In this case they were all called bullies and told they had no right to complain as a group. I am at the school everyday and I have seen and heard about things this child has done to the others and it is not dealt with. My child has been in SHES for the last 5 years and I have to say I am hoping our last year will be better than the last 2. As a staff member I am hoping that our principal will respect the entire staff and not just those who say what he wants to hear. The bullying in Plant Operations needs to stop. He needs to realize that just because someone has a title such as HPO or Behavior Specialist it does not mean that these people are doing a good job. I also do not appreciate being blown off when I have an issue with my child. This has been the case on more than one occasion. When I have asked that something be taken care of, I am always first reminded that I am a staff member and to keep the issue to myself. I feel that I have no right to speak up as a parent because I work at the school. That is wrong on many levels. I spoke up on behalf of the students who were asking about recognition for Honor Roll and Principals List and was ignored and given ridiculous excuses. Funny thing is, as soon as I

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mentioned it to a member of the PTA a celebration was planned. I also spoke up on behalf of the class that was being bullied and complained. A few of the students were questioned individually and asked to write a statement but the matter was dropped and I never heard another word about it. Ignorance does not solve problems. It creates more problems. There is a lot of ignorance at the top at our school.

Nonadministrative staff members are given administrative authority

One of the most beautiful grounds in PCS.

Our principal is a very nice man but is too jovial and passive. He should spend less time and effort trying to be a pal and laughing about everything. This affects how the staff, parents, and even students look at him. Also, his close relationship with the behavioral specialist is not only unprofessional and partial but it prevents the staff from going to him to share their concerns with him about her overstepping her position. I know of more than ten staff members who have had concerns this year and felt that they could not go to him or that it would not do any good for the above two reasons and there have been many instances when teachers have gone to him about an issue and he just did not want to address it. Especially now, since some teachers contacted county administration and the principal said they went over his head and that their concerns were vague, there has been a "hunt " by some to identify the callers, so everyone has been even more hesitant to say anything.

Safety Harbor Elementary has one of the best school climates that I have ever had the honor of working in in my 28 years in Pinellas County Schools. There is a very high level of respect between teachers, administration, support personnel and parents. It is a very community based school. We have a huge PTA presence and support. What a wonderful place to work!!!

The Behavior Specialist does not need to be making decisions about our staff and school. Also, more respect should be shown towards the staff. Favoritism must stop!

The faculty works well together and here for the students. New programs for highest student achievement have been implemented this year. The administrative staff have been open with us and very supportive of the staff.

to much in fighting and little respect for non instructional support staff from teachers and kids

We have areas to work on as we adjust to a new building and several new staff members. More faculty meetings important to keep staff informed and to have staff interact to build community. We need a faculty school calendar.

SAFETY HARBOR MID

GRADING OF GROUPS

I have already made comments about the administrative staff at our school, so there is no need to repeat. We have wonderful teachers who work very hard, as evidenced by our test scores, but we have the lowest morale in Pinellas County! I am hoping that SOMEONE will listen to us!!!!

I would give assistant principals an "A."

I would grade our administrations as an A- for the school. My only concern is that teachers and staff do not have a chance to consult on school-wide decisions. We are managed in a top-down style. I think there are opportunities for us to complete tasks or provide services for the kids more efficiently, if we took suggestions from the teachers and staff. Often a decision is "handed down" to us.

Not that familiar with what goes on at the administration building. Have watched the school board meetings on TV and was most amused when they get hammered by many people. Maybe they need to take a good look at themselves.

Regional Superintendent should know how poorly this school is being run. Are you aware the school's nickname is "Kennedy Middle," and no longer enjoys the sterling reputation it once enjoyed?

School and district admin support staff are great - the unsung heroes of our district.

The Ap gets an A+ but our principal gets a D.

LEADERSHIP

6th grade AP is awesome! Other administrators don't care what anyone else thinks!

Because I am not in the classroom I have no basis to evaluate the above questions.

Each day brings a different rule enforced or not enforced. One day iPods are allowed as the students enter school, and the next the iPods are confiscated. Rules should be consistently enforced. Everyone is confused.

I don't see leadership. I see response to problems that have been allowed to get out of control. Also I don't understand how the district can afford to buy e readers for an entire high school but we are told to cut back.

Teachers have expressed numerous concerns to school board members and the superintendent; rarely is there a response much less any action on their part to correct a situation. Quality concepts, which were used in the past, have disappeared. We no longer have committees so teachers have no input on anything any more. Guidance counselors aren't allowed to do any of the course scheduling of students; that's now done by our data

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prep clerk working with the principal. If a student misbehaves or is really disruptive in a class, we have to send the student to another teacher, not the office. If the district wants schools to be run like a business, schools must be mandated to have committees with input from the teachers who are in the classrooms. I, for one, haven't seen a school board member in years at our middle school. Do they really know what we have to deal with? Does the superintendent? When you're setting school times, have you ever used your leadership skills to see if it can be done differently rather than keeping the same schedule in place because it's easy. It's demoralizing for middle school teachers to see our day at school get later and later while high school is out at 1:30 p.m. and most elementary schools between 2:00 and 3:00 p.m. Compare that to middle school teachers not getting out until 4:25 p.m. It's hard for our students to participate in after-school sports and then get home and have to complete a lot of homework.

The AP listens and encourages conversation and concerns to be discussed. The principal does not actually want to hear our concern. She only wants us to listen to her and do what she wants. The claims to have open discussions but that is not what happens at all.

We have no "leadership". Teachers are bullied by the principal! More experienced teachers are given the worst schedules and courses (some made up with no curriculum). New teachers are told that their contract may not be renewed if they do not head up a committee etc. We are in trouble at SHMS with school based decision making. Our Principal is totally in charge of the SI money and spends it as she see fit. Someone please take a look at the number of complaints to PTCA and the Board. We desperately need new leadership here at SHMS. Our 6th grade adm. works very hard for the students and teachers, but gets "over-ruled" at every turn! We voiced our opinions here last year, but nothing has changed.

We, as classroom teachers, should have administrative privileges of our own teacher computer stations in our classrooms. Too many times are we unable to complete activities or research because upgrades are needed or plug-ins. It only makes sense for us to be able to fulfill these requirements as we're pre-planning the lessons or setting up. Instead it takes days or weeks to get these updates.

SCHOOL CLIMATE

6th grade AP is awesome! Other administrators don't care what anyone else thinks!

At our school the flowers and palm trees are more important than the students and teachers. Outward appearances are VERY important here and the campus is beautiful. Students and teachers need to have the same care as the courtyard. There is NO communication between administration and teachers. Students do not respect the teachers or administration. When teachers try to follow the discipline plan to the letter -- we look foolish to students because we are not backed by administration.

Best school in Pinellas County.

Great communication between teachers and the AP but not so good between teachers and the principal.

I would like to see more team building activities. Saying that, I don't know where we would find the time.

More emphasis is focused on appearances than on customer satisfaction. Our facility is well appointed with the changing season's foliage and flora, yet little time is spent on discipline by our administration. Students do not respect teachers or administrators because little to nothing is done to those who mis-behave. Dress code, cell phones, etc are enforced on a random basis. No one knows whether to enforce it or not as the teachers' reputation of being unreasonable is at stake. Teachers are considered dispensable and reminded of this frequently. A culture of fear is fostered. Young teachers are reminded that they are not on continuing contracts as a coercion to "volunteer" for certain duties or assignments. Older teachers are given the worst schedules or frivolous classes without any curriculum to follow. One must wonder is this age discrimination? Perhaps a class action suit would reveal whether it is or not. Some teachers are permitted to arrive late and leave early frequently without repercussions. New leadership is needed. Perhaps a trade with a south county school (John Hopkins?) would work.

Our campus is very well kept and clean

Principal successfully creates a safe and attractive facility but (unfortunately) is also a micromanaging hypocrite who rules by fear.

The teachers and assistant principal work well together. She is very supportive and fair.

there is a feeling of retribution if you speak differently than the principal. staff morale is low. there is no input sought about decisions that concern them you are just told the way it is to be. there is more feeling for the plants and looks of the building than there is for the staff and students. the teachers work well together even with the shoddy leadership that we have. the staff has the best interest of the students in mind. just wish the administration felt the same way. there is always a reactionary plan and very little pre planning is evident in the way the building is run. it makes it a very difficult situation when the perception is that the data prep clerk is the one that makes most of the decisions when it comes to scheduling and master schedule with out input from the

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faculty. it is hard enough dealing with teaching 6 out of 7 with little to no support from the principal she is the first to criticize and the last to praise. she does not have well thought out decisions people hate to see her coming since they know that they are about to be hit with something. she does not deal with people well and tries to intimidate and does yell at them.

This school campus is amazing in it's cleanliness and appearance. Ms. Kennedy the principle, and the maintenance staff do an outstanding job making the campus look beautiful and welcoming. Kudo's to Ms. Kennedy and the staff, particularly Mr. Granville the HPO.

SAN JOSE ELEM

GRADING OF GROUPS

Administrative staff and union should take a serious look at language in contract regarding cutting jobs based on school seniority rather than job performance and needs of program at the school site. Shouldn't ALL schools terminate or involuntarily transfer staff according to seniority years in County, not school site seniority? It seems only fair and what about seniority on who is selected to ride buses-is it school site seniority or district seniority? ALL schools should be following the same policy.

Miss the group interaction of many trainings that are now on moodle. Some are great to do there but things like Smart Board should be done with personel on hand to assist - not from an e-mail response

LEADERSHIP

CQI worked much better than this new system. I do not believe the higher ups really "listen" to what we are saying at the classroom level - they hear us but don't listen. We jump from newest fad to newest fad to quickly

Often leadership personal are unapproachable

The superintendent is not very good at her job. Just look at the events of the past few years...

SCHOOL CLIMATE

Administrators should communicate more with staff that are riding buses and missing meetings.

I believe that the only teachers who complain about low morale are the only teachers who create the low morale-unwilling to try new things, and even complain about student recognition. What is there possibly to complain about when students are recognized for outstanding academic achievement? I'll quote, "recognizing 1st and 2nd graders with Jr. Honor Roll, takes away from the real honor roll". Is this way of thinking becoming of any quality teacher? This exemplifies the views of only a few teachers who CHOOSE to keep their heels dug in, incessantly complaining about district decisions etc. which is noticed and is unfortunate and the rest of us have grown tired of listening too. Our principal is an outstanding example of what a leader is-period. She is connected with the students, she is connected with parents and she is connected with her staff- and handles each staff member with utmost professionalism. She is an excellent communicator and faces each challenging situation head on with positivity and in the best interest of every student in the school. She has innovative ideas and maintains an open door policy encouraging the exchange of ideas and concerns at all times. She is an excellent problem solver and fair at every turn. The school climate is positive, electric and our staff feels valued and is a family in the true sense of the word. Our principal has created this, listened long and hard to ensure this, and this is our true climate. The negative voices of a few should be ashamed of their behavior and attitude. They are sadly, missing the incredible student and professional successes happening every day.

I think that San Jose is a wonderful school.

Our administrators are unapproachable for teachers. They are not supportive, except when it's something they are trying to implement for personal reasons. There are no leadership qualities displayed by our administrators. They do not interact with students, or motivate them on a personal, one-one relationship. Many students in our school do not even know who the principal and assistant principal are! Our administrators delegate responsibilities and do minimal duties. Bottom line ----we have very POOR leadership here.

Our assistand principal is rude and unapproachable. Our administrators are best friends. They should never have been allowed to lead together.

San Jose is a wonderful school. We all do our part to ensure an environment of respect and safety in order to motivate children to reach their highest potential.

There is a great deal of wasted time and effort utilizing the "coaches" in Reading/Math/Science. The coaches themselves do not fully understand the FAIR program and openly state they are inaccurate to a large degree-then why subject students (especially Special Ed) to mandatory testing? The coaches also go into 20 and 30 year old veteran teachers' classrooms telling them how to teach subjects "better" when in reality its the same old product repackaged-this is insulting and demeaning but seems to justify the existence of the coaches jobs. School coaches do have a place where teachers are new or have no clue on how to teach subjects but should not be used as a compliance only. At this school, adminstration is not very visible in the classrooms and lacks

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good leadership abilities. The thought seems to be let everyone just run the place and we'll agree or veto as we choose. There are great things about this school, too, but administration needs to be more of a model and leader.

We are trying to get use to the new Site Based Management. We have been used to giving input and voting about the workings of our school, but this is not happening now

SANDY LANE ELEM

GRADING OF GROUPS

Need to get out and see the money being wasted

NO ONE WILL LISTEN TO US ABOUT THE PRINCIPAL AT OUR SCHOOL. WE NEED A CHANGE AND WE NEED IT NOW~

No wonder most of are school are not making AYP.

Our coaches do not know what they are supposed to do. Several teachers said during the last month of school. "Math coach? We have a Math coach? What does he look like?". Sarcasm stemming from the fact that they knew who he was, but never interacted with him. Evidence: We have NEVER scored this low on FCAT Math! Our Reading coach is chiefly motivated by the thought of never having to go back into the classroom in this county... I heard her say that myself. I observed her giving demonstration lessons at two grade levels. The lessons were nowhere near the children's instructional level, and the lesson was extremely weak. A waste of time for the child and the teacher. Across the board, teachers are disgusted by having so many adults in one building that have no student contact whatsoever! Ours is a difficult population, with so many children having so much to overcome, and we need ALL team members having significant student contact!

School board and county office are not in contact with the every day workings within schools. Too many decisions are made at the top without adequate input from those in the classrooms who really make all of the difference with students.

The OPS needs to look at the real problem at Sandy Lane, our principal. There are NO professional standards. It is all personal vendettas, race and religious conflicts with her. This is illegal and needs to stop!

LEADERSHIP

Administrators must be more like facilitators in order to be effective. Teachers must feel free to voice concerns and opinions since they are the backbone of our school system. Teachers are pitted against each other, bullied, intimidated, and retaliated against. Coaches are considered administrators and regularly do "walk-throughs". Teachers are not a part of , nor are they allowed to attend Leadership team meetings. All decisions are made by that team and after the fact teachers are sometimes, but not always, asked to e-mail any input. Teachers rarely are "heard". Communication does not exist and teachers many times learn information during morning announcements meant for students. Discipline breaks down when the principal is involved. Violent acts of students go without consequences. This makes members of the staff feel unsafe because many times the students have the upper hand because they know they can get by with almost anything. Police are called here often. Teachers have suffered from hitting, kicking, spitting, cussed at, attitudes of complete disrespect with little or no consequences.

I think that the Administration at Sandy Lane does a wonderful job creating a safe and caring environment for the students and that they go out of their way to help and support their staff.

NO COMMENT!!! Nobody is really reading this....

Our School Board and Superintendent are in re-active mode, not pro-active mode.

The School Board takes too long to make decisions and they are not knowledgeable about what goes on in the schools. They are out of touch with the day to day needs and struggles of teachers and students. Discipline needs to be a priority regardless of race! Our high poverty schools are not being given the support they need. "Coaches" are not the answer!!!

WE NEED A CHANGE IN LEADERSHIP AT SANDY LANE. MORALE IS AT AN ALL TIME LOW. THIS SCHOOL HAS BEEN RUINED BY THE PRINCIPAL!

We requested assistance from the board and the Superintendant but noone would listen. So, finally we had to call the union in on the gross and malicious treatment of white teachers.

What leadership at Sandy Lane? It does not exist! The administrator is a tyrant, who has her henchman leadership team: spy, intimidate, manipulate, the teaching staff! This administrator uses her own rules and doesn't follow Pinellas County Schools guidelines for safe professional working conditions!

SCHOOL CLIMATE

Could be alot better communication is so,so discipline is non-existent

Morale among staff is at its lowest and if parents only knew what was going on. Our school is a free babysitting,

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two free meal a day institution.

Our school is a nightmare. The students are held to NO standards at all for behavior... the teachers are not backed up by administration. Ex.1: Two weeks ago two boys set fire to a bathroom... nothing was done. Ex. 2: Two kids brought knives and actually verbally and physically threatened to stab another child... nothing was done. The Principle accuses several teachers of not being team players, but she listens to no one, respects no staff input. Our little saying is, "It's my way or the highway".

Principal uses her power in a very negative way. We have asked for help for a long time. There are no behavioral backups at this school, students are out of control. She shows no respect for staff/teachers and students know this.

RTI is not implemented at our school, the way the district has it set up in place. The forms are not followed by the coach. The coach does not want classroom teachers to fill out any district forms. She claims she is the only one, that has the authorization to do so. Students are requested by classroom teachers to begin the RTI process for either behavior or academic, and this coach claims it is the teachers fault they are not succeeding. She feels that the students are black and teachers can not relate to them. The administrator agrees whatever this coach says. The administrator never listens to her teachers. The coach only got this job, because she does the principal's hair and she was working on her master degree in administration. So this administrator felt she would no what to do. However, this individual has no back ground in EBD, or has teaching experience. Most RTI coaches have the backgrounds in EBD and have taught it for over 10 years. Not this coach!! She is a cause of the poor low morale at Sandy Lane. This individual has more power than the assistant principal and doesn't fear showing it. She spies for the principal and lies to whatever works to her advantage, as well as the principals. Both need to be removed! Both are bully's and liars!

Some teachers who are "friends" of the principal, have special privileges. They receive kudos by school e-mail. Rarely are classroom teachers recipients of those kind words. Coaches sit at their computers most of the day (can't the county check websites used by them during the instructional day? Two coaches actually worked on advanced degrees while at school). They do not work with children and rarely with teachers. The RTI coach argues with teachers, is disrespectful, unqualified (no ESE training or background previously), distorts things that happen and "tattles" to the principal to make teachers look bad, and generally doesn't want to work with teachers. The very staff members that were placed at our school this year to make a difference, have not pulled their weight, have not done their job--look at our scores. The full time school nurse is the exception. She did a great job! Now the plan for next year is to pay for coaches out of Title 1 funds for "more of the same". Our Title 1 teaching partners who are a highly qualified and and effective part of the staff are now being cut in order to pay for the "big ticket" coaches who don't want to work with children. This leaves a small amount of funds to hire a few Title I teaching parnters who have shown their dedication and effectiveness here. Staff HAD NO input for this Title I plan. Only coaches who voted to keep themselves!

Students who enter this school on Tier 2 / Tier 3 are removed and the teachers are asked to start all over or told that at this school students academics are lower than school A thus he/she is on grade level. Teachers are told by (Champs instructors) that since over 40% students are behavior problems than we just can't staff everyone. Teachers and substitutes are pushed, shoved, have chairs and books thrown at them and even a teacher's nose was broken. The student returned the next day -no suspension. The principal does not want the public to know how dangerous this place is. There needs to be a couple of police officers at this place. This place is scary. I want out of here but in this county there is age discrimination!! The RTI coach is downright rude and all she can say is "Well I'm from NJ and that's just the way we are". I'm from Jersey and NY" city and that is not the way one should be in the professional world. Of course she was appointed by the principal to do the dirty work.

Teachers who respect the administration do their best work and create a warm and inviting climate for their students and for those surrounding them. Those teachers who are more concerned with creating issues are more concerned with their personal problems with the administration than they are with helping our students.

The administration and the teaching staff do not work together as a team. Morale is at an all time low and there is no administrative support for student discipline.

The behavior of many students is unacceptable. The cafeteria is poorly supervised. Lights are turned off so that children will be silent. They show no respect and continue to talk, shout and leave their tables. We had a lock down once and teachers were unable to maintain the children's behavior for everyone's safety. Teachers do not dress appropriately. Sometimes it looks like they rolled out of bed, put on their flip flops and came to work.

The message is very clear at my school...teachers are the problem, a select few of mediocre teachers who are frequently out of their classrooms perform "walk-throughs", our social worker and behavior specialist do not follow through with teachers, our custodian makes it his job to "play" with students who are serving in-school suspensions and those students are given special priviledges that day, there are no consequences for violent behavior, obscene language, leaving the area, and bullying. My students have told me that this is a school for

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bullies. Parents who want to be involved and demand change are dismissed as "trouble". Our principal uses teachers personalities and how often they stay out of her hair as sources for evaluations. Our Reading and Science Coaches (we had NO MATH coach this year!) walk through at anytime of the day to observe and report to our principal. They offer no coaching and are not advocates for positive change. Our contracts are violated daily, if you stand up for your rights you are involuntarily transferred. RTI coach has literally turned her back on teachers she was talking to if she did not like what they were saying. RTI coach has gotten physical with students and speaks to them in an inappropriate way, but it is dismissed because she shares the same race as many of our students and "that is what they understand". RTI coach does principal's hair, sometimes on campus!! ESOL teacher fraternizes with principal and is even taking her on a trip. Her position is safe. Our campus is filthy! Our HPO is also very friendly with the principal. I have walked by the cafeteria with my class and heard him discussing a wet t-shirt contest with county employees. He also speaks of the "old teachers" going through menopause and being "fussy". He does this because he knows he can. He has friends in the right places. Good teachers are being let go. Teachers who are always requested by faculty to teach their own children!! This is not the first time the county has heard about the problems at my school. When a country is in distress, you look at the president. When a school fails you need to look at the principal! Our school needs an administer who unites, has a vision that is clearly communicated, and does not let her emotions drive her decisions. Our school could be great, but we excuse EVERYTHING as being appropriate for the race and economic situation of our children. We need the best principal, the best in the county!. Give us one from an "A" school. Someone who has proven themselves. Regardless of their race!

The morale could not be lower at Sandy Lane. The staff can not trust the leadership team at all. The principal has asked others to spy on the teachers. She is biased toward certain staff members. She targets/harrasses some of them and others can do no wrong even though they do very little work. The principal should be transferred. She is disorganized and downright petty and mean to some members of the staff. The coaches, behavior specialist, social worker, and RTI teachers and facilitator spend a lot of time NOT working with children. Our school is a mess. The night foreman is awesome and does the majority of work. The HPO tries his best to get out of work. The principal is going to China with one of the ESOL teachers who does not do much work and yet she picks on the other ESOL teacher because she is a union rep. The RTI faciliator does the principal's hair. The RTI facilitator is rude and condescending to the teachers. This is a school in crisis. WE NEED A CHANGE IN LEADERSHIP NOW!!!!!!

The School Climate is cold not friendly. It seems to be teachers against administration, not really a warm relationship.

The school is falling apart. The admin. uses the coaches as her spies - sending them to observe and perform walk-throughs. Student discipline is nonexistent. A student brought a knife to school and NOTHING was done. Zero tolerance is a joke at Sandy Lane. Contract is broken frequently, teachers are publicly humiliated and belittled on a regular basis. The Rtl process is not being followed - when teachers ask for help, it doesn't come or if it does, the teacher is told she is to blame. When teachers ask questions or stands up for what is right, they are "involuntarily transferred". The admin dismissed 6 teachers with good appraisals because of her own personal bias. Not only does this capricious action harm the school but opens the county up to massive liability. Sandy Lane is a hostile work environment. The Pinellas County School Board and it's agents have been informed time and time again of this fact. It is time for you to do something about it.

SAWGRASS LAKE ELEM

GRADING OF GROUPS

As a whole, I feel that most teachers deserve an A. However, this was a little difficult to do because there are some as individuals whom I feel do not deserve an A or B.

I would give the AP an A and to the rest of the leadership team I would give a D.

The "F" given is for our principal. I would give our assistant principal a "B".

The school board does not see the big picture: Teachers are not valued. Input is discouraged. Morale is at an all time low. Teachers are not treated professionally. It is disgraceful that a principal is allowed to treat teachers so poorly and nothing is done to make the situation better.

LEADERSHIP

Comments about the administration at my school marked "strongly disagree" are a reflection of our principal. Our assistant principal does a wonderful job.

Our principal and assistant principal have created an environment that is truly conducive to learning. They have an open door policy and are always willing to lend a helping hand. I feel fortunate to work for such incredible people.

The AP will take time to listen to my concerns.

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The Superintendent and school board do not listen to teachers' concerns.

SCHOOL CLIMATE

I think our principal creates a climate in our school that is nurturing to both staff and students. Our faculty works as a team and are very supportive of one another. Our principal is equally supportive. Our faculty is committed to the highest level of student achievement and it has been an honor and a priveledge to work with each and every one of our staff members.

Sawgrass Lake is a great place to work!

The "strongly disagree" comments about the administration are a reflection of our principal...NOT our assistant principal.

The AP is fantastic, open door policy, and he has time to talk to his staff. He treats staff members with respect and care. Others in leadership are very rude, cold, and often do not speak to others with respect.

What's the point of writing a comment when after the survey the adm. calls you to the office to discuss whatever comment they didn't like. How unprofessional!

SEMINOLE ELEM

GRADING OF GROUPS

Our Principal earns an A. The AP has made progress, but remains in the process of learning appropriate "people skills."

There are no responses to rate on this page.

Too much money spent on jobs that do not have any contact with students.

LEADERSHIP

Administrators at our school keep a focus and base decisions on what is best for all students.

We have a strong leadership team at Seminole Elementary

SCHOOL CLIMATE

Visitors and substitutes find our school welcoming

Wonderful school to work for!

SEMINOLE HIGH

GRADING OF GROUPS

Because our School Board changed the attendance policy, our students believe it is their "right" to miss school. Our absentee rate is extremely high! All the School Board needs to do is look at a comparison of last year and this year's attendance rate to understand how badly we need a policy. Plus isn't there a "seat time" each student needs to have in order to pass a course?

Bottom line the school administration is not doing enough to support teachers and for the most part the people outside of school have no clue what is going on in the schools. Teachers are woking 12 and 14 hour days and getting paid for half of that. One thing that would help in our school is to stop the administrators from having their staff meetings during the day, we loose our administrative staff at least a half a day a week because they are in a closed door meeting. Further why are they being pulled out of school for training and meetings? Teachers are not allowed to do that. What don't you schedule the administrators meetings on Wednesday afternoons, that way the adminsitrators will quit scheduling meetings during the time that was supposedly given to us for additional planning. That additional time has been taken up in meetings.

Curriculum should be made by the teachers who have to implement it!!! Stop wasting time creating junk that doesn't work for our students. Reading coaches are a waste of time, put them back in the classroom for the North county. South county have them support struggling teachers. The school board makes too much money and doesn't understand the struggles of teachers.

How many times have any of these people ever been in a school building? The people in the Taj have no clue what teachers face in school buildings in the district. Teachers do their best but are hampered by the lack of support by the administrators and the board and superintendent.

I believe every group has strong individuals; however, each group also has individuals needing growth.

I gave the highest marks to the Administrators, Regional Office and Regional Superintendent because they are the backbone to all others. They answer, to the other groups Teachers, Transportation, Curriculum, Personnel, Risk Mgmt, Budgets, Technology, and the school board members. Remember to walk in their shoes...waiting for decisions from above!

I would like to see the administrators evaluated the same way teachers are. And the teachers should be able to do the evaluations. We know better than someone from the county who really runs the school and who is effective.

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It is interesting to me, how the county thought it was a good idea to switch to a new system of attendance and force teachers to use Moodle (which is completely NON-User friendly) and has required training classes on our own time! Who changes a major system in the middle of the most demanding part of the year and forces employees to work on their own time w/o pay to catch up. Furthermore, the stress tests were handed down at the last minute and teachers were expected to stop everything to stress the system that has just been implemented? Are we not suppose to be teaching??? This stress test came in the middle of the am - the last week of grading and many teachers, like myself were grading student projects. Administration needs to understand what the climate and schedule is like in the schools and respect the students and teachers.

One administrator does not perform her duties adequately or in a timely manner nor adhere to the discipline matrix.

Our principal does as much as he can and is an awesome asset to our school. The administrative staff score does not reflect him.

Previously, commented on administrative staff. Office of Professional Standards is not policing teachers and staff. Some staff members come and go at will. Some have been arrested in other Counties on DUI and have not been caught through our state database. A few faculty members behave inappropriately with students and nothing has been done. School board is just ineffective.

The administrators at Seminole High were forced upon us via "transfers". One of our administrators has been selling purses and designer jeans to students and staff....UNPROFESSIONAL. The administration at Seminole values athletics but does not equally support the visual and performing arts. In particular Cindy Bennett has to be the most unprofessional, unprepared, and unqualified AP I have ever met.

The AP's that are good are the BEST, but we have two new ones...

The C & I team is great. Certain administrators at the school and at the district level are great assests and do the best they can. Others should be somewhere else and not in education and lack leadership skills and vision.

The district is in chaos. What are you going to do about it???

The School Board should evaluate the very bloated administation building and begin listening to teachers instead of administrators.

Time for adminisrtrative changes at Seminole high

LEADERSHIP

Administration does not operate on the same page. Discipline is meted out differently by different AP's and the students know it.

As a teacher, I do not feel that the Superintendent and the School Board are aware of all that is happening in the classroom. The communication from the Superintendent on down does not always make it to the teacher in the classroom in a timely manner. I know that there are a lot of changes being implemented at this time. I hope that the communication can be more open as these changes are put into effect.

every school and every teacher needs technology!!!!

From the superintendent on down there has been a general lack of support for teachers. It's one thing to help students and want them to achieve success but the lowering of standards for discipline and expectations of deadlines and holding them to task for their work is not the way to do it. The lack of an attendance policy is the stupidest thing and a perfect example of that. There is no consequence for non-attendance. The teacher has to do all the work to try to get students consequenced for skipping.

Grow a backbone and stand by the rules you set forth, everytime you make an exception for a parent you are in turn causing the education in Pinellas County to be more of a joke.

I believe each Superintendent has their own agenda. Sometimes, their agenda isn't what's best for PCS.

I don't even know where to start. Julie Jansen is too far removed to understand what is truly happening in Pinellas schools. Policies come down but administrators and teachers aren't given the freedom or resources to actually be successful. The school board's attendance policy is in violation of Florida law however Barbara Thorton believes that student don't come to school because they are being entertained enough; that our curriculums are not rigorous enough. STUDENTS DON'T COME TO SCHOOL BECAUSE THE SCHOOL BOARD SAID THEY DON'T HAVE TOO!

I feel my administrators listen to our concerns. I don't know if the Superintendent and Board Members listen to the Administrators at the schools. They bring good ideals, if only they could be heard! Do the Board listen to only those at the Administration building? Their is technology in the classroom, but are they five years behind others? Some schools have state of the art technology while others are left behind. Again, how do you please everyone? I have brought a concern to the principal but I don't feel as if this particular concern generated much response as it does not seem to have been addressed at all.

Institutional integrity is invalauble yet not always implemented. Our processes should not only move us forward

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towards our goals they should also protect the institution from instability. At times it appears project or pet concerns outweigh the overall institution.

Instructional Materials - Not enough books for each student.

Items checked "agree" apply to about 75% of the faculty only. For the other 25% I would check "disagree."

It's time to clean house from the top down, especially with the school board and attendance policy. If the schools had to go to a 7 period day for teachers to have more time in front of students, then why isn't there a policy for seat time for students.

Let us teach. I got into teaching because I love the ability to impact a student's life through building relationships and teaching knowledge. It's very difficult to do that in this environment because all the leadership wants is appropriate documentation and data about everything. That's not teaching!

More accountability is placed on the teachers, yet the school board has made policies such as NO ATTENDANCE restrictions. How ridiculous is that???!!!! The superintendent demonstrates the worst leadership of any managerial position I have ever experienced. This is a ship crashing on the rocks without a captain. Converting to a 7 period day, the school board did not account for adequate books or materials. The school board is completely out of touch with the teachers; students; and school environment.

Our principal does a fine job. His administrative team is adequate at best.

Problems need to be taken care of immediately. Many staff seem to work much harder than others. Leadership is a hard job and its not cut out for everyone. Maybe more training will help.

school board members are out of touch with the day to day operations of any school

Starting at the top- Dr. Janasen- take a stand!! By not reinstating attendance/exam exemption policy, you have doomed many students (especially seniors) to not graduate. The school board is a bunch of spineless cowards with exception of Janet Clark & Linda Lerner. Weller @ Seminole is incompetent.

Superintendent and School Board have no clue what is going on at the school level. When they do come to a school it is a well orchestrated visit and the principal shows them what they want them to see. You want to get an eye opener just start showing up at school and start walking around without the principal leading you around. You have the principals do walk throughs in our classrooms unannounced. If you did that to the principals you might be surprised what you find on how they are running the school. If the school board and superintendent backed the principals and administrators and insured that school board rules were followed our students would become more successful. There is no discipline in schools, no discipline results in no discipline in academics, thus we have students that do nothing and feel entitled to pass. The new no attendance policy by the school board is an example of poor leadership. Since the students donot have to attend school they don't! Then teachers are expected to have packets to give them to make up work, which the students rarely do. We are expected to take make-up work forever. It would be a fulltime job to try and keep track of how many days they get to make-up work according to the school board policy. Seniors decided this year to take so many skip days that the common joke of the teachers were that this year the seniors took skip months rather than skip days. Again, the lack of discipline results in students that show no discipline in the classrooms. Electronic devices are out of control and the school board does nothing to enforce the current policies (a lot of principals, at least at our school just ignore the problem as they donot have time or knowledge how to deal with the issues or feel overwhelmed trying to deal with the issues). Students feel empowered to just ignore teachers and use the devices at will. I have had students answer thier phone in class, use the phone to text test answers on tests to other students, get on the internet to find answers to test questions, the list goes on and on. iPods are also use and on all the time, earphones in sometimes so loud that you can hear them as they walk down the hall. When a student is asked to put the devises away they become disrespectful and say they are tlaking to mom "besides I just saw my administrator and they didn't say anything about me using it so why should I". When sent to the office on a referral may times they are just warned and nothing is done to them, the students know this so why should they listen to me? Dress code does not exsist, it does no good to have rules if the superintendant and the school board are not going to require the principals to enforce them. Frequently our students dress like they are walking down the beach, not much covered. Parents do not help either as they allow and encourage them to dress that way. I had a parent/teacher conference with a parent and when I saw mom I understood why daughter dresses the way she does, mom was dressed worse in revealing clothes. The students are running the schools and the adminstrators are making it easy for them to do. The students have no respect for teachers. These issues start at the top, when the school board and superintendant do nothing to fix the problems, the administrators at the school level won't either because as one principal told him if this goes to admin they are not going to back me so we just have to let it go and let the student continue to disrupt classes and the learning of others. If you are going to make me responsible for student outcomes then the administrators need to provide me with the tools and support to do my job.

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The Principal here at SHS is not afraid to get his hands dirty. He is always ready to "jump right in". He does not expect us teachers to do anything that he, himself, would not do.

The school board and Superintendent did away with percentages for grades and our attendance policy. This has nearly destroyed our educational system. Students are not attending school and there is nothing we can do about it.

The school board has done nothing but bicker all year, has failed to come up with any significant changes to address real classroom problems and wastes money on frivolous projects.

The school board provides leadership for the things that they are made aware of but they don't know half of the things that go on in a school.

The total lack of a district-wide attendance policy has resulted in student absences on a huge scale. Yes, we have a "policy". However, there are no real consequences for student absence. May I remind the Superintendent that when she taught math in Pinellas County, she worked under an attendance policy that had teeth. The states with the highest quality education all have attendance policies that are strict. It's called standards. Why are we so afraid to enforce them???

SCHOOL CLIMATE

Administration, especially at the top level, needs to find a solution to the absentee problem other than blaming it on the teachers

Administrators inconsistent with discipline, one administrator blames the teacher and in several instances has yelled at teachers in front of students. Almost all of them carry their cell phone out in the open and have no problem walking down the hall talking on them. Teachers are expected to be in the hallway during class changes, however administrators are rarely present themselves and when they are they say nothing to students that are using electronic devices and are WAY out of dress code. There are many rules that are not enforced by the administrators. It is common knowledge that the administrators do not get along or agree on how things should be done. If you want to find the principal look in the athletic directors office first, he is usually there talking. Students roam the hallways at will and nothing is done to curb the problem. Even when told where students are hanging out while they are skipping administrators just shrug their shoulders and say they do not have time to deal with it. Students leave campus all the time at will to run to local fast food restaurants and Starbucks during class time. Our campus is run more like a college campus than a high school campus. Coaches get priority for everything and many of them enable their players to not follow school rules, including academics. Two students that played baseball were rarely in school or classes, but nothing was done by the coaches or staff because they were good players. Academics take a back seat to sports, drama and band. If academics standards were required for participating in sports, drama or band the size of those programs would be much smaller. And when it comes to discipline of these students (band, drama and sports) they will freely say they do not have to do something and are disrespectful to teachers. School is filthy one set of bathrooms in the front "A" hall are so bad the students refuse to use them and they smell so bad it smells the whole hall up. Rooms are rarely totally swept, only big items are swept up. If it was not for the teachers cleaning the school would be even worse.

Bathrooms not kept up to healthy standards. many times no toilet paper, towels or soap. dusty floors and unclean bathroom floor both in students and staff bathrooms. unacceptable. no excuses.

Climate at the school is okay, despite the 7 period day. However, every employee is exhausted and has way too much work to do it efficiently. There has been an increase in employee health problems due to the increased work load. District needs to keep this in mind, that you can't expect employees to be as efficient and effective with such an increase in their work load, and a decrease in support. Principal at times, creates an atmosphere of chaos. He does not treat all employees equally, and talks inappropriately about them behind their back. Principal does work hard, but needs to treat everyone equally with respect. Principal does create a very safe atmosphere and is striving to raise academic achievement level.

CV continues to decline each year

Due to the cutbacks the custodian staff can only do so much in their given worktime. No overtime are a load in the schools. Our faculty for the most part are a team. But as in any work environment there will always be a few who are always unhappy. Our administrators give it a 120%, but their hands and their staff hands are tied to the Superintendent and Board members for GUIDANCE. We don't want to leave A Child Behind!

I think for the most part our school is doing a great job, however there is always room for improvement. The biggest problem I see is with the parents of our students. They sometimes are the biggest problem and getting them to see the light can be difficult.

In regards to #8 and the school campus being safe. I have grave concerns that due to one of our present SRO's being unjustly transferred, the safety of our school will be compromised. The reason for his removal are harsh & without precedence. I believe that the superintendent needs to look into this matter & communicate with Sheriffs

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Coats about retaining our SRO.

It is a pleasure to work at a school where people actually support each other and the Principal is caring and honest.

Items checked "agree" apply to about 75% of the faculty only. For the other 25% I would check "disagree."

Losses of tension between staff and administration at times. Smooth going alot though.

Low morale

Low Morale - Superintendent rips principles for low scores, etc. Then Principles rip A.P.'s and teachers for failure to do their job. Positive motivation and the ability of principles to actually address school needs would go further. Every faculty meeting our jobs were threatened - that provides for low motivation and low morale. Instead of teaching all of us were doing the appropriate documentation and paperwork to save our job. That's not the job of education!

Many faculty members are not supportive to one-another. We hear more of the doom and gloom here while many of the good things go unrecognized.

Our administrative staff is not functioning. Two administrators follow the discipline policy, two do not. This has caused many problems with teachers and students. Our current administration team is not a team!

Our administrative team is not consistent nor cohesive. They each have different ideas how a school should be run and what discipline is effective - two AP's consistantly follow our discipline plan, two do not. In addition, our school is not clean. Even our staff restrooms are dirty; and many times we are without soap and/or paper towels. The "dust bunnies" are evident in our halls and classrooms. If we want our classrooms to be presentable to our students, we must clean it ourselves!

Rooms and bathrooms are often filthy with the excuse of limited cleaning staff. However, most often they move slow if at all and are found reading the newspaper during the day. The staff and student bathrooms are the worst I have experienced in any Pinellas County facility. There is an element of hostility and distrust between the administration and faculty, this is a very unpleasant place and faculty does not feel appreciated. We are constantly threatened with losing our jobs in every faculty meeting.

Some teachers do not enforce the rules for students, ie. dress code, tardies.

Teachers and administration and staff work to keep the school safe and open to students, parents, and the community.

teachers are not treated with respect by administration or by most students.

Teachers get no respect from certain administrators whatsoever. The evaluation procedure is a farce as is the grading , based on letter grades only.

The Administrative Team at Seminole lacks clarity of vision for the school. The teachers and administrative team are often in opposite ends of the spectrum when planning what is best for the students. When an administrator is selling jeans and fake Coach purses out of the trunk of her car at school during school hours, something is wrong. This could be the most incompetent administrative team I have ever worked for in my 20 years in education.

The campus janitorial staff is always short and it reflects on the dirty campus. My linoleum (sp?) floor gets mopped once a year after I beg someone to do it. GROSS!! I have an outside door and dust, dirt, and all kinds of debris litter my room. My attitude would be considerably better if I worked in a clean environment.

The climate this year @ Seminole High is adversarial between teachers & administration. Administration has consistently backed students or their parents and never the teachers.

the coaches do Mrs. Bennets job. Mrs. Hildibrand is a TYRRANT and has made the teacher administration relationship unberable. She challanges teachers in fron of the students and she interrupts the flow of the class on a walkthrough. SHe would be a great Elementary School Principal.

The principal uses administrators to target teachers for poor performance evaluations, has moved teachers from rooms set up to accomodate their course work to rooms which are inadequate for the course and wasted thousands of dollars of referendum money used in upgrades to the room to support the class. He allows his secretary to do way more than her job description would entail and mistreat people in the process. He refuses to follow discipline guidelines for students established by the district when it comes to grades for absences from skipping. He has in general established a negative climate in the school. In faculty meetings he threatens to get teachers fired if they try to teach vocabulary to students by having them look up meanings of words from the text. He called it unethical and a teacher could lose their certificates. Every faculty meeting contained threats of this nature and the faculty would play bingo waiting for certain negative phrases.

The school as a whole is dirty and I never see administration helping to clean it up and I always see the custodial staff on their personal cell phones not doing anything productive.

The school campus is anything but clean and attractive. It is a mess. The parents notice it and are upset. There

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are certain administrators that do not work well with anyone nor contain the required leadership and people skills needed for the position. Morale is very low and the level of mistrust is high. Certain aspects at the school are extremely dysfunctional. Positive motivation is desperately needed.

The students run Seminole High School. The administration is unable to set a policy and actually apply it fairly to all students. The campus is dirty and unkempt and mirrors that of a third world country. I would urge someone to observe this school during lunches it looks like something out of Lord of the Flies. I have students who refuse to eat lunch in the cafeteria because they don't feel safe.

There are times when specific staff members do not treat other staff members with the appropriate respect. I have also observed some staff members speaking to parents/students in a very disrespectful manner. Some parents are very rude and inconsiderate and some students need to learn to respect authority. On the whole the staff, parents, and students get along well. As for the school grounds the Plant operations team does what it can, but is so understaffed that they can barely keep up.

There is a sense of low morale in our school and I would like to see that change. Teachers are threatened "this could be your job" at every faculty meeting and rarely are the teachers encouraged and recognized for their achievements; especially teachers of large programs that put in many many extra hours for their students to succeed. There is an overall feeling of suspect. I have witnessed teachers with strong reputations and a proven history of success continue to be treated like first year teachers. Energy and time is wasted trying to continue to prove what they are doing is of value. Great teachers will walk away from exhaustion and lack of encouragement from administration. A strong administrator should recognize the achievements of programs that enhance the school environment and student experience by asking, "what can we do to help?". Generally, what is happening is the opposite. Throughout the process of projects the administration is suspicious and questions everything. More support for what is happening in the traditional athletic and arts programs is critical to the school spirit. Often everything is looked at "across the board"... There is little to no flexibility in looking at what is needed for the individuals and the projects at hand. For example our entire school is being painted... each and every wall. There are many walls that do not need the paint because they were just painted or they are so far out of sight it is blatantly obvious that the job is a waste. Yet, the rule is "every wall will be painted". Teachers and staff are wasting time and energy preparing for this because the rule is "every wall". This is typical of what the teachers have to work under and again; energy, time and money are wasted! There is no reasoning and no way to have the wall looked at and a sound judgment made... we have been given direction.. each wall must be painted. WHY? Because the rules are "across the board" It may also help if teachers could have more help with or eliminate some of the intense amount of paperwork that must be done. I have assisted a teacher with a large program and I am appalled at the amount of time she has to spend on paperwork for extracurricular activities and purchasing. The administration is so stressed that I sense that they would rather teachers do less for the students as far as extra events that support the achievements of students beyond the classroom. Yet, these events enrich school environment overall. Extracurricular events that we involve our students in seem to be a burden to the administration and it should be the opposite. There should be more appreciation and support of teachers going above and beyond job expectations. Overall I would like to see a more positive energy generated and I have no doubt that it must start beyond our schools! I suspect that the negativity that is reflected by our administration is coming from those who are directing them. Are our principals well supported or do they feel the same way?

There is no consideration of instructional personnel regarding the amount of student absences and make up work they are expected to offer. Board policy regarding make up work is not adhered to and there is always expectations that students who just do not come to school can make up work at any time and any way. Absences are so numerous that teachers are giving tests on the same material over and over for weeks to accommodate students who just do not come to school. Instructional personnel are expected to do this but yet are not being salaried for the numerous hours required to administer and grade the amount of work created by absences. The county attendance policy needs to be reconstructed. What happened to the concept of mandatory education? At the very least, do away with exam exemptions as did Hillsborough County. Is it realistic to think that no matter how good a teacher might be, a high school classroom can be more interesting than scantily clad high school girls sunning themselves on the beach.

We have a long way to go.

SEMINOLE MID **GRADING OF GROUPS**

Admin is lacking, particularly the District wide admin.

As for the administrative staff at our school, Mrs Wilson is an outstanding administrator who supports the staff and treats all students in a fair and professional manner. The other administrators should follow her lead!

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I don't know enough about the regional personnel such as d.s. to rate them.

I feel I can not make a fair judgement.

I have never seen the Regional Superintendent

Insurance is a nightmare this year. I have picked providers all year and received bill after unpaid bill in a row. I checked and double checked providers for my plan and was told that the doctor I picked was not on my plan.

All staff needs regular raises. It needs to be a priority, since taxpayers are paying for it with the extra ref. funds.

The availability of the latest technology should be available for administrators in order to assist as instructional leaders!

We have many 'A' teachers at our school, but a 'B' has to be given because many are starting to give up as the frustration mounts. The 'C' for the Administrative team is a middle ground because we have some Assistant Principals working very hard trying to overcome the Principals shortcomings.

We have one exceptionally strong administrator- Nicole Wilson. She is outstanding. If she were our principal, this school would be a different place (for the better).

We need to break the district down...it is way too big. Many small districts in the Midwest are much more successful because they have the student success in mind, not a bunch of departments and administration to report to. We have too many checklists to follow rather than just teach. Let's put the responsibility back on the student and their parents and worry more about what they can do to be successful, not what else can we make the teachers and schools do.

LEADERSHIP

Again, no problems with the APs. It's the Principal who is the issue.

All middle schools need another way to discipline the negative behaviors of students. ABC needs more support at all middle schools. OCIP needs to be implemented at all schools.

As stated before, the biggest area of concern is our administration and their inability to enforce school rules and hold students accountable. This results in a school where students feel empowered to be rude and disrespectful to adults and teachers feel undermined and unsupported.

As stated in the St. Petersburg Times newspaper, March 11, 2010 regarding the John Hopkins issue, "We don't have a John Hopkins crisis. We have a systematic crisis." That is what we have here at Seminole Middle, a systematic crisis. Three years ago, Mr. Lechner was given the opportunity to lead our school. In the three years he has not performed to the level of a Principal. The systematic crisis comes as the District does not have an 'out' process for Principals like Mr. Lechner. A school literally needs to have a major crisis or incident before a Principal is removed from a school, leaving the students, faculty and parents in jeopardy of their education and safety. We have never seen a lack of leadership as we see in Mr. Lechner. Many felt his saddest moment came at the Staff Holiday Celebration (a PLC meeting) in which he had to say "discuss amongst yourselves celebrations at our school." To follow up, "discuss amongst yourselves your own successes." Mr. Lechner is so out of touch with the staff that he himself could not recognize the progress and successes that were being made as a staff. Following that, Mr. Lechner lost all respect of the faculty when he allowed a SAC parent come speak to us regarding the A+ money. The meeting took place in April 2010 when FCAT results weren't even posted yet. In this untimely meeting, the parent was condescending, put shame and even blame on the staff for voting to take a bonus with the reward funds. The SAC parent told the faculty, "You should be lucky you have a job." With that many walked out of the meeting, yet Mr. Lechner did not take the stand to stop the meeting knowing his staff was upset. Unfortunately it was overheard Mr. Lechner quoted later after the meeting, "The staff was rude." Following this meeting, Mr. Lechner agreed to apologize to the staff for the meeting and his lack of actions and to date all of us still await that apology. There were new programs created during the summer months of 2009. These programs were created by our Discipline Committee, led by Nicole Wilson. The programs targeted key problem areas with the students and were ran by faculty members who volunteered some of their planning time. During the preschool training in August, Mrs. Wilson led us, encouraged us and motivated us to use these programs in the Foundations training, a training in which Mr. Lechner never spoke at. It was obvious at this point that Mrs. Wilson was the true leader at the school and it will be through her work and processes that we would be successful. Looking back over the past three years, there has not been one program in which Mr. Lechner has created or put in place to keep our school the thriving school it once was. Many have recognized this lack of leadership and have taken it upon themselves to join committees that are effective to keep our school running. In line with above, Mr. Lechner's favorite quote is "You tell me." Even though we are doing it, many wonder why we should be the ones coming up with the creative classes and find staff member to fill them. There are no positive incentives at this school for the students. Anything school-wide should be developed and presented by the Principal, yet it is not done. There are many schoolwide initiatives and programs that should be in full force at our school, yet nothing is present. Many believe, you cannot succeed alone and yes, it does take a team to

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succeed. But there needs to be one person driving the team and at Seminole Middle, that force comes from others and not Mr. Lechner. The biggest fear of many faculty and parents is "How will this school ever survive with the DDM (decentralized decision making) process when the current Principal cannot make decisions on everyday task?" This school is set up for failure if it continues on this path.

At SMS there is a need for a positive, visible, strong, supportive principal who knows his/her staff and students. Decisions are made schoolwide all the way to the School Board by which parents complain the loudest. Usually the complaining parents are those whose children are not following the rules in the first place. This is usually a minority of parents, but rules and regs are changed for the sake of a few. We need to be stronger and stand up for what's right, ie dress code. To put it bluntly, parents of problem students are running the show, especially in our school. If a parent complains, the student is assigned to another administrator, but the problem student is not dealt with.

I don't believe that there is quality leadership in this district or at my school. No one is willing to stand up for what is right or support employees. It's extremely disappointing, we are losing great teachers because our administration lacks a backbone.

It is best to support your people, appreciate your people, and treat them like humans. We all work better together when that happens. It does not happen at this school.

My AP, Mrs. Wilson, has been extremely supportive in addition to consistent, timely and fair when addressing student referrals and implementing effective rewards and consequences such as lunchroom karioke for appropriate and helpful cafeteria behavior, and alternative ABC in a different grade level class.

We need stronger back-up and consequences for discipline problems.

We need to stop enabling the most disruptive students by delaying needed consequences by wasting time creating endless and useless paper trails. It is disgraceful that the education of other students has to be interrupted daily by these students. It is time to make parents and guardians accountable for their children.

SCHOOL CLIMATE

As for number 6 RTI, we have a plan in place but not everyone follows it!

Boy, this is really different from last year's survey! The biggest problems are low morale among staff members and the lack of student discipline. The administration is ineffective when dealing with hard-core behavior problems. Teachers are being verbally abused and physically threatened. Our SRO is unable to do his job effectively because the principal doesn't want any negative publicity. Something needs to be done about all the "special needs" kids who are unable to adjust to a general education classroom. Many of them hold back the class with their outbursts and off-task behavior. PCS has gone downhill in the past few years, and it's because we have NO effective leaders in decision-making positions.

I think that it would benefit staff if we were more celebratory regarding staff and student achievements throughout the year.

It seems we have more students each year who talk back to teachers and get into fights.

Many staff members feel under valued, frustrated, and are not treated as professionals. There is no incentive to go above and beyond, your hard work and dedication is not appreciated unless you're in the "in crowd". There is too much favoritism among the administrators.

Our discipline is weak. There is a strong attitude of disrespect towards adults, for which no consequences are assigned. Our principal began the year by telling us that profanity towards an adult would not be tolerated and would result in suspension. I wrote only 1 referral all year- for a student who told me to "f off". He received no consequence. This once incident is indicative of what goes on here on a daily basis. Teachers feel helpless with discipline as we are undermined by administration.

Our school climate once again is at an all-time low. Our administration team continues to blame teachers for poor student behavior, performance and lack of motivation. Our teachers are doing everything they can to help students succeed, however, when we constantly blame the teachers and put the teachers at every disadvantage (over-sized classes, numerous ESE students without teacher aides, lack of consequences for misbehavior, etc.) the students pick up on that and feed off of it. The students and their parents are in charge of our schools and we are doing nothing about it except give them the sense of entitlement they do not deserve. It breaks down teacher morale and leaves a bad taste in our mouths.

Staff are not always kind and supportive or helpful to other staff members. Questions are discouraged. Morale is low, but that seems to be at many schools in the county. This is a very negative year.

Students are better behaved than last school year. Start on Time has made the difference!

Teachers are not respected, valued, or trusted at this school by administrators (half the administrators). Teachers work very hard and must meet challenges everyday in the classroom. No matter how hard or long they work, or how well they actually perform, it is never appreciated by administration. Instead teachers are

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often "called on the carpet" for small nuances and must explain themselves. I used to think I was the only one who felt this way until several other teachers expressed the very same perception. "I feel like I walk on eggshells", "I never know when I might get into trouble for something I did not know about."

The APs have done a tremendous job trying to maintain discipline and order at the school. Unfortunately, our Principal has not been consistent in enforcing discipline and supporting teachers and APs and has let more vocal parents/guardians determine what happens at our school. Morale is at an all-time low, compounded by a large # of EBD students who can do whatever they want here.

The climate at SMS has improved greatly this year due to the effective leadership of Assistant Principal, Nicole Wilson and the incredibly hard work of a extremely dedicated Foundations Team. A school-wide discipline plan is in place and the Start on Time Program has been implemented. Referrals have decreased dramatically and students are, for the most part, on time for class. However, even with all of the positive change that has occurred, consistency in addressing discipline issues is still a problem among the three grade levels at the administrative level. The need to all "be on the same page" is still there.

The school campus is as clean as an old building can be. There is no real control over the temp. and the halls stink.

The school climate is the worst I have ever seen it. There is no community amongst the faculty at our school and it has been slowly degrading over the past three years. Last year, our school ended on a very bad note as the climate survey was released which reflected a very poor climate at our school. Many of us were expecting to return to hear from our Administrator about ways he will be making improvements and attempts to improve the cultural amongst the work force. This never happened. The rules or guidelines once held for professionalism have disappeared. Faculty seem to think the guidelines and mission statement do not apply to them. Faculty members are seen texting in front of the students, wearing inappropriate clothing, chewing gum and worse bringing their pets (dogs) to school on Pro-Ed days. Yet there is no evidence of enforcement of rules regarding these issues. Many of us also feel the absence of Staff Meetings has left us in the dark. Staff Meetings were a way for the faculty to come together, hear the successes, enforce the rules I previously mentioned and discuss the many challenges we face everyday. No, we have no Staff Meeting, we have no time together which is breaking us apart. At the end of the 2008-2009 school year we saw the most transfers and retirements out of our school than ever seen before. As a result of this, many new teachers were hired and joined the staff. With the exception of a quick name announcement the first day back no one knows who the new teachers are, again pointing to the fact our faculty lacks community. Teachers have left and new teachers arrived during the school year with no communications from Mr. Lechner. Less than five years ago, everyone knew everyone regardless of the building they taught in. That is not the case today.

There is a true lack of support and respect for instructional staff at our school. Parents opinions and views are always placed above the teacher and in turn this has created poor morale.

We all work very well together to reach a common goal.

SEMINOLE VOCATIONAL ED

GRADING OF GROUPS

No Comments

LEADERSHIP

No Comments

SCHOOL CLIMATE

One of the most pristine campuses in Pinellas. Student body absolutely devoted to and love the school. The teaching staff provide students access to a well rounded group of unique and differing viewpoints and teaching methods. Staff know their stuff and the students who return semester after semester can sense that and know that. SVEC has some truly committed and excellent staff and in return needs a truly invested, forward thinking and open-minded administrator at this school. Putting another administrator out to pasture or just moving an under-performing or old school style administrator around is an injustice. SVEC's 50th anniversary happens next year.

Our morale is extremely poor due to our administrator. We are constantly reminded that our school could be on the brink of closure. Rather than celebrating our successes, every staff meeting has a "doom and gloom" overtone. This has drastically diminished staff morale across the board.

SEVENTY-FOURTH ST ELEM

GRADING OF GROUPS

Everyone rolled up their sleeves and came to work with the attitude that every child can learn.

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LEADERSHIP

By changing the funding of Title I, the superintendent has undone many wonderful services to the students that took continuing years to be implemented to make the improvements where we are. Very frustrating.

School Board and superintendent take a very long time to make decisions and adjust policies, release units, etc. This is very frustrating for teachers and it seems as though people might chose to teach at other districts and Pinellas county could be losing quality educators in the process.

Their's is a tough job and many times a thankless one...

SCHOOL CLIMATE

Cooper and James have turned this school around. The staff enjoy coming to work each day. There is mutual trust and respect.

The atmosphere at the school is one of mutual respect and caring for students and staff. I enjoy my job and am proud to work for 74th Street Elementary School.

The Climate at 74th Street is excellent. It is a great place to work and learn.

The difference in the school we have today and just three years ago is like night and day. We have uncluttered classrooms, materials available for resource use in classrooms, classroom gardens, butterfly gardens, working computers, and a tech depot for whole class instruction, reading counts, battle of the books, bulletin boards in the hallways for displaying on. Student Art displayed everywhere there is room on campus. Facilities remodeled, painted, kept up, and cleaner than before. The campus is beautiful!!!

There has been a lot of changes taking place in the past year and there's more changes coming next fall. I guess change is good? It just takes getting use to.

This school does an excellent job utilizing hourly teachers to its full advantage in helping to implement interventions for students.

SHORE ACRES ELEM

GRADING OF GROUPS

OPS has had issues at our school during the year and nothing has ever been resolved. They are too busy. I understand the staff is very small. In a county our size I would think you would have a large office overlooking standards and making sure even petty little staff differences are investigated and handled to a sastifactory conclusion. Administrators need help when dealing with difficult staff and the OPS should be there quickly and help resolve any issue.

LEADERSHIP

na

Once again school personnel are being cut (especially in Elementary i.e. coaches) that make a difference with daily instruction. Also, Title 1 money is being reduced at the elementary level and more is being given to middle and high school. There is a far great probability that interventions will increase achievement at the elementary level than high school but with reduced funds elementaries are cutting personnel while high school is scrambling for ways to "spend" the money. Things like KINDLES will NOT make a difference for a struggling high school reader but small group instruction with a highly qualified instructor will make a tremendous difference to a 8 year old. Rethink your funding decisions.

Our leader does not follow up on requirements such as lesson plans on the server, signing in/out daily, required webpage etc. We have the potential to have a fabulous school if our leader was more involved and did not live behind a closed door. Our AP has been wonderful!

SCHOOL CLIMATE

Disruptive and out of control students are not being removed from classrooms. This has caused problems with instruction for the rest of the students. Teacher morale suffers and there is a feeling of having no support for these kinds of situations.

I have enjoyed my work at Shore Acres

I love working at this school!!!!

Rtl has taken way too long! Most kids aren't getting place for a whole year! Our school has many clicks that "run" things. Favoritism is rampant.

SKYCREST ELEM

GRADING OF GROUPS

Area superintendent is not interested in protecting teachers or doing what is right by teachers. At our particular school she is only interested in protecting our principal who is apparently a close friend of hers. This is a conflict of interests.

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It seems that the superintendant and the administration in general are out of touch with the teachers and support staff. Many of us are GIVING extra time and effort to make sure that the kids get what they need. Again, most of those hours are given for FREE and no raises have been given in YEARS! Seems to me that the Board, Superintendant and Budget people need to look at how to cut the budget in upper management. Do ALL schools require an Assistant Principal? Do we really need all those Assistant Superintendents? Perhaps we are too top heavy.

none

School board members do a great job of advocating for our students and teachers. They have a tough job, but it's evident that their heart is in the right place. Curric. staff is great about getting teachers the info they need, especially the science department with Julie Poth. What a leader in getting teachers the materials and lessons they need! Holly Slaughter and Christine Joseph are amazing and full of energy. It's evident that they love their subject areas and know what works and what doesn't in the classroom.

The School Board has no idea what really goes on in the schools. They need to visit more.

The School Board members have been VERY supportive of our school. I just completed the introductory PORTAL training and it was planned and done so well! It was very easy to follow. I like the fact that it is on Moodle and I can refer back to it as often as I wish.

UNSURE THAT SCHOOL BOARD IS AWARE OF THE DIFFERENT PROCESSES STRONG FEELING THAT CHANGING REGIONS IS NOT EFFECTIVE. SCHOOLS SHOULD STAY WITH THEIR LEVELS. ONCE A MONTH MEETING IS ENOUGH

LEADERSHIP

Admin. listens, but that is not enough. We need to act more as a team rather than Leadership Team vs teachers. Administration is unapproachable and belittling. Teachers have no decision making power. The leadership is about control versus teacher support.

Administration isn't always easy to approach. There is intimidation present. I sometimes feel that staff isn't spoken to in a respectable manner

I just met someone serving on the school board a few days ago and that is only the second member I have met in almost 8 years of teaching. I feel that the school board needs to have a member visit each school site at least once a year to view the school and to talk about any questions or concerns.

I see more management techniques than leadership. There is divisiveness among many of the leaders and it sets a poor climate for the staff.

LOVE the administrative staff!

none

The current administrative dogma at Skycrest is that of total and unequivocal control. Not even the slightest decision can be made without passing the ranks, and yet when there is a problem, we are expected to propose both problem and solution simultaneously. We are professionals and our comments and suggestions should NOT be met with a snicker or roll of the eyes. This is often what is seen at our PLC's. I do not feel valued or supported here. Most praise and recognition is delivered from one administrator to another. Seldom is the staff ever recognized as the administrators recognize each other or their "core team".

SCHOOL CLIMATE

As with any place, most of the teachers here are great, but some have a lot to be desired.

Great School With caring administrators and Teachers

LOVE this school!

none

Pinellas County is notorious for spending millions on testing and implementing new programs when the majority of money should be spent on salaries for highly qualified teachers and coaches. You could have oodles of programs but with no one to teach them they are useless. In addition much emphasis was made on the RTI process which proved to be successful in some areas only to cut it once it's worked.

Principal and AP make themselves very unapproachable to certain staff members. Issues are not usually conducted in a professional manner. There is a general attitude coming from the administration at this school that teacher opinion is not valuable and that teachers are only to follow orders. We are not heard. Our opinions are tolerated but not considered. We are forced to do things that are not always safe or in the best interest of the students. There is a lot of resentment and targeting of certain staff members by administration at this school - specifically the principal but also the AP at times. I have never felt more unimportant or insignificant as I have these past two years under the current administration. I feel professionally threatened and I am not the only one as I'm sure other surveys will reveal.

Staff Morale is extremely low Top down leadership Very controlling administration Fearful environment

STAFF CLIMATE SURVEY COMMENTS 2010

The administrators and teachers really do want to do what is best for the students. However, this year has been very stressful because the teachers' opinions and views are not respected. Admin. is constantly saying that they have an open door policy, but actions speak louder than words. Rolling of the eyes and making snide comments about our more experienced teachers hurts everyone. The teachers here do not feel backed up by administration. Instead of support when a problem arises, it's more of an attitude about what are you going to do about it. We should be on the same team. Any time a team leader would 'dare' to make a decision without 'approval', the decision would have to be taken back. Even if an entire team would say that a program is not best for their kids at that time, the opinion of two people, the administrators, would trump the opinion of a much larger group who work daily with those kids. Things are very micromanaged here. One person can not do ALL the decision making. It hurts morale when we are given no power over our students and classes. One person cannot be in charge of everything at this school, especially when she is not here so many days in a row. Personally, administrators are great, humorous people, but when it comes to managing this school, more emphasis should be given to make this a workplace where we want to come every day. The kids are great, everything else is not. It's sad to see Skycrest change so much in just this one year.

The staff and teachers are overworked and under-paid. We haven't had a raise in years and really deserve one. We all put in extra hours and do jobs that are not noticed or appreciated for less money. I know there is a budget crisis, but perhaps we should re-evaluate the number of "big wigs" and disperse some of the money to the poor "worker bees."

The staff morale is quite low this year, I can only attribute this to the intimidating and unapproachable nature of our administrators as well as lack of teacher support.

We have a very stressed atmosphere and low morale. Family is not first, difficult to communicate with our principal. She is condescending and rude.

While I feel there is great communication among parents/guardians and faculty, administration often does not consider our professional opinions, as far as student achievement. We are asked to PDSA and then our decisions and input is disregarded. We have been rushed into interventions without data (forcing us to assess before AP1) and asked to group students across a grade level by our best guess. Being professionals, we decided to use another assessment for grouping our students based on relevant data (wasting valuable student and teacher instructional time). All of our reading instruction should be based on assessment and teacher judgment and yet teacher judgment (of students we had less than a month) was to be used just to rush into interventions. This was an overwhelming situation at the beginning of the year when we should have been more concerned with building a strong positive classroom culture. Respect for faculty has been minimal at best. I have not personally been disrespected, but have witnessed MANY staff members being treated very unfairly and singled out.

SKYVIEW ELEM **GRADING OF GROUPS**

Joke

The superintendent is concerned about the budget. She needs to reevaluate her salary and the salary of those she works with on a daily basis. I am sure they work hard, however, it is discouraging when they make 5 times the amount teachers make in one year.

Some of the school board members mentioned checking into schools to see how their Title 1 funds were being used when Dr. Janssen introduced her plan to spread the funds from K-12. They never checked anything to my knowledge and I know that our Title 1 program was working as far as raising students' scores and knowledge.

LEADERSHIP

Discipline is lax when students are sent to the office. Feeding the children, letting them run around the secretaries desk, etc... gets out. It encourages poor behavior from other students in the classroom as the consequences are fun.

I used to be glad we had Dr. Janssen, but her Title 1 changes are destroying my teaching career.

Joke

SCHOOL CLIMATE

Behavior is the biggest problem at our school. Administration does not communicate consequences of student actions with the teachers and teachers are not supported when they discipline. The behavior plan in our school is inconsistent and a lot of times student behaviors are ignored by administration. Students are being bullied and yet nothing is done.

Communication seems to be breaking down since cuts have been made. Not everyone is being kept updated on who is going/retiring/positions eliminated. I was told my position would be eliminated back in the beginning of

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April. Another staff member just asked me this past week if my position was safe. There has been no all-together meeting to update everyone and we don't seem to be the close-knit family our school has always been. This budget shortfall business is really a sad situation and not making for high morale.

Survey is a joke, NO ONE does anything about the issues in the survey, look at Pinellas Park Elem. worst Admin. staff I have ever seen and they are still their, so why comment .. Their grades will probably go down or stay the same ,, moral sucks around campus and school is losing great teachers because of the Princ. GO FIGURE !!!!!!!

SOUTHERN OAKS ELEM

GRADING OF GROUPS

For the size of our district I think that we all from A-Z are doing the best possible job for our students and are very deserving of an -A- in all areas.

Leadership in our district is in need of review. Any business or school can be only as great as its leader.

Unable to grade the above groups because there is no information next to the letter choices.

We have technology but no one to keep are computers running. We can write and ask a question, but I do not have time. Every school needs a technology person on hand to fix the problems as they come up. If you want to save money, why do we have a reading coach? Our reading scores did not improve and from the 3rd grade FCAT scores, most of the elementary schools FCAT didn't improve even though they had reading and Math Coaches. They actually went down. Coaches are not effective. Behavior specialists are needed so behavior can be addressed and let teachers get back to teaching. Isn't what is happening at John Hopkins making any difference to anybody? Why is nobody asking the teachers what they need? Not reading and math coaches - better behavior since parents are not doing their job and teaching students to be respectful.

LEADERSHIP

#4 We have no full time technology person, and computers go unused for long amounts of time, because a teacher may not know how to fix a problem.

I feel that this county is sinking very fast and needs a new outlook at what is happening in and out of the classrooms. We need to start over in this county to make it a successful county.

Leadership is not what it should be at this school. Policies and practices are not in place. I am puzzled as to how things work because things that are not allowed for some are allowed and acceptable by others. I feel the adminstartion is lacking in communication and proper leadership skills.

Rules that are on the books are not enforced. Why have county and school rules that are not enforced. When brought up to our administrators we are told every student is different.

Some expectations regarding responses to misbehavior are not clearly stated.

There is no leadership. There are administrators, but no leaders. There is a major difference. Leaders lead and make decisions that are for the overall good of the children and to promote a healthy and unintimidating work environment

SCHOOL CLIMATE

Our classroom could have been cleaned better. I understand we are under-staffed in custodial. However, only cleaning our tile floors twice this entire school year is not sanitary for the staff and students.

Teachers need to respect the students and parents to set the example of respect.

There are adults at the school who are allowed to bully both students and other staff. There has been nothing done to foster a team mentality, instead it is every man for himself.

There are very little processes in place. Whenever questions are asked, the answers depend on which way the wind is blowing. Favoritism is blatant with some teachers receiving privileges that others do not. The rules that are in place only apply to some, and if they are broken, administrators don't act upon it.

There is a severe climate problem at SO. Many teachers feel they are not treated like professionals, they are not supported by their administrators, and there is a general feeling of not being treated equally. This feeling is bring about a condition that is getting worse instead of better. There are few clear processes in place that are consistently implemented with fidelity. Our school needs help! SO has the potential to be so much more! Administration and all Staff need to find common ground on which to build our foundation, so we can build a great school where all students, parents, teachers, and staff members are treated fairly and feel supported so that a learning community can be developed.

We only get our rooms vacuumed about 1x per week. Our bathrooms are cleaned daily but our rooms are never dusted so our children are constantly getting sick. Our buildings are filled with mold issues and we have to have dehumidifiers in them. The teachers are constantly sick.

ST PETE HIGH

STAFF CLIMATE SURVEY COMMENTS 2010

GRADING OF GROUPS

I don't feel I know enough about them to rate them- too busy doing what I get paid to do!

I feel the Directors of school Operations are OUT of Touch some of the decisions and mistakes they made concerning students makes you wonder, they forgot there people skills. Most school never saw the outside Leadership much because they spend so much time at Gibbs. So I suspect we will never see them since three more school came under state control. The school board said they were shocked three more school were under state control, are you kidding me funny every HS AP and Principal knew it.

It is very difficult to separate some items from others. However, with the recent discussions regarding the magnet supplement, there is a great deal of bad feelings from the way this was handled all the way around. This was not one of our Superintendent's prouder moments.

Mostly quite good

The higher the level, the worse it gets. Awful, awful, awful are the people who make the decisions in this county. How can these people honestly look at themselves and believe for one minute they are doing anything positive for this county. They are stealing tax payers money, and yet sit their completely clueless in how the majority of teachers and tax payers feel about them.

We need some real leadership. I sent personal letters to Dr. Janssen, Bill Lawrence, and all school board members and received nothing back.

LEADERSHIP

As a member of the IB faculty, I am appalled at the way the decision to eliminate the supplement for giving up a planning period for diploma mandated duties beyond the additional class requirements was handled. The lack of information of the school board was also inexcusable.

Failure to reimplement an attendance policy at least at the high school level will create a disaster.

Great leadership school and district

I feel there is very little opportunity for advancement in this District. The Superintendent lets anyone in the district bend her ear. In leadership her first question should be, "Did you speak to your principal, if not recomed they do first. We have a TOP Down manageage style in PCS. Last time I looked with all the F and D schools it is not working. Julie does a great job but she tries to be all things to all people.

I have never seen a more ignorant and poorly ran organization than this school district. Starting with Dr. Janssen and working down through the School Board and top administrators, ignorance contempt for teachers, and a lack of communication runs rampant. My only hope is the majority of those sitting on the School Board will be ousted in the November elections and Dr. J will follow. As a former student in this district and a current teacher, I have never seen morale as low as it is now. Dr. J is in way over her head and the School Board has no clue what challenges teachers face on a day to day basis. The success stories in this county have nothing to do with the School Board or Dr. J, they occur in spite of them. It's funny how one week ago a climate survey was not being planned for the district, and yet due to the fall out the district reverses it's decision. How many other times, has the media triggered a change in action from the leadership in this district. I am thankful everyday that I have very little contact with the administration in this district, because you all are atrocious!!

I think Dr. Janssen is doing a wonderful job. She genuinely cares about students and employees. She's always willing to listen. I am so glad she has renewed contract. she is a dedicated, inspiring leader.

Local leadership(at the school-based level) is exemplary- but based on my previous comments, I think this system is a vast leviathan that defies competent leadership. When you add to the vastness the current economic situation in Florida, the result could hardly be positive.

School Board does not listen to teachers that are on the "front lines", instead they put items into practice that sound great on paper but unattainable in the classroom.

The fairness of the rules being enforced depends upon the VP doing the enforcing. If it is black on black, then probably not.

The Superintendent and School Board make decisions without considering what is best for students. Instead, the decisions are made based on financial considerations.

SCHOOL CLIMATE

Certain administrators practice the divide and conquer technique that is apparent at the administration level at the district. We have an administrator who is patronizing, condescending, and talks out of both sides of his face when it comes to school related issues. David Pittman constantly shows his ignorance in the duties and responsibilities of certain teachers in different programs. Furthermore, he adds to the growing divide amongst traditional teachers and those in the IB program.

I know this is not anonymous. I do not mind speaking up. The school climate is terrible. Teachers and administrators are hostile toward the IB program. The buildings are filthy. Come look at our bathrooms. I doubt

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you would want to use them. The district has wasted so much money. Yet I was denied my 4700 step 2 years ago, now have to teach a 6th class w/o pay and am losing my magnet stipend. How can you sleep at night? I love teaching, but the climate is terrible. Morale is low and I cannot tell that administrators care one stingle bit about teachers.

I love it here and we all try to work together

I strongly believe that morale is low because of the contract violation giving all teachers 6 classes to teach (especially horrendous for Middle School teachers!) My school is well run, and I have nothing but the utmost respect for administration, secretarial, and custodial (kudos to Bruce Meachem who does a great job, and to Al Bennett, our principal) staffs. However, as a NY teacher for 35 years, and a Florida teacher for 9, I think the system has "bureaucratic lockjaw", and I much prefer the NY system of small districts and local management

I think everyone is feeling pressure. worrying about jobs and no raises for years does not help. kids seem so much more disrespectful and obnoxious. happy employees are more productive than unhappy ones.

Our school has more students than most schools in the area. We have the same amount of AP's as Lakewood, Bogy, Gibbs and Dixie but almost 500-700 more students. So all this things you talk about above we could use some help. This district uses cookie cutter schools. I plan fits all, maybe some should look at that model and realize it does not work.

St Pete High has VERY LITTLE comradery among teachers. Professionalism and ethical behavior mostly among VETERAN teachers, is non-existent. Rumors fly around like dust in the air. Older teachers, many of whom decidedly refuse to implement new teaching techniques, that involve minimal technology, simply act as though they are exempt from their duty to allied mentoship. The gap between student affluency and lower economic status is tremendously high. The Administration, the Guidance department, and many higher level teachers such as IB, deter a solution to the problem by ignoring it. I have seen special treatment given to wealthy students who's parents are Green Devil Alumni, that have a connection to the school. There is "0" trust, and even care, for less privileged kids; while the white rich kids get and do whatever they want. Their parents are the ones that run the place. Public education isn't meant to be so divided. And, while there is an attempt by the head leadership to narrow the achievement gap, there no idea how to do so. His connections are to the affluent entity of the school.

The division in this school within the instructional staff is shocking. Eliminating the additional I.B. pay and the added celebration of traditional teachers has created a near hostile environment. It is sad to see teachers fighting among their own ranks.

The last part of this school year ended with a completely divided faculty. The "wellness" rep was a contributor to increased stress on the part of some, and the curriculum AP sent a questionable email about student rights under the guise of an innocent query. This is a terrible way to end the year.

The school is wide open. We do not have enough security to keep out random people from walking onto campus. My classroom has a dead cockroach on the floor right now. I walked in and saw the thing lying face up. There are water/mold spots on the ceiling tiles and the air constantly goes out.

There is a divide between the magnet program and the traditional high school that is detrimental to the health of the school.

There is a great diaspora between the teachers of the magnet and the traditional teachers through no fault of the magnet teachers. Some of the traditional teachers are overtly hostile to the magnet teachers - and the most hostile teachers are the ones who should have been given the opportunity to pursue an alternative career long ago.

we have a very good "climate" at this school :)

STARKEY ELEM

GRADING OF GROUPS

Already mentioned.

I know that everyone is trying, but we all have to try harder to boost teacher morale through \$\$\$\$\$ - bottom line that is what matters in today's economy. More and more is put on our plates, but when are we doing this...everything is on our own time.

Teachers work very hard to have the principals and higher administrators always make them feel "below" them. Mutual respect is lacking.

The regional superintendent does not listen when confronted about issues with this principal.

There is a huge lack of professional standards in our school.

This year administration has ruled by intimidation, bullying and threats.

Too many parts...too little communication and support for instructional staff. We're drained. We need support,

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not more work (and ESPECIALLY not more paper work).

Where has Dr. Hires been? She has to know how bad things are.

While none of these jobs are easy and no one is perfect, I believe that the teachers and administrator are giving 100% and I can only give the other groups a "B" because I do see things that either could be improved upon or should never have happened in the first place.

LEADERSHIP

Again as a previous concern... inexperienced people in high position cause for many mistakes that could be avoided with work and life experiences. A concern for personnel is lacking with administration at all levels.

As I stated in my previous comment, we are very distrustful of the current administration. We have been micro-managed by Mrs. Chaffin when we were specifically told by Dr. Hires that this would not happen. It has been a climate of very low morale. It is very sad that our wonderful teaching staff is not appreciated by both administrators. We are not given credit for all the extras we have done. Instead we are constantly questioned. Respect has not been given to the many Starkey traditions of the past. They are going by the wayside. We are losing teachers and many involved parents. Something needs to be done. This school needs a seasoned professional that sees the big picture.

As in concerns to question #2 Principal did listen and has listened to a lot of us, but doesn't seem to really care or attempt to change. Question 3 There are materials, but due to budget cuts and teachers dipping into their money and class adoptions that is pretty much the only way items are purchased. And that is a shame. Education is so very important.

Bad decisions are being made by the Superintendent and School Board.

Consistency and good communication with staff are the keys to good leadership.

County is too big to handle the needs.

I agree that leadership has to be concerned about budget, but when the climate across Pinellas County if one of disgruntled teachers, we cannot cut the teachers' pay anymore by increasing insurance costs to teachers. In addition, teachers have not received raises in three years. Teachers need to feel appreciated to give 110% which most teachers would like to give. Cut the adoptions...ridiculous amount of wasted materials sitting and collected at all schools. If the taxpayers knew the truth about what happens with the materials, we would receive no support. Computers that are refreshed because they are out of warranty...the waste in this county is abysmal.

Our principal and assistant are not here for the staff, but to further themselves at the expense of the teachers and staff. How bad is it when staff is told moral is not their problem, where staff is not know by name until 3/4 of the school year is completed or is being targeted to be removed from the school because the principal doesn't like them? At this point so much damaged has been done, it will be interesting if the superintendent notices how many staff are asking to be transferred out of this school? Just because a principal is on the so called fast track and doesn't mean she's golden and can do no wrong.

The general attitude of the administration and especially the principal has been very degrading and condescending to the entire staff this year which is a first ever at Starkey. There is too much micro managing by the principal in areas she knows nothing about. Professionals are not allowed to do their jobs without fear of reprisal. Having a new inexperienced principal act and demand, as if she knows everything about everything is totally unacceptable and is reflected in the number of transfers by teachers and students withdrawing during the year. Many many parents are feed up with the principal's attitude and lack of empathy. Change for changes sake solves nothing; neither does endless closed door meetings where administration is not available. There is a distrust of the principal as well as her arrogant attitude when addressing issues of any kind. There is no sincerity felt from her or respect given from her at all. Starkey is on its way down with this principal. The change should start with a new principal.

We have a new administrator this year. That is always an adjustment but it was an especially rough transition compared to other schools I've worked at where changes in leadership occurred. New administrators should take the first year to learn the school and the staff and only make changes when a critical need (such as safety) arises. Changing everything in one year is very stressful...even if some of the changes are good ones.

SCHOOL CLIMATE

Moral of staff is down due to our new principal. She does not care about staff moral and has point blank told several staff it is not her problem nor in her contract concerning staff moral. Starkey was a community school where parents were welcomes, student's names known and staff was appreciated, not micromanaged and cared about. Not any more. It's very sad. Hopefully someone will see the change in our school, sadly not a change for best.

Much more negative atmosphere than in the past. Too much micro-management and a definate lack of

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communication. Things have slowly improved but morale is still low.

Our current administration has run this "A" school right into the ground. What a pity.

Our new principal lacks the necessary skills to navigate a ship our size. Her inexperience shows to the point where our morale, both parents and teachers, is quite low.

Our school climate has changed dramatically at the expense of its staff, students and parents. No longer is our school a neighborhood school that cares about its students and staff. This all changed this past school year.

Our school implements RTI appropriately, but the RTI process is crap and needs to be re-evaluated.

The climate at our school changed with the administration change, however I do feel that we were listened to, and changes have been put in place to make communication between administrators and faculty better. I look forward to knowing more of the expectations for next year in an environment of mutual trust...I am hopeful!

The general attitude of the administration and especially the principal has been very degrading and condescending to the entire staff this year which is a first ever at Starkey. There is too much micro managing by the principal in areas she knows nothing about. Professionals are not allowed to do their jobs without fear of reprisal. Having a new inexperienced principal act and demand, as if she knows everything about everything is totally unacceptable and is reflected in the number of transfers by teachers and students withdrawing during the year. Many others are seeking opportunities elsewhere and will leave when they are found. Many many parents are fed up with the principal's attitude and lack of empathy. Change for change's sake solves nothing; neither does endless closed door meetings where administration is not available. There is a distrust of the principal as well as her arrogant attitude when addressing issues of any kind. There is no sincerity felt from her or respect given from her at all. Starkey is on its way down with this principal. The change should start with a new principal.

The new administration has managed to tear down moral and enthusiasm through intimidation, bullying and threats. When the PCTA was brought in, there were repercussions from administration. It is a sad thing when inexperienced people are put in charge of a school and allowed to sabotage professionals careers.

The school climate has totally changed since the hiring of the new principal. There is an atmosphere of distrust of the teachers who have worked at Starkey for years. The asst. principal has changed her ways, also. We are micromanaged, even after being promised by Dr. Hires that we would not be. Communication between Admin. and teachers is poor. Admin. is cold and distant. Parents are unhappy. For the first time in 20 years or more, we cannot establish a PTA board. We don't understand why this Admin. is being allowed to destroy years of great community relationships in less than one school year.

There is a severe lack of trust, respect, and communication between Teachers and Administrators. Many teachers feel bullied and fear retaliation for speaking up. Numerous times administration has been told these exact issues through multiple climate surveys put out by administration and yet the problem remains. Morale is at an all time low. Administration takes no responsibility for the low morale, and I quote the principal, "Low morale is not my problem." This year alone we lost 12 remarkable staff members. I fear if the morale, trust, and respect does not improve many more phenomenal teachers will leave the following school year. One of the districts goals is to create a safe learning environment. What about a safe teaching environment?

This administration does not respect the excellent teaching staff at Starkey. We do not trust the new administration. They both were petty when giving the evaluations and did not give teachers credit for any extra's that they do. There always seems to be a hidden agenda and micro- managing. This school was an A school for years and has always made AYP. We were not in need of this treatment. Teachers want out and many are leaving due to this. We are also losing our PTA board and many excellent families. Starkey was a school of traditions is losing its essence. It is very sad that all of this can happen in one year.

This has been a year of transition and change for many in the school system, including many at my school. I think that communication is improving and the climate will be much better this next school year.

Very disrespectful attitude of administration toward staff!

SUNSET HILLS ELEM

GRADING OF GROUPS

I understand MIS has piloted many things. Their long term goals are lofty. Unfortunately, most teachers are scrambling to catch up. We still have classrooms without interactive white boards, schools without school wide wireless, and not enough training or support for new technology implementation. It is the same old sink or swim attitude.

Our school has a nurse once a week but 3 people came to look at the front bushes ??????

See previous comment RE: school board

SOME STAFF SEEM TO HAVE SELF SERVING AGENDA AND PASSWORK ON TO OTHERS THAT

STAFF CLIMATE SURVEY COMMENTS 2010

SHOULD BE THEIRS

Teachers in Pinellas County are not treated in a professional manner. More pay should be a priority not textbooks or transportation. If you want to attract and keep good teachers, you need to pay them well.

The Office of Professional Standards should not be used to scare teachers with compliance to a principal's whim, formal reports to OPS have happened unfairly on more than one occasion. Principals should also be held accountable when they are in violation of professional standards.

The only administrative personnel I have issues with is the Principal. OPS is used as a means of control and retaliation. Why doesn't OPS investigate the excessive misuse of this office by our Principal. Has any other previous Sunset Hills Principal filed this many reports with OPS?? The School Board does what they can with the knowledge they have. Robin Wikle is a very visible board member in the schools...we need all of them to hear our voice!

LEADERSHIP

I have no problem with the AP. She is supportive and positive with teachers. However, I feel she is often left to give the Principal "down" time as he is often away from campus for periods of time. The Principal's enormous appetite for funds results in teachers' Adopt-A-Class money disappearing and suddenly re-appearing when questions are asked. For years, teachers have had \$100.00 to spend on supplies. This year, we were given \$50.00!! (Again...with no input from staff.) The Superintendent has lost touch with teachers and reality in the classroom. Where is she? She needs to be more visible to teachers rather than traveling to England!! The school board also needs to make an effort to find out the needs and concerns of teachers...without principals escorting them.

I was given a wonderful recommendation for summer school, a wonderful observation, wonderful note regarding my lesson plans and was marked down on my teacher evaluation. When I asked for a review I was told, "we just didn't see it." I was to provide proof of what I did, but the administrators did not have to show me proof of what they didn't see and the date and time they observed something other than what they scored me on when a formal observation was done. It was not until mid April that I was informed that I did not have a good year. I feel that was unjust, unfair and not very professional. If I was so terrible why wasn't I called in and talked to? Perhaps a good administrator would guide, lead and direct a person who they felt was struggling. I was mistreated and unfortunately can't do anything about it as I am the mother of three and need my income. Our administration shuffles people to accommodate their friends and doesn't respect the rights of others. I feel like I am back in High School. Very unfortunate!

It often seems that our School Board is putting the emphasis on the wrong syllable when it comes to school management. Instead of raising the bridge, so to speak, they insist on lowering the river. We should strive to compete with Iowa and Ohio and Michigan in testing, not be glad we're scoring better than Mississippi and Alabama. Also, it is wrong to encourage a separate discipline plan for black students. The Board is saying that Afro-American children are inferior to European-American children and, therefore, cannot be held accountable to the same standards. That is so racist and I hope the Board reviews their stand.

It's hard to respect someone that is vindictive and unprofessional. Leadership at the school level should not be subjective, all staff members should be held to the same standards. Good leaders do not use threats and fear or make snide remarks about staff members and parents to others.

Leadership is great. I think it needs to be made clear what they expect in lesson plans, classroom presence and organization. What separates one teacher whose a mentor and someone who is not? Are the expectations the same?

Our classroom libraries need more books.

Our school leadership is superior! I feel comfortable learning and counting on our administration

Respect should be given before it is demanded in return. Ruling with fear and intimidation achieves less than being a servant to your staff. I feel that my principal does not hold everyone to the same standards and inappropriate comments are often made about staff members to other staff members. I feel that my principal is unprofessional and unwelcoming.

The school board members should spend some time in the schools (elementary, middle and high). They should wear our shoes for an hour or two and really see how their decisions can positively and/or negatively impact our classrooms. At times, they seem like they have no clue about what goes on and how hard teachers work. We need more Elmos and LCD's in our classrooms. We also need more technology people to fix computers during the year.

Very understanding and willingly to go above and beyond

When classroom teachers and school staff are undergoing severe cuts I feel the Superintendent and Board should also take cuts at least out of solidarity.

STAFF CLIMATE SURVEY COMMENTS 2010

Why aren't all teachers treated fairly?

SCHOOL CLIMATE

Administration is open to comments, suggestions, and make the atmosphere friendly and inviting.

Classroom cleanliness is not as good as it could be.

HPO SEEMS AT ODDS WITH TEACHING STAFF

I have never experienced such a divisive atmosphere, unprofessionalism is definitely the norm. The principal; actually makes inappropriate remarks about staff members to other staff members, isn't this an OPS violation? How can you respect a leader that behaves in such a manner? What happened to the anti-Bullying initiative in this county, apparently it's for everyone else but the principal. You had better agree and go along with his latest plan or else watch for the intimidation and retaliation that will come your way. DDM gave him the keys to the kingdom. There is no accountability at any level, it's a joke.

Our principal does his best to keep staff up-to-date about all changes and new information. There is a tiny faction on campus that does not appreciate his frankness and honesty. This has created some tension on campus at times.

Our principal has created a schism between the older and the younger teachers since the day he has step foot at our school. He is disrespectful, vindictive, and quite a bully! He does whatever he can to make the older staff feel like second class citizens. He speaks inappropriately about staff members and/or parents, and at times he can be way out of line in the conversations he has with female staff members. Money raised in fundraisers, recycling, donations, etc. are kept very secretive. We don't really have an accounting of money raised during the year and where it goes. The evaluation process this year was very inconsistent with the performance of the teachers. He evaluated teachers very subjectively. He rarely sits down to have a dialogue with the older staff. He wants no discussion or suggestions. He just wants obedience. If you dare ask or give an opinion that is different from his, you will be demeaned and made to feel terrible. Our school has the appearance of happiness when you first come, especially if you are part of the "chosen" group. The rest of us walk with a smile on our face, but in our hearts, we feel like we are imprisoned. It is a real shame that he will never get to know his whole staff. He is very blessed to have such a devoted and talented group of educators making his school the great learning place that it is. As far as our assistant principal, she has been fine. She is easy to talk to and will listen if we go to her with a concern.

Teachers are respectful of each other and work well together, as well as with parents. However, the Principal does not respect women! I don't understand how such an unethical, unprofessional, egotistical person is allowed to have authority over others. He jokes about and discusses teachers with other staff members. He uses the threat OPS as a means to control people. This principal fired a teacher without true cause and came up w/ trumped up excuses. Meanwhile, he has ignored the questionable practices involving safety as well as academics of other teachers. It is obvious that he has favorites...and they are usually the young, attractive teachers...or the teachers willing to be his spy. He has called people in to his office if they are late...yet others come in late all of the time...and leave early! It is apparent that he is seeking greater opportunities and is stepping on the backs of our teachers to accomplish his goal. Is this the best Pinellas County can do?? DDM sounds like a good idea...with the right type of leader. DDM is his excuse for all of the decisions he makes. These decisions are always made without input from staff. Don't teachers have a voice? This is not his school...it is the communities' school. He should NOT have sole authority and decision making power. I realize that budgets are tight, but he has his hands on every dime possible, spending in any way he sees fit, without input from the staff. PTA money is always used for his "pet" projects. Teachers rarely, if ever, see a dime!! This person is also very punitive to teachers he feels are a threat to him. He moves teachers from grade level to grade level as punishment. Last year, he had two teachers in the same grade switch rooms so the "younger" teacher could be with people more her own age. Really?? He threatens teachers, but they are too afraid to speak out against him. This is wrong! The cleanliness of the school is questionable. Everything looks fine on the outside, but the classrooms are never dusted, the bathrooms are not cleaned daily, and then they have the nerve to ask teachers to "pick up the slack" when a custodian calls in sick. The HPO spends most of his time walking around the school or riding on his golf cart. He delegates all duties to his staff...especially the women! This school seems to have become no more than a "Good 'Ole Boys" club. The women work like slaves and the men just sit around like kings. How long must our wonderful staff continue to tolerate this poor example of leadership? The only positive is that last year's assistant principal went to another school. Between the two of them, the staff was run ragged and was always on edge. Enough is enough!!

the administration and office work well together as well with teachers support staff and kitchen staff.

The administration is very juvenile. They have their select friends that they have brought to this campus from other schools and they favor these teachers. I asked for assistance with a student who displayed Autistic

STAFF CLIMATE SURVEY COMMENTS 2010

characteristics and was told to "deal with it". Nonetheless, once the child was placed in his neighborhood school, he was staffed and put in an E.H. class within two weeks (at Highland Lakes Elem.) I had the child for three and half months without any help. I had parents complaining about their concern and nothing was done. The child randomly ran out of the building and when I informed my administrators of my concern, I was told not to worry. Then one day the child ran to the gas station upon dismissal and I was held accountable. On my evaluation I was marked and an "I" for creates a safe learning environment, despite my constant concern for this child. I have taught for eleven years and have never been so disrespected by my administration. Many of my colleagues are disturbed by the unprofessional manner in which we are treated. It is a climate of "do as I say... not as I do... or go elsewhere!" One administrator actually said, "if you don't like it here leave!" and "there are plenty of teachers looking for a job". My school has never been so divided among staff. In a troubled world, this is a disgrace! I love teaching, love children and I am very amicable!

The administrators have an open door policy that allows the staff to communicate efficiently.

The school is great overall. Front office staff and administration are fine as well. However the sharing of aids when they were available was not equal among teachers. Some teachers were the after thought, and other teachers are helped continuously by aids. Some teachers share and plan with each other in great detail, while others may get an idea that was shared. Some teachers (people) think there are favorites. As we all know some are going to get along with others no matter what, administration, staff, plant operators and parents. The teachers who think there are favorites already have an existing group of friends they have worked with for a long time or have same interest. They remain close with each other whether they are right or wrong. They act as if some teachers are secret agents reporting what's going on. Everyone needs to be professional at work, do there job with excellence, treat everyone with the same respect, (friend or not) and be honest. If you have people at work who are close friends, wonderful. If you don't, that's fine too. Nothing should get in the way of your job. There is a definite discord between administration and staff. I feel most teachers do not have trust in administration.

Warm, friendly and helpful staff help our school make all people feel at ease when they come on campus.

We are lucky to have administrators that have a great rapport with our students and want what is best for them. Support staff, teachers and administrators all have one goal at our school and that is to help each and every student achieve their goals. In addition, our administrators have an open door policy and make it easy for us to be able to go to them with any concern.

Why do some people, like teacher assistants have keys to the school and most teachers do not? Only the in people have privileges - very segregated staff. Why are the older and more professional staff members treated poorly?

SUTHERLAND ELEM

GRADING OF GROUPS

Budget department needs help. Too much wasted money.

How many times does a teacher have to go before OPS before they are fired???? Too many chances are given. I feel Carol Thomas is a bully and an intimidator. She finds nothing positive when she comes to our "A" school and is extremely critical. I think she is out of touch with teachers and the typical day in a typical classroom.

Our curriculum and pacing guides are unreasonable in math. Science is difficult to impement with the current guidelines. Reading is good. It's time to update the writing. The teachers on special assignment need to go back into classrooms, due to budget. We need to eran trade days for trainings. Health insurance costs should not go up. Teachers need a decent raise this year. We are overdue for one.

The county needs to respect teachers. We work hard and should be compensated for the work we do. The current trend of "mandatory" unpaid training is not right. The people in curriculum and instruction need to get together and overhaul the curriculum guide so it is integrated within subject areas, easier to use, and so that it is possible to teach what is required within a regular school day.

There is very poor communication between principal and staff. Decisions are made without seeing the impact or the unintended consequences. Leadership is lacking from the principal. Teachers do not respect the principal or trust her judgement.

Too much technology expected to be used BEFORE training is provided. Programs have problems that are sorted out AFTER being put into use. Workbooks are provided that we are told not to use ... what a waste!

LEADERSHIP

I feel the assistant principal listens to our concerns though she cannot always do anything about them.

STAFF CLIMATE SURVEY COMMENTS 2010

Just when it didn't seem like things could get any worse, Carol Thomas pushed the principals to institute ability or cluster grouping. With one exception, the younger teachers were given the high and affluent children while the teachers nearing retirement were loaded up with children with behavioral, social and academic problems. This has caused a great deal of resentment amongst the older teachers who are dealing with an exhausting workload. Many teachers have discussed their concerns with the principal, but she seems to persist in thinking it's a good idea despite the damage it has done to children and faculty. Morale has never been lower. The way that money is distributed for buying class materials is not clear. We are increasingly becoming a school of "have and have nots."

Leadership from the principal is very poor. The assistant principal is much more in touch with teachers and their concerns. Minor decisions become major issues with the principal. The principal is more concerned with what the area superintendent sees than what actually occurs in the classrooms.

Our assistant principal listens to concerns and seems to really care. Our principal does not. She seems too busy to listen or answer emails leaving staff members feeling frustrated and confused about how to handle situations. Also too many innuendoes are made. Very unprofessional.

Principal has very poor leadership skills. Faculty is notified late about various important issues. Her affect is childish. She does not recognize important milestones for the faculty. She is not out and about monitoring the school-I have never seen her in the cafeteria and on walkways she ignores misbehavior. There is little follow through on discipline. In my many years of experience (25+) she is the worst principal I have worked for (10). She is ruining the spirit of the school, and I can't wait to retire in three years!

teachers are "dictated to" rather than involved with important decisions.

We do not have an effective leader at our school. We rarely are kept informed about decision making process. Decisions and deals are made behind closed doors. Help with behavior problems is hard to get. Our principal does not make sure custodians, behavior specialist, and some office staff support the teachers. Concerns are listened to, then ignored. Morale is even lower than last year. Most teachers are demoralized and frustrated. Visits from Dr. Thomas are negative and upsetting. She seems to be on a fault finding mission every time she comes to our school. We get mandates to do certain things, such as technology, and get little training or help as we try to figure things out for ourselves. We need a strong, competent leader to help us bring Sutherland back to the good school it was. We need transparent processes when decisions are made that impact all of us. We need to know our concerns are understood and addressed. We need a leader who will truly help and support us with a difficult student or parent.

SCHOOL CLIMATE

I am very happy with the climate at my school. There are always a few people that seem unhappy, but that does not interfere with the overall positive environment at my school. We all work so hard and focus our energy on the success of our students each day.

I feel the teachers work well together and also communicate well with parents. I don't think the administrator is always honest or communicates concerns to parents of individual students. I feel the teachers trust each other but that trust does not carry over to administration.

lack of collaboration, district-wide waste, poor managerial atmosphere

Morale has never been this bad. Principal does not know how to administrate.

Our classrooms are cleaned by the teachers, to a great extent. The bathrooms are dirty. It's difficult to get anyone to help you with custodial needs. The RTI is frustrating and ineffective. Discipline is laughable. There's very little support for teachers dealing with behavior issues. The lunchroom is unmanagable. Administrators are rarely in there to keep behavior appropriate. Ability grouping classes has caused a caste system...the haves and have nots. The data prep clerk refuses to help some teachers if they need assistance. Our principal doesn't listen to teachers concerns, and has favorites.

Our night forman does not get his job done. Spends too much time doing stuff on the computer and in the principals office. HPO and day staff work very hard but areas of the school do not get cleaned at night.

Sutherland is a great place to work. It provides a nice atmosphere for students and staff with the support of the families and community to continually strive for greatness.

The climate has deteriorated at this school in the last 3 years. The principal appears to have made a decision and then may ask for input from those involved. There is very little ownership of programs by teachers because things are imposed not a site-based decisions. Teachers are not treated with respect by the principal.

There is a lack of communication between the principal and staff. Too much time is wasted at meetings with "team building" activities and not enough time is spent on the important issues that we, as teachers, need to know. There is a lack of trust and respect at this school. Too much gossip and rudeness.

There is a strong lack of leadership and effective communication at our school. Staff morale is very low!

STAFF CLIMATE SURVEY COMMENTS 2010

This is a difficult school in which to teach. My job is frustrating and makes me sad. The administration fails to provide any clarity for how to get things done efficiently. Some of the support staff are kind and helpful, but some are rude, bossy, nosey, and lazy. The principal does not protect us from these folks. Anything that these people choose not to do, falls back upon the classroom teacher to complete. My time is not respected. The principal assumes that we will spend nights and weekends working to make-up for the chaos caused by poor planning.

TARPON SPRINGS ELEM

GRADING OF GROUPS

It is very hard to get answers from the professional development office or the curriculum office. If you try and get information you are directed and redirected until you give up on your question.

time for a raise lousy work atmosphere more and more expected no money

When you talk to people on the phone they are rude and most of the time cannot answer your questions especially payroll and risk management.

LEADERSHIP

ALthough the school has a lot of technology, it is lavking in human relationships. Our administrators rarely take walks through our campus. My students do not even know who their principal is when asked.

Superintent and School Board need to really spend some time in the schools finding out what is really happening. Jobs in the Administration need to e reevaluated and more cuts made there.

What an awesome administration team we have had at TSES this year!!

SCHOOL CLIMATE

A better time for more accurate responses would not be during the end of the year.

petty tense this year

Principal is very sensitive to the needs of our staff--her walk throughs are non threatening and she is always interested in the accomplishments of our students.A great place to work.

The administration is never around and never available to the staff. The only people our principal spends time with is her chosen staff. The rest of the staff is ignored UNLESS there is a problem.

The positive climate at my school is a refection of the great leadership from our principal Leah Pappas. She treats everyone with respect and professionalism. She allows us to be the professionals that we are.

TARPON SPRINGS FUND

GRADING OF GROUPS

I'm not sure who disburses the money, but it seems to me that Title I schools have more than enough money. Many of them scramble at the end of the year to spend it... what does that say? If we are in such a financial crisis, we need to look here. If it's not being spent, it's obviously not needed for the children.

The administration of this school has killed the morale and positive climate that was her. Now we live in fear of retaliation.

Too much micromanaging by principal of everyone and everything. Constantly changing things it seems just for the sake of changing, many times without considering or even asking for input from those who will be affected or who will ultimately be responsible for implementing the changes. A lot of wasted time spent doing tasks that are deemed important and/or necessary one minute, but then totally forgotten about, misplaced or just not needed anymore the next. Too much power and influence afforded to parents, many times changing decisions previously agreed to with teachers and/or staff, which undermines staff credibility. Morale extremely low this year.

LEADERSHIP

I feel that the leadership here needs to be less demanding in the staff and treat others as an equal not a lwer classman.

many problems with our leadership

Rules and policies are not enforced consistently with certain parents. A lot of favoritism is shown. I am comfortable sharing concerns of a personal nature with administration, but I would be reluctant to share concerns having to do with school issues anymore due to consequences and changes in attitudes toward others who have voiced differing opinions with administration.

This administrator needs to learn about her diverse staff and that she needs to respect those differences instead of trying to make us conform to her own individual style. She needs to show respect and understanding of this diversity. In theory, she is aware that there are diverse styles but she does not tolerate diversity. She often knee jerks to situations instead of thoroughly thinking about and conferring with her teachers regarding situations. She draws conclusions without all of the evidence.

STAFF CLIMATE SURVEY COMMENTS 2010

SCHOOL CLIMATE

Faculty no longer feels safe communicating honesty with administration.

Staff morale was very low this year. Staff is uncomfortable voicing concerns or differing opinions from those of administration without fear of reprisal. Parent opinions and wishes come before those of staff, often times without consulting staff or going back on decisions already made with staff.

Tarpon Fundamental is an outstanding school for students and staff!

terrible climate Many unhappy employees

There is no trust between the administration and staff.

This administrator acts dictatorial with this seasoned staff. Taking notes during staff meetings regarding body language and teacher responses seems suspicious acting. Having teachers conform to all of the newest trends what ever they may be is disrespectful. If teachers voice an honest opinion, they are rebuked or made to feel as though they should not have spoken and will be reminded that it is not acceptable to disagree. This principal is trying to make this school an elitist school in that she is pushing programs that makes those who are higher level students shine, and those who are not made to feel as though they are less then the best. She has put so much pressure on the staff to keep doing new activities and to implement new programs that we are all in a tizzy, with a very few exceptions of those who are A-one personalities. At least three of our 15 full time teachers, are in counseling due to these expectations. Our school has always had a staff of very high achievers. Our FCAT scores through the years have shown how much we have worked for successes for our students. With what this administrator, Dr. Elaine Meils, has been doing to us, the staff is exhausted and on an emotional roller coaster. This administrator needs sensitivity training and lessons in how to respect this wonderful staff.

TARPON SPRINGS HIGH

GRADING OF GROUPS

I must clarify my statement about the administrators in my school. The principal is outstanding/one assistant is outstanding/three are terrible.

I think we can find better ways to cut money without cutting personell. Otherwise good luck finding newerr younger teachers as they are all changing their majors right now. Loyalty seems to be have lost on both sides I admit. Possible solutions: 1. Finanical cuts for admin building. Others have high end degrees and they are not getting paid as much. You cannot convince me those at the board who make good money do anymore than those in the schools with high level degrees or bachelors at that. 2. Re- Examine all the places we are working with to heklp students. How many actually are working. Is it worth keeping if it is not successful or even being utilized. 3. Transportation- There are buses with only a few kids on it we can try to work this out. 4.check into other insurance companies (health, school property, etc...) If it works with our homes and cars why shouldn't it work with our buisness? There are more but there is some to consider.

Number 2 realtes to assistant principals and not the principal

Pat Lusher and technology dept are amazing. Making teachers take training in order to get equipment ensures it will be used. Just wish it was not limited to once every 3 years.

The principal at TSHS would receive a much higher grade than the assistant principals, but since they are grouped together I had to give a lower grade.

We don't see reguional staff very often

what, no effort grade?

LEADERSHIP

Administrators LISTEN to my concerns, but do not necessarily act upon them. This campus has no security. I do not feel safe.

Again-the accessibility issue.

I think the new principal is not as accesible as he says he is. Also has made poor choices for new programs. The wanna-be AP's he has surrounded himself with are not well respected by the staff. He is all about the process and not the kids. School board does the best it can with the information provided. Supt. does not have the leadership or vision to handle the big decisions ahead and does not respect those of us in the trenches.

It is extremely disheartening and very difficult to teach 150 students with 30 books. Too much class time is devoted to reading material that should be read at home, but we are unable to assign reading homework because we are not given the support (financially) to do so.

n/a

Need for more men on school board.

need to be stronger teacher advocates

On question #2, my answer was not correct. I feel my Principal listens to me but I do not think my AP does.

STAFF CLIMATE SURVEY COMMENTS 2010

Our county MUST have an attendance policy. They Board caved on this issue, and it is a shameful disgrace.

School Board is not in touch with the real atmosphere within the schools and classes

Tarpon's principal is outstanding. The three administrators do not enforce the rules nor do they follow-up with teacher concerns and referrals. Only one-Dr. Becker followed the rules/book. Dr. Janssen is doing a great job of looking and changing things.

The new principal is phenomenal, but he needs better support from the assistant principals who do not follow through with school policy.

SCHOOL CLIMATE

A great place for learning.

Administration needs to be more "user friendly".

Disciplinary action is inconsistent at best, sometimes nonexistent. This breeds students who have no respect for authority.

getting better since January

Great since regime change.

I am very happy that we have a new principal. I was deeply disappointed with the old principal. He set the tone for the entire school and there was a severe decline in everything. I am so excited about our new principal. We have standards that we must obey and uphold, some teachers are not coming back (thank God!!), and there are some new ideas that our school will explore next year. Even though I have been in the system for many years, I still enjoy teaching! This new principal in my opinion exudes respect with his style of dressing and his manner. This in turn to me lets that we as teachers will always be held to the highest possible standard.

Improved a lot with new principal!

I've worked here for 22 years and have enjoyed my job and the surroundings.

Mr Herbic has done an incredible job handling all the problems he inherited. His team is now being held accountable. He deserves to be able to replace all the AP's if he wants, it's a very weak AP team.

New Principal thinks he knows how to do everything right, of course at his old schools. He brings those judgements and prejudices to the table. Consults SAC and PTSA before the teachers when trying to implement change. Has made poor choices for leadership in AVID and listens to teachers (male buddies) who have previously done nothing to improve the school. And now is paying a football coach a teachers salary who does nothing all day but football !!!! This is a community school and we can tell he already has one foot out the door trying to impress folks at the county. He rarely attends any student events, making ridiculous excuses. Tarpon deserves someone who appreciates its uniqueness, its heritage and its accomplishments.

None of the administrators are consistent with discipline or enforcing school board policies

The Assistant Principals do not seem to get along with each other and it makes it hard to schedule activities on campus. Our assistant principals are not good with discipline and follow up. Their lack of thoroughness lowers teacher moral because we do not see a consistency from leadership. We have a new Principal now and he seems proactive, but our AP's really need to get on board.

The need to cover yourself is so great any more that there is not room for trust. I understand the need to document to show we keep accountable to administration and to our students, however it is really being used to cover yourself from your own staff (admin or faculty) who shift the blame. What kind of environment is that. If we can't be amicable why would the students be. Communication, consistency, and community are essential for an effective, safe, and efficient school to run. Once these are established students will begin to respect their school. With respect comes success and effort.

very temperate

We have a safe environment and productive climate.

We have a super principal who inherited a mess. He only has one effective ad and she is retiring. The school is dirty-even the culinary building which is new is a mess. The assistant principals do not deal with discipline. How can the new guy do it with assistants who do get it???

We have had a new principal since November and he has turned things around on campus for the positive. I am sure next year will be even better.

TARPON SPRINGS MID

GRADING OF GROUPS

I wish the employees was able to provide more input about the budget cut decisions before they are implemented.

Leadership makes allot of rules, but no idea how to implement them.

The second question requires us to group all of the administrators and evaluate them as one. We should be

STAFF CLIMATE SURVEY COMMENTS 2010

given the opportunity to assign a grade to each.

LEADERSHIP

Leadership is more than making commands and setting down procedures. There is not an atmosphere of we are in this together, but we versus you. Crap flows down hill and we are at the bottom of the barrel. Bad very bad, Teachers are getting more and more responsibility, that's fine but how about more authority and backing then. You can't have one with out the other. Instead of leadership the faculty has been very skillfully divided and conquered. The death of a wonderful climate here is gone. Over 36 years of teaching has taught me a few things and I await retirement, because this system is broken, and cannot be fixed.

Our district is in trouble! From the superintendent down, teachers are not treated with any respect.

The grade level administrators are not given the opportunity to lead. Mr. Machado is the only administrator here who seems to maintain open communication. He is accutely aware of the needs of parents, students, and staff. He is aware of the strengths and lesser strengths of the staff and strives to bring out the best in all of us inspite of the restrections placed upon him by others. He is a team player and leads by example; inspiring us to work together.

SCHOOL CLIMATE

Classrooms are not cleaned well. We do not have the personnel to keep this facility clean.

Everyone works together as a team.

Extremely warm in the buildings (summer) freezing in the winter months

I am disappointed in the way our county makes decisions especially when we are dealing with education of children.

Susan Keller and Margaret Attkisson promote an atmosphere of distrust. The teachers at this school are excellent, and those two administrators treat teachers terribly. Dr. Keller is a dictator. The morale of teachers is very low here. Mike Machado is wonderful and very supportive!

Teacher input is mostly disregarded by some administrators. The feeling trust and support that teachers should feel so that they can better do their job is lacking. Administrators must also be "people" oriented not only data driven.

The Climate here is of survival. No one teachers cares about the next teacher. All are out for themselves. Administration is understaffed, over worked and now a feeling that I have heard from several teachers is that they feel that the older teachers are being targeted for removal. Happy teachers make good teachers, no one has figured that out yet.

We just don't know what to expect. We are kept in the dark about key elements of our school. It seems that the grade level administrators are not given the freedom to make decisions concerning their teams.

THURGOOD MARSHALL MID

GRADING OF GROUPS

No Comments

LEADERSHIP

Again, Mrs. Andress is a wonderful attribute to our school. Unfortunately, I cannot say the same thing about our other administrative personnel.

just changing the names of positions at the adm does not do away with overload

super and school board don't have enough backbone to say and do what is good for the kids, parents and teachers.

The assistant principals are not as visible as they should be. Ms. Andress seems to be having difficulty adjusting to the fundamental side of the house.

We keep moving pieces of the administrative team around but lack consistency and follow through on the part of the Superintendent and the School Board. Just changing a job title doesn't make a person any more meaningful to change in a positive direction.

SCHOOL CLIMATE

county leaders continue to look for budget cuts at school sites and officials keep their buddies with county positions that have little impact on students, ex: teachers on special assignment who go around observing and "evaluating" teachers. this is less than worthless because it costs \$. There should be NO out of county travel.

Dr. Jackson is awesome.

School administrators (assistant principals) do not set good examples or support county policies. Their consequences are inconsistent and not appropriate to some severe situations.

The assistant principal, Melissa Andress, is fantastic. She is easy to talk to and always has positive things to say about our students, parents and staff. She is a HUGE asset to our administration!!

STAFF CLIMATE SURVEY COMMENTS 2010

TOMLINSON ADULT

GRADING OF GROUPS

none

LEADERSHIP

As a part time teacher, I am not completely in tune with the leadership at the level of the superintendent.

The Administrators at my school are constantly working to improve our school. They are always positive, encouraging and supportive.

Upper management is slow to change procedures. There is still too much paperwork and not sufficient use of technology.

SCHOOL CLIMATE

I love working here. This is my 10th year and I have seen much improvements in administration and safety.

The climate is conducive to student learning.

TYRONE MID

GRADING OF GROUPS

I am not sure where this falls, but there is a lack of communication from the legal staff to our administration and then to us as teachers. I think we could all benefit from hearing certain legal things we need to know at the beginning of every year. For example... way too many teachers openly share and press their religious beliefs on students. They also make inappropriate comments or act in ways that could legally land them in trouble. I know it sounds stupid, but I think we could all benefit from a little more knowledge!

LEADERSHIP

How can one lead when they really don't "SEE" what is going on?????

I think a lot of leadership positions have forgotten what is like to be in a school setting. They could use a refresher course.

More support in elevating staff is needed.

the goals of the Superintendent, the board, site administrators, instructional staff, and parents are all different; benefits, especially health care including cost and quality of care, are horrible.

SCHOOL CLIMATE

administration is not trustworthy, caters to favorites, has a double standard of expectations of instructional staff, buries referrals, especially ones of a violent or sexual nature, does not enforce campus wide expectations.

For a 50-year-old school, we look pretty good.

I feel our staff has grown as productive school community

I think the school is more for "SHOW" than what is really happening at the school....too many people are wearing rose colored glasses....they blame the teachers for everything that happens...

Our school has improved greatly in all aspects over the pass 5-6 years that I've been here

Staff morale is low.

WALSINGHAM ELEM

GRADING OF GROUPS

Budget cuts are terrible this year. Several people at our school have been here over 30 years. Unfortunately they lost their jobs.

I hate to leave so many blanks but I really don't have enough contact with the departments to make a judgement. I would say most of the teachers at my school would get an A or B. There are some who I feel should get a D or F.

When there are several people in one group, and some may do an excellent job where others are either good or mediocre, it's hard to come up with an overall grade for the group. I did the best I could.

LEADERSHIP

We are a Title 1 school and we had many excellent things in place for our students this year--probably our best year ever. Then, with the Title 1 severe budget cuts, next year we will be unable to continue what we worked so hard to put in place. This decision to use Title 1 money in K-12 instead of K-5 was the superintendent's idea first and then the school board put their stamp of approval on it as well. Personally, I don't think this was a good decision. That's why I questioned their leadership.

Where are they?...they are invisible...

SCHOOL CLIMATE

STAFF CLIMATE SURVEY COMMENTS 2010

For the most part there is great communication and respect among staff and administration. There is a small group of trouble makers that attempt to cause problems for others but usually the positive members of the staff and our administration rise about it.

Our school is a great school. We have some of the best teachers in the district, yet the two or three who need some opportunities for improvement caused me to answer "Agree" rather than "Strongly Agree". As far as RtI, we approached it slowly. I feel it was properly implemented but it probably took too long to identify our Tier 3 students. At this point, we only have about 5 or 6 who are official.

Power struggle among admin, favoritism and cliques exist, poor communication throughout

When it comes to question # 8, I've noticed MANY staff members have a bad cough. A lot of us have come to the conclusion that the humidity is a factor in this school, especially with it being such an old building.

With the principal retiring it would be a good time to replace both Principal and VP and start out with completely new leadership.

WESTGATE ELEM

GRADING OF GROUPS

*common assessments were printed and distributed with errors *common assessments had fixed expectations across the school year instead of "stair-stepping" them up to show growth

Area Office not aware of the issues within the school.

communication seems to be a problem between admins. and staff

LEADERSHIP

*printers are down the hall, out of toner, no money for toner *don't see Dr. Jansenn asking for teacher input or having the true picture for elementary *school board is given info by Dr. J, so then they don't have elementary school info and understanding

I feel that the Superintendent and the School Board do not realize what the "real world" in elementary classrooms are like. I feel some of the decisions made are not right for the elementary level. I strongly feel elementary schools should be left alone and let the teachers teach the basics in order to form a strong foundation in learning the "new ways" of doing things. Elementary levels still need to know how to color/draw for motor skills, learn to write and spell. Many of these things are pushed aside because the idea is they have computers to teach the spelling, etc. So wrong for these grade schools!

I have no personal contact.

The distribution of technology in our county is absolutely unequitable. Why are there some schools like mine who don't have doc cameras or smart boards in many of the classrooms, but there are other schools completely covered with this technology??!

There is a strong disconnect between leadership (principal) and staff. Sometimes I feel it is better to ask for forgiveness than permission because of communication. New things just "pop" up without staff input and it really is aggravating.

SCHOOL CLIMATE

Communication needs to improve. There are times we hear about things "second hand" from other staff. Announcements need to be made well in advance. EX: school or grade level activities (assemblies) must be announced in advance. We are required to make advanced lesson plans & the same should be expected from administration.

not sure administration has yet developed great trust & confidence in staff. communication is weak.

re: campus clean and attractive question: hedges are overgrown and look unkept.

Staff is friendly, considerate and concerned about each other. Great administrators!

The climate at Westgate is professional and always focused on the students and families.

The communication between parents, teachers and students is very effective. Also, the communication between teachers and support staff is open. However, our administration lacks effective communication within the setting.

The faculty and staff constantly feel demoralized due to the lack of communication about important issues from administration. In the past two years, this school has gone from a place where everyone wants to be to a place where people cannot wait to get out of. If not for the strength of the bonds between faculty members, most (if not all) of the teachers would be headed out the door. Administration has done a poor job of clearly defining expectations and supporting teachers to meet those expectations. More often than not, processes have been put in place without clear knowledge of how they will help students or how to properly implement the processes. The philosophy of our campus used to be "we will do what is best for our students," but it has become "we will do what is best for our data."

The teachers at this school strive for excellence, always looking for better ways to reach the students, take extra

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courses to better themselves, and do their utmost best to learn the newer and better ways to teach as the school system expects of them. Each teacher at this school should be given praise for all the endure!

There are individuals at this school collecting paychecks while doing nothing to benefit staff or students. People lost their jobs and benefits when they were the ones who had the most bang for the buck as far as higher student achievement goes. Although we are led to believe we have input into decision making; decisions are made with a few select voices. By the time the opportunity has been given to the staff it appears that the decisions are already made. The rules are not enforced consistently by the administrators for students or staff. Assistance by the coaches is offered only to those people who seek out help. The assistance that is given is not consistent for all stakeholders. Many people have complaints but are afraid to voice their issues because of fear of vengeance by the cliques that have a voice. The union representatives are not trustworthy and appear to be sleeping with the enemy. The hardest workers get very little praise while others are given props all the time. Processes and procedures are not in place. Expectations are not clearly set because the administrator doesn't or appear to know what they are. This is evidenced by the mess up presented each time she does morning announcements. Cafeteria monitors have more decision making power than teachers. Teachers are disrespectful to the others that work here without degrees and it is done blatantly in front of the children. People should feel valued in the workplace.

WOODLAWN ELEM

GRADING OF GROUPS

categories are too broad for comment; although I would give an "A" to almost all individuals within a category, there are serious exceptions which cannot be reflected by the criteria

SCHOOL BOARD NEEDS to re-think budget concerns and downsize at the corporate level. TOP HEAVY~

LEADERSHIP

The school board and superintendent need to be replaced with a competent group that is not afraid of the black community. To create a different discipline plan for black children is ludicrous. We need leadership with a backbone and blame out of control black children on the community, not the hard working teachers. You are going to see teachers leave schhols with high populations of black children.

we have never met the superintendent - the area superintendent are a joke~ wasted money we haven't heard from her this year at all! or the end of the last year when we brought our school up to a B

SCHOOL CLIMATE

I do believe teachers and administration do well with providing pride and trust for our school and students. It has been difficult getting respect back from our students. I do think we try hard and try different was or strategies to get the respect but the student's home environment is a hard barrier to break through.

na

need higher expectations for student achievement and strategies that will accomplish that goal

no parental support - no support from parents when, if you track them down!!!! kids have no respect for staff!

The administrators have open communication with parents when problems arise but probably less than 50% of the teachers do. Most students don't have reasons to trust adults in general, so it is not surprising that they have very little respect for any. More behavior interventions are needed for Tier 2 & 3 in the RtI process. The campus is safe from outsiders, but due to the amount of fights, pushing, throwing things, and running, injuries are likely to occur.

Non School Based

GRADING OF GROUPS

10. Budgeting seems frenetic/inconsistent: our district does away with programs, but hires back administrators after drop at big salaries. 13. School Board members need to temper their reemarks to the public.

All grades are given from personal interacion with Mildred Helms Elementary School.

C&I in Elementary Math and Science are concerning regarding training and leadership.

Curriculum and Instruction are constantly changing techniques, etc. They are out of touch with special needs students throughout the county, especially low prevalence students. The teachers at my school are top notch, dedicated, and go the extra mile for students.

Focus more on advocating for more revenue (dollars). Pinellas County is still an area that families want to live and soon as the "great recession is over" you will have school overcrowding, etc.

Get a real superintendent instead of a cheap one. When principal, she would never be on campus, skip meetings

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with parents unannounced. Now super? You are getting less than what you pay for. As far as MIS, you have a grandstander looking for personal advancement.

Give teachers a step and a raise. Anyone in DROP should not be able to renew. It would be nice if our reading coach was reading endorsed. Morale at our campus is awful. Administration should allow the students to have fun while learning. Classroom parties, halloween parades and celebrations should be allowed during the school year. Students NEED recess. Children need to run...they are CHILDREN with lots of energy.

I believe more should be placed into the classrooms, rather than at the school board for the higher administrative personnel's own personnel gain. They should take a reduction in salary too. Afterall, they were once in the classroom too!

I cannot comment on an individual school since my two are so different.

I feel our program does not receive the technical materials or support that it needs to serve the students.

I feel that it difficult for any group to perform at its best, given the climate of today.

I feel the School Board needs to take a serious look at how top heavy our district is, w/ supervisors supervising supervisors, layers & layers of supervisors. Some of them just sit & create more & more complicated forms - more than what's required by any state or federal mandate. It has created a huge burden on school staff, drastically increasing stress levels & reducing our ability to meet students needs. Look at the pile of forms they've created for the RTI-FBA process. You would think that each student exhibiting behavior problems was an entire semester's research project!

I have a budget concern. Just because funds have been set aside for a particular project based on a previously determined timetable, is not a reason to follow through with those plans in such a severe budget crunch as we are experiencing at present. For example, we recently had the curtains to our stage replaced. The old ones were not in any kind of bad disrepair. They worked fine and served us well. There has got to be some way to reappropriate funds, especially in this economic climate. How can we expect our taxpayers to feel any urgency to lend support when we mispend much needed funds. I'm sure that this is just one example of waste. I'm terrified to think of all the other examples that I'm sure are out there!

I have comments about fairness in dealing with multicultural staff decisions. Here ,there are beautiful policies about ELLs, but in practice we have to examine how each teacher feels towards these. Above all we have to reevaluate what policies the personnel practice towards foreign teachers.

I love my department and am very proud of my supervisor.

I work in two schools and have graded my Elementary school. My other school is a Middle school and I would give different answers. The middle school teachers and attitude is very commendable and open to change.

If we had a true system of continuous improvement, we would not have to use grades as the results towards improvement would be the determining factors. After all, what do these grades really mean? What were the goals of these departments and what kind of results did they achieve? Are they getting better and how do they know?

Instructional technology needs a greater presence in schools. We have hardware but the manpower and expertise and training needs to be seen at ground level (schools). Professional Development needs some school based personnel. Foot soldiers are needed for ground level execution of what is learned in Professional development. We have lots of theorists, yet there are not enough practitioners and I think it is because there is not enough site based support. Visionary leadership is needed in schools. Most principals I have met do not have a vision for what their school would look like if it were running optimally and therefore, every "NEW" initiative becomes part of their mission. There are too many changes to ever see if anything works well.

It appears to me that the new head of professional development makes it more difficult to provide trainings to staff, especially those in other disciplines than teaching. I feel under supported by the new administrator

It is difficult to grade any of these groups. Most are woefully understaffed. Morale is at an all-time low as far as I can tell and there doesn't appear to be any relief forthcoming. I think most of these groups are conducting themselves in a professional manner and trying to maintain high, ethical, and effective standards. This is becoming increasingly difficult when our "direction" is being driven by misconception and politicians trying to appeal to the most voters.

It is extremely difficult to grade "groups". Some teachers, administrators, etc. are an "A", while others are an "F". Not really a fair question. This is more of an average rather than an actual grade.

It was assumed that A was the highest rating. I believe that there is a tremendous amount of pressure placed on all employees to do more with less and that morale is at an all time low. We continue to see thousands of dollars spent on technology (some of which is useless) and building maintenance, etc. without any raises for instructional staff. ESE teachers will have no way of accessing pay for performance or race to the top. ESE is not as appreciated as it was in the past. For that matter, teachers are not respected as they were in the past. Support begins at the top. I believe that our role models - administration and school board - should speak of

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students and children and not call them "kids". I believe that we should practice what we preach.

Many times, I call offices at the admin building and they people with whom I leave voice messages choose not to return my phone calls. Also, sometimes my emails are not replied to as well.

Never seen a district treat its personnel like this.

Our teachers are exemplary professionals who also work from their hearts. We have been an A+ school for years and always go the extra yard. Support personnel at the district level are generally quite helpful in their area of expertise. As regards the school board, I particularly admire Linda Lerner's knowledge and guts.

Pinellas County Schools is too top heavy with administration. This has been noted by the St. Petersburg Times as well as an outside evaluating entity. Yet too often cuts are made at the local level where students feel it the most. A closer look needs to be made at cutting positions at the administrative level.

Professional Development has been lacking this year. The sense I get is that the only professional development that will count has to be within this district. We cannot count anything outside this district. So for ex. if we went to a conference we could not count any of the workshops we attend. Also, communications through this department have been poor. They say one thing and that never happens or happens on a different time line or in a different manner. In the past I have received excellent instruction in earning component points- through the district and state and national conferences. I am concerned over the new direction we seem to be taking.

Putting both administrators into one question---- not a good idea.

Regional sup is very critical and she is feared.

Sandy Lane has hit rock bottom and we have the scores and morale to prove it. I can honestly say the majority of teachers are very professional and I would have them as teachers for my children. I would not have my students here for any other reason. Administration is very biased concerning race, safety issues, parent concerns and staff problems. There doesn't seem to be any support from the School Board or Area offices. Our concerns have been ignored ever since Ms. Milton became principal.

Some school board members are fabulous, Linda Learner, Brown, Weikel. Many need to be voted out.

Sometimes School Board members and upper level Administration seem to be self serving, not teacher supportive.

The above "A" grade reflects my beliefs about the effective Leadership of Ms. Urbano only! The Principal & Assistant Principal should be graded separately. Ms. Denman would receive an "F" as far as I'm concerned! She needs to show some maturity, accept some responsibility for herself & actually do something! Regarding the grade for the teachers in our school: I would have given a higher grade but the negative group of teachers bring the rest of the school down! Replace these teachers with some new effective, positive educators that actually teach & care about the students to create an even better environment here at Pinellas Park Elementary School! Our students, families and the rest of the staff deserve better!

The administrative staff that I am referring to- is the principal. The assistant principal is doing a great job considering the circumstances. Dr. Hires has chosen to ignore our school's cries for help. It is a disgrace that she is mentoring our principal to continue to bully us and no one is doing anything about this. How can she continue to keep her head in the sand? How can she think moving 12 - 14 teachers every year is a good thing? How can she not see the chaos and incompetence that is going on in our school? Has anyone looked at all the missed deadlines, requests for extensions, teachers on worker's comp for accidents that are probably stress related, budget amendments, and top teachers who left last year? We feel like the abused wife. When will someone help us?

The county needs to provide more tech. support for Instructional Technology.

The curriculum and instruction is lacking in our District. Teachers are not given the resources they need to effectively teach with best practices.

The grading of D's and F's is due in part: The Budget Department is the key conduit of financial matters (or so it would seem) although there are external factors that provide variables. To be facing a projected limited funding for the 2nd year in a row smacks of someone or a department's inability to foresee trends, research and make decisions accordingly. It stands to reason that staff members who are earning over \$70,000 should be capped. If a staff member doesn't like that then a hard look needs to be made are we in the business of keeping people employed at financial levels that the district level can no longer afford? Or are we in the business of servicing students? School Board Members see prior comment. In regard to Regional staff and Regional Superintendents appears bloated and top heavy. Much to my chagrin with the fiscal environment as it stands staffing from a regional perspective needs to be reduced. It appears as if nepotism and a "not what you know but who you know" approach is applied. My bias is largely due to having worked with the Connecticut and Chicago Public School System. A bidding out process had been employed when it came to district jobs. I worked on Policy and Research in Boston and the practice applied was a capping of salaries and hiring

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teachers and non-teachers/educators in key positions. This provided for a different approach, allowed a progressive approach to educational systems and a different lens. IE. A superintendent was recruited not from a pool of teachers but Business Executives our present superintendent initially was a Chicago Police Officer who (obviously) then pursued his educational courses to be prepared to become a the Superintendent. A county this small in comparison to Cook County Chicago has more Regional and Superintendents and quite frankly as an on-site staff at our school 5 days a week (I am not a teacher) seems counter. Monies and staffing should be applied to schools, centers and the like as opposed to district positions. I am a parent of a pinellas students, work for the school system and as a constituent find it disturbing that (the salaries were made public in a newspaper article) Administrators earn that much money and yet our schools and students (even in the numbers are shrinking) are at the low end of dollars attributed per student. Achievement goals are lacking.

The Regional Superintendent was only on our campus once this year as far as I know. She did not impress me with her comments about ways to improve our instructional staff in the case of a teacher that was not up to par during the walk through that I was involved with.

The Risk Management Department is a very rude and horrible bunch with which to deal!

The school board cannot manage its massive size. There are too many important issues that are not adequately addressed due to the volume of total issues, or they have low-priority status assigned to them based on lack of time and resources.

The School Board should focus on policy.

The School Board, while well-meaning I think, is out of the loop. District office makes decisions without enough forethought and planning. Then they run into snags and make the next decision "by the seat of their pants." This "making up the rules as we go along" makes working difficult and frustrating. We need some feeling that the district office is organized and LEADING positively and with thought not randomly.

The support staff in Professional Development are hard working people. The new supervisor deserves an F----. She is not skilled enough in many areas to lead the department successfully. We need someone with strong leadership in an area that effects so many staff members. That department has gone from strong to really sub par.

The transportation department HAS to do their job of getting children to school on time. We have had 2-3 late buses the entire year! Children can't make gains if they miss instruction!

There are some pretty degrading things going on in Pinellas County. The teachers are treated very poorly. Since giving control to the principals all of it, things have gone downhill.

There are some really good teachers at our school, then there are some that should not be teaching at all. Unfortunately, the bad and so-so outweigh the good.

There are way too many people in the district/schools not 'teaching' who could be. Too many coaches who do not do anything but make charts and work at computers and never work with students. They are out of touch with the classroom and thus have no credibility.

This grading is for the ESE Extended Transition Program, not PTEC!

Too many cuts especially with Title I.

Trade Days/Component points should continue to be given for workshop out of the Pinellas County School district. I am a teacher who attends 5-7 professional workshop and professional conferences(s) each year, which keeps my teaching fresh and I share this knowledge with my colleagues. There are many educators like myself who want, need and enjoy learning and challenging their skills. This should be recognized and award, instead of discouraged.

Unable to complete due to the fact that I am a "Guest Teacher" and am required to visit numerous elementary schools. I find some schools are adequate while others (in my opinion) lack in various forms of proficiency, organization both individually as well as countywide.

We have a nice group of staff and administrators, however we need to implement and montior our SIP, if we are going to meet AYP. We have to have more rigor in our instruction and enforcement of the student code of conduct.

We need a more detailed academic vision, better curricula in this county and professional development needs to be organized around it

Why no place to give a grade for the superintendent's office?

With upcoming 'cluster' considerations and demands, I question how we have been going to training as a team with our present schools and the new mission is to cluster the schools. Much unnecessary stress will be felt with changing years of establishing relationships, and way of work when a majority of student services personnel will be asked to take on a 'new position'. Wondering how the budget will look when a mileage increase will happen with this move, as well. I would also encourage our school district to invest in community/relationship building in

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schools. I sometimes wonder how we expect our students to exhibit respect and care, when staff can present as so academic focused, they oversee the importance of being a kind human being. Thank you for my input.

You heard the same thing about our school last year and nothing has changed. Why do surveys if they don't matter? Ponce de Leon has a teacher with no administrative experience running the school because of her personal relationship with the principal. Although Sadra Bostick is not the principal, she makes decisions that impact the entire school. If Sadra likes an employee, life is good for that person. Morale is very low for the rest of the staff. There is a terrible division in the school that will never be fixed as long as she works there. The only reason she has this power is because the principal gives it to her. If Sadra is going to continue to have such power and control over her EQUALS then she would benefit from some training in communication skills.

LEADERSHIP

Administrators hold grudges against teachers who speak their mind by offering alternatives to administrator-directed plans and procedures. Rules are not equitably enforced between new and experienced teachers. Administrators do not allow teachers freedom to teach with their own style, but rather dictate what strategies must be used. All too often administrator decisions are made without the students' best interest in mind. Materials and equipment are hoarded by experienced teachers, who keep county owned equipment locked in their classroom cabinets rather than keeping such items in the common storeroom. The superintendent and school board members need to be in touch with what is really going on at the teacher level. Many teachers are concerned about voicing opinions in fear of retribution by administrators.

Again, there has been a lack of respect and cooperation from administration. In fact, principal and assistant principal have treated student services team with disrespect and principal publicly humiliated social worker and psychologist in a meeting.

All decisions, especially those with financial and employment implications should involve all stakeholders and should be made using pdsa every time without exception for when the responsibility for the decision is in the hands of the people in powerful positions.

All schools are not the same.

As previously stated I felt that leadership was lacking from my immediate supervisors. We had some communication through e mails but most regarded information that was to be shared with our teachers. Little was shared with us regarding support and guidance for direction within our schools. I had strong communications with my school based administrators but what I was actually doing in each of my schools was never discussed with my supervisors. When we did meet we had very little professional development which directly impacted the professional development we were able to share with our schools. The professional development I received this year for the most part was at the start of the year and what I sought out myself through readings or discussions with peers.

At the school level-things are GREAT!! Just read the paper, or speak to a Pinellas County School employee-then you decide.

Being an art educator, I have had a very positive experience with my principal and assistant principal, and I feel they were there for me and addressed my concerns. I do feel, however, that school wide discipline is only effective if it is just that; SCHOOL WIDE. We started out the year trying to put into place the SWDP, but somewhere along the way it fell apart. There wasn't enough follow through and I think the students picked up on this.

certain administrators need to be more personable---say "good morning/afternoon" once in awhile!

Communication could be better if supervisors would always reply to emails

Considering the challenges of this school and the state we are in with being a correct II school, i would have expected more involvement and guidance from the superintendent

Dr. Janssen has done a wonderful job at removing the atmosphere of fear and dread that hovered throughout the District during her predecessor's time here. That has been replaced by a spirit of respect and cooperation.

Each school I worked at had a combination of strong and not-so-strong leadership qualities within the administration team.

Energy savings is very important...but, it is very frustrating that the air conditioning is turned off each evening and all weekend. Our school has signs of mildew and melted rubber under technology equipment. Computers and other technology equipment and musical instruments should not be in 80 degree or higher heat or the equipment/instruments can be greatly damaged, which will inevitably cost the county more money to replace/repair the damage. (not to mention the health concerns) Energy experts from Florida Power say to set air at 78 degrees (highest level) when a building is vacant, so the air conditioner does not have to work so hard to cool the space and prevent power bills from elevating. I have been in my classroom on a Saturday morning and the walls were "sweating"! Very unsafe and very wasteful!

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Every year the main complaint from Sandy Lane is the lack of discipline support from administration. No one has paid any attention or tried to make changes to help boost morale. Is this survey just another waste of time and effort. I feel administration is racist and uncooperative. They have driven the strength and optimism of our teachers into a box where they can not express themselves without being punished.

Every year we start off with a "way of work" talk about how we are going to treat each other. Things go well for a week or so, then are forgotten. This comes from the top down: administrators (in particular the AP) walk by you as if you don't exist, not acknowledging or giving a 'hello,' speak to you in a harsh tone of voice, address you harshly in front of other staff or even children. Certain staff members are in the "in" group and receive preferential treatment (coming late, not showing up to duty or late, not leaving lesson plans, etc.) with no repercussions while others are harassed for the same thing. People are afraid to express their opinions because they are immediately termed as 'negative' when all they are doing is stating an opinion. Because it is a differing opinion n they are termed trouble makers.

First of all why in the world do they make almost as much as a teacher!!!!!!

Florida educators are pawns in a game that is set against public education from politicians in Tallahassee and Washington. You can't lead when you are not given the empowerment required to do the job. Most Leadership in this county consists of passing down the bad news about legislative mandates that no educator in his right mind agrees with, (but only after adding further beaucratic sanctions from Largo administration).

Guest Teachers, formerly known in our county as substitute teachers, are not able to access the computers for anything. Maybe I just don't know who to get into the system, but I do not want to do this without permission from the school. Also, sometimes the equipment is not in working order-i.e. wires missing, etc.

Have no contact since my two and half years here therefore not informed enough to answer this question.

I am not sure whose best interests are on the minds of the Superintendent and the School Board when making decisions regarding educating our students. What happened this year with the Title 1 budget and instructional coaches for literacy and math/science was a HUGE disservice to the students and teachers in our district. It saddens me that middle schools and high schools are using their new found money to purchase Kindles, assistant principals and the such. I am curious how these purchases directly affect student achievement. Also, the early-release Wednesdays need to go. Given the situation of our economy, it is unfair to parents. Additionally, we should be educating students at this time not sending them home.

I am not that involved with individual class materials.

I am refering to the schools that I work with in some of the answers. I believe that ESE is not valued and that teachers are not given an opportunity to provide input. Decisions are top down and quality is only used when convenient for leadership.

I am unhappy about the Superintendent's realignment plan and how it affects me. We did not have any voice in this decision, and the plan does not show good stewardship of our time, the environment, or the district budget by putting us at offices that are the other side of the county from our schools. Also, making us choose different schools when we have spent so much time building teams and processes where we have been placed. It doesn't honor our accomplishments.

I don't work with the school leadership.

I feel my principal and assistant principal are very professional, listen to teacher/staff concerns, and genuinely care about the school.

I feel that the front line troop's concerns are ignored when it comes to making educational decisions.

I never saw any one from the superintendents office or the school board at the school especially when the school received an award for being a green school.

I think both the school board and superintendent are too far removed from the schools and aren't able to see what is really going on, how teachers are giving it their all with no kudos whatsoever from the district

I think that all schools should be privy to the same technological resources. We really need to do something as a school system to make technology equitable at all schools.

I wish there had been a set plan for what middle and high school will do with the Title 1 money they will be receiving before it was largely taken away from elementary schools

If we think of a school district as a ship, we do not seem to have anyone on the "bridge." As a teacher, it is very obvious that there is no organization, little if any communication among district level administrators, and not one shred of caring for the staff of the individual schools. School administrators are having to be led by district administrators who do not know how to perform their duties and lead. Either leadership at the district level is dictatorial and harsh or vague and inept. Iron or marshmallow.

I'm an itinerant, so I teach in the multipurpose room. Not an ideal situation. Using technology or even showing a presentation is difficult.

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In regards to question about technology; we have the technology...whether or not it is working consistently is another issue. Smart classroom equipment is beginning to break down. Bulbs for document cameras and 'smart classroom' projectors are expensive and we're being told at this point the budget is straining to be able to replace them. All the equipment in the world isn't a help if it cannot be maintained.

Inconsistent enforcement of misconduct is a big problem. Teachers do not feel supported. Although progress is being made with obtaining LCD Projectors and Document Readers, not every teacher has one. Each year, with the refresh, we are losing more computers which limits computer access to students. There are not funds for computer repairs and parts. FAIR Testing ties up one of our labs for two months thus limiting student access. This is the third year, I've had to purchase materials and novels out of my own pocket, due to budget cuts. Next year, we will have one copy machine for our entire faculty and little or no funds for ink cartridges for our computer printers. This is ridiculous!

It appears that administration makes decisions that benefit them and not the students or staff who work in the trenches trying to do our best for the students. No input is obtained from the outstanding teachers who work so hard every day.

It takes more than a visit to understand the complexity of the students we serve. Would like to see more dialogue between school board members, superintendent and struggling students so policies can support the needs of this population

It would be nice to have a strong leader to all get behind.

Kim Mauro has been the best.

Lack of leadership from the superintendent and school board is the main problem in Pinellas County. Lack of an educational plan, lack of an attendance policy, lack of concern of teachers having to teach 6 of 7 periods and finally, a lack of respect for the people of Pinellas county by insulting their intelligence by publically saying they don't know what is happening in certain schools.

Leadership at Azalea Middle is lacking. The Principal is visionless.... she doesn't know that RtI and Title 1 complement one another. The most competent administrator at AMS is Barbara Hawkins... she has a heart for children and people. She treats her employees with respect and she listens to their concerns. Mr. Lowery talks down to his employees and he straddles the fence. He is not to be trusted and he has done some unethical things. Mr. Balduff is too immature to be an administrator. He acts more childish than adult like. He is not professional and he doesn't think for himself and he has also done some unethical things.

Leadership at our school does not work together. They do not share similar values and goals. It can be confusing and frustrating.

Leadership is demonstrated within by our Principal. She sets the tone. I have never been approached or seen the Superintendent or a School Board Member. Hence, I feel the best response. We had been visit my Asst Superintendents throughout this past month. To have a "hands on" approach was appreciated by staff and I sensed an "eye opening" experience for those who met with us and who took the time to either talk to staff or to talk to our students. My past employment was at another district in the Midwest. Our Superintendent while I was employed there applied a bottoms up approach and actually met with each department and staff. It was the tone set. Our Board members were mandated to actually visit and speak to personnel. This approach can best be served either personally or electronically. It appeared insulting to have surveys administered throughout the year and then not have suggestions applied. ie The Times, The Gradebook, We'll ask what you think, but later.

Mildred Hels Elementary has excellent communication between teachers/administration and substitute teachers. Ms. Urbano is a GREAT leader! She listens to everyone's concerns, has the best interests of our students & their families at heart & fosters a positive & nurturing environment for the staff & school. Way to go, Ms. Urbano! Under her leadership, Pinellas Park has moved from Corrective Action II to Corrective Action I (which, by the way, was NEVER acknowledged by anyone at the district level to our staff directly....and yet, they're the ones always harping on the AYP issue...interesting!) Ms. Urbano is always visible throughout the school: conducting walkthroughs & visiting classrooms daily, reading the Book of the Month to classrooms at every grade level on a monthly basis, holds Newbie Meetings for those new to the school & grade levels, created a Family Resource Room to assist our families in need (our school has 81% on free/reduced lunch) and fosters a positive environment for staff by providing snacks, incentives & treats throughout the year. Thank you, Ms. Urbano! (Since Ms. Procida dropped the ball with the Hospitality Committee this year, it's nice to know that someone picked up the slack & really cares!) Her office door is always open to staff members at all times as she has created a non-threatening culture here at our school. She is a very hard worker, always has a smile on her face & a positive attitude too!

Our Assistant Principal is another matter completely. Many of us here at Pinellas Park aren't sure what, if anything, Ms. Denman actually does! She is rarely seen visibly on campus or even in our classrooms. Ms. Denman is usually located in her office surfing the net on her laptop & snacking on popcorn throughout the day or she is usually sitting in Ms. Urbano's office & while Ms. Urbano is clearly busy

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working, Ms. Denman is seated across from her chatting freely & eating her way through the day. There have been many times throughout this year when Ms. Denman has acted totally inappropriately & unprofessional with her expressions & comments towards the staff. She acts like an immature goofy child who needs to grow up already! She has facilitated maybe 1 or 2 meetings this year and in other meetings rarely, if ever, says anything or speaks up. She has no input & is never sure how to act in matters without deferring to the Principal. What ineffective Leadership skills! The other concern about Ms. Denman is how she sneaks around the campus with the PCTA rep. (Ms. Procida) & plots with her on how to undermine Ms. Urbano. She is very sneaky, always has an excuse for things and talks others into doing parts of her job! And yet, Ms. Procids goes around the school & champions the cause that Ms. Denman is over-worked. PLEASE, if this staff knew or had a clue as to how little work Ms. Denman actually does, they would be insulted & appalled! To think that most of us work so hard & she's behind her desk snacking or sneaking into teachers classrooms & looking for even more snacks to eat. She needs to quit eating the popcorn, get out from behind her desk & conduct walkthroughs or visit a classroom! Ms. Denman needs to start pulling her weight around here & pitch in to help out! The thought that the district approved her for Level Q to become a Principal is sickening. Talk about the Pinellas County Schools providing effective Leadership...what a joke! Yeah, let Ms. Denman lead a school & see how ineffective she is when she has to work & actually be held accountable for actually doing something & see how quickly that school is run into the ground!

no leadership is provided that positivley impacts schools, professionals or teachers working in the schools. Accountability is expected with little support, little expertise, and increasing presssure to delivere without reward or tolerance for not delivering - causing confusion and frustration.

none

Only concern is with lack of out of school suspensions for serious offenses. There were several incidents where students who were in physical fights were given 1 day of in school suspension vs. 1 day out of school. Concerned that administration is too focused on how OSS affects AYP

Our assistant principal is supportive in every way that she can be. That cannot be said of our principal who might be supportive to our face, but that is as far as it goes. I believe our superintendent is truly interested in making Pinellas County Schools thrive and has good intentions, but things are not happening to help those of us at the ground level. I believe that this school district is top heavy with administrators. Please let teachers who consistently prove that they know what is best for their students do their job without interference of well intending coaches. The coaches should be there to help struggling schools rather than try to shape high performing teachers in their own image.

Our leaderships need to embrace Total Quality Management and the philosophy of Deming again. It is relevant today as was in the past and can help us move forward as a district.

Our superintendent should have gathered information from teachers/other school district personnel before dividing the county by length. This will only create additional mileage and wear and tear on cars for those teachers/other school personnel that must travel from one end of the county to the other. This was not good planning, but then our superintendent does not have to drive this on a daily basis. Her car is provided and mdoost likely her gasoline as well. Not good leadership. Our superintendent is not visible enough, nor has she tried. She rarely talks with teachers, so how could she be involved? Pinellas County needs better leadership.

Please refer to my thoughts about the leadership at Plumb

Principal listens to concerns of teachers. Some assistant principals do; some don't.

Rules are different for different people and everyone is aware of this. The assistant principal listens to concerns, however, often her hands are tied. The principal show her no respect and usually contradicts or undermines her authority. The principal has created a division against the assistant principal, which not healthy for the school. The AP is the only one who keeps the school focused on discipline, evaluations, assessments and meetings. The principal has a history in this district with other schools. Complaint have been sent to HR. Letters have been sent to the superintendent, the area superintendent and others. Yet we are ignored. Why isn't the district following it's own Bullying Policy? Why is the district allowing a hostile work environment? People have been beaten down and are tired of responding to these surveys when no one is really listening. Is this survey a sham? See above, 'School Climate'.

See previous comment about school atmosphere. The leadership are pervasively critical of their teachers and the teachers are anxious to leave the school for a better teaching environment elsewhere. Long-term subs are not supported AT ALL; they are told things like "You're not supposed to write referrals."

see previous comments

Smiling and avoiding issues and hoping they go away is not leadership.

Something has happened to this district over the past 6 years-it has systems that do not talk with each other.

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Things come from above with no why questions answered. ESE and RTI, etc. etc do not understand each other. More leadership is needed in RTI. Children are not being served and teachers are being asked to do things that they are not trained to do. Students are becoming more disrespectful, violent, and obstinate and teachers have no leadership or classes to learn what to do with these situations. We need strong strong principals!!!!!! Maybe Susan Boyd could teach a class to principals on what it takes--she has all the qualities of being excellent.

Sometimes the Supt. and the School Board are not really aware of what goes in the trenches and give lip service to fixing problems. Teachers should not be graded by student test performance because there are too many variables they can not control about a student's learning capability (ie-home support, parent's limited education, poor socio-economics, lack of exposure, etc.)

The administration does not enforce the school rules consistently. For example kg-1 teachers work hard to get their kids to walk quietly in a line meanwhile the 5th graders are allowed to jump yell and be out of line while walking. Much money and effort is put into the GEN ED curriculum for supplies and technology but the same effort is not put forth for the ESE populations. Children with disabilities should be able to access the bathrooms independently without environmental barriers. New programs both technological and non-technological should be brought in to help address life skills and additional supports for those who struggle with the gen ed standards.

The central administration seems to be reactive instead of being proactive.

The leadership at Bayside is amazing. I would not think of going anywhere to learn about leadership except at Bayside.

The leadership skills at the PTEC centers hasn't changed in the past year. We still have a COO who runs roughshod over everyone who gets in his way. The other administrators are afraid of him and are unable to do their jobs adequately because they don't want to lose their positions. Dr. Berry is a perfect example. Everyone knows that the COO was talked to by higher-ups and he has had a very low profile since that time. But is he really worth \$100,000 + in these times of budget cuts? We already have two (ok, we are down to one) school directors. Why can't they run the schools? Or eliminate those two positions and have one director over both campuses? And why so many people who deal with financial business? It really doesn't matter what the "worker bees" want or need, it's really all about keeping certain community factions happy. Our students are our customers and our community, not Worknet or the Education Foundation. But you are so concerned about "politics" that doing the right thing isn't even a consideration any more. The Superintendent is a huge disappointment. I thought that a person coming from the ranks would have a better handle on things, but she has proven this is not the case. The School Board needs an overhaul too. How about growing a spine? How about listening to teacher's concerns too? Honestly, I don't know why I am wasting my time again this year on this survey. No one listens, no one really cares. I guess it just helps to vent.

The new principal has let people know that she has no respect for her predecessor's way of running the school. Her predecessor trusted us to do our jobs. She expresses no trust in us and has very poor communication skills. No one knows how much money there is or how it is spent. We are required to fill out "Activity Request Forms" for every little thing and never communicated with afterward. We have lost excellent teachers due to the poor reviews the administration has given out. If this is due to directives from the school system, it is a poor reward for an A+ school staff. A good administrator makes few changes when they arrive at a new school. That is not what has happened. Both administrators seem to enjoy upsetting the people who work for them. It is no longer a pleasure to work at Starkey, but the children are still wonderful, as is the teaching and support staff. We work exceptionally hard and are rewarded with poor reviews, artificial smiles, insecurity and a lack of respect. It is pitiful. The new principal needs to start with trust. She has stated that there are staff members who will be unhappy and complain. That is true anywhere. However, she takes it personally and is acting as if people are out to "get her". Don't walk into your school and expect hostility, you simply reflect what you expect. In addition, a principal needs to know that those who cozy up to you have only their own interests at heart. Use logic and respect, not people who tattle about nitpicky garbage. We are supposed to do that in the classroom, why not with your staff?

The principal is new, I have seen her in action taking action in an effective way. Somehow however the teachers who have been there a while, do not like her and there is a lot of back talking. This made me feel very awkward. The redistricting into clusters & regions is causing some to have their payroll offices MILES from their school(s) when they have an area office right next to their school or within a mile. Student Services staff should be allowed to use the area office closest to their school(s) to avoid wasting valuable work time & travel expenses. We get our students' folders from our area offices, need to sign TDE forms there, turn in closed cases, etc. We shouldn't have to drive from one end of Pinellas County to the other in order to do our jobs. It is such a big waste of time & money, right when we have a shortage of both. Also, take a look at how insanely complicated our county has made the RTI process compared to other Florida counties. It is driving everyone nuts & making it harder to meet students needs.

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The School Board should focus on policy issues.

The students seem to be running the school. Administrators are hard to find. Many responsibilities are placed with people from the office. Systems are not in place, for students or teachers.

The Superintendent and School Board are not leaders. They do whatever keeps them from answering the questions concerning quality education in this county.

The superintendent has not been choosing wisely in new staff assignments. She is using nepotism as a hiring practice which is not a good rationale. She has hired incompetent people to fill important positions such as the new Professional Education Supervisor. For example, rewriting components at one of the busiest times of year without directions and without due dates is ridiculous. Changing the Pro Ed rules without any direction is very unprofessional. The School Board Members are letting this go on without a word. Administration seems to forget every position not filled by a good professional has a negative effect on many people.

The Superintendent is trying to make a change but without getting rid of poor administrators who often keep staff who they like and get rid of staff who they don't, nothing will change.

There has been NONE in Elementary Math and Science.

There is a need for consistent discipline with real consequences for actions. Treasure box and "helper for the day" do not seem like real consequences.

This grading is for the ESE Extended Transition Program, not PTEC!

This idea of "clustering" support services is not good. Our SBLTs are just forming, now next year all new Teams due to moving Social Workers and Psychologists around. I don't believe that the Superintendent understands how this is not effective. Our work is based on relationships with parents and students and school staff.

Unable to complete due to the fact that I am a "Guest Teacher" and am required to visit numerous elementary schools. I find some schools are adequate while others (in my opinion) lack in various forms of proficiency, organization both individually as well as countywide.

Visionary, persuasive leadership is needed. Thank you for speaking out against Senate Bill 6 and Thank you for the veto; however, I believe it will be back very soon. I hope that this time, all of the woes in education will not fall on the shoulders of teachers, but this burden should be shared by Principals, as well as families (Students and Parents).

We need a better pay so that we can afford to live in Pinellas County the cost of living is high here. Cuts need to be made at the administrative level not on the backs of teacher who are struggling to live. If a teacher needs to worry about putting food on the table and paying bills at home it is difficult for the to give 100% in the classroom (which most teachers want to do).

Would like to see more input from schools to the School Board and Superintendent via a type of Town Meeting process. Principals do not always give accurate input to the powers that be. Sometimes "looking good" is promoted instead of what is actually happening.

SCHOOL CLIMATE

Administration plays favorites with staff. Our campus is a disgusting mess! Our HPO is useless. He is not pro-active in any way, cannot see things that need to be done, is not helpful to staff and avoids them if there is a problem. He does not communicate with the staff and has said that he does not read emails.

Administration should try hard not to pick favorites and constantly call them out at meetings. Administration does not support their teachers or staff. They would rather roll their eyes and make fun of the staff than help with their needs and/or concerns. Too many people on the "management" team. Our ESP unit should have been used to directly impact children not for popping popcorn or learning earnings. "management" team should not outnumber grade level teams at a PLC.

Administrators do not keep staff informed when asked direct questions. Unfocused direction.

Administrators don't seem to like the teachers and seem to cater to parents.

As usual, these questions are too vague.

At times the administrators do not demonstrate respect towards the teacher in front of students or other teachers which shows poor modeling and decreases team moral. The implementation of RTI had no leadership which left many struggling to move forward when other team members had not completed their portion of responsibilities.

Better communication needed

Better teacher-administration communication could be provided through regular faculty and department meetings. We have made some grass root initiatives with RTI, but it's not fully implemented yet. We continue to have problems with students, that are not our students, being on campus. We need to continue to crack down on chronic offenders who disrupt our campus, or cause fights.

By and large teachers at this school work hard. Many never take a lunch and stay late as well. Unfortunately, some teachers dress inappropriately and allow students to treat them familiarly, rather than set the roles of

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teacher/student. This does not set a good example and impacts behavior.

Climate within the school is generally good but there is MUCH disagreement regarding the appointing of a teacher to be acting assistant principal during the 2009-10 school year. Much unhappiness and some requests for transfer have occurred because of this. Staff who worked with this person as a teacher know that she was not particularly effective or efficient in the teaching role and that has carried into the administrative role as well.

Communication, professionalism and trust issues appear chronic.

ESE teachers have to spend way too much time on paperwork. PEER still has "glitches". Many of the materials-textbooks, workbooks, etc. are not even used wasting taxpayer dollars. There are too many choices for parents throughout the county-money could be saved by having programs housed at just a few schools rather than wherever the parents want.

Friendly and helpful staff.

Good working environment that is getting better as we go.

Great school!!!

Great school.

Head administrator seems out of touch with the rest of the staff. It makes for a problematic atmosphere sometimes. Staff feels unappreciated by some but not all administrators.

I am a Social Worker and work at 2 different schools. RE-RTI, teachers are struggling with the concept and need more training. At one school, we don't even have Tier 1 in place and I am not sure the principal knows how to mandate it. We have School Based Leadership Teams in place for the first time this year and we have all worked VERY HARD together. Now, this "cluster" concept is being introduced and Teams will be torn apart. This is wrong. If a Social Worker is working well at their school and the with the Team after just one year, no change in school assignment should be made. This is causing confusion and SBLT are just getting cohesive.

I am a sub, and different responses would be required for different schools. I have a good opinion of most of the schools where I sub, but there are issues of respect both from students and admin from other schools.

I am a substitute teacher that subs at several elementary schools in the Largo area. I answered these questions with Mildred Helms Elementary as my focus school.

I am currently serving as a long-term substitute here at DHMS. I arrived in late February. Since this time I have seen a substantial change in the overall ongoing behavioral concerns within our hallways. We have many problems during any transitional periods here on campus. This has been dramatically reduced during my time here. The administration are highly visible during these transitions and have implemented strategies to mitigate the overall behavioral and truancy in our hallways. I feel that these gains will allow the principal to implement and enforce more consistent student transition and behavioral policies within the next school year. This principal has been able to clear and define a path that was not even visible earlier in the school year. A lot of time has been spent trying to redirect the actions and learned behaviors of the students here. The small percentage of students that are causing much of the drama and social problems within this school must face direct and immediate recourse for their actions. I feel a parent/student program that for those students receiving a set number of referrals that forces the parent to participate in a remediation program will mitigate many of these problems. This could consist of a school etiquette/expectations course that must be attended by both student and parent. I believe this would be well worth the cost. I also feel that many parents would be better partners with the teachers/school if there were such plans implemented. The overall culture at this school needs high expectations and a plan that truly involves parental participation.

I am disappointed in what Dr. Janssen has been able to do in her time as superintendent. I still think The Board spends way too much time talking and not acting on important issues. The ESE department is struggling to keep up with the new demands and changes from the state/federal people.....no time to teach! Too many meetings and no time to teach!

I am instructional, but countywide and these questions seem to be geared toward site base personnel

I am itinerant and go to 4 schools each week. I believe principals need more support/training on how to hold their staff members accountable for paperwork and behavior plan implementation. I also believe that principals lack knowledge of what actually takes place in the classrooms.

I am the social worker at Fairmount Park Elementary and have been very disappointed with the leadership and cooperation with the student services team. Student services team has not been utilized and students did not get the services they required due to the lack of communication with administration

I don't have the information necessary to answer most of these questions, as I work in a different area/capacity.

I enjoy working here.

I feel some students think some else will pick up their trash for them. At each school, I go to four to Guest Teach, the students leave trash on the floor of the classroom or lunchtime.

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I feel that the classroom based instructional staff are inundated with responsibilities that are too far removed from their expertise. They are overwhelmed by beauracracy and this greatly limiting the amount and quality of instruction in classrooms. Another great concern is lack of parental involvement in student behavior and basic readiness for classroom demand. I am not speaking of curricular demand as much as I am speaking of behavioral demands. The decreased level of respect for school based authority is at an all time low and shows no signs of improvement. This climate needs repair and I don't think schools are the cause, but our societal norms and values need to be revamped.

I feel the school lacks cohesiveness and team effort. No matter what the issues are with students, if the staff worked together and supported one another, we could successfully remedy any obstacles to student achievement. But, unfortunately, what truly exists instead is a lack of trust, isolationism, and negativity.

I feel we as a school staff try to a great deal to get parental involvement. However, we have a tremendous number of students for whom Woodlawn would not be considered their neighborhood school. That fact, compounded by having so many free/reduced lunch families, for which we all know there are greater struggles for positive home/school relationships, is making it very difficult to really have enough positive relationships with families. Our school as a whole is trying everything we possibly can to bring the best possible public education to our students. We have excellent administration that works for the good of everyone; families, students and the teachers. We have a very difficult task at our school but we work hard and try to move our kids forward EVERYDAY!

I have been called a liar 3 times and unprofessional many more times by an out of control administrator. The comments were baseless and found to be untrue - she is out of touch.

I have been with PCS for 17 years. This has been the WORST year of my life. Our school is toxic. The climate is negative. People don't trust each other. The primary administrator is not fair, reasonable, or kind to some staff. She blatantly disrespects PCS protocol and is smug because she gets away with doing things to suit her needs. It is all about her glory. I don't agree with this kind of attitude because I feel it should be about the glory of our students. I want to work WITH administration to make our students shine. I have been told I work FOR HER. No I don't. If this is true, I will quit teaching. This would be so sad because I am a teacher's teacher with awards and data to prove it. PCS needs to understand the selection of administrators should not be due in entirety to business sense. HUMAN sense should play a role. In the meantime, I am packing my belongings in hopes of moving on to a new adventure. I can't spend the rest of my life being bullied and harassed.

I have worked as a district coach this year. In regards to the climate within this group it has been very poor. There has been little support or direction from our immediate supervisors. In addition to this there has been a lot of obvious favoritism. This has led to an overwhelming feeling of distrust not only towards our supervisors but also with our peers. If I needed assistance or had questions I had to be very careful about who I asked because ultimately it was information that could be used against me. There was little collaboration because of this.

I rated Plumb Elementary on this survey. I feel the administration does not support the gifted program. We were moved three times this year, staff is nonsupportative and I feel that this comes from the top down. The administration has not been a model that we aspire to teach our students. Yes the primary gifted teacher is old, but what happened to respecting our elders, all of this staff is old enough to have been raised that we respect our elders. WOULD any of them want to be pushed out of their jobs just because they are old. She has a lot to offer and a great deal of wisdom, we should embrace her, and support her. Yet all year long the administration was undermining her. When parents would whine, she would not support the gifted teacher. Yet did she ever come in a sit in on a class, not even once.

I teach a GED class in the evenings. We do not implement RtI.

I took the average of all the schools that I work at to answer these survey questions. One school campus was not so safe, but I would rate as "strongly agree" on questions #3, 2, 8, & 6 - and "agree" on the remaining questions. Another school could be rated as "agree" on all questions except for "disagree" on questions #3. A third school could be rated in my opinion as "Strongly agree" on all questions.

I visit 16 high schools; therefore, I cannot answer everything, but I am quite pleased with all of the above in my visits.

I was in this school before the change of administrators-it was a very cordial home away from home.I was away for a few months. Since coming back, I now see a totally tense polarized climate from the same staff same persons who were there before I left. This has nothing to do with the new administrator who is great and competent.

I work at many different school, so none of these questions are relevant.

I work at two schools and not sure how to respond when the environments are so different.

I would be pleased to have children of mine attend Azalea Ilem.

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If students want an education, they will get one. Administration support teachers.

I'm very lucky to work at a school that puts children/students first. Everyone here works for the good of the whole.

In the two months I've been working at Bayside I have witnessed several situations whereby staff responded quickly and appropriately. I've also seen appropriate and timely consequences given to youth.

Inadequate parking for 8:30 staff at Oakhurst is a safety issue. Parents take up all parking places, and staff have to park in neighborhoods and walk in. Some neighbors have been intolerant to this, and staff safety could be compromised.

It is still a climate of "us and them" in most of the schools that I service. Also, not enough administrators that understand and/or support district initiatives in curriculum.

I've responded "neutral" in lieu of n/a. I support several schools and my answers would vary from campus to campus.

lack of consistency and cohesive planning/teaming

Leila Davis is one of the best schools I have worked at. I am proud to be a faculty member here!

Like everywhere, it's a small group who acts like idiots. Most kids are warm and wonderful!

Many teachers are taking the opportunity to leave this year because of the negative climate. Either by retirement, moving to a different state or transfer. I am worried about what the next yer will bring.

Morale is low due to district and state practices and mandates.

Morale is very poor. Student population does not seem to have any sense of respect for the facility or staff

More of a Team approach this year. staff being surveyed for input.

Most of these questions are not appropriate to my setting

Mt. Vernon is a wonderful school with a family-oriented, safe, and respectful learning environment.

My answers refer to my office location atmosphere.

My comments are based on my department (ESE) since I am not school based.

New (veteran) teachers that have not acclimated to our school have made the working environment difficult at times.

Next year's district plan for the 3 Regions is the worst plan I've seen in 32 years with PCS. Who exactly does it benefit??? It would be nice to be left alone for a couple of years in a row instead of constant upheaval. LET US TEACH AND BUILD GOOD, WORKING RELATIONSHIPS!!!

Not all teachers at this school set high, appropriate & achievable goals here. A 2nd & 5th grade teacher just throw their children on a laptop & moodle or Brainpop & let the computers teach their children. The same 5th grade teacher told the class they are too old to use manipulatives for Math & that Science really isn't all that hands on...& people wonder why Pinellas Park doesn't make AYP! There is open communication among parents/guardians, faculty & administrators....However, the problem here is the communication between the faculty & administration because the PCTA Rep. (Joan Procida) has misrepresented the majority of the staff here. She has taken it upon herself to represent a select few (mostly her own self-serving needs & the needs of her negative group of friends...she has some staff members fooled into believing she's an effective rep...if they only knew!) & spends her entire day going around the school & stirring the pot & conducting PCTA business during the school day & has done so the ENTIRE year! She goes around forcing & bullying people to discuss issues, which she then purposefully looks for things to turn into major issues as she has it out for the current Principal who has successfully begun to move this school forward over the past 3 years! She has been heard saying "We're taking back our school" many times this year. That's all she cares about...NOT the families or the students...the REAL reason most of us are here! I find it interesting as we sit in meetings & at other times that the only one who talks about what's best for the students is Ms. Urbano. The only things one hears Ms. Procida discuss are how things were done back in New York (where she came from), how the Reps. in New York are paid for their work as reps. & since October, always moaning about whether she'd have a Coaching job next year. One faculty member so aptly described Ms. Procida as "so negative, she's like a cancer spreading through our school." During meetings, she would always try & undermine the Principal. After a while, one tires of Ms. Procida's antics and extremely unprofessional behavior!!! Another staff member stated, "the only thing Ms. Procida works hard at is figuring out how not to work!" As our Schoolwide Reading/Writing Coach, she has spent the majority of her year conducting PCTA business during school time & having the Title 1 Coach & the Intervention Coach doing her job. There were new teachers & many who were new to a grade level who could have used her support, but alas, she was too busy with PCTA business & hanging out with the Assistant Principal, Ms. Denman & the other PCTA rep., Mr. Roemer (who was seen everyday going down the hallway with his bike at 2:57 & leaving when the children left, while our contractual hours are not over until 3:20) Wow....it must be great to be a PCTA rep. ... look at the extra benefits: having others do your job & leaving when

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you feel like it....must be nice!) Also, shame on Marshall Ogletree for allowing Ms. Procida to spew her self-serving garbage to Wendy Paser & listening to them instead of coming to visit our school & listen to what we, THE ACTUAL PCTA Members, had to say! Jade Moore would have never allowed Ms. Paser or Ms. Procida to conduct their witch-hunt & their misrepresentation without checking the facts first!!! That's what made him such an incredible leader...he listened to his members! Mr. Ogletree take note of that fact!!!! (and PCTA wonders why membership is on the decline!) Pinellas Park Elementary could make AYP, but only if things change here. There are about a dozen members on staff here who need to be transferred to other schools. This core group of people are so negative & adverse to change that it is toxic to the Pinellas Park environment. The negative way in which these people treat students, families & other staff members is deplorable. What gives them the right to behave in such a manner! Just because they've been here for years & the former administration bowed to their every whim & allowed them to rule the school, they think they are still entitled to do as they please...placing their own needs above their students! How about Dr. Hires, Jim Madden & Dr. Janssen take note, step up to the plate & make some changes with this negative, ineffective group & bring in some new staff & let's get to work on doing what's best for the students and families & move this school forward...as it should be!!!!

Our program is not school site based, even though it resides on a school's property. Our immediate campus is highly unsafe.

Our school climate has changed this year due to an influx of students from John Hopkins and Azalea Middle. The staffing model had to be realigned and we as school personnel involved everyone from the Lunch Room Staff, SRO's, teachers, psychologist, social worker, support staff. It led to a familial feeling and has allowed us to be agents of change and foster a resilient approach.

Our school has an atmosphere of fear. People look over their shoulders to see who is watching them talk to a colleague. The principal badgers people to tell her what they were talking about. The principal has strategically placed a "spy" on each grade level to report back to her. She has asked people to be spies. Innocent comments will be construed as negative and then the principal will go after that teacher. People are just staying in their rooms to avoid being put on the hit list. The principal has favorite teachers who get extra materials, supplies and stipend money. The principal has created many committees and is always asking for feedback, which she very rarely uses. Things are very confusing; no one really knows what is going on; minutes are being sent out but there is no real direction. Staff meetings are all fluff without information from the Region V or Superintendent's meetings. The principal does not support teachers with parents. She will apologize for the teacher before even finding out what is going on with the student. Parents may like her for this, but this is phony. She has not encouraged an active PTA. The school spirit that had been built by the previous administration is lost. She is disingenuous, but the staff is aware of this and does their best to continue to work for the betterment of the students. The behavior that she exhibits, shows a personality disorder that cannot be ignored.

Overall a great partnership in learning between all stakeholders

poor leadership, lack of communication, lack of praise, lack of observation, lack of building a caring and committed environment

positive environment

Principal is very kind, very aimed toward teaming and positive, loving teaching. Some teachers who have worked there many years, openly bad mouth the principal in front of me and other new employees and this was very disappointing to me. Not enough team work or support for the new comers unfortunately. Too many behavior issues in general in the school.

Principal lacks effective people skills, has created an atmosphere in which teachers feel unappreciated and untrusted. Instead of complimenting and inspiring teachers through trust and positive reinforcement, leadership continually berates, questions, and demeans the professional, effective effort put forth by teachers. As a result, the school climate is one lacking collegiality, empathy, and respect.

Principals set the tone for school climate.

PTEC St. Pete has a great group of teachers. Most of them are very easy to work with and get along very well. The COO gets an "F" grade. The other administrators get a "C". The SRO, Mike Garafolo, has an excellent rapport with students and staff and keeps the campus as safe as possible. The maintenance people are great. They work really hard to keep the campus clean and attractive.

Sandy Lane has changed from being a family friendly school to the complete opposite. Our students are disrespectful and disruptive. I would be interested to know how many substitutes will not come back to our school because of behavior and support. Parents do not volunteer and have even cussed at teachers and staff. Communication on all levels -from student to parent to teachers to administration is lacking. Discipline is only given on the classroom level because administration doesn't want to deal with issues. Fighting and bullying are acceptable here because of lack of support. Overall the teachers and support staff are awesome but our best

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are leaving due to lack of support.

Serious need for a team at each school to understand how to address responding properly to potential student abuse/neglect cases, ignoring problems should not be an option.

Skycrest Elementary School has an administrative team that is professional, proactive, and efficient. This example of leadership and professionalism positively affects the staff and faculty resulting in a focused, goal-driven, effective unit that has the best interests of the students in mind while maintaining a pleasant work environment. Achievements and successes are promoted and celebrated while discipline and behavior is constantly reinforced.

Some administrators work well with their staffs. Most administrators especially building principals have no idea about how to actually teach students - they have book knowledge that isn't necessarily applicable to what is going on in classrooms.

Some teachers are not implementing RTI properly, or just not bothering. Some teachers are not respectful towards administration. They ignore county policies. They have an attitude that they can do whatever they want.

Some teachers need to implement best practices with fidelity.

Sometimes the responses above will depend on the school.

Staff are firmly entrenched and are more concerned about doing things the same as they always have instead of what is best for their students. Staff is very clique-y and difficult to make inroads to. Many staff are not open to the RTI process.

Starkey's climate of trust between administration and instructional staff is at an all-time low. Both administrators engender a climate of distrust and lack of respect. Excellent teachers and non-instructional personnel have been let go or given one-year contracts instead of what they deserved. A distinct atmosphere of fear exists, people in fear of losing their jobs, receiving poor evaluations, etc.

Strong, caring principal. Administrative team responds to faculty in diverse ways--some supportive, firm and caring. The RTI coordinator has worked hard to implement research-based changes.

Student and parent involvement need improved. Some students have no interest in learning and only disrupt classes, but are not removed from the school; resulting in a negative environment for all.

Teachers feel as though there is a "gotcha" attitude from the administrators here. Schools Tier 1 interventions are NOT being implemented, cannot get administrations full support. There is definitely a "favorite" group of teachers that the administrators have. ESE teachers are not given enough time to complete their IEP's, yet other teams (HYPE, Gifted, AVID) are given 2 planning periods and they do not have to complete state mandated IEP's!

The air conditioning temp is set too low in the schools, drying out the air excessively, thereby increasing respiratory illness, and requiring many students and teachers to wear sweaters even in the spring and thereby wasting energy and money.

The atmosphere at this school has continually declined since the current principal took over. Sutherland has gone from a school that was closely knit and where we all felt we were part of a team working towards highest student achievement to a school where there is a dictator who sometimes asks for input, but we all know that our input is usually ignored. Our principal stirs things up by saying one thing to one person and turning around and saying something else to another. There is no site based decision making, all decisions are made by our principal and she will not even listen to what other professionals, who have been in education for many years, have to say. Many of the recent decisions are truly not in the interest of our students and she has even gone to the extreme of forcing 2 teachers to team teach that would prefer not to do that. She is totally out of touch with the feelings of her staff and our assistant principal can only look on helplessly.

The campus is very open w/ students walking on & off all day. Thus, strangers or a dangerous person could easily walk onto campus any time.

The climate gets better every year!

The climate of this school is always set to accommodate all.

The entire district feels like it is in trouble. Teachers are being asked to do more now with less than ever before. Everyone is frantic and yet less is being done. We are all being pulled too far in too many directions. After saying all of that - I LOVE my job and my school and my county that I teach in and I would not change any of them.

The moral is horrible. People are afraid to speak openly. Teachers all complain. Favoritism is very profoundly negative on the campus. No one cares about the moral.

The morale at my school is very low. The new administration tends to dismiss input from staff members that have been at the school, for example, guidance counselors were not included in a model change which affects their jobs. Some administrators do not understand the complexity of the ESE students as it relates to discipline and FBA. Also some administrators have been seen to escalate situations with students.

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The morale at our school is at an all time low. There are no opportunities for staff to bond and grow together. Administration is unavailable or absent. Decisions are made with little or no input from others. Staff members do not receive equal opportunities. Many are looking for positions elsewhere.

The people that work here have been very friendly and caring to me even though this has been my first year at this school.

The principal at Oak Grove Middle School is absolutely rude and unprofessional. She blatantly ignores staff when walking by them and if she does acknowledge them she gives a fake smile and says nothing. She never greets anyone. She never responds to emails. The principal issued her own survey on survey monkey to get feedback from the staff about how she could "improve," however when the leadership team discussed this with her it was laughed off and Nothing was ever discussed despite the 5 pages of critique written by her staff. She is especially rude and mean to the EBD students, singling them out and isolating them every chance she gets. It appears painful for her to walk down the ESE hallway. In addition to her blatant hatred toward the EBD students, the resource officer is equally as nasty and bullies the students as they have reported being scared to talk to her about anything, including when they are feeling suicidal. Her response to suicidal thoughts is often, "are you sure you want to kill yourself? are you sure you want to go to the crazy hospital?" It appears the principal and the officer have a enmeshed relationship that is unhealthy for the entire school. If the principal is ever off campus for some reason, the Resource Officer appears to be 2nd in command, deciding if the kids can go outside for lunch, etc...not the assistant principals, the officer. She is the one making the announcements daily on the intercom when the principal is not there. When there is any type of conflict the principal ALWAYS takes the officer's word without even exploring the situation. The clique-ness is awful, unhealthy, and really uncomfortable, especially to staff that are not apart of the clique.

The principal does not always make decisions that are best for students. Ex: moving all teachers that do well with a grade level and know the curriculum and put into others grades. The entire grade level has new teachers. How well do they know the curriculum? If some were new and some had experience it would be better for the students. The principal is short with teachers at times and does not ever seem to explain her decisions.

The SBLT has been working very hard this year to implement RTI practices and we have been to 3 days of training thus far. The team works well together and is very focused on positive student achievement the school climate is at times toxic. Administration and staff are often at such odds it is counter-productive to the goals of the county and what are in the best interest of students and staff

The school I worked at is a difficult school. Most of the teachers are dedicated, concerned and highly professional. The administrators of the school need training in how to support and encourage their faculty. There is a strong atmosphere of discouragement and distrust for the administrators at the school.

The school is very clean but the outside of the building is not attractive and the grounds are worn out the only pretty area outside is the butterfly garden across the campus.

The Teachers had difficulty in communicating with each other. For example a teacher would send one of their students that was not going on a fieldtrip to a teacher that had no idea the student was coming to their class.

There are always some staff members who are negative and uncooperative, however, most of the staff at both schools I work at are generally positive/caring. There does seem to be some very strong feelings of frustration and negativity regarding the high number of difficult students (behaviorally) due to the extremely limited resources available to deal with those issues/concerns.

There are at least 6 students who have physically and verbally bullied staff and students all year. Little is done due to, in my opinion, the district-wide administrative fear of black parent retaliation.

There exists a degree of racial tension at this high school.

There has been a big improvement since the arrival of Mr. Herbic but we still have work to do, damage to repair from previous years.

There is a lot of face value - dont tell district , dont let people know what really happens at e.g. an elementary school level - direct instruction without differentiation the norm, rather than the exception all the way down to kindergarten creates a lot of problems for students with different abilities. Teachers recommending parents take their children to doctors for an ADHD evaluation instead of getting more involved in differentiated curriculums or interventions to address motivation is a problem, as many parents do not want to medicate their students.

There is a strong sense of community among students, support staff, teachers, SRO, plant operators, counselors, coordinators, and administrator. All feel strong ownership of what happens at the school. All are focused on students' academic gains and transition to further schooling or the work world.

There is an open door policy here. While everything does not always go as one might desire, everyone is able to express his/her feelings and expectations. There is always someone willing to hear one's ideas and that makes working here a good experience. There is no place in a school for persons who must have everything their way; we are here for the children and their needs come first here.

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There is constant fighting between students physically and verbally. Consequences for students are inconsistent. Students have little regard for classroom rules or the consequences for breaking rules, and respecting school as a place of learning. Systems are constantly changing with little communication as to what is going on or that any changes were made.

There is much dissension among the staff the administration. The administration looks down on the staff and there is very little if any collaboration among the staff and the administration. Leadership has done very little to improve the climate. Leadership ignores the staffs' concerns, and refuses to address issues. Mrs. Anderson has little to no interpersonal skills and she has a way of dividing the staff. Mr. Balduff and Mr. Lowery follow her lead and therefore has caused dissension among the teachers under their leadership. Ask any staff member and 2 out of the 3 will tell you the same thing

There seems to be a downhill trend with regards to respect from children. As the years pass they become more disrespectful. There needs to be a solution to his problem.

There was a great deal of school pride exhibited this year at our 50th Anniversary Celebration. Teachers and staff at this school truly care about children!

This school is amazing and I really believe it has to do with the leadership of the school, the principal, Mrs. Fuller.

this survey is essentially not applicable to my position.

This was my first year in the school system. I am a school social worker. I was appalled at the lack of respect for human beings that I witnessed and was recipient of in 2 of my 3 schools. One of my schools was a hostile work environment. The environment was one of negativity and anger directed at adults in front of students. Rtl was barely in place in another school, which led to frustration and animosity at times by teachers. Only one school seemed to function pretty well with what seemed to be contentedness from the faculty. I answered this survey based on the school I am at the most.

To clarify # 6: This school only recently (2nd semester) had the opportunity to begin implementation of the Rtl process. Having a small amount of time to work with this, data did not indicate that they had the chance to implement this properly.

Too much micromanagement at administrator level. Atmosphere of intimidation and lack of respect towards teachers.

Top down school-based management; staff not given input in decisionmaking; favoritism shown certain staff by admin; students allowed to curse and disrespect staff without consequences

Unable to complete due to the fact that I am a "Guest Teacher" and am required to visit numerous elementary schools. I find some schools are adequate while others (in my opinion) lack in various forms of proficiency, organization both individually as well as countywide.

Very friendly and caring environment

We are working on improving the school climate. With some changes in faculty, it will get better.

We need to have more vocational opportunities available for our special need students.

What was once a pleasurable school for learning has turned into a stressed mess internally. Teachers are not trusted by principal nor are they treated as colleagues. Principal is an extreme micro-manager who ultimately does what she feels is best-without regard to anyone else's opinion. She enjoys chaos; in fact she thrives on it. She has changed teacher's rooms and grade levels each of the three years she has been principal. She is a real politician who can say one thing to one group and an entirely different thing to another group which leaves the teacher looking like the dishonest party. She is only interested in herself and the glory she receives from her position. She really needs to be in business not education.

Where are the \$20 million in cuts going to come from. Why the lavish expenditures on technology, (computers, white boards, Kindles, new furniture, etc. when we are still facing such a catastrophic shortfall? Why is middle management so incapable of responding to needed changes from line personnel? Why have so much of it, if they are so powerless to uplink justifiable concerns about the negative effects of crippling bureaucratic procedures and policies?

Work at the Administration Building