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ANONA ELEM	Discipline is atrocious! There is very very little done with misbehavior. Students are allowed to disrupt classrooms day after day and no steps are taken to prevent it. Teachers are afraid to send students to the office, so the students continue to disrupt classrooms day after day. The students who are here to learn have their classrooms RUINED by disruptive students and no one does anything to stop it. It is occuring in our school in 4 classrooms at this time, with approximately 80 students affected by 4 highly disruptive students. Shame on the admininstration for not putting a stop to this misbehavior!!
ANONA ELEM	Having many many teachers being told that they are without a job has taken our morale to a very sad and low place. The amount of teachers being taken from our school is at least 1/3.
ANONA ELEM	I teach at one of the best elementary schools in the county - both subjectively and as evidenced by our data. We are a small and tight community with supportive parents, dedicated administrators, and a wonderful group of children. Despite these elements, there is an overall sense of disdain, fear, burnout, and mistrust in our district leadership - or lack-thereof. It boggles my mind that, despite years of seeing the inevitable coming, we as a county were still unable to avoid the torrent of shortfalls and continue to scramble with numbers - all the while leaving our staff members guessing as to whether or not they will have a job next year - or if they'll be able to afford to keep their current job. This is unacceptable and is simply pure incompetent leadership. At my small school we have been told that 8 of our teacher's contracts will not be renewed next year because of impending shorfalls. Yet we continue to employ 13 superintendants - either executive or deputy - whom have not been able to effectively navigate through this imminent crisis. It's not like they could not have seen this coming over the past 7 years dating back to Clayton Wilcox.
ANONA ELEM - CONTINUED FROM ABOVE	This county has cut well over \$115M over the past 5 years and now we've reached the inevitable furlough opportunity. Yet we still employ 13 superintendants who are clearly not capable of managing this organization. It would seem to me that best-practice suggest that we eliminate those positions first on the basis of incompetent performance. This would also send a staunch message to your instructional and support staff that district leadership is ready, willing, and able to absorb the impact of these trying economic times as well. I have been told by many that I am a good teacher - and judging by the growth of my students over the period I have served in this county, I believe that to be true. Sadly, my patience with the so-called leadership of this county has run out. I know I am not the first to leave because of this absolute mess and I am quite confident I will not be the last. This county needs to have serious discourse within its own walls and rethink the direction we want to take and how best to take that direction.
ANONA ELEM - CONTINUED FROM ABOVE	It is highly ill-advised to promote ""Highest Student Achievement"" when you punish and alienate the members directly responsible for said achievement - without so much as even acknowledging any responsibility or willingness to absorb the impact as well. I don't doubt that our 13 superintendants have had difficulty sleeping these recent evenings - and deservedly so. In any private sector or business position that our schools are so often compared with - these members would have been terminated in a timely manner. And it's charged with the teachers and school-level administrators to clean up the mess we did not create. We are not your mothers - time to clean up your mess. I assure you, I am not the only one who shares this sentiment.

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ANONA ELEM	Questions were redundant and tedious.
ANONA ELEM	With the current budget shortfall and teachers losing their jobs, I do not feel that question 3 is appropriate. When you school is told that 7 of its teachers will not have jobs next year, the morale school wide is affected. These issues affect us all, but we lift each other up each day, encourage each other, and strive to inspire our students to become successful learners.
AZALEA ELEM	I love this school!!!!
AZALEA ELEM	Overall, the school I work at is a model school and the faculty tries to keep a positive attitude.. Parental involvement and student attitude and behavior have declined tremendously and it really hurts us as teachers. We spend more time disciplining than teaching and that is very stressful. We need more support with this. District and state decisions have really hurt our morale as we continue to struggle with more and more things taken away from us. Professional development seems to only be available online and we have NO time to complete it, making it very difficult to advance in this realm.
AZALEA ELEM	What is expected of the teachers and the rewards are not equal. We are expected to work and work and work and our reward is lower pay, higher health benefits, and more work. What a wonderful way to make the teachers feel that they are worth something.
BARDMOOR ELEM	I don't believe that many, if any education professionals have had high morale since Governor Scott took office.
BARDMOOR ELEM	I think morale is high at the school, but not with the district. The district really needs to look at the admin bldg. and do some cuts there. There are too many ""higher ups"" and other people in the district that can be placed more effectively elsewhere. The ""LRE"" staff at center schools are there wandering around and doing nothing but LEA an IEP once in a while. Make everyone accountable!!
BARDMOOR ELEM	I work with the most caring people, that I have seen in awhile, they care about each other on all levels, professionally and personaly, My principal works in the cafeteria as hard as I do, he feeds kids that having a hard time feeding themselves, he is constantly making sure the children eat. He mops , cleans tables and pick up paper like I do. I enjoy working with him, he seems to listen to all of us. I really don't know how he does what he do. Ever since this budget problem became official, there were days I noticed him being really quiet, and when I talked to him, he would just say that he was having a hard time wrapping his head around this budget. I don't know how much more people can take, I would like to believe that the school board members are doing all that they can to help us! I am not sure how much more people can take, everyone is worried about their families, etc. just friday 5/13/11 one of our teachers husband was almost killed by a garbage truck, the truck drove over him knocking him to the ground and running over his foot, her husband's foot had to be amputated from the knee down, I am sure that is going to be some hardship in that family as all of ours,
BARDMOOR ELEM	My administrators are and always have been very supportive of my students and classroom.
BARDMOOR ELEM	Our principal is very supportive of our entire staff.

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BAUDER ELEM	I do not believe in the RTI process. This process works for some students. However, for students with true learning disabilities and serious behavior problems, it is not helpful and never gets them the help they need. It is a process to keep students for being tested and qualifying for special education services. The move toward putting special ed students in the regular ed classroom is also another disservice to the students. The regular ed teacher does not have the resources or extra help needed to teach these students with special needs. All this comes down to is saving money for the district by doing away with special education classes and forcing regular education teachers to teach special education students.
BAUDER ELEM	Low morale is due to the way teachers and support staff are treated by the district and the state.
BAUDER ELEM	Morale is not really high when we could be losing so many teachers that we know are effective and work well at this school.
BAY POINT ELEM	Communication from administration to the staff really has failed this year. There are no staff meetings or Team Leader Meetings. A teacher has to watch the morning announcements for students in order to understand what is happening. Emails are very rarely replied to so the staff often has a lot of unanswered questions or concerns. Behaviors are not dealt with fairly at all. If a parent has a connection to administration-their child is more apt to have their referrals dismissed. The RTI process is lacking at our school. There are some students that are falling through the cracks and it is very sad. The principal has an "open door" policy but is very confrontational when approached with a concern or a question. I have never been able to have a private conversation with her. She is always pulling in others to give their input or to back up her side. She doesn't seem to be able to make decisions on her own or listen to others.
BAY POINT ELEM	I believe teachers should have more input on whether they should be moved around to other grade levels at the end of the year. I understand it's the principal's decision, but teachers should have a say since we are the ones in the "trenches".
BAY POINT ELEM	Many students are not interested in learning. Many parents are not supportive and are not interested in their child's learning. Many parents become upset if their child is not successful and they blame the teachers. Many parents do not allow their children to accept responsibility for their poor behavior. There is a complete lack of respect. Students and parents do not respect administrators or teachers.
BAY POINT ELEM	Morale is the lowest it has been at this school in over 10 years. The new administration is not supportive to our needs in any way. There is a lack of communication between the administration and teachers. Faculty meetings are practically nonexistent. Teachers are called into meetings with an administrator regardless if they are teaching their students at that time. It's bad enough that we have to deal with how teachers are portrayed in the media and with all of the budget cuts, but we also have to deal with a lack of professionalism and respect from our administrators here at school.
BAY POINT ELEM	Please read the climate survey from our administrator from the last school. It has carried over to this school. Morale is low with no direction.

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BAY POINT ELEM	The assistant principal is visible. She is kind, warm, and easy to talk to. She assists with helping staff make decisions and has a smile on her face all the time. She gives teachers feedback and supports all who enters her office. Parents enjoy talking to Ms. Hawkins and find her approachable. Ms.Hawkins. Ms. Hawkins tends to issues right away and communicates well with parents. Bay Point is a great school. Mrs. Milton and Ms. Hawkins were both new at Bay Point Elementary. They were awesome and worked to make each day a great day for the entire school. They helped to make the change over of administrators a little more easier with their team work and team support.
BAY POINT ELEM	The communication and morale at our school have all gone downhill since we replaced our entire administration staff. I never have a clue what's going on and everything is usually done at the last minute. The way that the Administrators treat certain teachers is unfair and judgemental. The way that they speak to staff members is not of a professional nature, either. Our new guidance counselor has not been helpful at all, especially when dealing with students in the Rtl process. The students at this school get more disrespectful by the minute and the administration does absolutely nothing about it. When are parents and students going to start having to take responsibility for their actions?? It seems that lately, everything is the teacher's fault, and that is NOT the case. We are paying more for our health insurance, have to pay money into our retirement fund, and are getting a pay DECREASE. BUT, we're expected to do more and more every single year. So let me get this straight-we have to work MORE, but get paid WAY less.
BAY POINT ELEM - CONTINUED FROM ABOVE	These days, no one is putting an emphasis on education being important. How can we expect students to do their best if we keep demeaning the education system and the teachers that teach them more and more every day? I've never been so unhappy doing a job that I used to love, and that makes me extremely sad. My hope is that someday soon, people will start to realize that education is the backbone for the future of our country, and that we deserve a lot more respect than what we've been getting!
BAY POINT ELEM	The new administrators are unprofessional and not supportive of teachers. The Principal plays favorites, does not support most teachers, and is very condescending and unprofessional in the way that she speaks to staff.
BAY POINT ELEM	The staff at this school is wonderful. We are highly motivated and go the distance for our students. Some of the administration here lacks communication. There is no consistency with expectations and discipline for the students. The consequences may be one thing for one student but not for another, even though they did the same thing. It seems like some of the administration does not want to deal with problems so they just brush it under the rug or come up with an excuse as to why the student does not get disciplined.
BAY POINT ELEM	There is no communication at this school. There are very few, ineffective staff meetings. If you report a problem, you are expected to fix it. Teachers are not disciplining ther students. Students are bullied by teachers. Teachers do not have consistent high expectaions for students.
BAY POINT ELEM	This school term we have a new Adminstrative staff including a new staffing team. This has been a learning curve. We learned from each other.
BAY POINT ELEM	Too much unkown this year of cut backs, and how the information gets to us. What we know is a bunch of rumors and to find out any facts people read it in the paper or blogs. We have new admin team, with the exception of Ms. Porter; Staff does not feel most confident with Admin.

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BAY POINT ELEM	Very unhappy with administration this year. I do not feel supported. I feel like if there is an issue in you classroom whether, dealing with behavior, academics or attentance that I am on my own. There is poor communication. I feel that because we had a new principal, vice principal, guidance counselor, psychologist and social worker, it wasn't a good thing for our school or any school. I believe that because Bay Point Elementary has such a highly effective staff, we were able to hold the school together and this was done with little or no help from the people listed above.
BAY POINT ELEM	With the issues we are all facing as a district, this is the lowest our morale has ever been in my 7 years of working here. School employees are sick of being blamed for the shortcomings in public education.
BAY VISTA FUND ELEM	1. The area of greatest concern is the increased demands on the classroom teachers without increased support or compensation. Doing my job well demands significantly more hours than for what I am compensated. Choosing to do less and focusing only on the highest priority items means rating myself as less effective on this survey. 2. The items on the second half of this survey are too numerous and too close together. It is hard to follow the line items visually. I found I was having to go back several times to reread and make sure my response was on the correct line for the actual item. This can lead to inaccurate results if others are also having the same issue. 3. The Tech Help desk needs significant improvement. I have had numerous items submitted that need assistance which have taken months to get a response. One item has been in process since January. The issue was submitted a month before a campus colleague who had the same issue. Her tech issue has had initial action taken while mine sits in limbo. Part of the problem appears to be that the system uses abbreviations, but does not explain what they mean. So, I do not realize nothing is being done.
BAY VISTA FUND ELEM - CONTINUED FROM ABOVE	Another problem is that a district tech support person may come to a campus to address one issue, but is unable to address another issue on the same campus that has already been submitted and identified for assistance---because they do not half a ""ticket"" for that issue. This is a terrible waste of district dollars and resource time in a period of great need fiscally.
BAY VISTA FUND ELEM	I feel, as a teacher, that I am being completely beaten up one side and down the other this year. I feel that my time, efforts, and job don't matter and it is very discouraging. My principle and administration is great, but at times, I feel that they are being pressured by higher ups as well and the teachers are getting the brunt of the load and frustration! The expectations are increasing for teachers and students, yet support is dwindling for us, emotional and monetary. I feel that anyone who is not in the classroom full time does not understand what a teacher deals with on a day to day basis. Our job is looked at and treated as a cake walk that anyone could do and I know ALL the teachers that I have talked to feel exactly the same way. If I was not a mother, who needed to have the same schedule as her child, I would be looking into another profession. This is not because I don't love teaching, it is because I am tired of the lack of respect that teachers in public schools get.
BAY VISTA FUND ELEM	It is disheartening and disrespectful to implement a pay-for-performance plan. I understand it is state law, but it is severely flawed. Good teachers are not more effective or more caring because there will be a pay-out at the end of the year and to treat them like nothing more than animal that will work for a carrot on a stick.

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BAY VISTA FUND ELEM	Many budget cuts have also cut the morale of many of us. We are expected to cram more and more into the curriculum and are paid less and less. The teachers have reached their limits as to what they can humanly cram into a school day. The atmosphere is one of stress and hopelessness. We are here because we love the children and want to do what's best for them. However, we are barely keeping our academic heads above the surface of budget cuts and unrealistic expectations of our government officials. Enough is enough!!!!!!
BAY VISTA FUND ELEM	Too many changes in zones each year. Parents cannot count on anything being the same which makes it difficult for staff to help.
BEAR CREEK ELEM	Everyone at Bear Creek works hard to provide a happy and safe learning environment for our students. We have an excellencet administration team and great teachers and staff.
BEAR CREEK ELEM	Guidance counselor is ineffective and often ""drops the ball"" -Media Specialist has limited connection with students and tends to sit at her desk, on the computer all day -Social Worker doesn't seem to do too much -Front office socializes and discusses non-school issues frequently -Curriculum specialist is often in her office coordinating events or talking with the administration or coaches. Her role is not made clear to staff. -There is no follow through with any programs. Example-bullying prevention program, bear bucks, etc. We want kids to buy into this stuff but we never see anything through. -Resource/therapist teachers do not fulfill interventions with fidelity. These teachers support students who really need all the support they can get but often these kids are not seen or seen late. Classroom teachers don't know what they are working on or doing and how it's going. -Behavior specialist does so much to support staff. We shouldn't have to lose this person with all of our behavior issues. -PE department could use some major revamping. It seems boring and monotonous.
BEAR CREEK ELEM	I have always been treated fairly and with respect. I also feel supported by a team that works well together.
BEAR CREEK ELEM	I love teaching. I love my students and my parents. However at our school our Principal rules by her emotions and you must walk on egg shells around her or just avoid her at all cost. She has created low morale and a hostile work environment.
BEAR CREEK ELEM	I'm very satisfied working at Bear Creek Elementary. The staff is given a tremendous amount of support from the Principal, teachers and additional support staff at Bear Creek.
BEAR CREEK ELEM	Majority of our time is dedicated to low achieving and challenging students. I feel that the average and above average students are not receiving the proper attention. We need more support staff to implement the interventions instead of using all of the instructors time remediating. Most teachers do not even want to bring attention to problems in the classroom because they know they will be treated poorly and blamed instead of offered any real support. Or they will be asked to submit 6 weeks of anecdotals before being addressed. We need to stop buying more (and new) programs to implement on top of the already county adopted materials. We do not need new, fancy programs. We just need to teach without disruption. Since students are no longer serviced with ESE, more assistance needs to be given to the general ed classrooms. EBD classes have 4-8 students with an Asst. Now students are no longer labeled and they are thrown into a a group of 20+ with no extra support. Each Gen ed class has at least 1/4--1/3 special needs students. More support needs to be given for Gen ed teachers.

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<p>BEAR CREEK ELEM - CONTINUED FROM ABOVE</p>	<p>We spend so much time training and coaching each other but not enough support is given to removing misbehaving students. So much time is wasted teaching life skills and problem solving the same issues day after day with the same disruptive students. Every time there is any issue brought to the administrators, Coaches or Rtl team- it is all thrown back in our faces as ""Well, what did you NOT do to make it work?"" If you honestly implement every program exactly as it is intended, there is not a moment to remediate or a moment to stop and address the constant social dilemmas and fighting that occurs. We are not complaining about normal misbehavior, these are extremely severe cases and repeat offenders. We are always blamed for every problem students have...we are told ""well, did you have a process in place?"" We have processes all throughout our school. And just like the repeated problems in our community, we know that people break the rules. Some students just need constant supervision and do not have the moral character to behave for the right reasons. We need more help in our rooms.</p>
<p>BEAR CREEK ELEM - CONTINUED FROM ABOVE</p>	<p>While we are busy teaching small groups, the remaining students can not work independently and effectively. They are not mature enough and disciplined enough to work without causing a ruckus. Principal is extremely bright and professional and has good intentions but is unsympathetic and quick to throw it all back in your face. She can be abrupt and hurtful. ASST Principal is fun and approachable but she undermines what the Principal is trying to do. She is a rebel and although it is fun and makes us like her, she does not uphold the standards of professionalism and does not support the Principals strictness for procedures and processes. There is too much of a discrepancy in how they handle situations. Just like the county offices, we are top heavy and need less leaders, trainers and coaches and more people working with struggling students. Social worker is a waste. She sits on the computer and has never been in my room or has offered any help or advise even when asked. Media spec spends majority of her day on the computer. She is a smart, capable woman and will work if you ask her to but only if she is asked.</p>
<p>BEAR CREEK ELEM - CONTINUED FROM ABOVE</p>	<p>She should be more of a leader and needs to be proactive. Behavior spec and Asst Principal are attached at the hip and seem to only need one person to do two jobs. Principal spends budget too freely and only on rare occasions will mention to staff but it is breezed over and she makes all the decisions. She makes decisions that benefit her and help her administration but not the classroom or students. We have a lot of Chiefs.</p>
<p>BEAR CREEK ELEM</p>	<p>Need a better way to get rid of people quicker who do not do their job (support and instructional) and in turn lower morale by their constant complaining.</p>
<p>BEAR CREEK ELEM</p>	<p>Our administration strives to create an environment that is positive. They provide team building oportunities.</p>
<p>BEAR CREEK ELEM</p>	<p>The entire staff at Bear Creek works hard on a daily basis to meet the needs of each and every student. The entire staff truly cares about providing each student with a well rounded education. It is a pleasure to work at Bear Creek!!</p>
<p>BEAR CREEK ELEM</p>	<p>We have a caring staff that works hard every single day to help our students learn.</p>

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BELCHER ELEM	I love my job. I love my school. I love the school district. I think Dr. Janssen and our school board have a tough job ahead of them. I think it is high time that the hard decisions be made and get it over with. If it had been done several years ago we might not have gotten to this point with all of these budget issues. I also think we need to quit giving in when a parent yells and screams because they don't like policy. Policy is in writing for a reason and it needs to be supported all the way up to the Supt Office, the School Board Included, this should include school placements for all new incoming students as well. Again, just because the parent doesn't like it does not mean we should give in to the pressure and demands. It is unfair for one family to have to follow policy and another to have a tantrum and get where they want to be.
BELCHER ELEM	In my opinion, deficits in morale are not due to people or events at the school level and in most cases not even the district level. Morale is low due to new laws that have been put in place that will hamstring the best public schools and teachers.
BELCHER ELEM	Morale question: morale is not as high as it used to be, or should be... and this is not due to the good administration here, BUT due to the unfair and heavy handed treatment, lack of respect and cuts by certain state legislators and the governor; and then locally by the superintendent and school board who have implemented hardly any suggestions offered by school employees and parents for ways in which to deal with aforementioned cuts.
BELCHER ELEM	Staff (very little done by administration) work together to bring student scores up. Administration makes decisions based on emotions during that moment and not on what is best for the students. Most of the time these decisions are not followed up on by administration and projects and/or programs are dumped on other staff members. Lots of busy work is given to staff without proper reasoning and usually amounts to nothing. It is also known that administration verbally abuses staff, students and parents in person and behind their backs. This statement is also true for certain employees in the office. Morale is low with staff due to this issues. Staff fears retribution by administration constantly, decisions are made in the classroom based on this fear and not on what is best for the students.
BELCHER ELEM	We need guidance counselors and media center specialists!
BELLEAIR ELEM	Our Assistant Principal, Shannon Brennen is amazing. She is always here to help support us in anyway. I feel respected by her and valued!
BELLEAIR ELEM	Teachers need more support, more feedback (positive and negative), and more decision making power in our school. We know what our kids need and we do everything we can on our own to meet their needs. I feel like every year I work harder and give more of my own time. I will stay at this school because I love and care about this school, the teachers, and the students. Administrators come and go. I will continue to be a strong voice at this school so our kids and teacher will feel successful.

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BELLEAIR ELEM	The assistant principal at this school is very good. She treats everyone with respect and as professionals. I feel like I can trust her and that she is fair. She listens and I do not feel threatened if we disagree about something. I feel as if we can work it out. However, the principal is very controlling and power-hungry. She does not trust anyone on her staff and micro-manages everyone. As a result, her staff has come to dislike and distrust her as well. She questions everything we do and is not an effective listener. If we disagree with her, she becomes even more stubborn and sure that she is right. She seems to care more about if we are following correct classroom protocol rather than the needs of our individual students. I am extremely disappointed in her leadership abilities (or lack thereof) and the unprofessional treatment of our staff. She does not treat us as professionals, nor with respect.
BELLEAIR ELEM - CONTINUED FROM ABOVE	We are rarely told when we are doing something right, and often told when we are doing something wrong. In my opinion she should not have such an important position as leader of a school, especially a school like Belleair.
BELLEAIR ELEM	There is no support for new teachers, no mentors, no consideration for those who work overtime hours or behind the scenes. Many people talk behind backs and badly about the administration. Directions are not clear on what is expected. Principal did not even know until a few days ago who the EOY teachers were and how many would be affected by the 2 years or less contracted or non contracted teachers. Those teachers were given wrong information. no rubrics were given by the new principal to what regards lesson plans. Many teacher complain and don't feel that they are being treated appropriately especially regarding observation scores recently done. Most teachers who regaulrly got 4's got 2's . Many are considering to drop out of this career...
BELLEAIR ELEM	This year has been very difficult. Our new administrator does not treat everyone equally, teachers and students, so that makes it difficult to respect her and what she does. I feel that we, staff, are just here to carry out her orders and not have opinions at all. It is very disheartening when I was here when the staff and teachers were valued in their job and ideas. I hope it gets better.
BELLEAIR ELEM	What Belleair Elementary needs is a strong, effective, EXPERIENCED leader. Key word there is EXPERIENCED. We have 92% free and reduced lunch and very little parent support. Our population is much different from other schools and it is a challenge each and every day. We have kids that do not speak any English when they come to us. We have kids coming to us who are well below grade level and we are expected to have our kids meet expectations on the common assessments every cycle. And to base our evaluations on the scores when they come to us well below is inane. I have been a teacher here for many years and there has never been a year where the staff feels so under appreciated and our end of the year evaluations were basically a 'slap in the face'. teachers in Florida are so undervalued and now with our new Governor it is only getting worse. Thanks for your time.

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BLANTON ELEM	I am one of the fortunate ones. I work at Blanton Elementary and am blessed to have Administrators who are always positively reinforcing that my students' success and my success means their success. I am employed by a District that I feel has lost touch of the importance of Elementary School to the achievement of Middle and High Schools. I love to come to work each and every day and somehow my Administrators find a silver lining in the dark clouds the District places over us. The District processes and focus on Quality seems to be lost and I personally feel that those at the very top have lost site of what "Quality" really means. I find myself thankful each day that I am at a school where quality and processes guide us despite the district's turmoil. Within our own family I see my peers work long and hard hours, not for Pinellas County Schools but for Blanton and our Administrators and students. We care about each other and our strength in meeting our challenges comes from within our own school site and our Administrators.
BLANTON ELEM	I love my school. Everything about it is beautiful: the people, the students, the campus and the attitude shared by everyone. I hope to stay here until I retire.
BLANTON ELEM	It has been a challenge to remain possitive this year, due to polictics, news reports, and budget issues. Public perception of education has been painted in a negative light. Educators in this county work daily to reach students and motivate them to desire to achieve more. I am proud of the work that we do with students. I believe it is time that we support one another and celebrate our successes.
BLANTON ELEM	It is a joy to work in this school.
BROOKER CREEK ELEM	Administrators play favorites. Several teachers do very unethical things with budget money. Students are unevenly divided (too many gifted in favorites rooms). Dress code is not enforced for students and staff dress like ..... not covered up.
BROOKER CREEK ELEM	District-level personnel need to realize that if teachers are expected to differentiate instruction, that might best be accomplished by allowing the classroom teacher to use their own skills and judgement. Stop treating intelligent people as if we were widgets. I have taught innovatively for 34 years, and know what works with young learners. I am still learning, from my peers actually in the classroom with real, live children. Curriculum folks should stop emailing us with "you can do this" online, when we do not have tech people onsite to maintain hardware and software.
BROOKER CREEK ELEM	I love this school and wouldn't want to work anywhere else. however, it is so discouraging to be doing more and getting less salary. We are expected by the district to implement so many new things. The pay cut next year is going to be felt big time. This in itself, lowers morale. This makes it necessary for some people to work a part time job after school and on the weekends.
BROOKER CREEK ELEM	I wish I could come back To Brooker Creek. I have 15 years as an Educator, with 4 as an Administrator in another county, It just seems unfair to be one of the 1100 let go. Brooker Creek has a wonderful group of people led by two very strong Administrators. We have a strong parent group that really supports the school..... Brooker Creek is what school is all about!!
BROOKER CREEK ELEM	Morale has gone down due to the anti-public education agenda of the republican legislators and govenor in Tallahassee. Budget cuts and cutting personnel have effected everyone.
BROOKER CREEK ELEM	Morale is low because of the budget cuts and the uncertainty of what's next!!

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BROOKER CREEK ELEM	Morale is not high anywhere in the school system. This question shows how out of touch the district is. Morale is poor even at the schools where it had been high. Teachers are overworked and maligned.
BROOKER CREEK ELEM	The principal and assistant principal are strong leaders who encourage and support us daily. I am very happy to work under their leadership.
BROOKER CREEK ELEM	The state legislature should have foreseen funding problems years ago and switched from an unreliable source such as property taxes and used a more reliable source such as income tax to fund education. I am hurt and bitter to see that more and more is expected from teachers with no monetary compensation whatsoever.
CAMPBELL PARK ELEM	Administration is very supportive, professional and united as it relates communication, academic support and student behavior management.
CAMPBELL PARK ELEM	Our school is worried about how we will look with too many referrals, but sometimes after you have called parents multiple times, you have sent the child to time out, and done all you can do, if the behavior continues to occur, the last straw is the referral. When parents are not supportive and do nothing to help their child's behavior change, then we have to do something else. It's not fair to the other students in the classroom wanting to learn. SO much learning time is taken away because of behavior problems between the teacher and student. Students need to feel like an administrator or staff member can come in anytime and check on them. Administration needs to be seen, and not behind closed doors. Teachers do twice, sometimes three times the work they are hired to do.
CAMPBELL PARK ELEM	The change to neighborhood schools over the last few years has ruined our great program. We spend more time dealing with behavior issues than teaching and yet our pay is going to depend on students whose parents have absolutely no involvement in their education. Even when I call a student's home for good reasons, parents use foul language or just hang up on me. Our Principal installed shades on her door and windows so that the staff never feel comfortable coming to her. I feel like our program is falling apart and until we mix up the population of students again, it's not going to get any better. Meanwhile, teachers in north county schools come to their jobs with a smile on their faces knowing they have the support of parents, administrators and the community. I feel like our school board does not care about equality among schools. Money is the only issue they care about and our teachers and students are suffering greatly because of it.
CAMPBELL PARK ELEM	The recent budget cuts have affected this school more than others. We have 16 1st and 2nd year people who are part of our family. This recent nonrenewal of their contracts has caused a serious drop in morale. We don't feel that we can count on the district administrators to support us and what we need here at Campbell Park.

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CAMPBELL PARK ELEM	With all that is coming down on the classroom teacher, it is becoming much more difficult to maintain a positive outlook for my profession. I do not feel as if I am treated like a professional. We now hear that more services and materials will not be available, but the same expectations are to be in place. Days without pay, higher costs, fewer people. We watch our new colleagues losing their jobs - they brought fresh ideas, enthusiasm and a strong commitment to our schools and then are pushed aside. What about ""veteran"" teachers who are not meeting expectations? Why are they keeping their jobs? I do not plan to pick up the slack by working additional hours or weekends as I have in the past. ""Appreciation"" is lip-service. Teachers are villified and considered inept. Many of us remain in the classroom because we truly believe in what we are doing. Instead, classroom teachers are treated as if we are not smart enough or motivated enough to move up the ""corporate food chain"" of the PCS.
CAMPBELL PARK ELEM	With the budget cuts effecting so many on our staff, morale is at an all-time low.
CROSS BAYOU ELEM	Answers for this year are very different than they would have been for the previous 29 years I have worked here. It's very sad.
CROSS BAYOU ELEM	I don't feel that leadership at the district really truly understand the needs of our children overall. When they are only visiting our school 1 a year then how can they truly know. They need to be out in the classroom seeing good teaching going on and seeing how the things they put into place affect the teachers as well as the students. The RTI process is not helping those kids with learning disabilities that need extra support.
CROSS BAYOU ELEM	RTI process is inhibiting the progress of students - they aren't getting the help they need. Teachers have quit referring for RTI because they feel it is fruitless to even try.
CROSS BAYOU ELEM	The economic climate and budget cuts have put a strain on all stakeholders - very stressful.
CROSS BAYOU ELEM	The Principal at Cross Bayou is by far one of the most effective educational leaders that I personally have ever had the priviledge to work for. She is supportive, inspiring, positive, flexible and treats her staff and students like members of her own family. We really do feel like a family here at Cross Bayou. That feeling comes from the other staff members here and most importantly from the culture and climate that is positively exemplified and reinforced daily by our Principal. It definitely is family first and that is a very refreshing and appreciated effort.
CROSS BAYOU ELEM	There is no strong leadership at the district level. I do not feel valued by the district.
CROSS BAYOU ELEM	This survey was too long and has too many questions that are similar.
CROSS BAYOU ELEM	This work environment is very supportive. No matter what is thrown our way, we try to make it work. The administrators are respectful and helpful. We work as a family. Our students and their successes are our focus. We look at the whole child. We believe in supporting good character. Our philosophy is that all students may succeed.
CURLEW CREEK ELEM	Actions taken by the legislature, compounded by the school boards inability to grasp and solve problems, have reduced morale to it's lowest point in my career. The actions taken by the legilature are virtually punitive. Actions taken by the board are politically self-serving. Actions taken by support administration appear to ignore input from the front line of support employees. I'm biding my time!!!

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CURLEW CREEK ELEM	Firing all the annual contract teachers has hurt everyone, espically our future students who would have learned so much from these wonderful teachers.
CURLEW CREEK ELEM	I almost stopped the survey because the anumber of questions are a bit much.
CURLEW CREEK ELEM	I love working with our administration and our teachers. Teaching children every day makes me a better person and I LOVE my job!
CURLEW CREEK ELEM	Our Principal and Assistant Principal work hard to stay positive and create a positive work environment for everyone. They are flexible, understanding, and approachable.
CURLEW CREEK ELEM	Support Staff is very concerned with the budget cuts. With their jobs being cut and some being elimitated, this will directly effect students.
CURLEW CREEK ELEM	Teachers need to be paid for job expectations. Please do not expect us to work for intrinsic rewards or because we love children. We have mortgages, bills, families etc.
CURLEW CREEK ELEM	With budget cuts and the community viewing us as not deserving it would be very difficult to have a good morale. The governments lack of respect for teachers is very unfair and I believe it will only make the system worse.
CURTIS FUND ELEM	1. This survey is too long. We are professionals and do not need to be asked the same question several different ways to see if we can answer it the same way each time. 2. When you are forming the questions the reference in the first section using the word ""organization"" is confussing. Which/who is the organization? Are we rating the people above us or the school which we are at? I asume those at the county building because there is a long list of duplicate questions specifically for our school on the next screen.
CURTIS FUND ELEM	Despite another overwhelmingly turbulent legislative session, repeated decreases of resources & monetary compensation for several years, our teachers & staff continue to work diligently to meet the increasing needs of our students.
CURTIS FUND ELEM	I work at Curtis Fundamental so we have very supportive and actively involved students, which equals a better atmosphere.
CURTIS FUND ELEM	It is hard to answer the morale questions with the recent budget cuts. I think the budget cuts and the possible effects have impacted morale. We do not have an Assistant Principal at our School. It is just the Principal and I. Loyalty to this school and organization and some of the related questions is honestly hard for me to answer right now. I am a seconde year counselor and received notice that stated that I will not be offered employment next year. The Board is going to decide whether to cut elementary counselors in half. With this recent information, it is hard to feel loyal when I am not sure if I will have a job next year. If I am offered employment I may be at two schools as a result of budget cuts. As a result of the budget cuts and the proposals for counselors that will be made on behalf of the school board, I feel that my role as a School Counselor is not as important in this District.
CURTIS FUND ELEM	Moral was high until we bagan learning what was happening next school year. Morasl has dropped, but it isn't due to anything happening at our site, it is caused by the state and the county. The county administration needs to relook at the budget cuts. They fall heaviest on the classroom teachers which work directly with students. What happened to Highest Student Achievement?

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CURTIS FUND ELEM	Morale is low here, not because of what we're doing but because of what the school board is doing to our staff and our children
CURTIS FUND ELEM	Pam has been a much needed breath of fresh air for Curtis. Her positive attitude toward students, teachers, and parents makes Curtis work smoothly. She inherited A LOT of messes from prior administrators, but she has handled them all with grace and dignity. Pam is an asset to both Curtis and this district. As far as district administration is concerned, Dr. Janssen needs to be shown the door. Her response to many questions concerning budget or lack of student achievement is always ""I don't know."" It is her job to know these answers. We cannot keep her in charge simply because it will cost the district money to find a new -- and better -- candidate for superintendent. This district was once a shining star among school districts. Now, this district is failing -- it is failing its teachers, parents, and most importantly, it is failing its students.
CYPRESS WOODS ELEM	A strong undercurrent of unhappy teachers resulting from changes caused by budget cuts!!!
CYPRESS WOODS ELEM	I love our administration! I believe both Mrs. Williams and Ms. Freeman care what is best for students. I feel they are very supportive of the staff. They both work very hard and are committed to CWE! I love working here and feel very valued as an instructional leader!
CYPRESS WOODS ELEM	In our school there seems to be a practice of having teachers constantly move from buildings to trailers from trailers to buildings from room to room. The custodial staff is moving 21 people this year. Do we care nothing at all for their health and well-being. As a tax payer I feel this is an ineffective and inefficient use of funds in this most challenging of times. This is an issue that should be in the newspapers.
CYPRESS WOODS ELEM	Morale is not high as everyone is worried if they are going to lose their job, or that their paycheck will be linked to an appraisal tool. With all the cuts we will have to do more work and will be getting less pay due to the 3% that we will have to pay for retirement. There is alot of waste in our district.
CYPRESS WOODS ELEM	Our school has a very effective school-wide aide Jackie DeNittis. I am very concerned because she has told me her position is being closed next year. Also the ELRP teacher Mrs. Valby is outstanding in helping the students improve their reading skills. I hope she will be able to continue her work next year.
CYPRESS WOODS ELEM	Too much is expected of us with too little. Our hands are tied as techers. We are now expected to all be and do exactly the same thing at exactly the same time. No room left for creativity.
CYPRESS WOODS ELEM	While I would love to say all is well, it is not. The new administrator does not ask for staff buy in or input. She makes the final decisions. We are told or shown the hand if one disagrees with her. After moving 15 people last year, she is moving 21 people this year. No rhyme or reason to all of these moves and she refuses to reply. The children will also be in the rooms as we move, parents are wondering what is wrong? Quite a waste of time, and of learning. The assistant principal is too emotionally driven to make coherent decision, and lacks sufficient classroom experience to provide a varied background on which to judge others in education. Her pre-school daughter accompanies her at the bus circle (dangerous); teachers baby-sit her during meetings that she attends with her daughter (inappropriate); she is constantly running in the office (inappropriate) and no one can say anything. Teachers were never allowed to do this with their children in the past, we put ours in the daycare system at the school. Previous principals would not allow this for safety reasons. The asst. principal takes advantage of her position. Next, the curriculum: specifically the reading units.

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<p>CYPRESS WOODS ELEM - CONTINUED FROM ABOVE</p>	<p>Our school did not ask for this system for teaching reading and at this time, it is not an effective teaching tool. It is, at best, a WHOLE LANGUAGE READING PROGRAM. and our scores have consistently gone down since we began this program. Pinellas County told us that we are doing phonics now, not whole lang., and we are punishing our students using this poorly designed reading units. NO ONE IS HEARING THE TEACHERS AT CWE WHEN WE SAY WE HAVE NO CONFIDENCE IN THE READING UNITS. We are being forced to use this system. NO ONE IS LISTENING TO THE TEACHERS WHO DO WANT TO USE THESE UNITS. PEOPLE ARE AFRAID TO SAY THIS. The reading coach also was subpar. She sat in the battle of the books competition for 2 hours while parents even questioned why she was there. Her lunches were twice as long as a teachers' lunch, and her timeline was generous to herself. If she is that good, she should be touching children with this magic. Overall, it is an atmosphere of fear and intimidation. Why can't we just teach? Respectfully submitted. Please listen to what we are saying, there is nothing worse than a deaf ear.</p>
<p>DOUGLAS JAMERSON ELEM</p>	<p>Due to all of the changes with the loss of Title I and budget cuts, and changes that are expected to be made mid-year without sufficient time to plan causes the staff's morale to be low at times.</p>
<p>DOUGLAS JAMERSON ELEM</p>	<p>how can morale be high with the current climate and unknown future</p>
<p>DOUGLAS JAMERSON ELEM</p>	<p>I am very disappointed with how the budget crisis was handled and the communication with first and second year teachers by District Admins. I feel the level of concern for those who just lost their jobs after working incredibly hard seems lacking.</p>
<p>DOUGLAS JAMERSON ELEM</p>	<p>In general the school level things are fine--the district is unresponsive to needs of teachers. We've complained about poorly constructed common assessment items several times to the elementary education department and the items are never changed and no response is even sent except an angry email saying that the item is fine. Several have two answers or no answer at all that is correct.</p>
<p>DOUGLAS JAMERSON ELEM</p>	<p>Our teaching staff works well together. We have many leaders that help all students. This staff works together to help all students and colleagues. Many choose to go above and beyond for eachother because--- We have classes that are stacked unequally by race, ability level, behavior, PTA parents, etc. We have some teachers sitting at 19 and others at 14. Parents will insist on entering a child into a class already at 18 to avoic a class with low numbers but stacked with certain students. Administration often openly discusses information in regards to others that is not professional and should be private in nature. We were denied the results of administration survey filled out by staff in the past and the following year not even given a survey. Although there are many things that work beautifully and result in great student gains, morale is down as a whole.</p>
<p>DOUGLAS JAMERSON ELEM</p>	<p>Some of these questions were difficult to answer due to parameters not being set. I would like to see a number attached to some of the questions. For example, 75% of this school's parents are involved in their child's learning.</p>

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DOUGLAS JAMERSON ELEM	<p>The school community is working as effectively as possible given the district's lack of leadership. Cutting schools from Title 1, removing Guidance Counselors and Media Specialists and cutting 1-2 year teachers (until possibly August) are just a few issues that impact the morale and ability of any school to function at its highest level. At the elementary level we are in need of supports. This year our school lost Title 1 and possibly our Guidance Counselor (part time) this will greatly impact the RTI process and servicing students that are in the process. There is no way a classroom teacher can meet the needs of the students in her/his class while provide interventions above and beyond the reading block and when students' PSWs call for 1-1 support. We are failing students. I understand this is somewhat beyond the districts control, however decisions are being made in secret without input from schools and without regard to the individual schools. Requiring ALL schools to have the same staffing model is ridiculous. Lake St. George is not the same as Lakewood, etc. Magnet schools need resources to continue and provide a diverse enviornment. Get real. Things need to change.</p>
DUNEDIN ELEM	<p>Administration is clueless to what is actually going on in the classrooms. The principal won't make decisions in the best interest of students without a committee vote. Discipline is totally handed over to the Behavior specialist, but his hands are tied because of the administration's dictates. Morale is low here and the principal only says, ""we must keep a positive outlook."" There is a lot of backbiting and rumors that occur because of what happens in the office. Feelings are hurt, relationships are damaged and no one in administration pays attention to it or seems to care about the damage it does to the fabric of this school.</p>
DUNEDIN ELEM	<p>I am disappointed with the way the budget cuts are being handled. The lack of communication between administrators and staff is appalling. Misinformation abounds! We should be cutting the budget from the top where students are NOT being directly impacted, not cutting staff members who work DIRECTLY with students. Stop printing glossy, expensive booklets for FRS information: we can access that information online and save that expense. ELIMINATE pre-k and keep K-5 staff members. Did anybody even bother to read staff input prior to when the budget cuts came out? Keep programs that directly impact HIGHEST STUDENT ACHIEVEMENT. Isn't this the entire point of education? There are ways to cut the budget that haven't been really considered and I am tired of higher-ups blatantly defending their high salaries and poor decisions. Shame on Pinellas County Schools.</p>
DUNEDIN ELEM	<p>I love our staff at this school. Though many of are not happy here we do have each other. We are trying to stick together and persevere. Kathy Brickley has her favorites and they are treated well. They are provided their wants and desires. They are respected. Then there are those she leaves alone. Worst are the ones she personally does not like. For them she makes their lives miserable. She has done well to alienate all of us. No longer do have opportunities to spend time together except outside of school. She does not promote collegiate well being. She does not deal with behavior concerns at our school. If she sees a conflict amongst students she will turn her head rather then get involved. If a parent calls to complain she will get involved and will side with the parent before getting all the facts. She will let a staff member fall before she will defend them. As long as she is at this school we will never meet the state or district expectations. We are falling apart under her leadership! Can anybody hear us? Please help.</p>

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DUNEDIN ELEM	PE uses PreK staff as PE asst. No Place for PT/OT,speech teachers to meet with children so it is done in teacher planning rooms. Favoritism among staff members.
DUNEDIN ELEM	Superintendent and Board ask for our input cocering budget savings, but ignore most of the great ideas to really save money. Board mebers as indicated in recent mtg. I watched are clueless about many items on the ageda. Students are not given consequences for their actions. There are so many rude and disrespectful students in my school. Unless they actually get physical, referrals cannot even be written aymore. Teaching is no longer joyful, given constant interruptions by disrespectful students and all the paperwork (PMP's, interventions, etc.) Scripted lessons lead to little creativity and bored, restless, misbehaving students.
DUNEDIN ELEM	Teachers are FAIR to their students when they base their grades on EFFORT too, not just exam scores, specificall the state and district exams. Students are less motivated to accomplish their goals when they know that they are being given grades on what their reading levels are, and all their academic levels are low. Tests are given differently according to grade level. Each year the students become more independent in completing the test. School grades should be based on classroom performance (Effort on classwork and completing work well, especially if the students work cooperatively) and classroom quizzes and exams. If a child is performing below grade level on exams, the teachers can make a note in the report card to the parents stating that their child is performing on exams below grade level, this is especially important for the ESOL, LEP and ESE students. I worked for a school out of state about six years ago, and I remember giving my grades based on performance only on lots of tests, and at the time it was easy for me to just enter those exam scores for the report cards, and at the time it was convenient for me.
DUNEDIN ELEM - CONTINUED FROM ABOVE	Now, that I have had the chance to learn how other schools base they report card grades, I can see that it is not fair to students at all. The Curriculum Guide for reading states inside that teachers should be basing their classroom tests (Weekly tests, quizzes) on what they have taught, that is really important for teachers to follow too, and not just give a grade level exams to see if the kids are performing on exams at grade level. I have to add that the Common Assessments (District Cycle tests) and state are a good idea to give too, but teachers should not be pulling out big exams all the time without teaching these objectives first.
DUNEDIN ELEM	The consequences for students is minimal and it is absurd that teachers cannot write referrals for students who demonstrate physical and aggressive behavior. The district does not understand the hardships teachers face in trying to teach day-to-day- curriculum while dealing with delinquent behavior that goes unpunished. Students are getting away with murder and teachers can't do anything about it because the Principals have their hands tied from the district as to how many referrals can be written. This causes a low morale that makes teachers feel that they are not backed up and in turn the students are the ones who suffer because they do not feel safe in our schools. It is sad to say the least.
DUNEDIN ELEM	The moral at this school has been declining since we have had a new administator. She is well aware of this because she hasn't spoken at a facutly meeting in two years.She has RTI leader, T! leader and the reading coach do all th talking. Too many teachers have little or no respect for her.She has also had the most transfer request out of this school in thirty years.

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DUNEDIN ELEM	The morale at this school is pitiful. Many staff members want out of here because the Aministator Kathy Brickley has destroyed what used to be a 'Down home school'" with many generations of families as students. Student recognition for positive is done very low key so students do not really see the value. Brickley does little to help defuse or address negative behaviors. I have seen here completely ignore a hostile situation and let other adults ""deal with it."" Students and staff do not see her as a disciplinarian. She only gets involved when parents complain. She tries to appease the parents and does always support staff by not investigating the situation completely. She plays favorites among our staff. If she likes you, you have it made and get everything you want or need, including respect. On the other hand, if unliked she directly or discreetly lets you know. She has been know to decline special requests and talk negatively behind staffs back.
DUNEDIN ELEM - CONTINUED FROM ABOVE	She also will seek out errors made by individual staff members. She then eggagerates the situation which may include OPS letter. She is a micromanager. Once asked why she did something specific, that did no go over well with staff involved, she responded by saying ""Because I can."" I hate working here.
DUNEDIN ELEM	There are major behavior problems at my school. Our behavior specialist's hands are often tied when he or a teacher recommends suspension student for misconduct because our principal does not want the statistics to be high. Our principal avoids handling any behavior problems. Her interaction with students is in a ""feel good"" capacity like positive rewards,lunch with students,etc. She is never in the cafeteria where she may have to discipline.Our principal has never taught in a regular classroom and does not understand our problems or concerns. Decisions are made quickly and stakeholders are often not consulted for even an opinion. When there is a conflict with a parent she will always sides with the parent. Children are pulled out of our rooms at an alarming rate. Teachers here are not supported. Should she see you raise your voice you will be reprimanded for raising your voice rather than the children's behaviors be addressed. She supports all teachers who want to try something new or innovative. Sounds good in theory and definately ""looks"" good on paper but teachers have been involuntarily moved so another can loop or team with a person of their choice.
DUNEDIN ELEM - CONTINUED FROM ABOVE	One brand new teacher has looped three times and has never quite gotten a handle on any of the 3 grade levels' curriculum. No team is consulted about these changes. If you are not one of her ""favorites"" your requests are not considered. No team is ever invited to sit in on interviews. There is an atmosphere of fear existing at this school.
DUNEDIN ELEM	This school has a wonderful staff who all work together to help every child be successful emotionally, socially, and academically.
DUNEDIN ELEM	TO MUCH FAVORITISM and this scary that the principal gets a lot of control.. ESOL -- has issues and the team doesn't get along, the whole school and parents know. PE uses Pre-K staff as PE asst. We have 4 conference rooms in this school yet there is no place for the PT&lt; OT&lt; Speech teachers to meet with there children, so they are using the teacher planning room which then can't be used to make phone calls to parents, plan or take a break.
DUNEDIN ELEM	Wish I had more parents involved in their child's education!

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EISENHOWER ELEM	Blanket decision making by the district is denies the schools the ability to taylor instructional needs to our students. The decision to disallow specials (pe, music, art, etc) within reading or math blocks is disruptive to scheduling. The school should be allowed to adjust it's own schedules without being dictated to. If a school is progressing, support it. If a school is struggling, help it. Decisions should be based on individual needs of schools. Top down management is alive and well.
EISENHOWER ELEM	Extremely too much pressure on standardized testing.
EISENHOWER ELEM	Some students are dangerous and administrators do not control them unless reports are made in writing. Staff harrassment to other staff is ignored by administrators.
FAIRMOUNT PARK ELEM	18 staff at least cut by the Government does not help with morale...
FAIRMOUNT PARK ELEM	Cooper is a great asset to this school.The morale around here has not been this high for a long time.Kudos and more Kudos to Cooper.
FAIRMOUNT PARK ELEM	I work in an F school and I am shocked that our district does very little to support us. Especially with all the upcoming cuts, we should be exempt from some of the drastic cuts. You all expect more and more and we have to do this job with less and less. Unacceptable and unfair! District doesn't have a clue about us and what we go through.
FAIRMOUNT PARK ELEM	There is no support for discipline, students that continually misbehave and are disrespectful, bullies and out of control are allowed to continue with this behavior. Families are nonexistent, blame the teachers, never show up for after school activities, conferences. Families never pay for supplies for their students, but students walk around with cell phones. We pay out of our own pocket for everything from pencils to shirts to jackets, to field trips. Referrals mean nothing and teachers are exhausted from long hours, being threatened, expected to go to meeting after meeting with no time to just sit and do lesson plans. I could go on for hours. Bottom line, the students are out of control and every pretends that RTi, is going to fix that.
FAIRMOUNT PARK ELEM	We have a huge population of students and their parents that don't give a hoot about education or anything else that has to do with becoming a decent human being.
FOREST LAKES ELEM	Administrators: scores would have been higher except had to take into account quality or work and communication abilities of the asst. principal
FOREST LAKES ELEM	I have felt disconnected with administrators in my building this year. They are not visible in our classrooms, only in the cafeteria if needed. We hardly have any faculty meetings that incorporate sharing/collaboration. Some PLC's don't discuss Essential Learning and Student Success, they just use it as a time to complain. Our leadership team never meets. We have no committees at our school.
FOREST LAKES ELEM	I have taught in many schools in my 32 years of experience. This is the best of the best!
FOREST LAKES ELEM	Morale as far as how we do our job but not with all the impending budget cuts from district and the unfair mandates from the state.
FOREST LAKES ELEM	On the first round of questions the ""organization is assumed to be the District level and my supervisor is my principal.

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FOREST LAKES ELEM	This is a wonderful school with very conscientious and caring employees. It is too bad that the community doesn't understand and appreciate what educators and school employees provide for the students. I wish the "higher-ups" and parents could spend a day in the shoes of these fine employees. The pressure is high, and it is taking a toll at all levels. I have a unique opportunity to witness many different employees at work in different areas, and I wish I had the opportunity to share my point of view, but I see no avenue or desire for this type of feedback. Instead, we seem to get planned visits from the district, for which we stage the events for fear of losing more ground, more resources, having to take on more "specialists" in the classrooms. How have we come to a place where our resources are so sparse that we can't keep our libraries open and won't have a counselor available to help children and staff?
FOREST LAKES ELEM - CONTINUED FROM ABOVE	Oh, but please hire more specialists to come out and tell the teachers how to do their jobs and what to put on their walls....that's such a good use of our classroom time and funds! These poor folks spend more time on paperwork and meetings than anyone could imagine! All this to meet the needs of students...but how can you do that when you continue to cut resources to fulfill those needs????
FOREST LAKES ELEM	While this is a high functioning school, there is an undercurrent of frustration with all the many changes and expectations of teachers to constantly learn and implement new policies and procedures from year to year. There is much stress over teachers being held accountable for student performance, when in fact, students are influenced by parents and other out-of-teacher control forces.
FRONTIER ELEM	Communication at Frontier between Administration and the Instructional Staff & the communication between the Principal & the Assistant Principal definitely needs improved! The Administration asks for Staff Input on issues but doesn't take that input into account. The communication regarding student behavior concerns/issues between the Administration and the Staff is lacking. There often isn't a sense of follow through on the part of the Administration. There is no accountability for the Guidance Counselor. Whenever you go by her office, she's at her computer. She has only been in several classrooms maybe once or twice this year. She doesn't follow through with concerns that teachers have regarding their students. Often, it is weeks before she gets back to you and this is only after you have inquired several times. Teachers concerns aren't always taken into account at our school. The Principal is a micro-manager. It's her way or no way. It's as if she doesn't trust the staff or their abilities to be effective at their jobs. This instills a sense of negativity within the school.
FRONTIER ELEM	Cutting jobs is never okay, but start at the top, where there are over paid non essential (made up) positions being held. Cutting jobs at the bottom and expecting 1 person to do the job of 2 or more without additional pay is wrong. If it weren't for the little people who under paid, that are doing the work that the over paid are over seeing, the over paid wouldn't have jobs. Increase the pay scale to an amount that is somewhat close to what we are worth and have to deal with daily, instead of insulting us with what we are being paid, and requiring us to get a 2nd and 3rd job to pay our bills.
FRONTIER ELEM	Everyone at this school site is doing the best they can with the uncertainty of our future here at our school and also of education at large. It is a sad time.

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FRONTIER ELEM	In regards to the decisions that the School Board and district administrators make concern me. I understand that there have been budget constraints over the past few years. However, far too many budget cuts have been made at the elementary level which is the foundation of each child's learning career. It was very difficult to see high-school students at poor performing schools receive Kindles and other low-priority enhancements when the schools should have been hiring personnel to work with struggling students. Remember, research shows that the number indicator of student success is an effective and highly-qualified teacher. Furthermore, the cuts and loss of Title 1 funding are unacceptable and do not make any sense whatsoever. I feel there is an agenda out there that supports secondary education and neglects the elementary level. Additionally, PCS needs to drop the stance of "last one hired, first one fired". It is an outdated process.
FRONTIER ELEM - CONTINUED FROM ABOVE	Instead of laying off first and second year teachers, how about level one and two teachers? Passing poorly performing teachers from school to school is just detrimental to children. Finally and fortunately, I love coming to school. I love seeing my children's faces every day. I am lucky because my principal supports me and has created many professional development opportunities this year. I just wish she had the time to walk our school more often.
FRONTIER ELEM	Our principal works extremely hard to maintain a positive school climate. She does a tremendous amount of positive recognition with faculty and students. Our students love to come to school!
FRONTIER ELEM	Professional respect for teachers is lacking at this school. Many teachers have been brought to tears by sharp words that are oftentimes undeserved. There is a feeling among teachers that they are thought to not be capable of understanding their students' needs nor capable of meeting those needs and therefore must be micromanaged. Teachers are constantly on the defensive. I recently heard someone ask a veteran teacher of the school, "What was it like back then?" meaning in years past. The response was, "There wasn't fear." I think that this is very sad indeed. I think that everyone in this school has the best interests of students in mind; however, I think that there is a very different view of what is in the best interest of students. I believe in honest positive feedback; however, I think that what we as teachers provide students is not provided to us by our administrator. By lifting up the staff, we also lift up the students.
FRONTIER ELEM	Some of these questions are very difficult to answer when we have such a difference in our opinion about our assistant principal and our principal. The administrator questions should be individualized. We have a very positive, helpful, trusting, professional, respectful assistant principal. However, our principal lacks in the areas of professionalism, people skills, respect for staff, encouragement, etc.
FRONTIER ELEM	Trainings provided by the county in math and science are not meeting the needs of teachers. Computer based trainings that I have attended are ineffective, low quality and have low engagement. Trainings should be based on high quality research and be provided by trainers who are qualified to speak knowledgeably about the topic.
FRONTIER ELEM	Will some one PLEASE STAND UP and get rid of the people who are just TAKING and TAKING from the people who pay their tax's and work hard for their family's. PLEASE !!!!
FUGUITT ELEM	An opportunity to grade principal and assistant principal separately would be a far more accurate outcome to this survey. I feel our principal is doing a fantastic job. I do question the stability and judgement of our assistant principal.

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FUGUITT ELEM	Diane Allen treats the majority of the staff and students unprofessionally. She has publically humiliated and ridiculed instructional staff in front of their peers and students. She does not back teachers in their discipline processes even after approval by her. The staff, children and parents never know if she is approachable because of her fluctuation in mood. Several staff members have asked the principal that she not to do evaluations for fear of professional retaliation in the form of a less than deserving evaluation and Mr. Moss has granted this request. She does not work for the best interest of the students when she refuses to put something in a 504 because she doesn't know how to get it accomplished when it needs to be accomplished.
FUGUITT ELEM	Fuguitt is a fantastic school to work at!!!!!!
FUGUITT ELEM	Fuguitt is a great place to work.
FUGUITT ELEM	Fuguitt is Great!!!!
FUGUITT ELEM	Fuguitt's principal works so very hard to make our school a fantastic school to work at. He has done so much in the few years he has been here. We are a National School of Character thanks to his outstanding leadership.
FUGUITT ELEM	Great Administrators and Staff
FUGUITT ELEM	Great place to teach and learn.
FUGUITT ELEM	I understand that with budgetary constraints that things can be ""heated."" But the morale of every employee is very low. There has been an attack on educators, with negative results.
FUGUITT ELEM	Leadership is very weak - decisions are made and never followed through with - or changed. Guidance Counselor who does not do her job and because of this, things are taken away from her.
FUGUITT ELEM	Not happy with the way the district handles the budget. It always directly affects the classroom teachers and students ,which is the heart and foundation of education. What about cuts in the administration building and transportation? Why ask for feedback from instructional stakeholders if their ideas are not even considered? I'm very concerned about the future of this district!
FUGUITT ELEM	Our asst. principal, Diane Allen, is completely disrespectful to the teachers and support personnel at this school. On numerous occasions she has been very unprofessional in the way she speaks and treats us. The tone in her voice, the negative comments and humiliation she doles out is uncalled for and it needs to stop. Something must be done to stop the daily abuse we incur while at our work place.
FUGUITT ELEM	Our Principal has done so much to improve Fuguitt. We are a A school and we were named as a National School of Character through his leadership. He works so hard each day supporting the staff and trying to make Fuguitt a fantastic place to work. He is the best.
FUGUITT ELEM	Principal has done great things at Fuguitt for us. We love him.
FUGUITT ELEM	Strong teachers and administration
FUGUITT ELEM	Teacher's are trying to do their best. The district has way too many people at the upper level with ""titled"" jobs that do nothing but look like they are important. District leadership is not an example for teachers to model example: dressed-up ""bullies"" with job titles to support their position, fair and equal treatment (they don't bring in supplies like teachers do, get a car, gas milage, workshops etc., etc.). They need ""pay for performance"" right along with Talahassee (let the teachers evaluate them!).

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FUGUITT ELEM	The assisstant principal at this school has very little respect for teachers, students and parents. She does not display professionalism in any manner. She does what makes her look good and doesn't care who may get hurt in the meantime, whether it be students or teachers. There are also days when she comes to school and appears to be medicated in some manner becuae some days she can't even carry on a conversation and others she will bite your head off. This is not appropriate at the elementary level or any for that matter.
FUGUITT ELEM	The budget cut has really demoralized the morale at this school. The state and Pinellas County requires more and more from us and then takes more and more from us. Everyone is angry and upset. Instead of rewarding us for our hard work we get punished year after year.
FUGUITT ELEM	The principal has done a superb job supporting teachers and providing leadership.
FUGUITT ELEM	The principal makes Fuguitt a good place to be.
FUGUITT ELEM	The Principal works very hard and does amazing things at the school. He provides vision and leadership for the staff which resulted in Fuguitt being named as a National School and Character and constantly an A+ school. I respect his leadership, mentoring and support he provides to teachers. We have a tough staff and he has done well creating a collegial culture for us.
FUGUITT ELEM	The staff works well together and teamwork is growing.
FUGUITT ELEM	This is a great school to work at.
FUGUITT ELEM	We are proud to be a national school of character winner.
FUGUITT ELEM	we continue to move forward as a school, work better together and grow professionally
FUGUITT ELEM	We have a fantastic school here.
FUGUITT ELEM	We have good leaders that make Fuguitt a very good place to work.
FUGUITT ELEM	We love our Principal. He does so much for our school!
FUGUITT ELEM	We really like the principal
GARRISON-JONES ELEM	Communication is poor between administration and staff. Issues and concerns are addressed via weekly written report instead of at faculty meetings where questions may be asked by staff. Our PLC's are often mini faculty meetings where info from learning specialist meetings are presented. Thus, we are often unable to discuss our data and strategies for working with struggling students. We do not PDSA special programs, initiatives at our school for effectiveness. We don't have staff buy-in. Administration does things at the last minute. Planning is non-existent at the administrative level. If I ran my classroom the way they run the school, I'd be fired! Their lack of planning becomes my emergency. A silent auction fund raiser to send a group of teachers to a summer training in New York was incorporated during our curriculum fair (and set up in the same room as our curriculum fair), subsequently distracting from it. Administration is too busy dealing with EBD behavioral issues to handle the general ed disciplinary problems.
GARRISON-JONES ELEM - CONTINUED FROM ABOVE	If addressed at all, consequences are administered well past the behavioral problem occurrence. We know that to be effective, these problems should be addressed at the time they occur. Favoritism still occurs at this school toward teachers.
GARRISON-JONES ELEM	My principal is wonderfully supportive. Her name is Karen buckles.

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GARRISON-JONES ELEM	Our principal would be much more effective if she had a competent Assistant Principal. Our Assistant Principal is frequently absent and overwhelmed by personal problems. Our Assistant Principal does not respond to emails/communication in a timely matter-if at all. Our media/technology specialist is ineffective. No one feels comfortable asking for her input. She is not a team player. The teachers and support staff are here for the children and do their best to support the whole child...to highest individual achievement.
GARRISON-JONES ELEM	Our school functions well and the majority of our staff are dedicated to the students.
GARRISON-JONES ELEM	Some of these questions were difficult to answer with a simple Agree or Disagree. For instance, the question about students being well-behaved: Some are and some are not. The same applies to the question about parental support: We have many wonderful, involved parents, and then we have some that are practically non-existent. On the question of teacher morale...suffice it to say that teachers all over the state, not just at this school, are feeling underappreciated. With an ever-increasing workload and an expectation to be miracle workers, many of us give everything we've got and it's still not enough. We are the first ones blamed when a student doesn't succeed. It can be very frustrating, but we press forward knowing that somewhere, someone appreciates all that we do.
GULFPORT ELEM	Gulfport is in dire need of leadership that has consistant behavior expectations for all students. There is no consequences that are followed through and effectively communicated to the students, parents, and teachers. Our Tier II and Tier III are not being moved, I don't feel that our data check lists are even looked at. Most referrals are labled ""intervention"" without the teachers input on it. Most referrals are even put in the system. I think that there is an overwhelming urge to look good to the county and not to be an actual good school to our kids. I think that there are some choices made in regards to students that are unethical. I believe that the support staff are not held to actually doing their jobs while teachers are checked up on multiple times a day. The teachers are amazing, its the School Based Leadership that is weighing us down. We need new leadership.
GULFPORT ELEM	I think there is a lack of communication between high schools and parents. I have two high schoolers and have a hard time getting any correct information from the school, even when I call for it. For example, there was an end of the year awards ceremony that my children nor I heard about and the sr salutatorian found out about it 15 mins prior to the ceremony. one child is a senior and I have yet to obtain the name of his counselor in 4 years!
GULFPORT ELEM	Morale is not high at this school due to district budget issues, non-support for teachers by our governor and legislature, as well as the new appraisal system which rates much of our appraisal on things beyond our control. Teachers are no longer respected for what we personally do but for the test performance of the children in the school with whom we have had no contact with whatsoever. Some of our students have even been instructed by their families not to perform well on tests for reasons that serve family issues. Teachers should not have to pay the penalty for that type of attitude.

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GULFPORT ELEM	Our principal was transferred to a job at Administration last fall. We were told one afternoon and then she was gone. She took one teacher with her and we had to replace 3 others over the winter break. Some of our staff participated in closed meetings planning for an imminent change in school structure. Months of speculation and hard feelings ensued and then the plans were summarily cancelled. This indicates complete disregard for the climate and stability of our school by the Superintendant and School Board.
GULFPORT ELEM	Parents and students are not what they used to be. It seems that in today's world the respect for Teachers and others is gone. Teaching is harder in today's world because you have too many disrespectful students and parents that do not care. Teachers in today's classroom have a very difficult job teaching and have to deal with lot of behavior problems, late students and early pickup. Unless you are in a Fundamental School where you have the parent support and or you sent the student to his/her close to home school. You have no idea what the schools have to deal with everyday. I would love to see the President or the Governor or anyone that makes up the rules to come and teach for 2 month in a low income school. (Our staff works very hard and we just don't seem to get ahead). Or you can lead a horse to water but you can't make him drink it, the same goes for student and parents, you can teach them, you can cradle them but if they don't want to learn then it is the ""Teachers"" fault. Let's get back to holding the Parent responsible for their student. I'm just old school.
GULFPORT ELEM	Something needs to be done to address the education plan for students who have emotional needs beyond the resources available on campus. A few students here are disrupting the education of the other students. Those students hurt the other children emotionally and physically daily and yet remain in this educational environment. We have an alarm on the door so that we know when a child runs off campus. Obviously that student needs a different place to learn.
GULFPORT ELEM	The evalutaion instrument is a travesty. My students consistently make more progress - academically, behaviorally, and socially - in my class than they had with any previous teacher, but I was evaluated as ""effective"" because 50% of my evaluation was the amount of progress students made in reading in 4th grade. The vast majority of the students whose scores were used had not previously attended our school, let alone my class. The district moved 12 new units here in one year, with new teachers, some of whom said publically that they did not want to be teaching here. Disxtrict adminsitration then visited us and made it clear they blamed our teaching for the results of the moved students. No discussion has been heard about the students' progress at our school RELATIVE to their progress at their former school(s). Our school has consistently been targeted as ""struggling"" in part because of the low scores of students, many of whom moved here in 3rd grade or later. My class is currently 14. 12 were not in our school before last year. All were far behind before they moved here.

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<p>GULFPORT ELEM - CONTINUED FROM ABOVE</p>	<p>Despite phenomenal progress of about two years learning for some of them, their still-below-level FCAT scores will be used to claim our school is failing. The district SERIOUSLY needs to look at transience as an issue related to low performance and develop a plan that rewards improvement and growth, rather than punishing the staff of an entire school due to the struggles of students who did not do most of their learning (or failure to learn) here. Similarly, I am OFFENDED by district administration's support of fundamental schools and the way they improve a school's scores by moving low-performing kids out (and into already-struggling schools) and higher-performing students in (and out of schools where they are desperately-needed role models.) In short, much of the problem with this district is it's administration, particularly their manipulation of scores by moving students. I love teaching so much that while working with students I often forget how much I hate this job.</p>
<p>GULFPORT ELEM</p>	<p>This school is has not made AYP for over five years. However it was put under the leadership of an inexperienced acting principal last fall (2010). Morale has plummeted and over one-half of the instructional staff have requested voluntary transfers. Due to administrative decisions like this, I have serious concerns about the leadership of this school district.</p>
<p>GULFPORT ELEM</p>	<p>Too many changes and uncertainties this year. First we loose our principle, and the AP becomes the Acting Principle. (That was a good choice) And the Title One co-ordinator the Acting AP. (Not a good choice.) Will we remain a mixed school or loose our magnet and become a fundemental school? NOW even though we have had great gains in our FCAT scores for 4th grade we are going to be loosing 3/4 of our 4th grade team due to ""budget cuts"". YOUNG CHILDREN NEED STABILITY!!!! All these changes are not healthy for our children their behavior or their grades!</p>
<p>HIGH POINT ELEM</p>	<p>Administration is a far cry from leadership,its more a reward for bad behavior.A good grade was what we earned as children,when we worked hard and did our assignments.With this administration you get bribes to work hard.Teachers are blamed for bad behavior. Many teachers and support staff have been forced to aquire other employment when disagreements were made with Administration. Principals are given too much power,and paid too much money.Dictation??????????</p>
<p>HIGH POINT ELEM</p>	<p>All our staff members are hard-working and dedicated to our students, families, and each other. In spite of the economic challenges facing us, we continue to act as caring and unselfish professionals. We are open to new ideas and want to make our school better. Our principal cares about staff and students and is thoughtful in her approach to the many issues we face daily.</p>
<p>HIGH POINT ELEM</p>	<p>Communication needs to be looked at this school regarding e-mail. The staff here is bogged down with unnecessary e-mails that don't pertain to us, or are unnecesary. Also, when some staff members send an e-mail to one administrator, it is sometimes anwsered in a ""reply all"" arena through other e-mails to the whole school.</p>
<p>HIGH POINT ELEM</p>	<p>Favoritism towards teachers and students is at this school.</p>
<p>HIGH POINT ELEM</p>	<p>High Point staff looks very different this school year. There is evidence of trust, respect and collaboration that was not here last year. Teachers, Support Staff and Administrators are supportive on one another and there is a feeling of mutual respect that did not exist last year. High Point Elementary is an exceptional place to be!</p>

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HIGH POINT ELEM	I believe that the district is making it difficult on schools to suspend when necessary due to the link between suspension rates and school accountability. Repeat offenders disrupt the learning and should have an alternative other than time in another classroom. (Social interruptions ruin learning environments.) Attendance concerns are not handled at this school. Students are passed on when they have not been present to learn. Processes at dropped at the social worker level.
HIGH POINT ELEM	The principal at this school can be very vindictive, if you do not agree with her opinion or she disagrees with you she will find a way to make your job miserable to the point where you will transfer. Several amazing staff members have left this year due to the principal throwing them under the bus because she did not agree with them on certain issues. It is either her way or the highway. At times she will belittle the teachers in front of the students when it comes to behavior issues. Behavior is not handled properly and the students are not disciplined appropriately. The assistant principal also likes to show his control and authority by talking negatively to staff members. It is only a team effort at this school with the teachers. The principal has her favorites on the staff and it is well known, many of them go and tell her everything like they are spies. Her favorites are acknowledged for their work, but not anyone else on the staff.
HIGH POINT ELEM - CONTINUED FROM ABOVE	The leadership at this school is a joke and the moral of the teachers has plummeted. This school is going in a downward spiral all because of the administration. If you want this school to get out of corrective action, get rid of the problem ""administration""!!!!!!
HIGH POINT ELEM	The Principal has made a valid effort to improve staff instructional and administrative relations. However, the harsh treatment of cafeteria staff, was a true example of how she feels about the workers under her. I wish she would realize that everyone is here to do a job. We do not always have to agree but it does not need to be her mission to get rid of the people who she does not like. Special treatment was, and is shown to the people who she brought from her previous school and we as a staff last year voted on positions which we felt were not necessary. Because her friend was in the position that position stayed. I must say however the Assistant Principal is a major bonus to this school. He is fair and concise with his expectations. He has a sense of humor and a willingness to lighten the mood at the school. In times like these where moral is so low it would be of some benefit for the administration in the school and district to get some training on how to make the workers want to come to work. It would also benefit district admin to make visits to the school more often and talk with the teachers and staff who run their business so they can put faces to the jobs they are cutting.
HIGH POINT ELEM	There is way too much favoritism among admin and certain staff members. There are some students who can leave class w/o permission from their teacher to go talk to the principal, who is hardly ever at school. There is little or no discipline and its NOT consistent at all. Principal makes rude remarks about staff members in front of students and other teachers. AP doesn't even know the students, probably because he's too busy sending out 10 page emails.

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<p>HIGHLAND LAKES ELEM</p>	<p>A major concern is how things are done differently at different schools. Expectations are not uniform. For example, the staff in one school may be required to participate in a specific program, but at another school the staff will not have heard of the program. The district is wasteful in the use of its funds....albeit much of that may have to do with state requirements. In that case, the state has been wasteful in the use of funds and now the schools will bear the brunt of their mishandling and ill advised decision making. It is unfortunate that people who have never spent time in a classroom are making decisions that directly effect the classroom. I would never dream of telling an educated professional how to do their job. The morale of teachers, in general, is at an all time low. Teachers are disheartened and feel that they are the scape goat. I can't tell you how many would leave teaching if they had something else to go into right now. The exodus would put the education system at a standstill. One question that has yet to be addressed by anyone is when will parents be held accountable? That is what has truly changed in society.</p>
<p>HIGHLAND LAKES ELEM - CONTINUED FROM ABOVE</p>	<p>If you want to have students perform better in school, get the parents on board to do their job of parenting in the first place. Parents would be amazed how much learning time is lost due to behavior issues. All schools should become fundamental type schools....students and parents alike held accountable. Then teachers could spend more time doing what they have been educated to do.....teach.</p>
<p>HIGHLAND LAKES ELEM</p>	<p>Due to the shear number of questions above, I did not respond. Most did not address true issues. An important issue for me is TIME. I am concerned about the amount of time devoted to Inquiry during our grade level PLCs. While Inquiry is important, teachers should be trusted to determine for themselves how much time and when that time is devoted. Another concern is the dictated structure of the PLC. Many times, we were instructed to follow a script. As professionals, we should have the opportunity to discuss issues relevant to that particular time. Another concern is lack of professional judgment. We are dictated to have certain items hanging in our classrooms. The fire marshall dictates a 20% rule, where we can cover only 20% of our walls. Teachers should have the the professional freedom to determine what is important for their particular students. I should be able to decide if skill posters are more imporant for my students or a flow of the day. Teachers are being treated less and less as professionals. Classrooms should reflect the personality of the instructor and students.</p>
<p>HIGHLAND LAKES ELEM - CONTINUED FROM ABOVE</p>	<p>Display items should be age appropriate. Items on the walls should reflect the content being taught, not schedules. They should not be used as checklists for administrators as they walk through. I remain in this profession because I love my students and the feeling I get when a concept ""registers"". Please treat us like professionals and trust us to do our jobs!</p>
<p>HIGHLAND LAKES ELEM</p>	<p>Every thing seems to be working really well.</p>

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HIGHLAND LAKES ELEM	I am considering my employment options. This is the first time I have felt that the principal and asst principal are totally out of touch with the strenghts of their staff. I think they don't have a handle on how bad the morale has been since they came to this school. It may just be bad people skills on their part but they come across as disinterested and insincere. Their priorities (and those of the C. Thomas are absurd. I feel like a box on a checklist, observation-check, evaluation-check.The flow of the day posting seems to be one of the most important criteria. Does anyone want to consider happy, motivated children who are making academic strides and want to go to school. I really don't want to go on, it will ruin my mood.
HIGHLAND LAKES ELEM	I am shocked that media/tech specialists and guidance counselors are being considered for cuts. The school board needs to listen to the guy at Board meetings concerning how we can save energy by building better schools/ lights/air conditioners etc. He is rude but knowledgeable. All busing that is further than 2 miles should be cut. The board should not make cuts to personnel that work with students on a daily basis.
HIGHLAND LAKES ELEM	I beleive our Administrators have done a great job and they are a joy to work with.
HIGHLAND LAKES ELEM	Kathleen Young and Amy Hurlburt are outstanding administrators. They do a wonderful job of balancing their many responsibilities. They are positive individuals. I absolutely enjoy interacting with them. I am confident that they will see the staff at HLE through tough times next year.
HIGHLAND LAKES ELEM	There are entirely too many meetings. We are not given adequate time for planning and preparation, in order to implement effective instruction. Communication is haphazard and inconsistant. We are not given enough notice on canceled meetings. We have very little input on any important decisions that affect us.
HIGHLAND LAKES ELEM	With all of the upcoming changes being forced upon teachers to do more for less pay is not only insulting but a morale killer. I think you will be hard pressed to find a high morale across the board until better decisions are made in favor of teacher well being.
HIGHLAND LAKES ELEM	With so many of our staff worried about their jobs for next year, and our being so unsure of what the next school year will bring, it is difficult to keep one's morale high.
JAMES SANDERLIN ELEM	Best school in the district!
JAMES SANDERLIN ELEM	I am honored to be working at such a wonderful school. Dr. Miller has a beautiful vision and supports and encourages her staff.
JAMES SANDERLIN ELEM	Most of the Neutral comments were marked because the answer to the question is yes and no; or because it applies to other parents, teachers or students, not the EBD class that I teach; or it may have been true in the beginning of the year, but does not apply now.
JAMES SANDERLIN ELEM	My morale and that of others is generally high at my school, but this is becoming more and more difficult to retain with the lack of respect shown for public education by elected officials at the state level.

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JAMES SANDERLIN ELEM	Sanderlin is an important magnet program that addresses each student as an individual not a number. All teachers consider and use different strategies to teach diverse types of learners (tactile, kinesthetic, auditory, visual, etc.). Our school not only talks the talk of International Baccalaureate, but also walks the walk of IB, infusing the state standards throughout our day. Fantastic staff works together despite difference in grade levels. Administration is so supportive always checking in with all of their staff to ensure our needs are met. Instructional, Supportive, and Clerical are all a part of this wonderful team under our super wonderful school principal and assistant principal:-)
JAMES SANDERLIN ELEM	Though morale at my school is good it is being chipped away by the district and the state.
JAMES SANDERLIN ELEM	When asking about morale... morale is high on campus and in support of our administration on campus. But it's pretty hard to keep morale up when district and state leaders are making it very hard to want to stay in this field.
JOHN SEXTON ELEM	District wide morale is low! Poor working conditions, watered down curriculum geared only to passing the FCAT. Too much meaningless paperwork. Computer system overloaded. IT department can't get it together. No tissues, soap, pencils, construction paper etc. All programs mandate running off copies. We have NO money to run off anything! Too many useless area superintendents. Shall I continue?
JOHN SEXTON ELEM	I answered all these questions and wrote a lengthy comment here, however this poorly programmed survey glitched and it was all lost. Maybe we should cut tech support since they can't do simple tasks like setup surveys.
JOHN SEXTON ELEM	I don't have any idea why you would, given the climate the latest budget cuts have created, ask about morale. At 24 years in the system I've never seen morale this low across the board.
JOHN SEXTON ELEM	John M. Sexton Elementary is a positive, model school for others in the way they treat students, staff and families! It is a positive learning environment where respect is an expectation that is modeled by all and teamwork is the way of work. The leadership and staff sincerely care about each and every child! Regardless of position within the school, each diligently works together to do whatever it takes to enable every student to achieve success!
JOHN SEXTON ELEM	Our school has a wonderful climate among the staff. Everyone always pitches in to support those in need whether during personal or professional issues. It is a pleasure to come to work everyday!
JOHN SEXTON ELEM	Overall the children are great but administration lacks equity and the ability to follow through. They have issues with favoritism and seem to cater to some staff members and not others. They also expect things of the staff that they are not willing to do themselves. I.E. at the beginning of the year admin promised to make regular visits to the classroom, on day 164 admin had only walked through my class informally once. Admin also started a reward program and failed to follow through, but expect absolute follow through from faculty and staff. Morale is low and the reason is that staff/faculty attitude reflects leadership...which needs major intervention.

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LAKE ST GEORGE ELEM	I feel my administration does not support teachers in a friendly or positive way and is not consistent in what she says or models. Often feedback is negative or nothing at all. I feel she does not view teachers with respect and causes unneeded conflicts among teachers. Plays favorites. The building is dirty and unkempt, not what a Palm Harbor "A" school should look like. With the added stress of budget cuts teachers should also not be expected to clean their classrooms also. Moodle provides teachers well thought out lessons but expects teachers to provide the needed supplies or materials to teach them.
LAKE ST GEORGE ELEM	I feel unsupported at times by my administration team. With increased work load from the district level, administrators don't seem to understand ways to decrease stress of the teachers effectively. Due to the fact that both of the administrators have primary backgrounds, knowledge of curriculum in all academic areas and levels is inconsistent. Therefore, upper grade levels are not able to receive enrichment in instruction from administration. Although the school is cleaned on a nightly basis, the classrooms and the areas around the school are dirty and the evidence of cleaning is not apparent.
LAKE ST GEORGE ELEM	I love my school and all the things about it. Wouldn't want to work anywhere else.
LAKE ST GEORGE ELEM	I used to LOVE coming to work because I felt supported by my administration and peers. When the leadership positions changed, the level of support for teachers changed. We used to be a "family" and now it is run like a business. There are definitely teams and specific teachers who are favored and whose opinions are valued more than others. Communication is poor due to the lack of person to person decisions and release of information. Without email, I would know nothing and that is not effective communication. The teachers here are great and my two children are high achievers because of them. The appearance of our school is embarrassing. The grounds look terrible and are unkempt. Landscaping is desperately needed. Plans of a beautification day were planned and repeatedly canceled. This inside of the classrooms are dirty. Shelves are not dusted, bathroom floors are left unclean and carpet is stained.
LAKE ST GEORGE ELEM	Morale is low due to the lack of funding and how much it will be impacting the classrooms and our own finances.
LAKE ST GEORGE ELEM	Teaching is so disrespected right now, it is difficult to stay positive. It's depressing because I truly love my job...it is my calling. And I love the kids! But continuing to do a quality job while simultaneously feeling like you are worth less and less to the district/state/community is not an easy job. I feel like we've become social workers and private tutors - always individualizing instruction, being accountable for more and more each year, with less and less help. Kids of such a wild variety of abilities and disabilities are all in the general education classroom now. We keep raising the bar without raising the knowledge, ability, and assistance. Teachers are not the problem...but we certainly are being treated like public enemy number one.
LAKE ST GEORGE ELEM	The current nationwide climate in public education has had a profound impact on the climate at our school. It is difficult to remain positive when negativity is constantly being directed at public schools from the media and political leaders.

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LAKE ST GEORGE ELEM	There are times when I feel targeted. All teachers are not treated the same; some teachers are free to say and do what they want, with no lecture or call into the principal's office, while others are not allowed to even disagree with what's going on without getting talked to. Strong friendships among the staff are seen as a threat to the administration, therefore, they get broken up or moved to another grade level. Strong personalities are also seen as a threat, even though they may have no interaction with administration on a regular basis. Administration doesn't know the staff personally, therefore they don't understand their personalities. So, things get taken too personally and drama gets created unnecessarily.
LAKE ST GEORGE ELEM	While I agree that morale is high in our school, the burden we are carrying to comply with all new mandates is taking its toll on us. Add this to our ever shrinking paychecks and morale will be taking a nose dive quickly. We give our best to all our students every day. However, we are overworked and underpaid.
LAKEVIEW FUND ELEM	I do feel that sometimes communication is lacking at this school. We have lost our family friendly feel that we used to possess as a result of so many principals in so short a period of time.
LAKEVIEW FUND ELEM	Lakeview Fundamental is losing its focus due to the absence of leadership on the district level, the lack of communication between principal and staff, and the lack of commitment by principal and others on staff to maintain the fundamental guidelines which has made this school so successful. Morale is low among veteran staff as they are watching the fundamental program erode. It's all about the fundamental guidelines that have been successful year after year. Don't erode, ignore or dilute it! The principal has made great strides this year, but still needs to be aware that many on the staff would like to see more communication and discussion opportunities made available on a regular basis.
LAKEVIEW FUND ELEM	Lakeview is a wonderful community of students, parents, and staff. We are so lucky to have supportive families and caring teachers. Unfortunately, we have a principal who does not understand the core values of our school. Mrs. Garcia is kind-hearted and sincere. She doesn't micromanage and often walks through our classrooms, which are great things. However, she does not connect with our students, families, and many of our teachers. She is a weak leader who does not ask for or want your opinion; she only views your input as criticism even when you are making an observation. She does not know the names of our small population of students (often showing favoritism to a handful of students), does not communicate with our families or staff very well, or allow ""fun"" to be a part of the school day. We no longer have ""Spirit Days"" at our school or special lunchtime activities to reward our hard-working students. Not every principal needs to lead the school the same way, but enjoying our students and knowing our families are essential to the job. Mrs. Garcia is not a detail-oriented person in a school that requires that style of leadership.

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LAKEVIEW FUND ELEM - CONTINUED FROM ABOVE	She does not choose to care about things that are important to the faculty, but only the things that interest her. She really doesn't see the big picture or have a long-term plan. She does not give much praise to the teachers in a school where the staff works hard and is effective. Communication to parents and teachers is lacking too. Many of us feel disconnected because there is no communication. Further, in a small school where we do not have much extra office or aid help, she refuses to do cafeteria duty or even her assigned gate/car duty. These are safety issues that the teachers have asked her to address. In a school where we do not have behavior issues, what is she doing that she is too busy to assist in the cafeteria? We have a lone aid that tries to watch the students, but is ineffective at best. Every day, we pray that a student doesn't choke or fall during lunch time. I want to stress that Lakeview really is a wonderful school and has students, parents, and teachers that work together. We have both faculty and staff that keep our campus clean, safe, and welcoming.
LAKEVIEW FUND ELEM - CONTINUED FROM ABOVE	Our biggest hurdle is our leadership. We need someone who actually cares about our fundamental and school wide values; someone who ""gets it."" Mrs. Garcia acts more like an assistant principal rather than the head of a school. We need a strong principal who will listen and, most of all, connect with our community.
LAKEVIEW FUND ELEM	Mrs. Garcia is a strong, kind and effective principal. She is professional and is aware of staff and student needs. It is a disgrace what the state is doing to teachers. We are getting pay-cuts, losing valuable positions (we're losing an outstanding media specialist and kindergarten teacher), yet keeping positions I am still unaware of what they do here at this school-reading coach.
LAKEVIEW FUND ELEM	My principal is very good at being available to talk with staff. She is supportive of teachers and treats staff in a professional manner. I feel administration is not upholding fundamental school policies and procedures to the highest level and there is an erosion of enforcement of these policies and procedures. My administrator needs to ensure that fundamental policies and procedures are being enforced, as per the guidelines, among all parents/students. My administrator is very conscientious about trying to keep staff speaking about things positively and not complaining about things. I am glad that she thinks in that way, but because of that, she is unwilling to open up staff concerns for discussions at staff meetings. She is concerned that this will lead to staff members complaining, but what has resulted is a feeling of lack of communication. Staff feels that issues are swept under the rug and not dealt with, or that suggestions regarding concerns can not be brought up for open discussion at a staff meeting.

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<p>LAKEVIEW FUND ELEM</p>	<p>Some policies and procedures are not followed with fidelity, especially in the area of the Interventions and Appeals processes. Many teachers are following certain guidelines while others are unsure because of a lack of consistency and commonplace knowledge. Office staff does not communicate about upcoming IAC meetings and students on probation, meetings are overlooked based on the amount of days left in the school year and the principal does not follow guidelines set in place. The principal spends her time EVERY morning on the announcements making comments about summer not beginning until students are off campus the last day of school when she has checked out on specific items needed to continue a successful school year. She is too concerned with ""data"" and how things look, that she is missing the big picture. She focuses on how things will look at the end but not all the pieces in the middle. Our curriculum specialist is non-existent. She does not pull/work with students as set up in the beginning of the year, she is not at the site often enough to know what is going on, and she does not reply to people in a timely manner.</p>
<p>LAKEVIEW FUND ELEM - CONTINUED FROM ABOVE</p>	<p>The duty schedule has been a disaster from the beginning of the year when a week of school was left off and instead of fixing that week, the principal specifically would send out an e-mail the week before about who would be covering duty. Our 3rd and 4th grade split classes for no specific reason and 5th grade does not split. Where is the ""data"" to show that the split is effective and necessary so soon in a student's school career?</p>
<p>LAKEVIEW FUND ELEM</p>	<p>The culture at Lakeview has changed drastically over the last two years under Susan Garcia Nikolava. Communication, teamwork and a great appreciation of each other to include students and parents are what has made this school successful. Unfortunately little of these can be seen at Lakeview today. The caring family attitude among staff in no longer evident. Mainly because we do not get together except for a monthly staff meeting that is monopolized by Mrs. Garcia's agenda. We need to meet more often and discuss what is working and not working as a whole school. PLCs are fine for grade level, but what about the whole school! We used to have live conversation about upcoming events. Any questions/concerns answered so we were all on the same page. Now we have endless email. Email is an extremely poor replacement for whole group discussion! Additionally, since we don't discuss upcoming events at a staff meeting, her daily tasking/staff information are delivered via the morning student news. The morning news is supposed to be for student news, not staff business! The culture of school pride is wanning.</p>
<p>LAKEVIEW FUND ELEM - CONTINUED FROM ABOVE</p>	<p>Previous popular student/family events such as Spirit Days, Rays Nights and skating parties are non existant or declining in attendance due to lack of support and enthusiasm by our principal. Mrs. Garcia does not take the opportunity to address parents at large at PTA meetings. A personal public moment to inform parents of any concerns, accolades or to merely thank them for all they do for our school is extremely important and necessary. Though Mrs. Garcia can often be seen in classrooms, it would be beneficial as well to spend more time in the cafeteria. There are numerous complaints from students and parents about misconduct and safety issues. Previous principals would use the cafeteria as an opportunity to connect and build a relationship with students as well as keep misconduct to a minimum. Mrs. Garcia is often absent from the cafeteria or when present takes a disciplinary role. I feel Mrs. Garcia is a very good person, but lacks some important leadership qualities necessary for this school.</p>

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LAKEVIEW FUND ELEM - CONTINUED FROM ABOVE	Research states the number one skill effective leaders possess is communication! Unfortunately open communication is absent at Lakeview. Principal/staff/students/parents must communicate and work hand-in-hand to continue being a successful school. Bottom line - this school has been declining since Mrs. Garcia's arrival.
LAKEVIEW FUND ELEM	The only morale problems at this school are caused by politicians who appear to be destroying public education. It certainly feels that teachers and public education are under attack by politicians. Politicians apparently want to replace public education with private businesses (funded by public funds) who would be operating public schools for profit. If that is their intent, I find this very disturbing.
LAKEVIEW FUND ELEM	There are many positives occurring at our school that I don't want to discount. There are a few elements that are not being addressed and/or noticed. These factors may be viewed as trivial but are very important to the school's foundation and success. The cafeteria is not a pleasant place-there is yelling etc, our kids work hard and they deserve a break (they still need to be appropriate). Small little traditions are slipping away that didn't take away from learning (they enhanced it).-the Lucky Ducky announcements, our bumper stickers, etc. I also think we should have 2 different types of Character Ed-1 for the primary (weekly and a monthly for the intermediate with the teacher choosing 2 students). The older kids have little buy in for the weekly program. The front yard looks horrible-we've lost some pride? I know the secretary was out there during preschool trying to weed. I believe it is a matter of hours versus care.
LAKEVIEW FUND ELEM - CONTINUED FROM ABOVE	The county doesn't help with taking our full time ESE and shifting us around with staff and hours the early part of the year (not a child friendly call). We now have a GREAT person but we have to share them when we have justifiable need for full time support. Just because our kids are fundamental doesn't mean their parents know how to supplement education they simply signed up to support it.
LAKEVIEW FUND ELEM	This school and parents are awesome. Unfortunately, the leadership is weak. Our principal is sincere however she has no clue what really makes a fundamental school a fundamental school. I am disappointed in the direction that our administrator has taken our staff. We have a strong set of teachers who do their jobs and work extra to make all children learn. All our principal thinks about is data. We understand where our students are academically, what our principal needs to focus on is building relationships with our families and parents. Our parents are awesome however they are not appreciated. Our principal doesn't know parents by name and does little to welcome them to our school. After two years at this school our principal knows the names of very few of our students. Our cafeteria is left with little supervision as our principal doesn't think it is her job to be in there during lunch time. We have no one else to rely on to fill in in the cafeteria, so our students are left with an aide who tries hard but is ineffective at best. All of our principals in the past have always spent the entire lunch time in the cafeteria.

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LAKEVIEW FUND ELEM - CONTINUED FROM ABOVE	Whenever the principal has duty, she avoids going to that area as she is too busy to work a duty station! We are a school with basically NO behavior problems or referrals. What is our principal doing? EVERY other staff member goes above and beyond to assist and pitch in at our school. It is frustrating that our principal is so out of touch. Whenever a suggestion is made it is viewed as a being critical. That is not the case. We just all work together and want our school to be successful. Lastly, our students have always worked hard, but they also have always had fun. Lakeview hasn't been fun for a couple of years. School can be fun and learning can take place. Our principal doesn't understand that.
LAKEVIEW FUND ELEM	We have a wonderful school with supportive parents, awesome students and hard working teachers. Our custodial staff does a great job of maintaining our old building so it is always clean and safe. They are to be commended. Our principal is a sincere, caring person. She is supportive of teachers when dealing with difficult parents, visible in the classrooms and good at not micromanaging. However, she does not exhibit the leadership skills necessary to make our school great. Communication continues to be a major problem. We can accept change but can it at least be discussed? Teachers are not asked before decisions affecting us are made. Decisions are made without considering long term ramifications. Questioning decisions or making suggestions are taken as criticisms. Ideas for new ways of operating are never allowed to be discussed at staff meetings for fear the meeting will turn into a complaint session. Data discussion rules every meeting. We get it! Can we talk about something else like keeping the fidelity of the fundamental program? Fundamental guidelines and procedures are slowly eroding away. We need to talk and act together.
LAKEVIEW FUND ELEM - CONTINUED FROM ABOVE	All staff needs to be on the same page. It is NOT the data page! While she is visible in the classroom, she also needs to be outside for car duty and inside the cafeteria to get to know parents and students but more importantly to monitor these situations. Neither of these are ""fun"" but being there would have a greater impact on students than being on the morning news each day. A fundamental school principal needs to recognize, value and know the names of parents and volunteers. They are the backbone of our school. Parents and volunteers are not recognized or shown that they are appreciated. Our school is made up of students, parents, teachers, staff AND principal. We are all important. Two years now and knowing the names of students is still a problem. A select few students are known, the others not. The strong sense of family that was once evident is no longer present. Students had fun and still learned This is missing from our school.
LAKEVIEW FUND ELEM - CONTINUED FROM ABOVE	Morale is at an all time low. It is time to step up and be the principal we deserve-one who is willing to uphold fundamental policies, work with staff to improve all aspects of our school, and treat parents, students, and teachers as the valuable asset they are.

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LAKEVIEW FUND ELEM	With respect to the questions regarding whether the district leadership are capable/proficient--my thoughts are that they are all subject to the ""group think"" that got our local area, the country, and the world in the present economic state. This is disappointing and does not lend itself to confidence building--at any level. It is perplexing that all the educated leaders (at all levels and around the world) did not recognize and speak out about the local, national and world economies being based on fantasy. So, even though I indicated a lack of confidence in the leadership's abilities, it should not be taken or deemed to be ""personal"" to those presently on the school board or district level administrators--they are all in fine company---i.e.
LAKEVIEW FUND ELEM - CONTINUED FROM ABOVE	Current state level policy makers profess to know what they are doing to bring Florida to where it needs to be to grow business and attract residents; however, they did not putting themselves out to the world in the last, say, five years that there was no sound basis for the economic path we were on locally or on the state level--much less on a national or world wide level---and the policies being put in place are repeating history---thereby they will be a repeat of past mistakes/misplaced priorities.
LAKEWOOD ELEM	Discipline is still our core struggle in this south county school. We must receive help from the District in enforcing discipline across the board with our students. If our students are to be able to learn, we have to be able to remove or give serious consequences that the students actually care about receiving to those students who are constant and every-hour disruptions.
LAKEWOOD ELEM	I am a teacher at Lakewood Elementary School. Cynthia Kidd deserves acknowledgement for promoting and maintaining the positive and enjoyable work environment that we are fortunate to experience. This has been a challenging year accepting our school grade and all that comes along with that, but Mrs. Kidd has only strived to inspire and motivate us to continue to do right by our students! She is an amazing principal and makes a difference at Lakewood not just for the faculty and staff, but for the students and families that come through our doors each day. Lakewood has such a wide range of behavior issues and academic challenge, often as the result of poor parental involvement/support. Mrs. Kidd meets those challenges each day with grace and fervor. SHE MAKES A DIFFERENCE!!!!!! It is important to give credit where credit is due and Mrs. Kidd has created a wonderful place to work and learn. Things are changing at LES and that is all due to her leadership!
LAKEWOOD ELEM	I believe if the district did better at some of these then it would cause change. There are many teachers ready to retire or are sent someplace they don't want to be; this does not help the school or students. A retirement package would have been better than this mess that has been caused. Short notice on required items is not good.
LAKEWOOD ELEM	Our school has a stigma attached to it due to the F grade. Our parent participation is extremely low - I believe that it is mostly because they did not have positive experiences with education and don't know how to make education a priority for their children. Physical behaviors are high this school year causing an interruption with academics, but the school is being proactive and implementing programs to gain back instructional time. I also believe that ""struggling"" schools should have APs with experience.
LAKEWOOD ELEM	This school is doing an amazing job, considering the obstacles we encounter daily. It is disappointing to be compared to unlike schools when we all work so very hard every day. I have over 30 years in this district, have worked in six different schools, and have never worked so hard for so little in return. It is very discouraging.

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LEALMAN AVE ELEM	The teachers are trying to do the best they can. Not everyone is considered in the decision making model (only selected ones). Problems are not handled equally. I would say almost all teachers are giving 125%. The assistant principal puts in lost of hours and work to make the days run smoothly, especially with scheduling and assessment cycles and FCAT.
LEALMAN AVE ELEM	we have the best principal an asst principal every
LEILA DAVIS ELEM	A select group of faculty members are given more oppourtunities by administration than the rest of the faculty. Some teams have poor communication. Detailed minutes from SLT Meetings need to be posted by only one SLT person for the school so that everyone receives the same information. ESE personnel are not servicing students on a regular basis. There should be more accountability.
LEILA DAVIS ELEM	A small clique of administrative favorites is running the school. So many personal and school favors are accepted by administrators by the clique that it lowers morale.
LEILA DAVIS ELEM	Administration makes school wide decisions that impact all instructional staff without making adjustments to programs even when feedback has been given and it is obvious that staff members want changes made. These decisions do not improve staff morale! Professionalism is lacking, at times.
LEILA DAVIS ELEM	Administrators at this school tend to favor a certain group of teachers. They have been out together in social functions outside of the school hours. Information about the school is posted on many internet social sites for other staff and even some parents to see. This particular group of teachers seem to influence a lot of the decision making at the school and adds to the lack of professionalism between the administrators and the staff.
LEILA DAVIS ELEM	Employees do not feel like this county had gone to bat to support their staff to the state. This school system is large enough to make a difference. Especially if joined by all other school systems. Politics has gotten in the way of what our goal is. To educate! Sad to say, I have already discouraged 4 adults from joining the education field. Including my daughter. Very sad.
LEILA DAVIS ELEM	I feel the management style by the Principal is of intimidation. I do not think she treats all staff fairly. There is a sense of belonging or not belonging to the Principal's ""club"" There is a clique atmosphere that lowers the morale. If you become her ""friend"" you are guaranteed a job...There is constant bickering and gossip among staff members. When talking to the Principal she has a condescending attitude and of self-importance. It is a sad atmosphere to work in. I feel no support or guidance from her.

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LEILA DAVIS ELEM	<p>I love my job and enjoy working with the students. However, our fairly new administration makes it difficult to enjoy coming to work. Our principal is unprofessional, favors a certain click of teachers and encourages that click by keeping them together. Many initiatives are started without staff approval and most are not followed through. Money is spent without staff approval. We bought an expensive Ellison machine and a projector for the cafeteria with PTA money. We have never used the projector and did not need the Ellison machine. We are given things to discuss for the good of the school at our PLC meetings but ultimately it doesn't matter what we think. Moral is very low and this once unified staff is now in pieces. With all the money we are loosing this year, the district should be looking into better ways to cut back. We had to fill out paperwork on where we thought the cut backs should be. Were those even considered? We NEED our guidance counselors and media specialists. We DO NOT need reading coaches. A lot of thought and effort was put into our ideas. I just wish someone looked at them. That's my biggest complaint in this county...my voice is not heard.</p>
LEILA DAVIS ELEM	<p>It is hard to feel proud of your school when there is a line drawn in the sand between those who care and those who do not. I once felt a strong commitment to this organization but not any more. I actually said this morning to a parent that I can't even say that I am proud to work for PCSB anymore. Our administrators have the potential to be effective but you can't soar like an Eagle when you work with a bunch of turkeys. I will continue to put in 100% plus effort for our students but it makes me sick to think the organization is benefiting too by my overtime and commitment. Many of our staff member need to get on board or get off! They are bringing us down with negativity and poor attitudes. I will continue to support my administrators as they are trying to do what is best but 2 people can't change the mindset of many.</p>
LEILA DAVIS ELEM	<p>Morale is at an all time low in the school. This is due to unprofessionalism by administrators. If you are not part of the "clique" your ideas are not heard and respected. Administrators need to separate personal and professional relationships with staff. We have been told to "get off the train" or "fill out a transfer" if we do not agree with administrative decisions.</p>
LEILA DAVIS ELEM	<p>Teachers are afraid to express their opinions without fear of retribution by the principal. Some teachers are targeted for a specific problem and others that show the same problem are ignored. The faculty does not vote on spending money for staff development, the principal spends the money the way she wants. The administration had their "chosen" group and is not fair to everyone. The principal needs to show better judgement in her personal life and stay off of "Face Book" due to negative parent comments about inappropriate postings. The guidance counselor spends time in her office on personal phone calls rather than her job. The guidance counselor needs to do more staffing paperwork to allow the ESE/Gifted teachers to spend more time with students. The head plant operator is outstanding and our school has never been in better shape. The head plant operator addresses all requests and needs promptly and with quality workmanship. Many teachers go above and beyond to help students and each other. The faculty tries very hard to help the community and participate in special community projects.</p>

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LEILA DAVIS ELEM	<p>There are some questions that I answered negatively to that are not the schools fault. Quality work is obviously not expected of all the adults at any school. PCTA and district administrators have negated that expectation because they allow teachers who are ineffective to continue to teach while teachers who are good are forced out simply because they are new to the county. What is the incentive to do a good job past the first 3 years when you know you have tenure and can't be removed? Teachers cannot be effective teachers because of the ridiculous amount of testing these students are forced to endure which prevents effective instruction and drastically limits instructional time. The tests are invalid on so many levels and I do not believe they accurately show student growth or achievement. Until this county actually starts evaluating the effectiveness of teachers and having consequences for teachers who are unable to perform effectively (and that is not through the use of FCAT scores) then I don't see how any of the problems will be fixed.</p>
LEILA DAVIS ELEM	<p>This is a challenging year. Morale is low due to all the cuts and also the lack of communication within our school. All teachers are not treated the same. Some of us are not part of the "in" crowd. All employees need to pull their own weight. Staff should have some say in how funds raised by the school are to be spent. We have some great, hard working teachers that deserve praise for the amazing job they are doing each and every day.</p>
LYNCH ELEM	<p>I want to clarify that for any references to supervisor in section 2, I was referring to my building principal. If it referred to a district level supervisor, my answers would be different. I feel valued and respected by the administrators and staff in my school, but not by the school board or district leaders. The morale at my school is usually very high due to the school leadership. However, morale has sunk to an all-time low due to the way things are being handled by the school board and district leadership.</p>
LYNCH ELEM	<p>Morale has really been thrown for a loop, since Gov. Scott took office and thinks we should be run like a business. Will he reject the imperfect students as well?</p>
LYNCH ELEM	<p>Morale is low because of all the district changes and the indecision of the county, not communicating w/ the employees in a timely manner of whose job is on the line. On a whole the staff at this school is high, we have a great Principal who is caring and lets us know in many ways.</p>
LYNCH ELEM	<p>Morale is pretty low right now with all of the cuts going on in this district. It has no reflection on my Principal.</p>
LYNCH ELEM	<p>Most teachers and staff at our school are trustworthy and a joy to work with. Any difficulties felt by the staff are kept out of the classroom and the students have not realized that these are difficult times in any way. Our principal has been a great leader and has communicated in a way that is professional yet very caring and empathetic to everyone's needs. I have been at this school for 20 years and it is home. We are a family who works together for highest student achievement and student safety. We also make sure that all students feel included and important. Some of the 1st grade curriculum could be improved. I think that the writing Units were not in a good order this year. I think that they should go in the order that Lucy Calkins and Stephanie Parsons wrote them. I find the same situation in Math. The Envision Math was put together by a team of professionals who based the order on research. I think it is arrogant to change the order. The review sheets that go along with each lesson can't be used as many of the units are taught in a seemingly random order. This means that money was wasted in purchasing those particular books.</p>

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<p>LYNCH ELEM - CONTINUED FROM ABOVE</p>	<p>Each Unit is meant build on the previous one, but my students lost the momentum from some units because they were followed by a completely different Unit that covered a completely different Big Idea. Months later when we went to the lessons that should have followed what had been learned, and the students needed to be retaught the simpler lesson to remember what we were supposed to start on now. I expect that Sangari Science will be a lot more user friendly as the lessons and supplies are handled in an orderly fashion. The Science we have now is too vague and requires too much teacher prep time. I feel quite happy with the Reading series, and the Social Studies and Health curriculums are laid out very nicely. If we are talking about saving the district money, here are a couple of ideas. I had no idea we even had a deputy superintendent. This may not be a necessary position. I don't think we need area superintendents, and the reading coach seems to be helpful for beginning teachers but not so much for those of us who are experienced. We have a lot of people doing what I would consider the Guidance Counselor's job (including our Social Worker).</p>
<p>LYNCH ELEM - CONTINUED FROM ABOVE</p>	<p>I think that Elementary schools could share a Guidance Counselor but they seem very important to Secondary schools. Our Media Specialist has to work 30 minutes in the cafeteria, doesn't hold library skills classes, and doesn't read to the students. This could be a shared job as well. The technology needs seem to take up the bulk of her time. I saw the program where Dr. Jansen met with a group of High School students. Great communication going on there! Keep it up!</p>
<p>LYNCH ELEM</p>	<p>Our principal Mrs. Bigelow is absolutely marvelous and makes Lynch a wonderful place to work and learn. She sets the standard. She is very honest, professional, fair, caring, hard working and dedicated. I have worked at many schools and hope to spend my final years here.</p>
<p>LYNCH ELEM</p>	<p>This is a wonderful school to work at. Julie Jansen and all of her superintendents are a waste to the system. Too many people making 6 figure salaries. The teachers that do all the work are making next to nothing. The area superintendent is here every month to let us know how we should do things. We know our job. She needs to be back in the classroom with all her great ideas. Everyone needs to quit the worthless PCTA.</p>
<p>LYNCH ELEM</p>	<p>This job gets more difficult each year. The benefits and rewards of this job are minimal. I am no longer proud to say I'm a teacher.</p>
<p>LYNCH ELEM</p>	<p>We continue to dedicate ourselves to our students' successful education and endeavor to reach ALL students with various methods of teaching/learning styles. It is a privilege to work with such a "professional" group of people.</p>
<p>MADEIRA BEACH FUND (K-8)</p>	<p>I do not feel welcome to speak to my principal or asst. principal when I have issues that are important to me. This is partly due to the fact that both of them are grossly overworked, but it is also partly due to their systems for conferencing. I would like to see a policy in place where I can speak to them with their undivided attention if necessary. Frequently, our discussions are interrupted by phone calls, email on PDA's, or other sources. I never feel like I have anyone's full attention.</p>
<p>MADEIRA BEACH FUND (K-8)</p>	<p>I feel very fortunate to work at my school. The students, parents and faculty/staff are the reason why I enjoy coming to work. With the heat on the budget and other critical decisions that are being made, we, the school community, stick together and I am thankful each and every day for the people who work in my school on a daily basis.</p>

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MADEIRA BEACH FUND (K-8)	Morale has been great. It is lowered because of the cuts (budget and personnel). I am at a fundamental school and it truly the best of the best. The district needs to create more schools that hold, encourage, and enforce such high expectations from the students, parents, and staff.
MADEIRA BEACH FUND (K-8)	More communication is needed at our school from Administration. More guidance and direction is needed from the Assistant Principal and more support in curriculum.
MADEIRA BEACH FUND (K-8)	Mr. Ateek's presence is sorely missed on the Elementary side. Elementary staff needs more visible and effective leadership. Elementary staff needs more effective and experienced leadership. Staff needs more opportunities for professional development and planning across grade levels. Staff "personal agendas" need to be curtailed. Instead of focusing teacher and student attention on Super Bowl activities attention needs to be on highest student achievement. Favoritism still in full force. Friendships should not equal special treatment
MADEIRA BEACH FUND (K-8)	The Assistant Principal on the Elementary side is lacking in leadership skills, unable to make sound and unbiased decisions as an administrator due to friendships that were formed prior to her becoming the Assistant Principal. She does not adhere to the Pinellas County dress code. Her attire is inappropriate for the educational setting. Finally, she is unable to answer many questions pertaining to curriculum. Both the Assistant Principal and Principal appear not to be highly knowledgeable in the area of "Best Practices." (What a classroom should entail) This is not enforced.
MADEIRA BEACH FUND (K-8)	This has been an interesting and challenging year at MBFS. The school year started off with one less administrator and the impact of that loss has been felt by the faculty and staff. The administration is spread very thin and their visibility on campus is limited. Last year, a day did not go by that I did not actually "see" one or more of my administrators. This year, however, that is not the case. In spite of this, Mr. Ateek, Ms. Victor, and Mrs. Bauman set a wonderful example in their commitment to the fundamental guidelines for students, their work ethic, and their trust in the entire faculty and staff. Mr. Ateek continually expresses the importance of taking care of ourselves, as well as our families, first and foremost. His caring nature, friendly and approachable manner, sense of humor, dedicated leadership, his ability to reinforce our efforts in educating students, and upholding the fundamental spirit, is greatly appreciated. I continue to come to school each day with a positive attitude and feel like my role in this school is valued. I have good communication with my administrators and colleagues.

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MADEIRA BEACH FUND (K-8) - CONTINUED FROM ABOVE	The students and their families are outstanding. With all that being stated, I continue to have a concern regarding the amount of favoritism shown towards a small group of faculty members by an administrator. These faculty members continue to feel ""entitled"" because of their friendship with this administrator. This behavior is being noticed by more and more of my colleagues, yet nothing has changed. Because of this friendship, those faculty members have taken it upon themselves to force their personal agendas upon the rest of us. And not one of those personal agendas have anything to do with Highest Student Achievement....such as, the Super Bowl ""Decorate The Hallways The Way We Tell You"" fiasco and ""The Adventures of Harley, the Wild Pig"". The only people that have been observed being amused by these ""high-school antics"" were the people who thought of them in first place!!! Why not an ""F-CAT"" Rally, or something that has to do with EDUCATION??? My high school years are long gone, I have very fond memories of them, and I have moved on....why don't these people? On a more positive note, this has been a very productive and satisfying year for me.
MADEIRA BEACH FUND (K-8) - CONTINUED FROM ABOVE	New friendships have been formed among faculty and staff, the students continue to meet and/or exceed our expectations, and the majority of us go about our days doing what we do best: teaching. No amount of ""glitz or glitter"" compare to a classroom that is run with fidelity to the fundamental guidelines, using appropriate grade level content, and consistency. Thank you.
MADEIRA BEACH FUND (K-8)	While I love my school and Pinellas county, decisions are made by the higher ups that do not take into account the extra effort teachers put it to make great classes. Replacing good teachers with scripted programs and new teachers who will work for minimum wage is not doing what is best for kids. Next year, many excellent teachers, myself included, will need to take on a second job to maintain mortgages and bills. The work I can do above and beyond will be severely limited. This is the wrong direction for education. We should trust our teachers and invest in them, not in programs and quick fixes that improve testing.
MARJORIE RAWLINGS ELEM	Before the budgets cuts morale was very high in this school and now with the cuts it has taken its toll on people.
MARJORIE RAWLINGS ELEM	I teach a Blended Pre-K/VE class. We have 2 pre-k classes here, mine (4 and 5 year olds) and a 3 year old class. Both classes have ESE students and ""typically developing"" students. Our Pre-K POD was given to 2 Kindergarten classes last year and we were put into 2 tiny classrooms in the administration building with no kitchen, no room to set up the appropriate curriculum for pre-k and very little storage space. It has been very frustrating having 15 or 16, four and five year olds at 3 tables with no room to set up an art easel or even an art area for the students to use every day. We don't have room for a science center, writing center or room for a sand or water table. I don't feel like I am teaching my students what they need to experience without the space and equipment to do it with. I asked to be moved to Kindergarten (there is an opening) as I have an MA in Early Childhood Education with a certification on in Pre-k special education. I was told there is no one with my credentials to take my place. I have been teaching for 30+ years and have taught every grade from Pre-K - 5th grade. This is the first time I have ever been so frustrated at not having the room and equipment I need to teach.
MARJORIE RAWLINGS ELEM	Supervisors at the district level need to be accessible to teachers. I was instructed not to contact my supervisor directly.

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MARJORIE RAWLINGS ELEM	The principal does not notice great teachers at our school just because they may not be in her office telling her how great they are. We have teachers who lose out on leadership roles because they are not the principal's favorite teachers. Input is often taken but not considered. Once the principal's mind is made up that is how it will be no matter how the staff or teachers affected feel about it even if it is not the best decision.
MAXIMO ELEM	As long as I have, been working for Pinellas County School Board I had never experienced a school year like this one. Our morale is gone. Our principal, Ms. Sharon Wilson has wasted the teachers, staff, parents and students value time this year. Our principal has no communication skills, yet leadership training. I have never worked at a school where a principal doesn't speak/greet the student, parents or staff members. Instead she stares at you from head to toe. Also, the students behavior has been chaotic and out of control all year long. There has been many incidents of sexual harassment, verbal abuse toward teachers/ students, threats being made to students and staff members all year long, and these students are still at this school. A sexual gesture was never addressed, other student parents were never notified about the incidents. Finally, Ms. Wilson asked a student "Is your teacher/ asst. trying to set her up?" Of course the student was told not to say a word, but that didn't happen. She has really lost her mind. This has been the most unprofessional, chaotic, out of control school year I have ever had. I wish Mr. Brown was still HERE!
MAXIMO ELEM - CONTINUED FROM ABOVE	Ms. Wilson focused was geared toward petty things instead of focusing on the extreme behaviors that left many teachers without a leg to stand on. No support in or out of the classroom. No matter how hard you try, Ms. Wilson would shoot you down and that was the end of that. I hope the next school year is better and we will be in a working environment that is filled with love, respect, honesty but most important, well behaved students, that doesn't stop the teacher from teaching, and the students from learning. No Child Left Behind is not working at this school.
MAXIMO ELEM	I am happy with my school and supervisor. Communication is good and school rules are enforced. Teamwork is encouraged among all staff. Principal is very professional and fair with staff. Principal has an open door to discuss concerns and issues efficiently and effectively in a timely manner. There are some staff that may need some improvement in planning and attendance, teamwork. All and all I think we have a pretty good staff here. Some things need a little work. Thank you
MAXIMO ELEM	I am very committed to working at this school, however the current principal has fostered an atmosphere of distrust and a lack of productive communication. I loved working at this school before she arrived and I will love it long after she is gone, seeing as there has been 3 administrators here within the past 5 years. The principal makes policy then forgets what her own policy was and makes another in direct contradiction to the first. She is not a very friendly principal, rarely will she speak before she is spoken to, and sometimes not even then. Instead of a greeting when she sees you, we get the once over to see how we look. This principal seems to care more about the appearance of the school than the education going on inside.
MAXIMO ELEM	I believe the principal has good intentions. It is tough to be in a school with so much behavior problems. It is difficult to create a good atmosphere if the parents are not teaching respect to their kids at home. The parents are very disrespectful to the office staff, teachers, and principal

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MAXIMO ELEM	I have worked at this school for 9 years and this has been the worst one yet even with my first being just an intern and being hired right out of management training. Ms. Wilson has taken a full use loading dock and turned it in to a walk path for the 4 and 5 grade students to get and from class. I only good thing I can say about her is that she hired Mr. Davis and the property looks better than ever.
MAXIMO ELEM	If I had to write any comments about this school year, it would not be anything nice. Especially, woking with Sharon Wilson. Maximo has been a school that is build on integrity and respect. This year, our school has taken a tremendous dropped in the students performance, behavior, and having respect for any adult authority. Our students are in control of running Maximo this year. If you went to any of the adminstrators, you were wasting your time. Another co-worker was very upset when Sharon wilson challenged them about a sexual comment that was made to a female student/ by a male student and not one thing was done about it. Ms. wilson asked if there were any witnesses. Sure there were. But in her mind, the adult is not telling the truth. So what happens next is that Ms. wilson didn't take is seriously, she brushed off the incident as if it wasn't important. If I was that parent and knew that my child/ is being verbally abuse, bullied and called names everyday, She would not have a job the next day. 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.
MAXIMO ELEM - CONTINUED FROM ABOVE	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. Neither is support staff. What about this! Our principal allows one teacher asst. to have his own personal computer/ laptop to use and take it home on a daily bases. What is wrong with that picture. You didnt here it from me, Our so called principal is sleeping with that same teacher asst. Bay9News and Action 10 news would have a field day with the staff at Maximo Elementary, and let others schools know just how unjust and unfair our principal has been to 95% of this staff. Also, many students could eat breakfast. The cafe. doors were locked not allowing any late comers to eat at all. Some of these dont have food to eat on a daily bases. How cruel can you be. Why is it that teachers are presumed guilty of offences and have to try and prove their innocence. Ms. Wilson writes a letter stating that we need to meet, and you may bring representation. There are several staff that has been target due to our invisible principle, incompetent petty attitude that make her feels like she is really doing something.
MAXIMO ELEM - CONTINUED FROM ABOVE	Instead of dealing with the most important issues maximo is facing, the principle is trying to make sure that she can write up as many of her staff as she can, and even fired some of the best teachers we had because of her vindictive and evil spirit. Again, there is no leadership at our school, Maximo Elementary.This 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, and how to handle student behavior. 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. It has been a very stressful year with many disaster that causes confusion for them, the students, and the staff. Not enough support was provided by the regional superintendentto handle concerns about the school's administration brought forth by the staff and the union.

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<p>MAXIMO ELEM - CONTINUED FROM ABOVE</p>	<p>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 Maximo 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 neg</p>
<p>MAXIMO ELEM</p>	<p>It is clear that both teachers and students are struggling to make it through the year at this school. Maximo's staff and students are full of potential. Under strong, functional and caring administration, Maximo could be GREAT! It is truly perplexing how some people are put in and kept in positions of power. There is clearly a flaw in the system here. I have never worked at a school where teachers are discouraged to stay after hours to work or where the door to the office is locked by 3:00 making it impossible to discuss anything with the principal after the students leave. There is often NO place where staff can even use a restroom after contracted hours, as everything gets locked up. Ms. Wilson is more concerned with appearances than the care and safety of her staff and students. She spends most of the day in her office and interacts as little as possible with the staff and students. She does not know the names of the staff and is quite honestly the worst principal I have ever worked under. Maximo is overcrowded and undermanaged. There are many staff members that LOVE Maximo and are simply disappointed at what it has been allowed to become.</p>
<p>MAXIMO ELEM - CONTINUED FROM ABOVE</p>	<p>Please, please, get capable and professional administrators in here who can help these deserving students who are full of potential. Right now teachers are treated like daycare providers and the students are being allowed to run the school. HELP MAXIMO!! I would never work at Maximo under Ms. Wilson's supervision again.</p>
<p>MAXIMO ELEM</p>	<p>It's difficult for morale to be high in this time of budget cuts and job losses. The uncertainty of positions and loss of wages has morale at an all time low since I have worked in the district.</p>
<p>MAXIMO ELEM</p>	<p>Let me begin by acknowledging the awesome job that our assistant principal, Mrs. Delores Wesley is doing at our school. She is very efficient and possesses the characteristics of a fantastic leader. Our principal, Ms. Sharon Wilson does not treat her staff members equally. She has a few staff members who she is visibly seen talking with on a daily basis. These people get alot of her attention and they seem to be not be held as accountable as the rest of the staff. In my opinion, she is not an effective leader for our school. She doesn't seem to care about the students, parents, or the staff. She is not an efficient communicator. Most people comment on the fact that she is not approachable and friendly to students, parents, or staff members. She is not open to suggestions made to her and unwilling to compromise on issues. It is her way or the highway! Maximo is in need of a caring, friendly, fair, considerate, administator who is also willing to listen to the concerns of this school.</p>

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<p>MAXIMO ELEM</p>	<p>Let me begin by saying that I have always enjoyed working at Maximo, and our assistant principal, Mrs. Wesley, is wonderful. She is supportive, understanding, reliable, and approachable. She is devoted to our students and can be visibly seen around campus interacting with them. We also have a dedicated staff that is truly vested in our children. They include a fantastic magnet coordinator, Title 1 coach, academic coaches, and media specialist. Although I have long known Maximo as a warm and welcoming place, things have recently changed with the appointment of Ms. Sharon Wilson as principal. Our once positive school environment has quickly soured. Over the school year, several parents have complained to me about her unprofessional demeanor and lack of visibility. She displays questionable judgment, poor communication skills, and a lack of openness to consultation with the school community. Most staff members express fear of reprisals if they speak out against her policies or personal views. Our last principal, Seymour Brown, was always available and approachable as he worked the car circle every day. He knew the name of almost every student at our school.</p>
<p>MAXIMO ELEM - CONTINUED FROM ABOVE</p>	<p>Ms. Wilson rarely works the car circle and is unfamiliar with most students. Instead, her time appears occupied with campus safety and security measures. She has spent an enormous amount of money installing new gates, rails, and camera technology. This near-obsession with security matters takes time away from visiting classrooms, talking to children, and managing discipline. She has yet to visit my room and observe the learning environment, which I find disconcerting. I am saddened to see the difference that one person has brought to the school in such a short period of time. Many of our best teachers have left, or want to leave, because of Ms. Wilson's lack of leadership. I am frustrated that the district would allow her to be placed in a struggling school, fully aware of her reputation. I urge the district to help students at Maximo by placing an administrator here who is both compassionate and caring, but possesses a firm disciplinary hand. We seek someone who cares about the families we serve and will invest the same time and dedication into Maximo that staff members already do. We desire a strong leader who is wholeheartedly committed to improving conditions at the school.</p>
<p>MAXIMO ELEM - CONTINUED FROM ABOVE</p>	<p>In general, I am concerned that the district does not see our school as a priority. Nothing has been done to alleviate its extreme overcrowding. Removing a couple of ESE units has not addressed the problem. Parents deserve to come to an elementary school where their student is more than just one among seven hundred. Allowing a poorly performing principal to remain at the helm of such a school is an added insult, and it has a demoralizing effect on its students, teachers, and staff.</p>
<p>MAXIMO ELEM</p>	<p>Losing a principal with a strong, communicative leadership skills at the same time as increasing problems in our school was a real blow. Decreased busing results in increasing neighborhood problems carried into "neighborhood" schools, not only between students, but also between parents. Segregation in our school is returning quickly. Teachers willing and ready to meet these challenges and others, and who love these students, are met with disappearing planning time, no supply room, and no autonomy to even make one copy. When county paperwork is due, non-essential meetings are called which eat into the little time we do have. Problems are continually blamed, or so it seems, on teacher incompetency by the administration. Of course, this leads to frustration.</p>

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MAXIMO ELEM	<p>Maximo has changed over the past year. Mrs. Wesley, our assistant principal has done a fantastic job of supporting the staff and communicating with them. Ms. Wilson, our principal has torn our staff apart. There is extremely low morale at this school. There is extreme disrespect among student to student and student to teacher. Ms. Wilson does not show support for her staff. On numerous occasions fights have been broken up by parents as Ms. Wilson watches the fight and turns and walks away. Cones have been placed in the parking lot to block people from parking in the area in which Ms. Wilson parks. This is uninviting to the staff and to any visitors at our school. The morale at Maximo is extremely low. Parents do not know our principal's name and have often said that she avoids them when they try to speak to her. Students are bullied and disrespectful to each other and to staff members with little or no consequences. Ms. Wilson has shared the personal life of staff members with other staff members. She has also made up stories about staff members and told them to parents to make herself look better. We have had a high turnover rate during this school year with close to 10 people leaving.</p>
MAXIMO ELEM - CONTINUED FROM ABOVE	<p>Some left with out other positions. Many members of the staff have come together to support one another during this very difficult school year. It used to be fun to work here. Most of the staff is here to work with our students and families because they choose to be here. But unfortunately, we do not have the support from our principal.</p>
MAXIMO ELEM	<p>Maximo has had a large increase of students (over capacity) this year and with that comes many challenges with our population of students. Our students are being denied a "quality education" due to the constant disruptions in many of the classrooms because of student behaviors. Bullying, fighting, and disruptive students are the norm in many classrooms with no administration support. Maximo must have a strong supportive leader. The county policy states "zero tolerance" yet this is not the practice at Maximo. The lack of consequences and follow-through has caused some of our parents to take matters into their own hands by threatening students and fighting (on campus) with each other to protect their children. Many parents are concerned about what has happened to our school and how this impacts their children. The administration should be more accountable for their performance.</p>
MAXIMO ELEM	<p>Maximo is an absolute disaster. There is zero support at the Administration level. When we see or hear from our Principal, which is very rare, we are given contradicting messages, leaving the staff unsure of expectations or procedures, which results in her criticism of the staff. The students are aware of this lack of unity at the school, and it is causing an increase in behavior, decrease in effective instruction and complete chaos throughout the school. The students do not even know who the Principal is at Maximo, which again supports the lack of respect the students give the adults and the disorganization at the school. There is no structure, consistency or positive behavior support. Negativity starts at the top at Maximo and has slowly trickled down. The Principal is vindictive and has not shown any characteristics of being trustworthy. She starts gossip in the school, decreasing the trust between staff members. There is no follow through on anything at the school.</p>

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<p>MAXIMO ELEM - CONTINUED FROM ABOVE</p>	<p>The Principal is has voiced repeatedly that she wants her ""approval rating"" to increase with the staff, but is continuously rude, condescending, and impossible to speak to. She is concerned with only herself. She does not support any of the teachers, in anyway. Instead she looks everyone up and down, and avoids any conversations, especially the ones of the utmost importance. Staff members are not acknowledged for achievements or all of the hard work and dedication they apply to their job. This has caused morale to fall dramatically within the school. Most teachers at the school have reported that both the Principal and Vice Principal have only been into their classrooms 1-3 times. How can they be familiar with teachers and the students when they have not observed the classrooms? How can they work to create effective behavior plans or suggest professional development without first-hand knowledge of how the school is running? The administrators are not present throughout the school. When the Principal does report to car circle for dismissal, she stands outside looking unhappy and miserable.</p>
<p>MAXIMO ELEM - CONTINUED FROM ABOVE</p>	<p>She does not say hello to parents or staff, which is evidenced by the lack of parent involvement in the school, and the attitude of the staff working at Maximo. That is not what the face of the school should be! The Principal should inspire teachers, students and parents. Her priority should be the success of the students and support of the staff. Maximo needs a fresh start, with strong administration to begin revamping what the school stands for. Staff should be proud to work at Maximo, students should succeed, and parents should be proud that their children attend school at Maximo.</p>
<p>MAXIMO ELEM</p>	<p>Maximo seems to be going backwards. Very unhappy staff and parents. The atmospere is very troubled. No one wants to work with the current principal.</p>
<p>MAXIMO ELEM</p>	<p>Ms. Wesley our assistant principal is fantastic. She is caring and fair with students and staff. Our staff is also wonderful. Most of the teachers really care about the students at this school and like working at a struggling school. Our new appointed principal, Ms. Sharon Wilson, has turned our school upside down. She has poor communication skills she rarely speaks to parents, staff members, and students. The discipline at this school is non-existent since she has come to our school. Behavior issues are not handled appropriately by her. Since her arrival the school morale has plummeted . Many of our best teachers have left or want to leave under her leadership. It is hard to believe that the district would put her at a struggling school, fully aware of her reputation at other struggling schools. This school deserves someone who cares about the students, families and staff members that are here. Please consider placing an administrator at Maximo who is caring, strict on behavior issues, friendly, and supportive of students and families.</p>

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<p>MAXIMO ELEM</p>	<p>Our assistant principal is amazing and makes everybody feel good about their job and she does all that she can to take care of constant behavior problems with our students. Our principal, Ms. Wilson doesn't do anything to make the staff feel good about their job. She is constantly putting teachers down and sweeping issues under the rug in order to limit referrals going to the district headquarters. She is only worried about her image and she is not worried about the success or safety of this school. She is often caught talking to outside people from the district when she has meetings planned and she constantly has to be called to remind her of meetings she planned. She has no leadership at all and the morale of this school is the lowest it has been in my 5 years here at Maximo. We have parents fighting in our cafeteria because issues that should have been taking care of by our principal were not so the parents came to our school with the intentions of taking care of the issues on their own. I love our assistant principal and I love working at Maximo but not under the leadership of Ms. Wilson. Please get somebody who is a good leader at this school to help with the numerous issues we have going on. Thank you!</p>
<p>MAXIMO ELEM</p>	<p>Our assistant principal, Mrs. Wesley, is amazing! She provides us with effective feedback, is a positive and fun person. Mrs. Wesley truly loves our students, families and staff, always showing compassion and love for all of them through her kind words and endless hours of dedication. Our staff is one of a kind. The teachers at Maximo are here because they too love the students and families and want to make a difference. Our new principal, Ms. Wilson, is the worst thing to hit Maximo. She makes constant comments during staff meetings putting down our families, such as, ""These parents will come in here acting like lawyers when they don't even have a high school education."" ""I want to install some blinds in the front office so I can close them and parents won't be able to bug me."" Ms. Wilson has made it clear she does not have any compassion for our families, has made no effort to get to build relationships our students and walks away whenever possible. On multiple occasions I have witnessed parents breaking up fights between our students, which are out of control due to a lack of consistent discipline, while Ms. Wilson looks, then walks away.</p>
<p>MAXIMO ELEM - CONTINUED FROM ABOVE</p>	<p>She makes our staff feel unwelcome, often ignoring us when we say hello and even blocking off our parking lot with cones so we can't even get in to park. All doors, except one up front, are locked and we are not allowed to open them for our own staff, who are caring arm loads of work, in the building, Ms. Wilson insists on them walking all the way around through the one door open in our building. The tells us she has an open door policy, which is contradicted by the locked front office with lights turned off before our working hours are even over. Ms. Wilson shows a lack of knowledge in many areas and is often embarrassing to listen to when speaking on behalf of our school. She made it evident that is unaware of how the current appraisal system works, marking many teachers and support staff higher than they should be if she likes them and ripping apart others whom she does not. Maximo has become a place that literally makes its employees sick. We have had multiple staff members resign or go on medical leaves because of the stress and negative energy in the air.</p>

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<p>MAXIMO ELEM - CONTINUED FROM ABOVE</p>	<p>Maximo needs a strong, compassionate person who has a firm hand and will care about our families, acknowledge their constant efforts and make them accountable for their child's education. We need someone who will support us as a staff and put in the dedication and love that Maximo needs. Get us that person and we will show you an A school! Our students and staff are more than capable. We just need a strong leader to lead the way! Our district has shown Maximo time and time again that we are not a priority. We have extreme overcrowding and a terrible principal, who never should have been promoted in the first place, Our new first and second year teachers who worked so hard to be where they are, are being punished as if they did something wrong. Pinellas was a place I wanted to work and Maximo is a place I loved to be. Now, we are all tired of being the dumping ground. Give us what we deserve, a population size we can manage and a leader who cares.</p>
<p>MAXIMO ELEM</p>	<p>Our principal is all about making the campus beautiful and not focusing on what the real problems are. We are told we don't have money for copies or paper, but yet we have money for new gates to hide the garbage and another gate to keep people out from parking in certain areas. As well as, to put new tile down for the front office to make it look nice. The principal is not approachable and is not supportive towards her staff. The principal doesn't listen to the adults but will listen to the student's view of situations and then twist what the adults say to OPS. Students are out of control with their bullying each of other and being disrespectful to the faculty. The principal does not give students consequences. The principal is not open to suggestions. She does not come into classrooms and has no idea what is even going on in the classrooms. Some, if not most, classrooms have continuous student behaviors that do not allow teaching to take place. Our principal has ruined morale at our school. She is vindictive, incompetent and mainly concerned with outward appearances. The principal is on an OPS mission, to get her teachers in trouble.</p>
<p>MAXIMO ELEM - CONTINUED FROM ABOVE</p>	<p>The staff is always willing to go over and beyond what our expectations are and now it's to the point where many of them cannot and will not work for our present administration any longer. We will lose some of the most amazing teachers due to budget cuts or because the principal has not asked them back for the following school year. I don't feel it's fair that a principal that is new to a school should have the privilege of having such control of letting teachers go, especially since there is no support for the teacher.</p>
<p>MAXIMO ELEM</p>	<p>Some questions were difficult to answer when speaking about ""the school"" rather than my classroom. I work very hard building relationships with my students, believe they can all achieve, they have high expectations for themselves and my parents are very involved. I cannot say the same for many of the other teachers at my school. While I used to love working there, the overall morale has changed immensely with the new principal. I love to go to school for my children. My principal has not bothered to get to know the children. They don't even feel like she is our principal. She walks around and wants things to look ""pretty"" in the front of the school, however has not addressed many of the staff concerns and safety issues. She has spent a great deal of money making the front of the school look aesthetically appealing, but what really matters is how the children are treated and that they feel safe and cared about. My assistant principal is awesome. She knows the children, the staff, and truly cares about their successes, not just the data. She is more like a principal to the students.</p>

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MAXIMO ELEM - CONTINUED FROM ABOVE	When I have brought several concerns (regarding the students, not myself), she has spoken to me in a very condescending tone. She also frequently says things at staff meeting, etc.; then we are faulted for following the directions she can't remember telling us. I have been at the school many years and this is the first time I truly feel I am only going there to escape to my class. I know I do the very best for my children and hate that they feel ignored. The principal has come into my classroom 3 times this year. Two of the times were to hand out a paper to certain students and the other was for less than 30 seconds. I do not believe she is there to support the staff, but rather on a control frenzy. I refuse as professional to be spoken to as a child and have my honest safety concerns ignored.
MAXIMO ELEM	The principal is not supportive and displays poor leadership skills. Ms. Wilson have OPS on speed dial for any and every little issue regarding the staff. It is not fair to work in this type of environment, I don't look forward to coming to work. I felt like she was out to get me from day one and she was. We the instructional staff have to deal with our own classroom behaviors and if we do send them to the office they are returned back to class with nothing done about their negative behaviors. The assistant principal will say ""I'm not dealing with this, go to the principal and let her handle it.
MAXIMO ELEM	The survey was too long.
MAXIMO ELEM	There is no support from the principal for the staff or parents. The staff along with the parents gets dirty looks as if they are lower then the principal. She does not follow up with the on going problem at Maximo. She does not enter act with the staff, students or parents. It's like no one have a say so in anything it's her way or no way.
MAXIMO ELEM	This year we were faced with getting a new administrator that is not able to connect with the staff or the students of the school. Many of the students are unaware who she is. Most teachers can count on one hand how many times she has been in there classroom. There is no open door policy for the front office, as it is locked after school. When you approach her with an issue you are never given support or an answer to the question, most of the time the subject is changed and the problem is avoided. Many changes were made by our principal with dismissal, ability to call parents during the school day, and to the discipline process without the input of her staff. There were false promises about creating a Saturday school or after school detention. When suggestions were made and problems arose very little was done, but there was always talk of what she would do. There has been no active leadership on her part. I would like to also say she can be very inappropriate with how she talk to parents and staff. She has been openly verbally aggressive towards parents and staff members in front of others.
MAXIMO ELEM - CONTINUED FROM ABOVE	I could speak all day of the mistreatment Maximo employees have faced which is why we had to have a PCTA off campus meeting with more than half of our instructional staff in attendance. I feel if Maximo is going to be successful we need a principal that is in touch with their staff and students.
MAXIMO ELEM	We were already a struggling school and I am confused as to why we ended up with a principal from a ""F"" school. We needed someone with strong leadership skills to bring this school up to a new level versus bringing it to an all time low.

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MAXIMO ELEM	<p>Worried about the learning gap with the low income, African American population? Start by respecting the schools that they attend. Many of the teachers that teach in the non-fundamental, non-magnet, Title One schools in south St. Pete are there because it is what they love to do. The district is sending a clear message to all of us (parents, teachers and most importantly students) that they do not care about these schools. Taking Sharon Wilson out of Fairmount and putting her at Maximo sends a clear message. We do not need to hire a specialist to tell the county what's wrong, ask the teachers that want to teach at Maximo! Give us a principal that cares about children, that wants to be in a school that is ready to fix that gap, and that is competent enough to do it! Lower our student population to a number that actually fits in our school, a number that allows us to deal with the social/behavioral issues that come with kids who are struggling in their home environments too! School Board Members and Dr. Janssen...show us that you truly care about these kids.....we care, but our working conditions are horrible!</p>
MAXIMO ELEM - CONTINUED FROM ABOVE	<p>Sharon Wilson started the year off telling us all the things she was going to fix about our school, she talks in circles and does nothing effectively. She went into storage areas without warning and threw away thousands of dollars worth of school board materials and personal teaching things. She is wasting money and is only concerned about appearance. She makes it very clear that she doesn't care about these children or where they are coming from. Ms. Wilson has stood in faculty meetings and put down the students and their families without hesitation. The morale at this school has plummeted, behaviors have soared and teaching is next to impossible due to all of the drama. Get Ms. Wilson out of Maximo, no more transfers of poor employees...it's time for her to go. If there are no voluntary transfers, the least you can do for these children is to quickly put a principal into this school that can support the teachers and make education a true priority!</p>
MCMULLEN-BOOTH ELEM	<p>Current budget conditions are eroding the morale of an otherwise positive staff.</p>
MCMULLEN-BOOTH ELEM	<p>Decision making processes need to be established and improved. When decisions are made, they need to be enforced. School policies such as behavior, dress code, etc. need to be followed and enforced. When a decision is made, it should not be changed because a parent complained. Everyone should be expected to do their job 100%. Not just those of us who already do it. Stop making excuses for those who don't.</p>
MCMULLEN-BOOTH ELEM	<p>During these tragic days of budget cuts and crisis, why is this district sending teachers/reading coaches to New York for training at Teachers College, AND PAYING THEIR WAY? We are firing hundreds of teachers and staff and this district is going to spend our limited dollars on this frivolity? Additionally, the district chose THIS coming year, of ALL years, to implement Reading Units of Study in ALL schools and purchase classroom libraries and materials for all these schools? Even if this expenditure was an "earmark" or comes out of some "stash" somewhere, the money should be used toward teacher salaries and maintaining jobs! This type of spending is shameful and shows how little support educators have from this district.</p>

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<p>MCMULLEN-BOOTH ELEM</p>	<p>I do not feel the district curriculum and elementary education departments treat us as professionals. I do not feel our administrators treat us as professionals either. We are mandated to do things in a cookie cutter manner, and we are denied the ability to make our own professional decisions with regards to how we teach our students. For example, we are mandated to use certain methodologies that are not researched based like the Reading Units of Study program. Teachers at our school have asked about this methodology and the data that backs its effectiveness in our staff meetings. No one has yet presented us with any data that supports this program. Why does the district continue to hang onto this instructional philosophy when there is no research to support it? There is too much waste on administration and instructional coaches in this district. I am not sure what all the supervisors do at the administration building, but they sure do have time to send out updates and e-newsletters that I don't have time to read. The district needs to streamline communication, and so does our school administration.</p>
<p>MCMULLEN-BOOTH ELEM - CONTINUED FROM ABOVE</p>	<p>We do not need weekly updates from various departments, and we don't need a two page memo every week from our administration. We don't have time to read all of that. Our administrators need to filter what information we really need from the district to do our jobs. We receive too many emails that don't make us any more effective in the classroom. Our school environment is one of micromanagement. Sending in class behavior data to our behavior specialist each week is time consuming, and it is not done at other elementary schools. Other schools don't require teachers to meet on monthly school improvement committees. It feels like our administration is delegating their work to the teachers and teachers have enough to do with just teaching their students. We have so many unnecessary meetings that are a waste of our planning time. Much of what we are informed of in our staff and curriculum meetings could be sent in an email. We have had to spend time reading articles in meetings when we could have better used our time to plan for instruction or grade papers.</p>
<p>MCMULLEN-BOOTH ELEM - CONTINUED FROM ABOVE</p>	<p>I feel some of our meetings are due to the district giving principals work to pass down to the teachers- work that is not necessarily proven to be effective, but just work to justify all the district administrators' and instructional coaches' jobs. Let the principals lead, let the teachers teach in the manner they feel best, and then hold us accountable. This district has too many layers of supervision or of people ""checking up"" on schools. It really isn't necessary for coaches and administrators to be walking around the buildings looking for what's hanging on the walls or what's written on the board. Figure out who is effective/ineffective by learning gains, and give us the freedom to teach creatively. Treat us as professionals and then hold us accountable for doing our jobs, but please don't add duties to our full plates that really don't impact the learning of students. Sometimes I think our school would perform better with new administration. Our administration is not open to new ideas and often does things because that is the way they've always been done at our school. Favoritism has impacted hiring decisions.</p>

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MCMULLEN-BOOTH ELEM - CONTINUED FROM ABOVE	The assistant principal is nice, but needs to be more detail oriented and organized in order to support teachers in their instructional work with students. The administration required us to implement a reading achievement block as an experiment in grouping students, even though the professional teachers I work with did not agree this was the best manner in which to meet the needs of our students. Quality work is not expected of the plant operations staff.
MCMULLEN-BOOTH ELEM	I would say that in 21 years of teaching, I have never seen the morale of teachers and staff in this school so low. In talking with teachers from other schools they all agree.
MCMULLEN-BOOTH ELEM	na
MCMULLEN-BOOTH ELEM	Number 3 is not a fair question, as I do not believe the Morale is high at this school and it has been steadily dropping over the past few years! Poor administrative decisions and communication is the major reason for this decline. Staff and students are not treated equally and student discipline is not FAIR for all students. Often teachers do not receive the support they need from administrators when dealing with parent or student concerns. Administrations need to ""put on their big girl panties"" and be strong, effective leaders!! Parents have been FAR TOO MUCH control over decisions in this school!!
MCMULLEN-BOOTH ELEM	Our school started out as a terrific neighborhood school that was respected and one where everyone wanted to teach. It has become one in which the population is so large that we cannot all fit on this campus. With the diverse population that attends this school now, it is time for the administration to realize we cannot keep doing as we always have. Instead of supporting the population we have, ideas and ways of work only make our job even harder and we are often chastised if our efforts do not produce the results they have in the past. It appears that our concerns are listened to but not taken into consideration when decisions are made. People who do their job are asked to do even more and those who do not, nothing happens. Our campus used to be pristine and one where people took pride in keeping up. Now the PE teacher does alot of the work the HPO should be doing. Lights do not get fixed, painting needs to be done, things need to be cleaned, and we cannot even get soap put into dispensers without a email to the principal.
MCMULLEN-BOOTH ELEM - CONTINUED FROM ABOVE	The morale at this school has gone from one that everyone pulls together to one where people have to join the union because they are afraid not to be a member. I hope this comment is read and shared with someone who can do something to improve things as I love this school and am extremely saddened at its fall into this condition both physically and morale wise.
MCMULLEN-BOOTH ELEM	Teachers feel like robots, demands of what an dhow to teach. No leeway for individualism. Our school is overpopulated! Moral is down with the ""do more for less"" in education right now. We are going backwards in pay. Now we are being paid based on students scores when we have NO control over how much they want to learn and/or when they feel like learning.
MCMULLEN-BOOTH ELEM	The elementary schools do not need ANY Literacy or Reading Coaches. This could save a lot of money for the district. This is a watsse of money. At our school no one ever asks us for input about anything. Decisions are made & then told to staff through team leaders mtgs.

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MCMULLEN-BOOTH ELEM	The morale at my school is the worst I have experienced in my 33 years in teaching. The Principal, who was an Acting Principal last year, does not support teachers. If a child does something wrong and the parent doesn't want the child to have a consequence, the parent calls the principal and the principal makes it go away. This has happened over and over to many of the Instructional Staff. We have had repeats of earlier in the year meetings, just for the sake of having a meeting. Everything is micromanaged, with no "buy in." Our Principal has asked to be called "Principal...." instead of Mrs. ...Teachers are stressed, crying, and dread to come to work...not because of the students, but because of the lack of leadership in our Administration. The Assistant Principal tries, but is very disorganized and "wings" it frequently. This was once a wonderful school to work at, but with the leadership change, it isn't anymore.
MELROSE ELEM	It is a constant struggle everyday. I love to teach, and I do not feel that I am able to. I do not think my classroom is a place where all students can learn effectively. A big part of this feeling comes from the fact that there are an overwhelming number of students who need more support socially (they do not know how to get along, and many times will not participate appropriately in lessons that are designed to give them this kind of training). I fear that I will become too frustrated to be effective with my students. The majority of my day is spent trying to calm students down and prevent fights between students. My Principal has the best intentions...but we need more than that to help these kids.
MELROSE ELEM	Melrose ES staff are apprehensive about the change to a "Research School"; in my case, I'm concerned that details have been unavailable, and in some ways still are (staffing model, required summer work). A big cause for concern is that only 6 instructional staffers have renewed contracts, and everyone else has to re-interview -- with a Principal that hasn't been hired yet. My questionnaire responses about district administrators were greatly influenced by the secrecy (only hints about what it means to be a "research school") leading up to a surprise visit by Dr. Jansen and the heads of Human Resources, Elementary Instruction, and others, who then announced that most of us would have to re-interview for our jobs.
MELROSE ELEM	The Morale in our school is very low. The school board has punched us in the stomach and left us here breath less. Its not fair to any of us what is happening here. # weeks left of school and NO one know if they have a job here or not. That is unexceptiable
MELROSE ELEM	There is a disconnect in communications between staff here and district... the right hand doesn't know what the left hand is doing..... It is a frustrating situation...but very THANKful to have my job!!!! THANK YOU!!!!!!

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MELROSE ELEM	<p>These questions were difficult to answer based on 'all students' because there are many wonderful students who come to school to learn, and then there is a small group of students who continuously engage in violent, disrespectful behaviors. The students who are 'behavior problems' do not seem to be effectively dealt with. It is demoralizing to the teachers because we feel that our needs are not being met, nor are the needs of the rest of the students in the class who have to lose instructional time due to disruptive or aggressive behaviors. Occasionally these few students create a hostile or unsafe environment for the teacher and the rest of the class, and knowing that this could happen at any time is troubling. I would like to think of school as a safe place, and sometimes it isn't because of these outbursts. When one particular student is responsible for creating this sort of classroom, I wish that something could be done by administration to correct the problem, but instead it seems to continue throughout the grade levels. Additionally, on a separate topic, I feel that the information that has been given to us regarding the changes that will be happening next year at our school are insufficient.</p>
MELROSE ELEM - CONTINUED FROM ABOVE	<p>We are going to have to make some important personal decisions in the very near future, yet we have not been given much of anything to base that decision upon. Many of us are very worried about our job status. With only 9 days left of school, we still don't know who our principal will be next year or if we are going to have a job at our school. It is very stressful.</p>
MELROSE ELEM	<p>We have been treated very badly throughout this proposed transition to a UF PD school. Dr. Janssen either doesn't care or is very poor at reading a crowd as she believes the ""ambush"" meeting that was held several weeks ago went well and that we're all excited about this new endeavor. We thought we were headed into our monthly staff meeting and had the union there to answer some questions about the proposed budget. Instead, we walk in to a wall of ""suits"" that took over our meeting and laid a bomb in the middle of the room. Then, Dr. Janssen disappeared and we were left to ask questions for which no one had answers. The union reps were dumbfounded as they knew next to nothing about this plan. The way this was handled was a huge mistake and left a very, very bad taste in our mouths. We feel that, basically, we were told that our school staff is not valued and that others will come in (UF) and handle things better. There was NO indication that we have any job stability or that, if we want to stay, we'll be able to. It felt like a slap in the face. In addition, it seems that there are no answers to many of our questions. This whole project seems poorly planned.</p>
MELROSE ELEM - CONTINUED FROM ABOVE	<p>The way it has been handled has made most of us feel hurt and disrespected. What SHOULD happen is that, anyone that WANTS to stay, should be guaranteed to be part of the program. Those that do NOT want to stay, should be given first priority of finding other positions within the district BEFORE the job fair. This is a tough school - and the people here are dedicated and hard working. We need help, not disrespect and the possibility of losing our jobs hanging over our heads. With the way PCS has handled this, you have completely demoralized an entire staff. This, on top of the county-wide budget problems, has given us the one-two punch. PCS owes this group of people a HUGE apology and an immediate change in the way you plan to handle this change to UF PD school.</p>
MILDRED HELMS ELEM	<p>Budget cuts are pitiful. How about cutting up in Admin, not where it DIRECTLY affects the students! How about some of the staff at Admin come and see's what the support staff/teachers ACTUALLY DO AT THE SCHOOL!</p>

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MILDRED HELMS ELEM	end of the year budget concerns have negatively impacted morale
MILDRED HELMS ELEM	I am not happy with some of the decisions that have been made by the administration this year. Some have not been "ethical", and have negatively affected the morale at our school this year.
MILDRED HELMS ELEM	I feel communication is horrible throughout the district! There is ZERO level of trust throughout our school or district! There is NO FUN in teaching or learning any more!!!!
MILDRED HELMS ELEM	The behavior specialist, reading coach, guidance counselor, community involvement liaison and teacher aide are not held accountable for their schedules. The behavior specialist and guidance counselor should have pro-active social groups all year long. There needs to be times set aside to deal with students who have difficulties in a regular classroom. Regular education teachers are getting no extra help in the classroom with students who are totally disruptive and need extra help managing their own behavior. This interferes with the other students' learning and safety. The reading coach should have a set schedule all year to meet with every teacher- both primary and intermediate. The teacher aide for the school should have a set schedule.
MILDRED HELMS ELEM	There are a couple of teachers who have been stirring the "drama" pot. One has openly attacked several members of her team, as well as other personnel, and nothing has been done about it: the principal has "spoken to" this teacher, but she can cry on command, and the principal is more inclined to feel sorry for her because of the show she puts on, even though this teacher's problems can squarely be laid at her own feet. Morale could be significantly improved by focusing on ways to bring people back together, rebuilding trust and friendships... although I fear that the transgressions of the one teacher have been too egregious for anyone to accept her back into their social circle. Whether this toxic teacher will remain here is another question; it might be best for everyone if she left, but without transfers, there's little chance of that happening. As for district personnel, the communication is nearly at zero: I couldn't tell you the last time I saw one of them here speaking to a practitioner. Frankly, I think that is one of the biggest problems: edicts rain down from on high, completely devoid of context specific to that school's situation.
MILDRED HELMS ELEM - CONTINUED FROM ABOVE	We've got all of the superintendents and deputies, but I never see them doing anything here... or anywhere else. This makes it a little harder to take their directives; no one likes to be told "do this just because I said so". IF (and it's not something I hold out any hope of), if the district administrators actually came to the schools, and met with the front-line staff (aka the teachers), I think they would not only have a better sense of what it is exactly we are dealing with, but it would go a long way towards building a collaborative relationship, which would make the 1100 different initiatives we keep getting told to implement (my favorites are the ones that are directly at cross-purposes; it seems like we have some Catch -22 fans running the show) easier to swallow. Does the district even have a vision? I'm sorry, I'm sure it's something written down somewhere, probably tucked away on the website or on some piece of paper I got five years ago, but I have no idea what it is. And there's quite obviously no pathway laid out for us to trod in search of that vision.

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MILDRED HELMS ELEM - CONTINUED FROM ABOVE	I mean, I get that we all have to find our own path to enlightenment, but it's like the district has kidnapped us, put a bag on our heads, and dropped us off on a lonely country road in the middle of the night: I don't even know where it is that we are supposed to be heading. Sure, ""highest student achievement"" but what does that mean? How do we know when we get there? What happens if we don't achieve it? Sorry to ramble, but I'm leaving forever, so I feel like I can speak a little more freely. Oh, and yeah: I am one of the people the toxic teacher has slammed, in case you hadn't picked up on that. But I'd have said something about it anyway
MILDRED HELMS ELEM	There has been improvement over last yeat as far as the administration's attitude, but overall teacher's feel unappreciated and are frequently ""chewed out"" before all facts are known. Tone of principal has improved but at times it seems like boot camp rather than a professional environment.
MILDRED HELMS ELEM	This school was changed dramatically due to the new principal. She is inept, not vivisible to the students, has displayed bully like behaviors towards the staff, does not have appropriate communication and people skills. She has made our staff feel isolated, on edge because of her unexpected responses and no longer a family. When our assistant principal retires she will be lost and then it should be apparent, that she should not be in charge of this school. Otherwise, this school has a very dedicated faculty, from the custodians, assistants and teachers.
MOUNT VERNON ELEM	administration TOP HEAVY HELLO!!! and way to spend those 2011 dollars in 2010 so were BROKE now HELLO!!! I am an HPO and my guys are TAXED to the MAX( lawn crew comes 4 time a year) also i gave my whole life to the pcsb and state of FL,boy was i STUPID and i hate florida and rick scott! have a nice day
MOUNT VERNON ELEM	Great school!
MOUNT VERNON ELEM	I believe a high percentage of the staff at this school go above and beyond to support the needs of students/families. To boost morale the administrator provides food incentives and opportunities for staff to socialize throughout the year. Opportunities to participate in activities that promote wellness among the staff are on going throughout the year. The cafeteria staff and plant operators strive to make our school a better place to work and learn. The assistant principal is proactive with regard to providing behavioral support. Opportunities for the staff to collaborate and give input regarding the RtI process, programs of instruction, and spending of Title 1 Funds is extremely limited. Administrative processes for communicating information to staff in a timely manner are in need of improvement. Too often information regarding acheivement, materials, budget, RtI, and changes to various school-wide processes are only shared with a select few. This promotes gossip that may or may not accurately depict what was originally communicated.
MOUNT VERNON ELEM	I do not understand laying off 1,000 new teachers... So many of them are incredible educators. I am optimistically hoping they will be able to return to their positions as they are skilled in what they do. They want to be in the classroom and have proven they are effective. ""Filling positions"" does not always mean finding the person with the appropriate training for that job. I love my school,peers,principal,asst principal.However,the present ""contributions"" (3% to retirement, increase in insurance premiums), impending unpaid furloughs, changes in evaluations, and merit pay make me feel far from appreciated for my hard work and dedication to the job I dreamed of since I was a child.
MOUNT VERNON ELEM	I love the school that I am teaching at.

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MOUNT VERNON ELEM	<p>I love the school that I am teaching at. I think that it is a shame that the county is going to take people out of schools where they work well and stick someone else in their position who will probably not do as well. I think that it is a horrible idea to have involuntary transfers that are out of the field go back into the classroom without their certification and have the county pay for their tests and adding the subject to their certification. Teachers should be placed using their observations. Some of the teachers that are in this school system need to retire. They do not need to be given the opportunity to take someone's position that has been working to improve the school they are currently working in. I think it is ironic how the county is saying that it's easier to move first and second year teachers because they have not yet reached their full teaching potential, but I find it hard to reach your full potential when you are being replaced and having to go to a whole new school and learn all of their procedures and staff.</p>
MOUNT VERNON ELEM - CONTINUED FROM ABOVE	<p>Please do not forget that these teachers are going to have to spend that much more time setting up their classrooms and working over time, yet again! I understand that we are in a budget crunch and we need to find money, but I think the county needs to be looking at each teacher's observation before placing them at a new school. I do not think that is right to take a position away from a teacher that had to interview with that school and get selected. These teachers have worked very hard to get where they are and for the county to say that they care is not an accurate statement. I do not think that a media specialist or guidance counselor that has not been in the classroom for however many years should be placed back into a classroom. Things have changed over the years and how can they have current classroom management strategies? If the county is trying to find money then why are they going to pay for the involuntary teachers to get their subject area exam and pay for it to be put on their certification. Make the teachers pay for it. If you pay for their certification then you should reimburse all of the teachers who paid for their own test and certification.</p>
MOUNT VERNON ELEM - CONTINUED FROM ABOVE	<p>Involuntary and non-reappointed teachers should both be invited to the Job fair. Every teacher should be given equal opportunity to find a new position. I believe the county is not allowing non-reappointed teachers to attend the job fair due to they know the first and second year teachers are more qualified to be in the classrooms. The first and second year teachers would be given the remaining positions and the county knows they will have no jobs for the involuntary transfers. What is the point of going to college when you are cutting our pay checks and it doesn't even matter in the end? If you are just going to give away jobs to people that are not highly qualified for the position they are about to be placed in, then you may want to let all of the students in the college of education around the state know so they can save themselves some time and money. As I said before I love the school I am placed in but the county could use a fresh pair of eyes.</p>
MOUNT VERNON ELEM	<p>It is disappointing to me that teachers are the ones with all the pressure on them to achieve results with the students. We are the direct target if they fail or do well yet we are being punished with pay cuts and increases in our health care. Personally and I know many other good teachers out their who are thinking of switching careers. This is getting out of control and we're already one of the lowest paid states for teaching.</p>

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MOUNT VERNON ELEM	Our administrators work hard each day to ensure that staff is happy and supported. Unfortunately the area superintendents do not do the same. They make judgements on situations that they have very little knowledge on. How can someone determine if a principal is doing well on an evaluation if the area superintendent has only been at the school once the entire year. If you want to make change, start there. Also, you ask about school climate, why is it that when a school is successful they do not become recognized for the hard work, it is only when a school is failing that you pay attention.
MOUNT VERNON ELEM	We have a wonderful staff who have been nurtured into near perfection. Losing 1 and 2 year teachers who are wonderful and replacing with someone with seniority will more than likely have a negative effect on our staff and students. Our current teamwork is great.
MOUNT VERNON ELEM	You mis-spelled assistant.
NEW HEIGHTS ELEM	Sadly, the administrators and teachers do not control this school- the students control this school. The student behavior problems are out of control and no plan is in place to fix them. This is not a proactive school, it is a reactive school, meaning things only get done after a problem occurs. The principal is not visible throughout the day, including office door closed and not on campus during the school day, often to attend to personal matters. The assistant principal is so consumed on a daily basis with behavior problems that she cannot leave her office to walk through classrooms. The administrators arrive after teachers in the morning and leave before teachers in the afternoon. The ""appearance"" of our school seems to be of the utmost concern for the administration, rather than solving problems. Administrators also do not attend PLC's. We need an INVOLVED administration! The cafeteria at lunchtime is unorganized and the students often wait in line upwards of 15-20 minutes before they get their food. The cafeteria is extremely loud, with students screaming and throwing food. The cafeteria attendants do not know how to effectively manage the behaviors.
NEW HEIGHTS ELEM - CONTINUED FROM ABOVE	Ideas to improve the cafeteria have been presented, but to no avail. The region superintendent (Pat Wright) has rarely visited our school (maybe twice) and has not walked through the classrooms. As a ""D"" school, we have not been given any support to help improve our grade. There are many inequities and poor management in our school. Several staff members perform the bare minimum, while others are expected to attend every event and stay late. Some staff members and students are afraid to go to the library for fear of being attacked. The library should be a warm, welcoming, pleasant place for students and staff. Instead, students are yelled at when they walk in and are sometimes told to leave. Teachers dread taking their classes to the library and some just choose not to go so they don't have to deal with being berated.

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NEW HEIGHTS ELEM	The district needs to get busses to their schools on time. When school starts, students should be learning-not sitting in breakfast sucking jelly out of containers. These students eat unlimited jelly (I was told that is law by our caf. manager), chocolate milk, and sugary cereal-what a shame! We are a very unhealthy district sending the wrong message to kids! Then add in that they have to go learn after all of that sugar... Wow! There is no support from the district-our principal often says his/her hands are tied. I don't know who our regional superintendent is-don't know her name, never met her, never seen her at school. We have students who bite, refuse to follow directions, bully, etc. and very little gets done. Many of our parents are of little support-some because they can't and some because they refuse. The district needs to better educate parents and make them more accountable. If they can't, then the district needs to get more involved and lend more support to the non-magnet and non-fundamental schools. It is as though we are the unwanted step-child. While I care for our children and give them as much support as I can, I feel as though the district is doing nothing of great value for our school.
NEW HEIGHTS ELEM - CONTINUED FROM ABOVE	Support should not be taken away from low-income and low-performing schools. We need 2 guidance counselors-not 1/2. I've worked at 2 kinds of schools-high parent involvement and now this one with no parent involvement-WHAT a difference! The district needs to get support to these students and teachers. Discipline is a roadblock at our school. Students and parents are allowed to do as they please and have extreme lack of respect for staff. I cannot put the things that have been said to me by students and parents in these comments. Our administrative staff does little to support us in these matters-you are left to deal with it on your own. Speaking of administrative staff-a first year asst. principal at a school in Correct 2? We need the strongest and best at these schools. Most teachers feel administration and the district offer no support. Why are we hiring from other states at job fairs when we are letting some of our own go? I know of somebody graduating college in PA who got a job in Elem. Ed, signing bonus, and moving expenses??? Our heads hang low...
NEW HEIGHTS ELEM	The staff at this school is extremely discouraged. They are not supported in so many ways. Teachers have little to no support with discipline issues and no support from the reading coach. Students are disrespectful and out-of-control throughout the school. Most days it seems the principal is not on campus. Teachers do not trust the administration here. The only reward for working here is seeing the handful of students who want to learn and actually try and the many wonderful teachers who are working so hard despite the rough situation.
NEW HEIGHTS ELEM	Tough school. Poor communication. Limited administrative appearance. Defiant behavior with limited to no accountability
NEW HEIGHTS ELEM	We need some work on making learning fun!!!
NORTH SHORE ELEM	Administrators need to manage the plant operations a little better. They do not get along, do not work well together. The HPO has favorites and they don't have to do a thing. The two women on the plant operations staff do all the work while the men sit and watch TV or tell them it's not their job. The Principal has said that that staff is the responsibility of the HPO, but the disfunction continues.
NORTH SHORE ELEM	Goals are not communicated until evaluations are on the table. This does not create a positive work ethic. Walk-throughs were used as observations, which is against the contract. Administrators need to be more aware of the contract and abide by it, not create their own way of work.

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NORTH SHORE ELEM	I believe that a lot of people are very disappointed in the overall vision (due to funding) of our superintendent. Our school board waffles on many issues - going back and forth. There does not seem to be strong leadership within the school board.
NORTH SHORE ELEM	I love teaching, have taught for 18 years. I am currently looking and very open to a new profession. I hope to stop teaching this year. My concern is who wants to be a teacher. The love of teaching cannot pay my bills.
NORTH SHORE ELEM	Lots of discontent amongst the staff pertaining to school leadership practices and professional respect.
NORTH SHORE ELEM	More needs to be done to get families involved. Without parent/school companionship, we can never hope to reach struggling students and lift them to their full potential. Our PTA and Title 1 events, as well as art & music extra-curricular programs, prove that parents will come if they feel welcome. I have seen excellent opportunities in the relaxed atmosphere of these events for a teacher or administrator to "reach" someone and settle an issue. If we cut funds to this so-called "fluff" we are stepping back. All schools need to encourage and support PTA. I feel it is our last hope if all the other programs, arts and Title 1 are lost.
NORTHWEST ELEM	Administrators are working better with the teachers and support staff but there is still a LONG way to go. So much good and useful ability is wasted when the more experienced teachers are not seen as an asset to the school. The "special" group still does most of the decision making. How SAD!!
NORTHWEST ELEM	Great place to work (students, teachers, staff and administrators) Most teachers are here to do an effective job of teaching students Teachers that don't like the way things are done here don't have their primary focus on teaching and learning There is a reward in treating others the way you wish to be treated Staff negativity (small group) is harmful to the total learning environment Happy people make other people happy Come to work, do your best and enjoy being here
NORTHWEST ELEM	I love Northwest Elementary! We have a wonderful Administration and fantastic staff members. We are expected to place high expectations on ourselves, and on our students. Northwest is a very successful school under our wonderful leadership.
NORTHWEST ELEM	It is obvious that administration has high expectations for students and staff. This is why our students are successful. As a teacher that has high expectations of myself and of my students I find the leadership in this building to be outstanding. It is clear that decisions are based on what is best for students first. Administration is helpful, supportive, and has an open door policy.

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NORTHWEST ELEM	Morale is not high because of the news about the budget cuts. I like to think that we are all able to forget it and do our jobs, but I have to look out for my well being also. My family and their needs come first. How can I be effective if I'm worried about my house payment and other essentials. The district says that they want the best teacher in the classroom in front of the students, but they keep the teachers who do not understand technology and fire the new teachers who understand and want to use technology. I have a teacher on my team that has retired and has come back to the classroom. She does not understand how to attach a file to an e-mail. Her projector and Elmo are unplugged and sitting on a cart covered in dust. One of the best P.E. teachers our school has had just received a letter about his position being lost. Yet our Music teacher still sits students with their noses in the corner. His performances are so bad that I am embarrassed to even show up because of what the parents might think. But the district wants to keep these people around. I feel bad for my Administrators they are excellent and they go the extra mile to make sure we all are treated fairly.
NORTHWEST ELEM - CONTINUED FROM ABOVE	I have the highest respect for both my Principal and Assistant Principal. They have to take the grim news that they are provided with and find a way to present it so that we are able to keeps our hope up. If the goal of this climate survey is to find out if I love my school and administrators then the answer is Yes! I love this school and I will follow my Administrator wherever they lead. But if the goal of this survey is to grade the district on their decisions and actions then my answer is the same as my answer to the question; Are our processes and procedures consistent with our overall strategy? I Strongly Disagree but if your overall strategy is to keep outdated and inefficient teachers then I will change my answer to Strongly Agree. but I dont that was the answer you were looking for.
NORTHWEST ELEM	Open lines of comminication have ceased to exist. Our school is very divided and that is sad. Everyone works hard for student success, adults and kids alike.
NORTHWEST ELEM	Teachers need to dress more professionally. Good amount teachers think everyday is a casual Friday. Two night events are mandatory for staff to attend but some still do not attend. Union leaders at the school need to stop filing unnecessary grievances with Administration. A lot of staff at our school have quit the union because of this. Communication at school could be better. Teachers that are not using the technology given to them by the school/district the way it is intended should not have it. Give it to someone who will use it.
NORTHWEST ELEM	the budget cuts affected several teachers who are excellent and this has impacted morale
NORTHWEST ELEM	The Principal's leadership style is abrasive to many staff and parents. The Behavior Specialist is ineffective and does not relate well with students or back the staff. Administration doesn't care to talk to or get to know me better. Severe classroom disruptions are not dealt with... except for the ""moment"".
NORTHWEST ELEM	Typically, I think that morale is usually high with all stakeholders - just NOT at this point with all the worries of budget issues and salary and personnel cuts.

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NORTHWEST ELEM	With what is going on in this district, I feel teachers have been degraded for years. We are always the first to face salary cuts while those at the district level still receive all of their luxuries and pay. I know I put in at least 7 hours of additional time every week and feel that teachers are always the ones getting the slap in the face. In order for teachers and support staff to be recognized for their achievements, there is a long application to fill out and rings of fire to jump through. Really, how hard is it to acknowledge those who are being effective? I love being a teacher, however, at the rate that we are losing our salary, I will not be able to afford to stay in the state. Our district needs restructuring at the top, not at the bottom. We need to make teachers a priority and publically acknowledge the attack on public education. Don't let it seem like it is just the teachers who are complaining. Support us!!!!
OAKHURST ELEM	A survey should not take this long to complete. It is understandable why people do not complete it. My obligation as a teacher is to my students, parents, and professional development.
OAKHURST ELEM	I feel that I am not compensated for the responsibility and demands of my position as DMT. I continually get additional duties with little or poor instructions, and now I am losing my assistant of 7 years and not being given any additional duty time. Someone needs to really pay attention to the demands of this position. I also feel that there is too much re-creating processes every year that are working fine and just bring on additional stress and waste.
OAKHURST ELEM	I'm proud to be part of the Oakhurst family,they have a great caring staff,strong support school with parents .We are high achievers meeting our goals.
OAKHURST ELEM	It is understandable that in today's society money is an issue for everyone, however those who no longer work at the school level should not be allowed to take positions away from very quality and necessary individuals. The cuts should come from higher paid individuals who do not directly affect or impact the students on a daily basis!
OAKHURST ELEM	Low morale is not due to Administrators. It is due to the additional workloads and expectations given to teachers year after year, while we see our paychecks diminish or lay stagnant year after year.
OAKHURST ELEM	Obviously during this time of cuts it is difficult for staff morale to be positive when we can be losing very important people to us.
OAKHURST ELEM	Survey is way too long!
OAKHURST ELEM	The administration at Oakhurst is wonderful, supportive, and encourage us (the staff ) to do our best and appreciate our work. I am proud to say that I work here and I value my position.
OAKHURST ELEM	The staff here love working with and inspiring the children but most everyone are fearful of all the new policies from the state.
OAKHURST ELEM	The way budget cuts are being handled by the district is disgraceful. The district got input from stakeholders about cuts, but did not listen to the input. Cutting positions in schools (media, guidance) will HURT students. It is my understanding that administrators have already given input on which schools media and guidance will go to even though the board has not yet voted on cutting these positions to half time at each school. There was NOT an organized process. That is no way to treat people who have served this district LOYALLY for several years.

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OAKHURST ELEM	This is probably the best school I have ever worked at. I have never seen anything like this school and am so pleased to be here. My students, parents, and teachers all care about what they are doing and are actively involved. It is so refreshing! I feel the leadership at the district level is lacking. Our leaders are not true leaders and look out for their self-interests instead of what the students need.
OLDSMAR ELEM	I can't imagine that your survey will be show anything good in many areas of trust, or morale toward the county or the state. Hillsborough Cty. has been preparing for the inevitable, why haven't we? This has been building for many years. Previous administrations have over spent and now the current admin is taking all the grief. Many of my friends and colleagues wonder how bad is it going to get. The EBD dept is getting smaller and smaller. Units are being moved piecemeal unit by unit to select more centralized schools. The actual number of students being placed into EBD are becoming fewer and farther between. We can see that there will be fewer and fewer students. The need for units will be greatly reduced. Will you please tell us what is being planned with EBD units so that we can prepare for the future.
OLDSMAR ELEM	Morale is not high at this school .. nor could it be expected to be high.. when we have Media & Guidance and 6-7 other instructional positions on the cutting block!
OLDSMAR ELEM	My comments about morale reflect the state of education as impacted by the legislature and not from the situation at this school. We are doing the best we can and supporting each other and our students.
OLDSMAR ELEM	This survey may be severely skewed by the recent happenings in the school system. There is a lot of distrust, animosity, and fear among teachers right now.
ORANGE GROVE ELEM	Given the current climate of negligence and disrespect by our elected officials, how can we do more with less? How do you help others achieve when your own children's survival is threatened?
ORANGE GROVE ELEM	I am retiring and that is the reason for the ""not applicable"" comments.
ORANGE GROVE ELEM	I feel that the teachers and staff are under a great deal of pressure due to impending budget cuts which will directly impact our school. If we do lose our 1st and 2nd year teachers, we will be losing some of the more creative and best teachers at our school. The day the proposed cuts were made public, two of our teachers cried the entire day! And the thought of reducing our Media Specialist and our Guidance Counselor to half time is one of the worst ideas ever. Our Media Specialist works with every student in our school to increase literacy. She has a dynamic program to involve our intermediate students in reading via The Battle of the Books contest. She has spent countless hours over the years working with teachers and students to build this program. She is also involved in teaching computer skills to all grade level via small group and whole group instruction on a weekly basis. Our Guidance Counselor facilitates the entire Rtl process at the school, conducts classroom guidance lesson, works with small groups and individuals needing some extra love. Our population has an increased number of Homeless Families who have leaned on her to provide food and medical services.
ORANGE GROVE ELEM - CONTINUED FROM ABOVE	How will that level of support be maintained if she is only here half time? These two positions directly impact student achievement and the District is going to cut that support in half.
ORANGE GROVE ELEM	Not having an assistant principal puts a great deal of extra work on our principal. It is too much for one person and can negatively impact the attention our principal can give to her staff. She does a great job with everything- she is great!

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ORANGE GROVE ELEM	Teachers from different grades and departments often do not know what each other are doing and they do not ask each other. Most do not worry about policy or changes unless it affects them directly. This may be due to their perception of their work load. Many go about their work, seemingly unaware that others are working hard for the same greater goal. Support staff and specialists ( those not assigned to a classroom) are called upon to do duty that occurs outside of the classrooms. This has created an atmosphere of resentment by many of those in the position of doing the additional duties which includes car, bus, and lunch duty and a sense of "out of sight out of mind" by the classroom teachers who are not required to share with the duties. They have no ownership for student behaviors which they do not personally witness. Thank goodness our students' behavior is generally very good. Duties should be shared by all and rotated so one area is not overly affected and another not even asked to share in the load. Student safety should be concern of all. The Principal is swamped as the only full-time administrator.
ORANGE GROVE ELEM - CONTINUED FROM ABOVE	Even though we are small, when the principal is off campus for 20% of the school time, the district needs to provide help. Our curriculum specialist is acting administrator when the principal is off, but then the curriculum specialist is not doing the curriculum work 1 day of the 2 1/2 days on campus but doing administrator duty and responsibility. Double duty means neither job is done to the fullest quality possible. Maybe the district has too many meetings for principals.
ORANGE GROVE ELEM	Team leaders are not asked to do more when the need arises. Support staff are always counted on the most for any and all problems or emergencies whether its bad weather,bus or car duty. Classroom teachers do no duty, they don't have ownership of issues which occur outside of their classroom. Principal is off campus 20% of the time for a meeting during the school year, which results not having enough time to spend monitoring and evaluating staff and student issues. Private tutoring is allowed on campus by classroom teachers for personal gain.
ORANGE GROVE ELEM	This is one of the best examples of the importance of relationship building in the work place and in Pinellas County. Orange Grove is a community; teachers, students and staff all know one another and help one another. The goal of "student success" is a common goal for all!
OZONA ELEM	I love my school and I am willing to trade the best years of my life for the betterment of our society.
OZONA ELEM	I love working at my school..I feel I make a difference and I think thats the most important task for all of us.
OZONA ELEM	Kerry Apuzzo is the the most effective leader I have ever had the privledge to work with. I hope other leaders are able to learn from her enthusiasm, commitment to excellence, and true appreciation of those she leads. She is amazing.
OZONA ELEM	The morale issue has nothing to do with this school. It is because of what horrible things the state has done to all of us. The teachers and staff feel like they have been slapped in the face. If that wasn't an issue, our morale would be tops. Our school is a warm, loving place where everyone cares. I have worked here for 27 years and hope to be here for as long as I am able to do a good job.

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PASADENA FUND ELEM	Changes being made for reasons unknown in moving 16 teacher's classrooms which is backed by "research based" decision but by "just because I can" reasoning. This has lead to apathy and much "upset" among staff. It further goes to show how this is in the best interest of the child, which is why we are here. It is our understanding it is happening at not just our school in the District, which further leads one to think "who is at the helm of this ship" and the "intent" behind such a move on their part.
PASADENA FUND ELEM	I love my school! My principal is the most professional ,supportive and motivating principals I have worked for in my 21 years with the district.
PASADENA FUND ELEM	I love to teach, I love my school, I love my students, co-teachers, support staff, administration and parents. I do not like how I work from 7:30 am to 6:00 pm almost everyday, when I am contacted to leave at 3:00 pm. There is too much on a teacher's plate these days. Way too much. ...and more and more is being expected of us, but there just isn't time. Time is getting taken away from planning and instruction time because of e-mails that have to get checked or forms that have to get filled out or this or that. Not enough time to plan effectively for the kids.
PASADENA FUND ELEM	i would have strongly agreed that morale was high except i don't think morale is high for any teacher in the state at the moment. at the school, i think morale is probably as high as it could be considering the ridiculous expectations (no way we can do what's expected of us in the time that we have, even though the majority of us work WELL, WELL over time every day and on the week-ends) of us from the district and the state.
PASADENA FUND ELEM	It appears favoriteism is okay here
PASADENA FUND ELEM	Morale of teachers is very low across the county because every year we are told to do more with less. All I seem to do is paperwork. Every year the expectations get higher but the resources are fewer. It's hard to be effective at your job as you watch your paycheck continue to decrease each year and wonder how you will pay your bills, feed your family, and hold onto your home. I have little, if any, faith in the work of the School Board and the Superintendent. We continue to overlook the fact that the achievement gap begins at home! Until we address the social issues (including the glorification of the urban culture) we will not see a change in scores among our minority students. We cannot be expected to perform miracles with children who come to us unprepared, unrested, underfed, living in single parent homes or being raised by relatives other than their parents, with little or no guidance being given at home. In many schools teaching has become glorified babysitting because the children were not given the proper tools academically, emotionally, and socially from birth to Pre-K by the individuals raising them.
PASADENA FUND ELEM	Morale problems, if they exist, are due to Tallahassee.
PASADENA FUND ELEM	News of layoff, cuts in pay due to furloughs, and increased health and retirement expenses, cause moral to be fairly low with employees. I don't think the students are aware as they are quite young. But the immediate future is bleak for many employees.

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PASADENA FUND ELEM	This is not a psychological study! Did you feel it necessary to ask the same question over and over because you thought I needed to see it restated just in case I did not get the subject the first time you asked the question or because you forgot that you already asked that question? I love my school and my principal. Do I believe the school board, the county; the state has the same vision for students I DO NOT. I always loved teaching now I can wait until I can leave. The only group that cares about the student is the teacher and in my case my principal. We are not given the tools we need, the respect, and we are most definitely not listened to regarding the job we do every day. Your survey with its repeated theme shows how little you think of our ability to tell you the truth. So I ask you, if everyone reading this data feels all children need a quality education, how do they expect us to do that with half the staff? You ask, in a word, if ""I am will to do whatever it takes to ..." NOT ANY MORE. I have given 200% for over 25 years and I am still treated as if I am not any kind of a professional.
PASADENA FUND ELEM - CONTINUED FROM ABOVE	I guess you are right I am not smart enough to be treated as a professional. I have given and given, my money, my time, my health, my families time, weekend time, summer time I ask you what else would you like me to give you for free? And you just take and take and I keep giving, you should be ashamed but I am sure you are not because nothing changes. So for all my giving and not getting maybe your right this is my fault I should have realized years ago this was an inequitable relationship but I stayed because I thought I was making a difference. I am just tired of you and your politics, your disregard for teachers and children it is just exhausting.
PASADENA FUND ELEM	Too many repetitive questions.
PERKINS ELEM	I love my school (Perkins Elementary). I'm disappointed in what is going on around the school district. Some of these answers are hard because moral is great at school in regards to students and co-workers, but it is hard to want to continue to hone the teaching craft for less and less money. Teachers have children who need to eat too. Also, this survey starts with negative wording. I think it should start with strongly agree and move towards strongly dis-agree. Just a thought.
PERKINS ELEM	Perkins is wonderful school to work at.
PERKINS ELEM	The morale in this school is ONLY as high as it is because we (admin., faculty, & staff) CARE about each student in our school, their families, AND we personally care about each person who volunteers and works at our school. The morale is constantly being poked at (negatively) by the media, and state and national elected officials who have NO idea about education and chold development!
PINELLAS CENTRAL ELEM	A culture of collegiality exists among staff. High expectations are shared for students and staff.
PINELLAS CENTRAL ELEM	A very toxic environment led by a bully.
PINELLAS CENTRAL ELEM	Better survey this year. Good to specify Principal vs Assist. Principal. Stress greatly increased due to management style of Principal. Too much damage done, we need a new leader and a new direction.
PINELLAS CENTRAL ELEM	Cutting the youngest and brightest teachers while bringing back the inflexibility of the past will widen the acheivement gap and undermine all of the work we have done for the past 5 years.
PINELLAS CENTRAL ELEM	I based ratings of the first page on school board employees and school board administration. The first page did not clearly identify who was being evaluated.

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PINELLAS CENTRAL ELEM	I believe that students look at this school both positively and negatively. If they have good experiences and are not struggling, they tend to enjoy school more and respect their peers. On the other hand, those that have not had positive experiences or struggle are sometimes reluctant to learn and are not respectful towards their peers or teachers. I don't think some stakeholders truly understand the job of educators and the conditions we have to work with. Being held accountable for student performance and base pay on that I feel is unfair, considering some things students choose to do is uncontrollable.
PINELLAS CENTRAL ELEM	I believe that the parents at our school help in the best way that they can. Some of them are more active than others based on their amount of time that they have available. I know that the parents of my students help to support my class when asked.
PINELLAS CENTRAL ELEM	I feel that the support staff are left out of the communication and team concept. During staff appreciation events, we are the ones doing all the work, and we are not able to sit and be apart of it w/ others.
PINELLAS CENTRAL ELEM	I love working at my school, but feel that the District is being unfair with the demands of Core classes, time allocations and now the extra 20 minutes of movement.
PINELLAS CENTRAL ELEM	I love working at Pinellas Central! We work hard and care about our students and their families. This is the place to be!
PINELLAS CENTRAL ELEM	I truly enjoy working at this school because I feel that I'm pushed to be the best educator I can be. At times I feel overwhelmed, but in the end I always feel like I've learned so much that can be implemented for the next year.
PINELLAS CENTRAL ELEM	It is hard for administrators to keep good communication with their staff when the media has information out before some of the principals are even out of the meeting. It's not fair that this is happening to our teachers and support staff, especially if good communication is something that we value in Pinellas County Schools. It makes them feel devalued and underappreciated that it's not even a priority to protect our own. Our school has a really good culture and it was rather undermining of both administration and teachers when information is not effectively communicated and allowed time to be communicated.
PINELLAS CENTRAL ELEM	Many staff members are unhappy here, working 10-12 hour days and still in fear of losing their jobs. The current administration prefers young teachers, plays favorites, ignores any good that is done by a teacher not currently on its good list (which is subject to sudden change if you apply for a transfer.) Treats students like data, not children. Does not allow teachers to exercise professional judgement, punishes teachers who have different points of view or question anything. Spends more time figuring out ways to damage teachers' careers than how to help students learn. Changes teachers' grade levels and/or classrooms excessively. Open pod classrooms are loud, distracting, chaotic. Some teachers at this school think that they are the only ones who can teach or who care about kids. They judge other teachers and run to tell the administration what they perceive to be the shortcomings of others. Administration may also be asking teachers to spy and report back to them. School motto should be, "Be a bully, not a buddy."
PINELLAS CENTRAL ELEM	My school and district provide the best possible education to students with the resources and funds available.

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PINELLAS CENTRAL ELEM	Students are being pushed to the brink of frustration and shutting down. Teachers and support staff feel the same way. It's always do this or do that and then do this too..... the atmosphere is always ""what's next?"" Our administrators are severely lacking in people skills.
PINELLAS CENTRAL ELEM	The first page of this survey was filled out based on superintendent and school board members - answers were not based on my home school. It was not clear what ""organization"" or ""supervisor"" they they were referring to. The last page was based on my school and my school administration.
PINELLAS CENTRAL ELEM	The first part of this survey where it referred to "" this organization"" was very confusing as to which organization you were speaking of. I took it as if you were asking about the district level rather than the school based so that is what my score is based on.
PINELLAS CENTRAL ELEM	There are too many mandates from the county that prevent students from having fun while learning. News should be communicated to employees by the district rather than hearing about it through the media.
PINELLAS CENTRAL ELEM	We have worked so hard on building a strong culture amongst the staff at this school and it has paid off greatly. I enjoy working with the teachers at my school and there is such a good vibe amongst the staff.
PINELLAS PARK ELEM	Linda Bayless is exactly what Pinellas Park Elementary needed. We were left in ruins by the former principal and Mrs. Bayless has been working hard to restore our professional confidence in ourselves and in our colleagues. The transformation in the nine short months that she has been here is nothing short of a miracle. Additionally, Ward Kennedy is like a breath of fresh air; very positive during his visits. Our staff is so fortunate that the county relieved PPE of the double burden of Alicia Urbano and Barbara Hires. The fact that the Superintendent is aware of the deficiencies of these two employees and allows them to continue to damage this District through their policy of intimidation and bullying demonstrates a complete lack of regard for the success of our students. No one should be subjected to working for/with Urbano or Hires. They were on their best behavior during this past year's probationary period, but have restarted the cycle of destruction. The recent comments in the media made by the Superintendent blaming principals for transferring poor teachers instead of going through the process of firing them was ironic.
PINELLAS PARK ELEM - CONTINUED FROM ABOVE	Julie Janssen models this tactic and would prefer to tarnish the reputation of the competent leaders in our district then take responsibility for her own inaction. Pathetic.
PINELLAS PARK ELEM	This year has been complete night and day from the years past. People are happy to come to work and are not fearing their jobs are in jeopardy. Linda Bayless is a breath of fresh air to our school and a phenomenal, fun leader to work with. Kim Denman is so much happier since the administrative jobs are now being shared amongst the admin staff, as opposed to it all being shoved her direction. The atmosphere at our school is much more friendly and staff members seem to b getting along better than they did in the past.

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PINELLAS PARK ELEM	We have a new principal this year and it has been a breath of fresh air. Mrs. Bayless treats us as professionals and listens to us. She is a very effective leader who has a clear vision of what Pinellas Park Elementary school can become. She promotes learning for all involved administrators, teachers, staff, and students. This year I have also seen how a principal and assistant principal can work together and be effective. Mrs. Bayless respects our assistant principal, Kim Denman, and knows she is valuable to our school. Ms. Denman has done a great job this year handling discipline and curricular matters. I am very honored to work for two wonderful leaders. I am also proud to teach at Pinellas Park Elementary and wouldn't want to teach anywhere else.
PINELLAS PARK ELEM	We LOVE LOVE LOVE Linda Bayless and Kim Denman as our administrators. It is nice to be treated as professionals once again and equals. It is also nice to know we can come to work and enjoy teaching our students and have the support we so need and not worry about who is watching our every move and criticize us for everything we do . THANK YOU for placing her with us, she has been a breath of fresh air!
PLUMB ELEM	Although I've only worked at one school, I feel that this is a model school. The only other type of school where parental involvement is high would be a fundamental school. I love my school!!!
PLUMB ELEM	I am very happy with the changes that have occurred this year under the new administration.
PLUMB ELEM	Lack of promptness in the job assignments and room placements for next year has put a strain on everyone. Swearing people to secrecy is not appreciated by most of the staff.
PLUMB ELEM	Morale is at an all time low across the county due to the budget problems plus all the extra work piled on us at every meeting. Overall, the principal or A.P. are just the messengers. On Teacher Appreciation Day, when we got the letter from our ""Leader"" and saw that it was just a file letter someone else had sent her to send out, that spoke volumes of how much we as teachers across the whole county are thought about. Honestly though, Tallahassee has done wonders in ruining whatever morale was left in the schools period, and not just in my school. I'm sure it's the same all over. One thing that is especially irritating is when we are asked to vote for new materials, or give input on budget cuts because it is very obvious we are not being listened to, we are just being asked to spend more time on things that have already been decided anyway. Please don't waste our precious little time. Teachers in this county and probably all over are exhausted, underpaid, overworked, and unappreciated! There is also a sense of 'gotcha' toward anyone who is accused of something.
PLUMB ELEM - CONTINUED FROM ABOVE	I was accused several years ago of something that my accuser actually recanted later on, but Professional Standards would not let me 'off the hook'; they still made sure they punished me (albeit less than what was first projected) because they didn't want to admit they had made a mistake in believing such trash. I will never give OPS a positive evaluation! It WAS under Dr. Wilcox regime - not the current one! He did wonders for killing morale and poor Dr. Janssen inherited the mess! I'm hoping I can live long enough to make 30 years, and forget DROP. I'll do something else.
PLUMB ELEM	Teachers are able to voice their concerns and the administration takes the time to listen to each concern. The administration makes decisions based on what is best for students and the school and supports the teachers when needed.

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PLUMB ELEM	The current climate in education contributes greatly to the low morale among teachers. Strong and capable leaders are always important, but more so now that we are experiencing so much economic stress and pressure to do more with less resources. I hope we see district leadership sharing the burden instead of adding to it. In other words, I hope district leaders will manage with creativity and vision to solve problems instead of just passing the stress down to the teachers.
PLUMB ELEM	This school was once a very pleasant place to come to each day, but now it is an unhappy place to work. This opinion is shared with many teachers and support staff members.
PLUMB ELEM	Too many Teachers and classrooms are planned for change without total ""buy-in"" of the staff. Seniority or years in the building were not taken into consideration. It has been very unprofessional.
PLUMB ELEM	We have just found out about a lot of changes for our school and most people are not happy about them. There are also a lot of staff that don't know if they will have a job next year.
PLUMB ELEM	When 1100 teachers are in limbo really isn't the best time to conduct a survey of this type.
PONCE DE LEON ELEM	*The teachers at Ponce De Leon are an extraordinary group of committed hard working people. Unfortunately the leadership here continues to falter with no bottom in sight. When will someone step in and rescue the sinking ship? Morale is at an all time low and undoubtably will be ultimately reflected when test scores are reviewed. The Principal has lacking leadership skills which leads to staff having little or no clear direction. *We are working in an environment where good work is ignored and mistakes are highlighted. *Blatant favoritism is obvious to the entire staff and bullying by the Principal has become commonplace. *Beth Nable is allowed to arrive past 9:00am on a daily basis and reward her students with ""treats"" daily. She was also permitted to eat lunch in the cafeteria on a severe weather day while everyone else was confined to eat in their classrooms. She was joined for lunch that day by the Principal.
PONCE DE LEON ELEM	Given the recent changes in education...I think morale is taking a beating everywhere.
PONCE DE LEON ELEM	I believe that Ponce is a great school. The overall atmosphere is uplifting and the staff is very caring . The administration is supportative and reassuring and welcomes suggestions and advice.
PONCE DE LEON ELEM	I have worked at many elementary schools in my career, and I can say that the majority of the instructional and support staff at this school are extremely talented and dedicated. We have achieved amazing success, despite the road-blocks that we face. We have learned to help each other, and rely on each other, rather than try to get help from those who are there to give us direction and assistance. The teaching staff continues to be of the highest caliber both professionally and ethically, which is not totally true in regards to other people at our school. Our leaders are letting personal relationships interfere with sound decision making processes. At my school, staff members ask for help, but if you are not one of the few favored employees your words fall on deaf ears. This is sad and unfortunate, not only for the staff, but also the students that we serve. My hope is for a change in attitude and actions towards helping the students that we serve.
PONCE DE LEON ELEM	I love our school and we have many wonderful teachers here who love to teach as much as I do. This year however, there is a serious lack of communication and this is a problem. Things may look pretty on paper and from the outside, but many of us feel left out and lost without effective leadership. Student misconduct has increased and students are often ineffectively dealt with when referred.

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<p>PONCE DE LEON ELEM</p>	<p>I love the staff, administrators, students, and parents at Ponce. I hope that things turn-around very quickly with the harsh decisions being made and enforced as of late; these rules are threatening (and seemingly will) to break apart a very well-developed staff and administration that is very effective, and most importantly the appropriate match for the students and parents; we have built a solid relationship around trust and belief with the students and parents.</p>
<p>PONCE DE LEON ELEM</p>	<p>If a school interprets the Response to Intervention model correctly it is possible to plan for ALL students to be successful, have a school with reduced negative behavioral events, and work smarter and stop the incredible fragmented approach that we currently embrace. Because we are already so fragmented and thus working to survive not thrive, changing the climate to one of high academic achievement is not welcomed. We shine only when our students do. I hope we can love our children enough to stop pursuing programs that make adults happy but leave student scores statistically flat. The FCAT appears to have become easier. Next year proficiency scores rise to 86 percent. By lowering the rigor of the FCAT, our whole state is agreeing that our children can't make high benchmarks unless we ""dumb"" down a test. Allowing and accepting this is educationally negligent behavior. If Pinellas doesn't have the answers to creating high performing students - let's be professionally mature enough to copy those who can take students to very high levels of performance.</p>
<p>PONCE DE LEON ELEM - CONTINUED FROM ABOVE</p>	<p>Working with the low performance expectation beliefs that our students can't be high achievers results in our low ranking performance statistics. This is so demoralizing and inhumane to our students and undermines the infrastructure of our community.</p>
<p>PONCE DE LEON ELEM</p>	<p>It has helped tremendously having a Director of Elementary Education and a team of people working in the Reading/Language Arts department to manage elementary issues. Our school has had three Regional Superintendents. They are all highly skilled, however, we spent the previous three years with Dr. Thomas, who was a visionary, attentive leader, and we received a tremendous amount of support and feedback to enable us to grow professionally from her. The remodeling of the regions into vertical clusters has been a difficult transition. As elementary principals, the networking and sharing that occurred as an elementary region was a powerful growth experience. We now have only a few elementary colleagues at our regional meetings and have lost the richness of collaboration that we previous had.</p>
<p>PONCE DE LEON ELEM</p>	<p>Morale is inconsistent at this school. It seems to be high among the group of select people who are friends of the principal. However, there is a huge number of employees who are very unhappy with how they are treated. There are two sets of standards for the two different groups. One group seems to get away with anything while the others will get yelled at. Only the select are ever recognized for their work, the select are chosen for advancement opportunities, and only the select are chosen to be in on any decision making processes. The principal does not ask for and/or ignores input on decisions that are made from the staff as a whole. Communication is broken. The Assistant Principal has been a huge help in improving some communication, but she has been overwhelmed by the many demands placed on her. I have heard people say that they feel bullied and harassed. There was even an email about what we should say in this climate survey! There does not appear to be effective consequences for severe student behaviors, our campus continues to be dirty and not well maintained, and the parents feel like they are not welcome at our school.</p>

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PONCE DE LEON ELEM	Morale was low last year and is still low.Our AP,Debbie colson, is open minded and fair. Amy Owens,our Reading Coach, has been very helpful with discipline due to our Principal being away from the school so much. New teachers could use more support and mentoring. We hope they are hired back to Ponce. RTI is not working again this year.Chidrens' needs were not met. School Board members should visit classrooms more often.The Plant Operations are a constant war.HPO,Isaac Cummings, does not lead by example. He does not communicate well with others. His poor job performance has gone on for many years.Staff and students suffer; The school is untidy and dirty. Some of the other custodial staff take pride in their work. The same students account for most of the bullying,loss of instructional time, and serious behavior issues at our school. It is a shame that a few disruptive students can tarnish the reputation of a once great school. The favoritism by Thea Saccasyn shows among the staff. People like Beth Nable, Sadra Bostick, and Kim Dowden are given preferential treatment constantly. The lack of communication and lack of faculty input into decision making are unacceptable.
PONCE DE LEON ELEM - CONTINUED FROM ABOVE	Once again, 20 teachers have put in for a transfer. We have numerous outstanding teachers here at this school. Many grade levels work together for their students. The Art, Music and Physical Education programs are exceptional. The climate of this school has got to get better; It just has to get better.
PONCE DE LEON ELEM	Ponce de Leon Elementary School sets a high expectation of teaching greatness for every educator at the school. I know that my personal learning gains as an educator have been quite significant. For those individuals that give responses otherwise are the people that should be re-interviewed and NOT guaranteed another teaching job to identify if the education of young people is what they should be doing. Striving to be the best educator for each child is the goal at Ponce!
PONCE DE LEON ELEM	The budget woes have caused the morale to be at a low not due to the principal or assistant principal but due to loosing jobs and not staying in the school they were hired for in 2010.
PONCE DE LEON ELEM	The Principal at this school lacks the communication skills necessary to be a good leader. She is not an effective mentor/coach for teachers. She is extremely critical and negative. Her Monday messages always focus on what we are doing wrong. She rarely provides positive feedback. She does not treat her office staff with the respect they deserve.
PONCE DE LEON ELEM	The staff here is great and we are a family. There is little support or encouragement from the Principal and morale is bad among the teachers. Ponce is a great school, but many want to transfer. She is a very smart lady, but appears to be lacking in people skills. She definitely shows favoritism to a few individuals. Our school is very dirty, it is very embarrassing.
PONCE DE LEON ELEM	The timing of this survey (after budget cut and position cut announements) will skew the results.

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<p>PONCE DE LEON ELEM</p>	<p>There are different rules for some staff members, Beth Nable is allowed to start her day when ever she feels like showing up, most day she roles into school as the first bell is ring while bring in coffee for herself, Misty and some day Thea along with food for her class that was bought on the way to school. Then there are the days that she does not show up until well after the school day has started and the Misty is the adult (classroom Assistant) in charge of the class. If anyone else did that they will be called on it especially if the teacher is not teaching bell to bell. Most staff member feel that Thea will lose her baby sitter if she would enforce the district start times on her. Thea has not been communicating with teachers directly she leaves it upon others to inform and they are under the impression she has talk to you, and you feel that you and your role is not important. For student discipline there is no follow throw. There are a number of student that are moved to class to class so they (the Administers) do not have to deal with that student.</p>
<p>PONCE DE LEON ELEM - CONTINUED FROM ABOVE</p>	<p>We have a support staff member that is encouraged to do their PTA duties during school hours. Also if you are not part of the Lastinger group Thea does not value your input. Most staff did not like how we are part of her doctoral project, with out our knowledge, along with Sadra trying to do the same. Which I feel is a total lack of respect.</p>
<p>PONCE DE LEON ELEM</p>	<p>With all the budget cuts and negative attention we have been getting, it is difficult to feel valued. I love teaching and bend over backwards for studnets. However, I may not have employment next year due to money in our district. Very disheartening when you look at Florida as one of the largest states and we are already paid 47th in the Nation- and will be making less in the years to come.</p>
<p>PONCE DE LEON ELEM</p>	<p>Working at this school is depressing. A person is always waiting for the other shoe to drop so to speak. It's always someting and never enough (if any) praise. It is very difficult for staff to become motivate to do anything outside their contract hours because morale is at an all time low. A compliment from the principal or other administrative personnel is the exception, not the rule. What is working in your class is often met with a scowl or frown followed up by ""Why not do it this way?"" There most definitely is an inner circle made up of mostly the principal's friends. The only way to improve morale among the teachers is to give the teachers a fair shot with another principal. Principals and assistant principals should NEVER be promoted from within. Our school is a perfect example of why that is not a good idea.</p>
<p>RIDGECREST ELEM</p>	<p>Both Mrs. Benkert and Ms. Falana are warm, supportive and amazing leaders who lead by example and vision. I feel very blessed to be on their team.</p>
<p>RIDGECREST ELEM</p>	<p>How can morale possibly be high when we're all taking \$8,000 to \$10,000 cuts in the form of insurance premiums, furlough days and retirement? The communication piece in the county is abysmal. One can ask the same question of five administrators/coaches and get five different answers. While our administration tries to be supportive to teachers with 'problem' students, their hands are tied by the county and state. Communication in this school between administration and staff is not good. It sometimes appears that they don't understand clearly what they are trying to pass along to us from those above. Our staff is incredibly caring with each other and our students. I wish that the school board would find a superintendent with - and find for themselves - the guts to stand up to parents and the state.</p>

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RIDGECREST ELEM	I work at a great school with teachers that really care about learning, students that try hard, and parents that are involved. The district decision to non-rehire teachers based on the amount of time in the county, not the effectiveness of their work, is unfair and a big morale killer. I work very hard and feel like that is unappreciated. It's discouraging.
RIDGECREST ELEM	Morale is low among employees of all levels because of the anticipated loss of pay and the uncertainty regarding staffing models for the 2011-2012 year and beyond. There is a lot of added stress since ~10% of our staff is ""delayed contract"" and we do not know what to expect our staff to look like next year. There is a growing feeling of why should we put in the extra effort - time beyond 7.5 hours/day and contributing items to our classes financially.
RIDGECREST ELEM	Morale would be higher if the district was not struggling with funds. We don't like the idea of losing staff members and would rather see more cuts at the top than in the classrooms. Most of the problems we have with morale come from higher than our district administration and our district is doing the best we can with the funds that we have.
RIDGECREST ELEM	Some support staff do not work together? Some do more than other employees. This is not fair and should not be allowed. I support coming to work on time along with willing and able to work. I am sure that all employees in the district should sign in and out, a lot of the district's money is going out to workers that are not responsible adults or are the workers here for a free ride?
RIDGECREST ELEM	The mismanagement of prior years has caught up with this district and I think it is a disgrace how disrespected the teachers are being treated by the district - which sends a clear message to the public that we are not worth much! I am really amazed that so much at school level is being cut when we are not hearing much about what is being cut from the upper echelon of the district staff!!
SAFETY HARBOR ELEM	How sad that I have only seen the principal at school wide events only if the parents are involved....holiday festivals, fundraisers. If there are school wide events going on during the school day, I have yet to see him make an appearance but once. Discipline is almost non-existent at the school...misbehavior is often rewarded with walking around campus with either the principal or behavior specialist (sometimes the child is throwing the football or shooting baskets) If bad behavior is punished like this, I would want to be sent to the principal on a daily basis. Information shared at the Superintendents meetings is not shared with the total faculty, it seems it is shared with the leadership team and if it gets down to others I don't know. ( I am a firm believer that info from the county level should be shared with the entire staff to eliminate the rumor mill and the he said she said talks. I don't think the position of principal should be a popularity contest with the parents.... I think it should be a headship role for the teachers and the students.
SAFETY HARBOR ELEM - CONTINUED FROM ABOVE	Both students and teachers need structure and discipline, without it learning does not take place. We have several students that are consistently disrupting classes and nothing or very little is being done to correct the problem because of who the parents are. in

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SAFETY HARBOR ELEM	I just recently transferred to this school this year and I love it! Everyone is So friendly and supportive! They made me feel very welcome and comfortable right away! This is a wonderful environment to work in and I feel very lucky to be a part of such a wonderful school! I hope I can stay here for many many years to come! The principal and assistant principal are absolutely outstanding!!
SAFETY HARBOR ELEM	It is difficult to have high morale when the news is always so bad and the expectations are often unrealistic. Everyone needs to feel valued and right now it does not seem that teachers are valued.
SAFETY HARBOR ELEM	It is hard to fill out a questionnaire such as this when knowing that I may not have a job next year. If my job was secure, my answers would be very different.
SAFETY HARBOR ELEM	SAFETY HARBOR ELEMENTARY SCHOOL ROCKS!! IT IS A DIAMOND IN THE ROUGH- A NEIGHBORHOOD SCHOOL IN A SMALL, QUIANT TOWN WITH VERY HIGH EXPECTATIONS OF ALL WHO WORK THERE AND ARE INVOLVED WITH ""OUR"" KIDS. ADMINISTRATION ALWAYS REFERS TO US AS A TEAM AND I HAVE FELT A PART OF THAT TEAM SINCE THE DAY I WALKED ONTO THIS CAMPUS. WE SUPPORT EACH OTHER, OUR KIDS AND THEIR FAMILIES AND THEY SUPPORT US!! IT'S A GREAT PLACE TO WORK!! I FEEL LUCKY TO BE AT SUCH AN AWESOME SCHOOL!!
SAFETY HARBOR ELEM	The District does not want to do the hard work of fixing problems with disruptive students/parents. They tell the Principals to do whatever it takes to placate the upset parents. This empowers the ""Bully"" parents and pushes the snowball(problem) down the hill. Each year these parents increase the demand for special treatment of their disruptive child at the expense of all other students. The County has no interest in fixing or truly helping the child. Everyone orders their subordinates to ""Make this problem go away."" I used to try to help my students by being firm and consistent. Since spoiled parents have learned the ropes, they know all they need to do is complain to the District/Regional leaders and they will unleash this ""Make it go away"" pressure on the schools. OPS is kept in business through this type of ""Solution"". If ""Joe Taxpayer"" saw the waste and expense of how disruptive students are (not) dealt with, there would be a tax revolt of Biblical proportions. If the parents of the ""average/well-behaved"" children saw how much time is spent on record keeping, crowd control, redirection, investigating, CYAing and NOT spent teaching the eager-to-learn children, there would be class-action lawsuits.
SAFETY HARBOR ELEM - CONTINUED FROM ABOVE	We need meaningful support in dealing with disruptive students. It IS getting worse every year. If parents were held accountable instead of well-meaning teachers, Scores would improve dramatically, as well as morale. Budget- where are the cuts/furloughs for administrators? Where is the ""Shared sacrifice""? I predict that for every person at the ""TAJ"" returned to the classroom/retired/let go, the number of forms we are required to fill out will decrease by an average of 2-5. Let's get a committee to study that, please. Every County-wide Administrator should be required to substitute in the classroom ten days every year. This would cut costs, as well as letting them walk a mile in our shoes. This would lead to a greater understanding(hopefully) of the burdens we face daily. That MIGHT in turn, lead to a reduction of County- generated record keeping/form filling/time wasting/money gulping paperwork. Pinch me! What about all the ideas which were brainstormed in school-based workshops at great taxpayer expense? We even said at the time that our ideas would be tossed aside. Sports, which I believe can have a huge positive impact, are more important than core academics???

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SAFETY HARBOR ELEM - CONTINUED FROM ABOVE	A four-day week would certainly cut costs, improve morale, meet legal requirements as well as show the voting public how much their votes count. If the public doesn't feel the effect of our cuts, they will continue to elect officials who do not have Public Education's interests at heart. Instead of a special study/survey/commission, why not send teachers to observe other counties which are having much more success than Pinellas with closing achievement gaps? They are doing something right. We are not. It's not rocket science- see what they are doing. In laymans' terms, not some fancy-pants report costing tens of thousands(or more) of tax dollars. There are thousands of dedicated, hard-working, at one-time motivated, administrators and teachers in this county. It is a shame that our desires to teach and make a difference are not matched with the tools, support and respect needed to make every child succeed. I love teaching. I almost remember what it was like to teach ""Bell to bell"".
SAFETY HARBOR ELEM	The principal is very accessible, always listens, and is supportive. He works well with students and parents. His positive energy is felt all throughout the school. The assistant principal lacks leadership, she is very quiet and struggles to make decisions. She is a nice person, but is not an effective leader of a school. She appears to be distracted most of the time. The behavior specialist and guidance counselor have been very helpful with the RTI process. They are always willing to help. Both are very helpful with parents.
SAN JOSE ELEM	I think morale is very low at this school due to the current climate of budget cuts, loss of annual teachers, media center specialists, and guidance counselors. The merit pay concept and loss of ""tenure"" has created a feeling of lack of respect for teachers and their profession, and the reality of being a teacher and all it truly entails feels lost. Our principal has gone out of her way to be open and honest with the staff about all the proposed changes and she treats us all with high regard. You can tell she truly cares for her staff and the students of this school.
SAN JOSE ELEM	I was appalled when I read in the newspaper that teacher's hired for class size made 64,000 per year - this is so false that it makes me wonder what other non-truths our administration is telling. Between that and not working appropriately with bullying (as reported in the paper) makes me feel like our administration building has their heads buried in the sand
SAN JOSE ELEM	The principal and assistant principal at our school make many decisions without input from staff members. Teachers' opinions and suggestions are not respected or requested. The assistant principal creates an atmosphere of uneasiness and is rude to teachers. Interaction between the principal and students is very limited. Teachers work very hard at our school in spite of the lack of support and communication between the principal, and especially the assistant principal, and the teaching staff. Teachers are very reluctant to approach the assistant principal.
SAN JOSE ELEM	This survey is too long. Please keep in mind that staff are very busy at this time of year, and don't have the time or patience for a lengthy survey.
SAN JOSE ELEM	We have a fantastic school. Our teachers, administrators and entire staff works really well together. I love working here. Monika

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SANDY LANE ELEM	I Love teaching and would like nothing more than to work for a supervisor who see my gifts and talents and can help me develop them to be the best I can be. I would like an atmosphere where teachers see students for who they are and help them develop them to be their best. I believe we have a lot of teachers who hold a discriminatory mindset against students of different cultures and refuse to accept them for who they are. We need leadership that is actively involved in building professional relationships with students, parents and staff and will work to provide an enviornment that is safe for overall growth and development. I have nothing personal against our Principal, but professionally her actions are questionable and lacks trust.
SANDY LANE ELEM	I would like to add that our school struggles with being effective because of the role of the Principal. The Principal ""micro-manages"" in each area of the school. I feel that limits others that may want to expand in certain areas. The Principal lacks vision to identify strenghts in individuals and lacks the abilty to help foster their growth and development. It is a strong indication that the Principal does not ""trust"" the staff. The micro-managing is also to blame for things not completely or effectively done in the school environment.
SANDY LANE ELEM	New principal is truly a leader that I respect and a much needed improvement for the morale and direction of the school.
SANDY LANE ELEM	Our new administrator, Nicole Clifton is a breathe of fresh air! She is kind, supportive, understanding, and a leader. Sandy Lane Elementary finally received an administrator to move our school foward into the right direction. Our district now needs to remove the assistant administrator, Michelle Schombs. Her communication skills and approach with the instructional staff has been bitter and nasty this entire school year. The only staff member she wants around her is the incompliant science coach Rich Knight. All this clown/coach, has done this year is go on interviews to become an assistant principal. He is supported by Michelle Schombs, for what we have all wondered why??? Both do nothing productive for our elementary school. Both most go, he must not be promoted!
SANDY LANE ELEM	Our principal, Nicole Clifton, is an amazing principal. She should be given all the support that she asks for from the district. It is time for a new assistant principal. We don't feel that she is supportive and we never know what her mood will be. There are several other people who are not giving 100% effort. These are NOT classroom teachers. Classroom teachers work their tails off and go above and beyond for their students. Behavior is the biggest barrier to teaching/learning at this school. We need additional help with behavior.
SANDY LANE ELEM	The science coach at this school is ineffective. He as well as the reading coach have difficulty communicating with staff and relating to the students.Stronger discipline is needed at this school to raise morale of staff and students.
SANDY LANE ELEM	Working at Sandly Lane Elementary is wonderful. The staff at the Lane is like a big family!

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SANDY LANE ELEM	You have done Sandy Lane a great service in giving us Nicole Clifton as our principal. She is just what we needed. Seeing her effort and dedication makes me want to achieve even more. She loves our students and our staff. She is fair, consistent and positive with students, staff and parents. You, however, do Sandy Lane a great disservice by taking her away from our school so often. How is she to lead and direct if she is pulled in so many directions and forced into meeting after meeting after meeting? You give her a D school, expect at least Safe Harbor to be met and yet pull her on a weekly basis (at least). She is building a strong leadership team, but while that team is being built (and being built up), she needs to be here – boots on the ground – to be our leader.
SAWGRASS LAKE ELEM	I really enjoy working at this school. I couldn't be happier working with this staff. Everyone is very kind and supportive.
SAWGRASS LAKE ELEM	I take great pride in this profession. I strive to be the best teacher I can be. Dedication and hard work is rarely acknowledged at this school. Creativity is discouraged. The principal believes that there is only one way of teaching, with no deviation from her path. Differing opinions are ignored or treated as an affront, with retribution. Communication, and input from teachers is nonexistent. I want to be heard in regards to what is best for my students. The teachers at our school are hardworking, caring professionals and should be treated as such.
SAWGRASS LAKE ELEM	It is very difficult to come in everyday and give 110% knowing that we look forward to taking home less next year for the same job we did this year. Something has to change in how our society looks on teaching as a respected profession. I really feel trampled on by our state officials!! You don't see the state offering us a climate survey!!
SAWGRASS LAKE ELEM	Items related to administrators that are marked ""disagree"" are reflective of the performance of our principal.
SAWGRASS LAKE ELEM	The inability of the superintendent and school board to make timely decisions and stick to them over time has filtered down to our school. I've worked here 30 years- I used to be a proud employee. I am now embarrassed to say I work for Pinellas County Schools. Back in the good old days, the admistration building staff worked together without fear of retribution- that is not the case these days. I had great hopes after Wilcox, that Julie could get us back where we should be. I was wrong.
SEMINOLE ELEM	I work at 2 schools and have reported on only one. How does the district know as to which school I am reporting. Questions regarding ""this organization"" is unclear. Is it ""the district"" or ""this school""? When the district puts out a 3rd grade portfolio and elementary common assessment testing schedule, they need to stick to it. We write in the agendas when these tests are for parents to make sure their children is school. Not sticking to the correct time puts a huge burden on testers and students.
SEMINOLE ELEM	It has been a pleasure working for our principal Randy Devries. He has a way of making a person feel valued and always is willing to listen. He is also willing to let you try something new if you feel it will improve student acheivement.

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SEMINOLE ELEM	The atmosphere this year a Seminole Elementary is much better than it was last year. We have a new principal and AP who are kind and treat the teachers and students with respect and dignity. Both of them are easily approachable and concerned about each person individually. However, there is a core group of teachers/coaches who remain from last year that still believe they are in charge of the school. Without a thought they will attempt to make others outside their group seem non-cooperrative and ineffective at the advancement of themselves. Communication is strained because of this group and the power they still retain. I know the principal and AP are concerned with the present dynamics of the staff, and are doing their best. This group lords over the rest of the staff very much enjoys it. I enjoy my work here and the constant support of my friends.We are ""friendly"" towards each other yet we know many are not to be trusted. How sad to live and work this way.
SEMINOLE ELEM	The Principal and AP at our school are excellent. They support the entire staff, working effectively with parents and students. They work aggressively to boost moral, but in the current budget situation, that is a hard goal to achieve. Faculty and staff feel betrayed by the State and the District. Staff, faculty, school level administrators were asked to voice opinions and give ideas to address the crisis, only to find it was a hoax. Decisions had already been made for the outcome. I fear for the future of education in the state of Florida and in Pinellas County.
SEMINOLE ELEM	There was a climate with the previous principal and assistant principal that was like a cancer. Our FORMER principal was like a 'mean girl' from high school and had her clique do her dirty work and tattle. The NEW principal and assistant principal has worked very hard to clear the cancer from this school, but it still rears its ugly head from time to time from the 'mean girls' also known as the lady bugs.
SEMINOLE ELEM	We Love Randy and he has been a breath of fresh air for Seminole Elem... We really needed an administration change. Thanks We are very sad to see him go
SEVENTY-FOURTH ST ELEM	I feel school board members and superintendent could visit the school more often and see jsut how difficult our jobs are when decidien on budget cuts and where jobs couldbe cut. lets look at administration building and see if the positions there really affect students. There are pleny of positions that could be cut there.
SEVENTY-FOURTH ST ELEM	I think expectations at this school range depending on personnel. Parent envolvment is very low, and some parents are upset with where the school is headed. I feel our principal is doing the best with what she has to work with and what she walked into. Discipline is very loose and not enforced for the safety of students. I feel the assisstant principal is not in the right position to best make calls that affect the needs of our students. There is a lacking of responsibility on this level that filters throughout staff and students. I sincerly think hearts are in the right place but will and drive for the student success is not. It is one thing to say we are a team but another to act like a team.
SEVENTY-FOURTH ST ELEM	Poor morale at my school is directly related to the budget. If that were not an issue this year, morale would be very high.

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SHORE ACRES ELEM	Dr. Cangelosi is new to Shore Acres, and I think she has done a great job! She treats me and other staff members as professionals, and gives us the latitude to do our jobs. She is available for whatever reason needed. Mrs. Moody is a great AP. She is always available if needed, friendly, helpful and cares about us as professionals. I think we have a great administrative team here at Shore Acres, and unlike past teams I've worked with in the district, I feel valued, supported and part of a team.
SHORE ACRES ELEM	Effective communication is a high need. Administrators are not highly effective and there is no sense of unity. I feel one administrator knows my capabilities and the other could pass me on the street and never know I work for her. This school is not under administrative leadership, the teachers lead themselves and that is the only reason we're successful.
SHORE ACRES ELEM	It is difficult to keep morale high with budget cuts and all that is happening around us.
SHORE ACRES ELEM	we are a caring and cooperative community
SKYCREST ELEM	According to John Maxwell ""21 Irrefutable Laws of Leadership there is a lid on a person's leadership ability and this lid determines his level of effectiveness. The lower a person's ability to lead, the lower the lid on his leadership ability, and the lower his effectiveness. On the contrary, the higher the leadership ability, the greater the effectiveness. Your leadership ability always determines your effectiveness. UNFORTUNATELY OUR LID BELONGS ON A PRESSURE COOKER!!! The administration does not provide an environment of communication and support but instead rewards backbiting behavior and feeds into those that spread discord and disfunction. There is zero communication among teachers and specialists. Instead they are pitted against each other. This is sad to observe. Additionally, the old saying ""everything rises and falls on leadership"" is exemplified. If the head cheese is rude, verbally abusive, misleading, misinformed and behaves as one who would rather be feared than respected than the staff will follow suit. The staff will refuse to communicate to each other and instead run and tattle on each other. The staff will show disrespect in meetings rather than deference to their peers.
SKYCREST ELEM - CONTINUED FROM ABOVE	The staff will gossip. The staff will complain. And it will only trickle down to the children. This is a cost that they cannot afford. I say, out with the old and in with the ""DEAR-GOD-SOMETHING-HAS-TO-BE-BETTER-THAN-THIS!!!!!!
SKYCREST ELEM	Administrators have their favorites on our staff. The assistant principal is very unfriendly and does not relate well to parents or staff members. The assistant principal excludes individuals when she speaks to a group of people. The principal is always in a hurry when you try to talk with her. The principal is not an effective communicator.
SKYCREST ELEM	Assistants need to be monitored more closely by administration. They should have more professional development.
SKYCREST ELEM	Great School
SKYCREST ELEM	I get the impression that many teachers are discouraged. Especially in light of the recent cuts of 1st and 2nd year teachers and some support positions, morale seems low.

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SKYCREST ELEM	I think with the budget and all the concerns about people losing their positions it has affected morale. It seems education is not valued as a priority and to many of us it is and has always been a priority to provide a good education for students and a positive atmosphere for them to be able to learn. Many of our students have a more stable support system and feel more at home here than anywhere. The students as well as the staff will be the ones to be affected by all the changes.
SKYCREST ELEM	If all decisions could be made school-based I feel that things would be more effecient and effective. The reasoning the district has used to make decisions this year has not been very clear and I do not feel Pinellas county has been as effective. When considering budget cuts, all personnel is valuable, but especially our guidance! Even considering cutting the budget with guidance, shows me that we are not considering the needs of our students.
SKYCREST ELEM	Many teachers have voiced that they feel we are often asked (by school and county administration) about our opinions; however, many of us believe our opinions never seem to be taken seriously. ""Principal's Pets"" are still VERY OBVIOUS. The camaraderie and morale among staff that is favorable is due to the fact that the faculty and support staff at this school work together, help and support each other (both individually and through a Hospitality committee).
SKYCREST ELEM	Morale has changed because of the budget issues in our district. Budget issues has created an atmospere of distrust.
SKYCREST ELEM	Overall the atmosphere is MUCH better this year at Skycrest. Our management team seems to show appreciation for staff, treat staff fairly, have a more positive attitude. Not degrading or disrespectful attitudes from my perspective. No intimidation or bullying that I have seen or heard about this year. I would say I hesitate to give higher ratings only because trust is just beginning to be built back up. What I mean is the two previous years were so bad for me personally that it has taken me all year to feel secure at this school. I hope that the positive climate will continue into next year and future years. I am extremely happy with the change!!
SKYCREST ELEM	The current state of uncertainty for many staff members and for the future way of work is having a stressful impact on all of us.
SKYCREST ELEM	Too many ""pet"" people which are overly spoiled while others are discriminated against
SKYVIEW ELEM	Always remember to ""TO DO WHAT IS BEST FOR THE STUDENTS"". I don't feel that is happening to ESE students being made to go into a general education classroom. I have some that I feel this is best but.... I have some that have so many problems that putting them out will for sure put them on the DROP OUT LIST! If this is the goal then you are going in the right direction! But I'd like to see you make there life one that they can support themselves.
SKYVIEW ELEM	Due to budget cuts, pay cuts and uncertanty about jobs and the new teacher assessment, many of us are nervous and uneasy about our future. Those of us who work with struggling students ESOL students and special education students are especially vulnerable.

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SKYVIEW ELEM	I have only one thing that I would like to say, I have worked for 15years and have been at this school for 12 of those. This year I was told that my postion may be gone , I work in a drop out class for third grade and really feel that getting rid of this is wrong, not because of me not having a job but because drop classes do make a difference. With 2 people in this class you can work with some if not all the children one on one if needed. We teach these children not give up and to keep trying, and oh what joy when you see how it changes some of these children when they realize how much we care about them. I know this will not help keep stars or drop out but I just wanted the chance to let you know how I feel. Thank you for allowing me to do this.
SKYVIEW ELEM	Skyview is a wonderful school with an exceptional staff. Most of us are feeling over whelmed by the economic situation in our county and undervalued by the Legislature and Media!
SOUTHERN OAK ELEM	Administration at the school is very political. There is a parent that even calls our principal ""the politican"". A few teachers become their ""buddies"". The rest are not valued for their job knowledge in the work that we do. We are told that we do great work, though our input on decision-making is not asked for or considered. When teachers offer ideas on issues they are not even addressed or considered. Many teachers believe we have a some ethical issues not being handled appropriately. For the 3rd year in a row the principal is moving many teachers in the ""best interest of the students"". Many teachers believe it is unnecessary. Morale currently is cautious. The office staff and PTA children receive preferential class placement which upsets the balance in the other classes in those grade levels. Those classess are hand picked as are some other special friends.
SOUTHERN OAK ELEM	District people need to back up teacher in all decisions. We made many suggestions on how to cut the budget, even having a special meeting about it, and the only things I see them cutting is teachers and classroom items. What happened to all the suggestions we made????????????????? How many positions are being cut from administration where this county is heavy on? Cut the administration building jobs not the classrooms. Again, what happened to our recommendations???
SOUTHERN OAK ELEM	For technology: Moodle website is awful. Hard to Navigate, not user friendly. The software should be designed so that the grade level of the teacher signing on is recognized, and only pertinent info is displayed. I am pretty tech savvy, and can see how an older teacher that went on that site could be so turned off that they would never want to use it again. Hard to navigate and totally confusing. Hate it!!!
SOUTHERN OAK ELEM	Morale at this school is at an all time low! Lack of consistency in enforcing policies and procedures is the primary cause. The staff has tried turning a blind eye to this for years but in the last 3 years the problems has grown exponentially. Students are not being held accountable to retain the knowledge gained from year to year. Students are not (in many classes) being asked to take ownership of their learning. This is also creating a great divide in the staff. Lack of communication is another predominant factor in the morale problem. Currently we are learning more from the principals at other schools than from our own administrators. This could be a wonderful school. I do love to teach... but the lack of support, the horrible climate, and students not being held accountable sometimes makes it very hard to come in to school in the morning.
SOUTHERN OAK ELEM	The cuts the county has been making in the teaching staff has lowered the morale of all the adults at our school.

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SOUTHERN OAK ELEM	We work well together and feel like a family. It is very hard keep our morale high during these tuff economic times but we do the best we can.
STARKEY ELEM	2nd year Prin. and Ass. Prin. do not get along. Prin. is NOT capable of running this high achieving school. Prin was chosen because of relationship with Supt. Students, Teachers, Families have been the core of this school, not the current admin. Transfers will be many if admin. changes are not made
STARKEY ELEM	Administration apperance throughout the campus is lacking. The times I have been in the cafeteria there hasn't been administration in attendance. I feel the focus has turned away from doing what is best for the student to financial issues, low staff morale, and changing processes.
STARKEY ELEM	I feel morale is extremely low across the district due to the proposed budget cuts in addition to the 3% of our salary taken for retirement and insurance increases. The county also keeps coming up with mandates or programs that are not well-thought out or effective, yet we have to use or instill them in addition to our other required aspects of our curriculum. Adding more and more doesn't do anything except lower morale and make our lives more stressful. As for morale at my school, it is all due to the principal. Our school has been an "A" school for years, so obviously most of the staff is doing their job. She came in last year and started making a few changes, but it wasn't too bad. This year, no one at our school is happy. She is a tyrant. We are in at least two meetings every week. Any time we might have to work in our rooms are taken by ridiculous "teambuilding" activities that are forced upon us, thereby not helping the morale issue. She had us spend three hours on a staff dress code during pre-school, but she still enforces what she wants instead of what we decided as a staff. My mother could wear more to school in the 1950's than I can wear in my classroom.
STARKEY ELEM - CONTINUED FROM ABOVE	She is completely absorbed with getting our school's name in the media for reasons that have nothing to do with the education that takes place here. (Is spending two hours standing outside to spell "Go Rays" really a good use of instructional time?) She asks our opinion on items solely to say that she asked for our input; she always goes with what she wants regardless. Anybody who tries to speak up is put on her radar, and she makes their lives miserable. We are micromanaged at every point. She only has the RTI team look at our grade level every six weeks. Our team asked for help/suggestions on multiple students in January and have yet to hear from her or the leadership team on what we can do. She is not clear on communication. She says one thing and then means another. She often blames the district for decisions she has made when those of us with connections at other schools know very well that not everything is a district decision. If we have disciplinary issues, a referral is a last resort because she rarely supports us or does anything. A student threatened to shoot a teacher, and what did she do? Gave him a one day in-school suspension FOUR days after the incident and allowed him to
STARKEY ELEM - CONTINUED FROM ABOVE	participate in field day the very next day. The same student has since threatened two other people and finally earned a one-day out of school suspension. When he brings a gun to school, you can blame our principal. Our staff is walking around on eggshells. We come in, do our jobs with very little ability to be a professional and make our own decisions for our students, try to keep our mouths shut for fear of being targeted, and leave as soon as we can. I used to love coming to work. If it weren't for the kids, over half of our staff would quit because of our principal. I have worked for many different principals, and this one is the most incompetent one I have ever met.

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STARKEY ELEM	It is unfortunate that there appears to be a divide building up between the administrators and the teachers at many of our schools. While the teachers just want a pat on the back and a nod that they are doing a good job in spite of the daily obstacles they face, it appears that the principals just want to show everyone who's in charge. While the teachers want to be treated as the trusted professionals that they are, it seems that the principals are oblivious to the teachers' needs, wants, or opinions.
STARKEY ELEM	Lack of trust and respect for teachers is the way I would describe the administration at this school. (Starkey)
STARKEY ELEM	Many staff members are losing their positions this year but empathy is somewhat lacking from Admin.
STARKEY ELEM	Our AP is too friendly with a small group of teachers. They socialize and are part of a group making things seem unfair. We are still experiencing micro-managing by both administrators.
STARKEY ELEM	Principal micromanages all staff and tends to focus on the negative instead of the positive. Discusses staff members with other staff.
STARKEY ELEM	The administration has taken morale down to unbelievable lows this year. It started last year and plummeted, so to go even lower this year, is something I hope the district will look at. Immaturity and self conceit cannot lead a school effectively.
STARKEY ELEM	The changes and budget cuts that include financial loss to teachers, personnel loss at schools is drastically affecting everyone's morale and attitude. Eventually, the students will be the ones that suffer as teachers will begin for the first time to work the contract and not give as much to their job. I have spent thousands of dollars and hundreds of hours on my own time at my job over the years and am sad to say that I feel I can no longer give what I have. I have the passion still, but with my salary going down, I will have to supplement my income and will no longer be able to give what I did to this job. I will continue to try my best, but teaching is not missionary work and we have bills to pay. I love the students and love teaching...it's a crying shame what is happening to this county.
STARKEY ELEM	We are often being told that we have to do certain things (for example, have meetings/trainings on all but one non-student day) because of district policy but people at other schools are not being required to do the same thing. If something is really a new district policy it would be nice if the district could notify us directly. The Monday Updates and the It's Elementary newsletters are very good, but I still think we are still lacking clear communication from the district. If something directly impacts what we do in the classroom, we should be uniformly informed about it and we should also have to opportunity to ask questions and give feedback. For example, we were told about the new scheduling requirements for next year...but we were never asked for feedback or input and none of our questions could be answered. We are the ones responsible for educating the students, it would be nice if we had some say in policy and procedure. And asking a principal for input is not the same as asking the teachers. I do feel that our principal has made some improvements in her dealings with the staff this year....but the situation is still far from ideal. Morale is low.
STARKEY ELEM - CONTINUED FROM ABOVE	With all of the outside pressures, it would be nice to feel more supported and respected in our school environment.

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SUNSET HILLS ELEM	Great school! Wonderful parent support, caring staff, hard working teachers. This survey has incorrectly spelled ""assistant"" several times when referring to the ""assistant principal"". Please correct this for next year.
SUNSET HILLS ELEM	I love to teach. I love working at my school. I don't love the administrators who show obvious favoritism towards certain members of our school. I often wonder where my administrator is??? I don't love not having any say in decisionmaking as required by school board policy for DDM. I don't know anything about our school budget or how it is spent. I don't love the constant testing of students. I cannot give students what they need individually when I have an overload of testing. Also, jumping through hoops just to paint a pretty picture, is a waste of my valuable time. Really, is posting the teaching point really necessary for effective learning? These ridiculous requirements are becoming out of control and reduce my preparation time for meaningful lessons. Tell me what I need to teach and then let me teach it! There are teachers at our school who text on their phones, ignore the children while they are sending e-mails to friends, and have the students sit with the lights off and heads down many, many times throughout the day. Nothing is done to provide support for these teachers. The burden of raising test scores is on the backs of the teachers willing to pull their weight and do their job.
SUNSET HILLS ELEM - CONTINUED FROM ABOVE	These slackers are the ones that have given us a bad name to many politicians. The evaluation system for teachers is only as good as the administrator doing the evaluation. Excellent teachers have been fired at our school for not showing loyalty, yet the teachers who leave early and don't do their jobs, get to stay. How is this right? Also, schools need plant operators who do more than spy on teachers in the teacher's lounge. Our school is dusty and not cleaned properly. We have very hard-working custodians...but certainly not enough of them to disinfect a school properly. Teachers are so overworked that we must stay way over our contracted time just to stay on top of the many requirements...PIAPS, PMPs, IPDPs, conferences, documenting our work w/ struggling students, the list goes on. I resent the fact that we are required to input data into a computer system that is so overloaded that I have to make many attempts to get into the programs. I waste many planning times in this futile effort. Then I have to stay past my contracted time to get on the system when it isn't overloaded. This is wrong! We are working for slave wages yet our workload is never decreased...only increased. We are human beings.
SUNSET HILLS ELEM - CONTINUED FROM ABOVE	Many Pinellas County employees are wonderful, dedicated hardworking individuals. I just don't know that they feel valued by the school board or our superintendent. The superintendent is out of touch as are many administrators and school board members. I was promised a visit to our school by a school board member. They never came to our school, as promised. How can I have buy-in to a system that doesn't value me or truly realize what I do? Let's make some changes that will be good for teachers and ultimately the wonderful children who attend Pinellas County Schools.
SUNSET HILLS ELEM	Overall I am very happy working at this school. At this school, administrators and staff work together to develop goals and values to help guide us. I trust my principal's decision making process and he is very responsive to the needs and concerns of staff members. My principal treats me with professional respect and is an effective leader. The principal is very supportive and fair, and is always there for us when needed for anything!

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SUNSET HILLS ELEM	The administrators at our school are liked and respected by the staff. It is on open door policy, where I feel that the principal and assistant principal are always will to provide support for the staff. The morale is the highest it has been in years among the staff. The principal and assistant principal communicate well with the entire staff. Through the administration, we are provided with multiple opportunities to grow professionally. The entire staff provides an atmosphere that is conducive for learning. The students and staff at the school are treated fairly and respectfully. I am glad to be a Sunset Hills! I look forward to coming to work each day!
SUNSET HILLS ELEM	The principal has been very positive through this tough time. He is reassuring yet honest about the future difficulties faced due to budget cuts and new legislation. He has the best interest at heart for the school and believes all children can learn. He will support the teachers in any way he can. I especially appreciate that our principal takes the time to get to know his staff and can quickly identify their strengths and weaknesses. This allows him to encourage and provide support for professional growth whenever necessary.
SUNSET HILLS ELEM	There has always been a great support system in place from the community, parents and staff. We are truly a family friendly school and it reflects in our student achievement.
SUNSET HILLS ELEM	This is the best school i have worked at we work well together. There are very few clicks and all staff members do many things together as team.
SUNSET HILLS ELEM	We were hoping that the ""gotcha mentality"" would be over when the regional superintendent was reassigned. However, she has left a lasting atmosphere. It would be great to hear and read positive remarks after a walk through instead of their summary of what they think was going on when they walked through, clipboards in hand. How about smiling, saying hello to the children and teacher when you come into the room? We are not given the opportunity to provide input on decisions that affect all of us. We find out about things through ""the grapevine"", we don't vote on anything. Even our recommendations for the cost saving measures were ignored and our leadership presented his own ideas which included closing our library, what a travesty!
SUNSET HILLS ELEM	With the cuts to education, it's hard to be positive. My principal does a great job communicating with the staff, and trying to keep us all educated on the current education situation. When the standards of our expectations are going up, with the new performance appraisal, but our pay is going down-- something needs to give.
SUTHERLAND ELEM	As usual our school is in a state of climate crisis. Our principal does not listen to us and does not understand the needs we express in order to be good teachers. She allows the Head Plant Operator to run things at our school even though he is extremely disrespectful to all of the teachers individually and as a whole. He does not do any of the work we expect him too and is rude when asked to perform tasks within his job description. He argues with teachers and has had many parents at our school complain about his rude behavior toward them... and yet our principal does NOTHING to stop this terrible behavior. I am deeply saddened by the morale here at our school. It is also the direct result of severe behavior issues that occur at our school as well. The teaching staff worked incredibly hard on a new behavior management system for our school, which called for the implementation of a set of behavior rules. Our administration does not help us at all and does not carry out the discipline plan effectively. When a child misbehaves and is sent to the office with a referral, the parents are not called, the referral

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SUTHERLAND ELEM - CONTINUED FROM ABOVE	disappears and the child is sent back to our classrooms with stickers and treats that they got in the office! How can we teachers expect to uphold discipline in our classrooms when our administration does not help us at all?
SUTHERLAND ELEM	I don't think that anyone working in Education right now is not stressed to the the max with the budget crisis we are facing. However, at my school we have come together to make the best of it. I just pray I have my job next year!
SUTHERLAND ELEM	I feel that certain proposed budget cuts are not in the best interest of student well being or student achievement. I feel that our staff gave many suggestions for other cuts that were not honestly explored.
SUTHERLAND ELEM	In light of the lay offs, the wind has been taken out of the sails of our team who support and appreciate each other and feel that the method used to choose who was laid off harms the students' futures. The brightest, freshest, most technologically adept, promising and hopeful teachers are let go while poor performers are retained. We also feel that if Ms. Jensen's team had done better at managing money and resources preemptively, we as a county would not be in this predicament. Every county is affected, however adjacent counties have done better than Pinellas. A furlough of three weeks for ESE, some ESOL, and a few teachers at the beginning of the 2011-2012, could save the County nearly half the money deficit, but that's never discussed. The County has unused property that could be rented to businesses or as warehouses for storage. There are cell phone companies that could lease property that is unused such as PalmHarbor Elementary which is basically a wasteland at this point. There are so many ways to make or save money without causing people to loose their jobs, but the folks in Largo don't see it.
SUTHERLAND ELEM	Very pleased to be on staff in my current position.
SUTHERLAND ELEM	With all of the budget cuts and the way teachers are being made to feel worthless how can morale be good! We work hard every day to provide a quality educations to students and yet the public views us as not worth what we make. The government has less interest in public education and is willing to give it to charter schools or private schools. Some of these schools don't even take FCAT and are not held accountable for test scores yet my raise will be based on these scores. We haven't had a raise in 4 years and are now taking pay cuts. I feel sorry for single teachers and single moms who teach. How do they survive? They live paycheck to paycheck in a job that requires a 4 year degree plus 120 hours of training for recertification. Now you cut the 1st and 2nd year teachers who are paying back student loans and they are some of the best teachers. They have new ideas and stimulate a sharing working environment. None of the ideas we gave for cutting back were even considered. We are told that going to 4 day work week is not effective for students...is what you are doing effective.
SUTHERLAND ELEM - CONTINUED FROM ABOVE	If parents were inconvenienced maybe they would speak up and schools would become a priority again. THAT IS what is best for students!!!!
TARPON SPRINGS ELEM	At my school, our Assistant Principal is now our Acting Principal. She has done an amazing job and would love her to become our schools principal for the 2011-2012 school year.

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TARPON SPRINGS ELEM	I believe a lot of behavioral issues at this school are not resolved due to fear of a "slap on the wrist" from the administration building. We have been told we write too many referrals for a certain sector of our population, but it happens to be the majority of that sector with the most offenses. Our hands are being tied as to how much disciplining can be done and the students are aware of this thus making discipline a huge issue/problem.
TARPON SPRINGS ELEM	Moral is high at this school because of our administration. During these frustrating times they encourage us, motivate us and encourage us to be work as a family. I cannot say the same for the District. Moral is sooo low because no one there seems to care about the teachers in the trenches. It seems it is all about protecting those that sit at the Taj. This survey seems to imply that moral is low because of the individual schools. Which is so far from the truth. I know because I work at the best school in the district.
TARPON SPRINGS ELEM	Morale was high until all the doom and gloom started
TARPON SPRINGS ELEM	My school is difficult because a majority of the parents do not support their children. I do not feel that they value a good education for their children.
TARPON SPRINGS ELEM	Our school is a place where students feel safe and have fun while they are learning. The majority of our students come to school to learn, are respectful and kind. The minority of our students are rude, disrespectful and disruptive. This stems from a lack of respect their parents and society in general feels towards teachers today. The only reason morale is not high is not due to school issues. It is due to outside sources and the disrespect that our profession overall has in the USA. It seems every day teachers learn another way that we will lose money, lose resources and that we are "ineffective". This is a sad day to be in the teaching profession.
TARPON SPRINGS ELEM	People feel like we are not listened to. With all the budget cuts, teachers took the hardest hit. None of the "round table" ideas that we came up with at the school level were even discussed. All the high end salary people kept their jobs.
TARPON SPRINGS ELEM	Please make note that I am very happy with the school where I teach. The staff, faculty and administrators make for a wonderful working and teaching environment. I am unhappy with the district as a whole, the school board and how the budget cuts are being handled. The lack of communication and the fact that they do not disclose all the information about the proposed budget cuts to the parents disgusts me. It makes them look like they're being sneaky/dishonest and hiding issues from the public. The website does not reflect all the budget cuts and proposals, too. I understand that cuts have to be made. I feel that they are not thinking these issues through and making informed, intelligent decisions on what needs to be cut.
TARPON SPRINGS ELEM	Tarpon Elem. is a wonderful school to be blessed to teach at! Our administration and staff work as a family and support each other through everything. Our school has been through a lot this year with the retirement of our principal Ms. Pappas but our AP Dr. Troy has stepped up to the plate and done a phenomenal job! We are supported and respected as educators by her and are actually told that we are doing a good job when we are doing a good job, not just criticizing when something goes wrong. It would be a shame to tear apart the family that we have here at TSES by losing awesome teachers and a magnificent administrator. Dr. Troy has the students' and teachers' back. TSES ROCKS!!!!

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TARPON SPRINGS ELEM	The staff at Tarpon Elem. is one of the strongest, most talented group of individuals that I have had the pleasure to work with. However, the majority of us feel daily that we are not appreciated or competent, nor are our thoughts and opinions valued. In fact, quite the opposite is true. If one offers up an opinion they are sure to be put in their place. A leadership team exists in name only. Everything is Dr. Troy's way, and no other options are considered or accepted. Dr. Troy does not foster a climate of learning, and if asked why a particular decision was made in order to learn from this opportunity, one is made to feel as if they are questioning her, rather than having the blind obedience she expects, and are often told that information is not needed for their position. It is impossible to learn from her, as she is unwilling to answer questions or take the time to guide the staff. She is not open to staff members' ideas or suggestions. Her leadership style does not promote collaboration or cohesiveness among the staff, and does not encourage nor allow the staff to take risks or try anything that is not her suggestion,
TARPON SPRINGS ELEM - CONTINUED FROM ABOVE	regardless of the impact on the students. Staff members have often discussed that they feel intimidated by her, and fear that there will be negative ramifications if their viewpoints are shared. She fosters a negative, antagonist climate for the staff. Her actions her unpredictable: what is acceptable one day is not acceptable the next. This leaves the staff confused, frustrated, and unwilling to take any initiative.
TARPON SPRINGS ELEM	This school has not had proper leadership in a long time. Ms. Pappas was passionate about her job as Principal but not effective. She had/has her friends of many years situated through out our school. Unfortunately, this doesn't allow for equal treatment and sets up many barriers for cohesiveness among staff. Our students are considered lowincome, minority ESOL students. We have quite a few students who preform quite well under the circumstances. But, most of our troubled students cause a lot of problems for the ones who want to learn. Our behavior specialist and guidance counselor have lines of students. This is also not an effective situation for getting help. Please look closely at this school and send us a strong Administrator.
TARPON SPRINGS ELEM	we are like a family here at TSES , our staff is the best! We are always there to help each other.
TARPON SPRINGS FUND ELEM	After her third year at our school, I feel our principal has finally been accepted by our staff. Our principal is very supportive of our staff. Her priority is our student body and every decision she makes is based on ""what is right for the children."" She has gone above and beyond when dealing with parental complaints to make sure the teacher is supported and the focus is on student learning. She relays information to the staff promptly and is open to input. She genuinely cares about staff members and respects their family and personal obligations outside of school. I thoroughly enjoy working for her.
TARPON SPRINGS FUND ELEM	Dr. Meils is supportive and helpful. She listens to my concerns and helps to find solutions to problems when they occur. She is very responsive to the needs that I have had regarding needed classroom materials. She is an outstanding principal and a caring person!

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TARPON SPRINGS FUND ELEM	I feel I have the support of my principal and that I can go to her and know that I have been heard. She consistently listens to the concerns of the staff and makes fair and informed decisions based on the knowledge she receives. She is an excellent communicator and has strived to share important information pertaining to the staff or school in a very timely manner. One very important factor that I most respect her for is her ability to reestablish the roles of staff members to their intended positions. She can see the strengths of each teacher and is able to place them to get the greatest benefit. Finally, she encourages ""out of the box"" thinking from her staff. She is not looking for ""cookie cutter"" teaching.
TARPON SPRINGS FUND ELEM	I feel privileged to work at this school! Every school has it's ups and downs per district decisions, but our leadership is supportive and professional ... making sure that what is done is what is right for kids.
TARPON SPRINGS FUND ELEM	I love my school. I am so blessed to work there. The staff is wonderful and most of them are very hard working. There is one who spends quite a bit of time at recess, on the phone, and looking out the window at what is going on at PE. The principal has worked extremely hard to improve morale and to give us more freedom to do what we feel is best for the students in our class. She is always the first to put family first which I feel is tremendously important. I enjoy my job, but my family must come first. She is involved and expects students to behave. She can be gentle, but here expectations are high. I feel the complete opposite when it comes to the district. The staff at the administration building are so out of touch with what goes on in the schools it is amazing. The idea that during these difficult times they are all staying goes against what I thought this district was about. I was always told that they would always do what is in the best interest of the students. There is no way that keeping the ""taj mahal"" and all of the employees there is what is best for the students. We have less students therefore we should have less staff at the admin. building as well.
TARPON SPRINGS FUND ELEM - CONTINUED FROM ABOVE	I fail to see why we keep so much unused land. There are many schools that were closed, but the land has not been sold and some of it is worth a fortune.
TARPON SPRINGS FUND ELEM	Tarpon Fundamental is an exceptional school and I am proud to be part of this phenomenal team!
TARPON SPRINGS FUND ELEM	TSFES is micromanaged in every way. Teachers are not trusted to do what they know is right for kids. All positive praise comes with a ""but"", you can never just be doing something right. Teachers are afraid to speak up because of the repercussions. There is a definite favored clique of teachers who can do whatever they want. Teachers opinions are not valued, only administrations opinion matters. The vision for the school is not a shared vision. The atmosphere changes when administration is out of the building. Learning is not fun when you are being dictated to. The students feel the stress and so do the parents. When there is a lack of trust people do not do their best. Good teachers do not need to be told how, when and where to teach, yet we constantly are. Our administrator does not treat all staff with respect and caring. The community of this school has gone downhill over the past 3 years and now we are isolated from each other. Parents at TSFES know that the teachers are not being allowed to do what they feel is best for their students and are not happy about it. There is not a consistency in communication, one thing is told to you and then the opposite comes out in an email.

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TARPON SPRINGS FUND ELEM - CONTINUED FROM ABOVE	We are never sure what is going on. Teachers feel that they are being watched and judged every minute. Don't let your students do something fun because Dr. Meils will hear about it and say something. Learning should be without the fear of repercussions.
WALSINGHAM ELEM	Alicia Urbano has made Walsingham an extremely positive environment for children and teachers to be successful! The students love her. She does 'star student' weekly. When she comes into the room they all light up. Mrs. Urbano always has a welcoming smile, says hello, and makes teachers feel appreciated! She is an inspiration to Walsingham. She is knowledgeable, values teacher input, and is always available. We are truly fortunate to have her at Walsingham! She makes coming to school enjoyable. I've been at Walsingham a long time and Mrs. Urbano is by far the best principal we've ever had here. Walsingham is definitely a wonderful school to work at thanks to Mrs. Urbano. I'm thankful to be in such a positive environment!
WALSINGHAM ELEM	Alicia Urbano is a dedicated and motivated administrator that is highly effective with her students and staff. She empowers her staff and makes them feel a part of the process here at school. She does not undermine her staff's wishes, but instead takes all ideas into consideration and makes her staff feel valued and their ideas and suggestions are an integral part of the decision making process. She is organized, professional, and believes in equality in all areas for everyone. I have taught 32 years and I am so grateful to finally have a principal like her to work alongside. In these tough times, she is a blessing!
WALSINGHAM ELEM	Dear Dr. Ahmadi; I feel fortunate to have been hired into the position of ESE Clerical Assistant RTI under the direction of Principal Urbano and Assistant Principal Long. I enjoy the work, and am happy to use my quality assurance and organizational skills to help provide process improvement and assist in that manner wherever possible. Am on my way to completion of Certificate of Distinction I and am taking other training courses. I look forward to a long and mutually beneficial career with PCS. However, I must say that having been hired in the midst of these uncertain budgetary times, having meet my probationary period with a very good performance review and then being put back on probation due to my date of hire has lead to a bit of uncertainty of my continued employment. My personal wish is to see the day when all our leaders place a stronger and more dedicated importance and priority on our educational system in Florida and the entire country. Best Regards, MaryAnn Bunker ESE Clerical Assistant RTI Process Walsingham Elementary School
WALSINGHAM ELEM	I enjoy working with our new principal, Alicia Urbano. She is great with the students and staff. Ms. Urbano is always praising the hard work of the teachers. She is a positive addition to our school.
WALSINGHAM ELEM	I enjoy working with the staff and children at Walsingham. I have been given new challenges by the administration this year. The administration is very willing to listen to my concerns and ideas and always have positive feedback. I do not believe I have received any negative feedback from either administrator this school year.

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WALSINGHAM ELEM	I have done my job for 20 years, and have loved it! I have always received an excellant appraisal. I'm very knowlegeable of my job and duties. I have never even thought of changing positions, but this year I have. This is the first year working with our new administrator. I kept an open mind about her arrival, but all the rumors that proceeded her arrival have come true! . She thinks we are all in co-hoots against her. You never know what the mood will be when you come to work. One day we are all getting along then the next she is flipping out, She has actually told me straight out she didn't like us from the first day she came. She doesn't trust anyone. I have never been treated so rudely as I have this year. To have her actually raise her voice to me. I really thought we would make a good team but I don't think she wants me on the team. Most days it's like working with a person with Paranoid Scitzophreana. It makes for a very uncomfortable working environment.
WALSINGHAM ELEM	In responding to the survey, I viewed ""this organization"" as my school specifically and ""supervisor"" as my principal. I feel the District has failed us...and the children. Our programs are overmanaged to the detriment of personnel that could have directly impacted the students' learning. My STARS assistant was essential to my assessment analysis and instructional intervention, yet her job was cut. ARE WE NOT HERE TO MAKE A DIFFERENCE IN THE STUDENTS...ESPECIALLY OUR STRUGGLING STUDENTS?!!! These classes of 18 require an extra set of eyes and hands to help with all the ADD and ADHD challenged students. This is over 50% of my class. My results are solid and positive. I cannot duplicate these results, nor address the needs of these children, without assistance. Who up in the Adm. Bldg. is willing to step up to the plate?! The children, THESE CHILDREN, are our ""customers"" in case anyone forgot! And now they are left with half an effort by the District. SHAME ON YOU!
WALSINGHAM ELEM	Morale seems to be down among teachers and support staff due to all the upcoming changes (losing Title One funding, 1 and 2 year teacher job losses, etc). It is hard to stay positive when we are taking so many ""punches"". But, I do believe that we are all trying to stay positive, and doing our best to support each other. Administration has been a great support this year.
WALSINGHAM ELEM	Ms.Urbano is so involved and accessible with the students. She is also incredibly respectful to all staff, from the cafeteria, maintenance, to teachers. Her bubbly enthusiasm and openness is truly refreshing and motivating. Our school is so lucky to have her.
WALSINGHAM ELEM	The morale at the school is low because of all the district's policies recently. Our principal, Alicia Urbano, has been an amazing asset for our school. She has led our school in new positive initiatives. Our school now has an effective progress monitoring system to name one example. Ms. Urbano has gotten to know the students very well this year. One of the ways is through her ""Student of the Week"" program, She visits each classroom and awards those students that the classroom staff selects as doing an excellent job. Alicia Urbano is very supportive of her staff. She is encouraging and recognizes all of the staff's personal and professional successes. Ms. Urbano is a gentle yet strong and knowledgeable leader. She is extremely well respected and liked at our school.

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<p>WALSINGHAM ELEM</p>	<p>This is a SUPER school! The staff at walsingham is a great staff to work with each day. The Team Leaders did a fantastic job this year and I was impressed with the leadership abilities during PLCs. The SBLT Team did a great job this year moving the school forward with addressing student concerns. The new team leaders, Ms. Brown, Ms. Hill, and Ms. Peterson are already on board for next year and ready to help their teams out. Plant Operations did a good job keeping the school clean and presentable. Mrs. Campogni, Mrs. Simon, Mrs. Vehmeier, Mrs. Walsh, Mrs. Defant, Mrs. Christian, Mrs. Duffy, and Mrs. Pesaturo all did a fantastic job this year as team leaders. They always delivered the information in a timely manner in an unbiased manner and led their PLCs. This wasn't always an easy job to do but the leaders did a great job overall. Ms. Squier did a great job overseeing the patrols this year. Ms. McDaniel, Ms. Snider, Mr. Orth, Mrs. Dukes and Mrs. Peters were instrumental in moving the SBLT Team forward and the Wednesday meetings turned out to be a success thanks to their cooperation and hard work. We are proud to have this year's National Adaptive PE Teacher of the Year,</p>
<p>WALSINGHAM ELEM - CONTINUED FROM ABOVE</p>	<p>Dr. Sinibaldi, at our school because he does alot for our kids both in and out of school. He is very passionate about is work. Ms. Burrows, Ms.San Filippo, and Mrs.Keenan did a great job with Field Day this year! Way to go, PE! Mrs. Lambert did a great job this year with partnering her class with pen pals from Turkey to instill acceptance and cooperation within diverse cultures. Mrs. Knight did a fantastic job leading our school through the inquiry process. Her patience and humor even helped the second to the last session table when they really didn't know what they were doing. Thank you, Mrs. Knight. Mr. Rooney was instrumental in setting up the skating parties this year and he did a good job. Keep up the great work, Mr. Rooney. ESOL and ESE were good team players this year, especially for Achivement Clubs. Thank you ESE and ESOL. Mrs. Kaminsky and Mrs. Pesaturo did a superb job organizing the ARTS Nights for Families. How beautiful a night it was for all staff and families! Our cafeteria staff was always helpful and nice. We appreciate their patience.</p>
<p>WALSINGHAM ELEM - CONTINUED FROM ABOVE</p>	<p>Our support staff, including Title One, were extremely helpful in everything they were asked to do this year. From our community involvement, bus aides, to our achievement club support, your diligence in helping all kids is untouchable. We also appreciated the behind the scenes work from our front office. Sometimes forgotten, but just as important, were our speech teachers, especially Ms. Bray and Mr. Rooney. Thank you for all that you did for our students this year!</p>

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WALSINGHAM ELEM	<p>We lost our Title I funding which has had negative repercussions for our staff (losing personnel, additional funding and our volunteer coordinator). Staff morale is low because we are losing QUALITY teachers because of the county's use of last year's federal stimulus funds. Parental involvement is at an all time low. It is hard to be effective when students are tardy or miss school often. Staff is concerned with pay for performance because ALL of the accountability falls upon the teachers and the administration. Accountability pieces are NOT in effect for students (moving on to the next grade regardless of FCAT scores) or the parents. Teachers CANNOT be as effective as we would like to be if the parents are not involved. This is why the fundamental schools consistently outperform the other public schools. Also, the district has not been clear on the new evaluation procedure. We feel as if we are being singled out unfairly and have not been given credit with moving Florida up to the fifth place in the nation. Disrespect from Tallahassee is filtering down to the parents and to the students.</p>
WESTGATE ELEM	<p>Although I love teaching and coming to school, that reflects the group of educators that I work with daily. I do not feel our Administrators value us as stakeholders and often make decisions that affect our morale negatively. As an instructional/support staff we keep each other going despite the lack of communication by our leaders (both district &amp; school based). Although they listen to us I do not feel they value our input. Our Title 1 Facilitator does an excellent job at meeting our needs for instruction and has a real grasp on the "real world" that teachers face daily. I cannot say the same for our school and district leaders. The teachers, support staff, &amp; students are the reason I enjoy my school. I do feel the School Board is getting better at putting educators voice into "play" when they are making important decisions.</p>
WESTGATE ELEM	<p>Communication at our school needs to be clearly presented to all staff at the same time so we don't have to hear it through the "grapevine."</p>
WESTGATE ELEM	<p>I feel that whenever I have issues/concerns, I'm always welcome to discuss them with our administration. I know the morale is currently low, but I feel it's due to district supervisors making decisions before speaking with teachers to obtain input. This year we had to make some big changes regarding teacher grade level positions, but I feel ALL changes were made for the "good of the school". I am happy with my current school administrators, we'll see the positive results in a couple years once we're able to analyze FCAT data and compare with previous results.</p>

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WESTGATE ELEM	<p>In the past three years, since our last principal retired, our school morale has dropped big time. Our new boss has a vision and part of her vision was moving 20 + teachers. I guess her vision is having 20 + new teachers teaching new curriculum. We are now used to seeing a closed-door policy with our new boss, unlike an open door we once had. Our assistant principal is not any better. Everything we do, she either has, or seen it done better at her school. Okay, we get the point, stop bragging and help us for once. Both of them combined are on two different pages. The only page which they agree upon is not communicating with the staff. Our staff has 100's of years of classroom experience and that is not even recognized. The principal is playing a numbers game here at the school. The sense that children are nothing more than numbers is a crying shame, but I am sure it is done elsewhere too. I wake up in the morning to my loving husband and have a great breakfast and then get a sick feeling when I get to work. The only ones who are happy are the principal's pets whose noses are so brown, it is disgusting. I don't know how much more I can take? So if you want to know my feeling on the ""climate"" ,</p>
WESTGATE ELEM - CONTINUED FROM ABOVE	<p>I will say that I wish I would have studied something else in college!</p>
WESTGATE ELEM	<p>In the past three years, this school has gone to crap! The principal does not know how to communicate with her staff. She says it is us and not her! There are professionals in this school that have been here 20+ years and it is us? Really? The principal is a good number cruncher and figures out things based on numbers, but that is all she looks at. She does not look at the circumstances... she is a glorified accountant. She has a closed door policy and cannot speak to us like adults. She has to have everything typed for her and handed out to cover herself. She does not trust us and we do not trust us. She takes in information and then tells it to her boss or emails it out to district officials the way she wants. She tries to make us believe that she is here for us, but she is only here to tank the school. Westgate has a huge history and even a bigger philosophy than she knows about. She cannot handle this school properly and teachers here are pissed off at her, except her few friends who get everything they want. She is a horrible match for our school. Westgate has given her three years to prove herself, and the only thing she has proved is how to wreck teams and put a wedge in communication between us and administration. If I</p>
WESTGATE ELEM - CONTINUED FROM ABOVE	<p>were able to retire, I would. I love teaching, but hate this school's climate!!! I don't mind the cutbacks in the county and paying 3% of my salary to my retirement, but putting up with her for another year is going to make it very hard. She is a disgusting individual who needs to moved!</p>

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WESTGATE ELEM	It is extremely difficult to do this survey right now because morale has been crushed by the principal's decision to change the grade levels of the majority of the staff. Several changes needed to be made, but instead of tweaking the system to build on our successes, we are essentially throwing it all out and beginning again. There is a huge disconnect between administration and staff. Staff is shocked and devastated by the extensiveness of the changes while administrators are shocked that we feel that way. There is not adequate time to physically pack, move, and reset all the classrooms affected by the changes, and the teachers have had no time to become familiar with their new age-groups. We are just completing our 1st year of RUS, have good scores back from 4th grade writing, but are making massive changes that will nullify those positives. If furlough days are imposed, we will be even more in a deeper hole with room and grade-level changes. I do love this school and teaching. How sad that we are in this position of not being able to communicate. Most of the staff is so worried and afraid of backlash that they are wanting PCTA to do all the communicating with administration. The staff likes our administrators
WESTGATE ELEM - CONTINUED FROM ABOVE	as people. No one knows what to do to bring us together on the same page. It really is sad.
WESTGATE ELEM	Many changes have been forced upon the instructional staff for the 2011-2012 school year. Our input was pretty much ignored and negated. Most felt they were not treated professionally by the administration because our voices were ""heard"" but not ""understood."" Our faculty felt that the administration thought that some highly effective grade level teams needed to be dismantled just because they had been together too long. We on the other hand, thought because of the fact that we worked so well together and were highly effective teachers, that it made perfect sense to keep a good thing going. The changes being mandated by the state and the changes occurring at our school has made teacher morale EXTREMELY low. We just don't feel very valued right now.
WESTGATE ELEM	My administrators have been very welcoming and supportive. I appreciate thier level of professionalism.
WESTGATE ELEM	My school has been completely undermined by the administration this year, when they decided to change the teaching assignments of 26 out of 39 teachers into grades we have ne experience or desire to teach in. There was little input by staff on these decisions, and administration refused to listen to reasons why making such changes would be detrimental to any school. I have been at this school 20 years and have never seen the morale so very low.

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WESTGATE ELEM	Staff at our school was forced to change grade levels (without acknowledging input as to whether we wanted to stay in our current grade level - we were told we could NOT choose our current grade level when asked in writing to choose another grade level.) We were asked to choose people on our team and people on our grade level. 23 teachers were moved, 13 stayed in current grade level. A great divide has occurred between administration and staff. I fear that our association with administration will NEVER be the same in the future. Our staff has always been a ""family"" and we are sticking together to support each other. Parents at our school (who are aware of changes) are very upset that our staff has been forced to make changes without input. ONLY 2 staff members requested a change in grade level and received their change. One received the grade level she requested, the other has been changed twice so far. As a former parent of children who attended this school years ago, I feel our staff will rise up and make decisions that are in the interest of the children who attend this school. The teachers here at Westgate have always remained here because of the love for the school and its staff. But it will
WESTGATE ELEM - CONTINUED FROM ABOVE	take YEARS to undo the harm caused by many situations initiated by our administration.
WESTGATE ELEM	The climate of this school has taken a drastic turn for the worse over the past few years. I do not see it getting any better, contrary to the pleading the staff has done to attempt to make it beter. We have voiced our overall opinion on deaf ears. Most veteran staff members feel as though administration will be happiest if we are all to leave and be replaced with new teachers. It is an attempt to disrupt a family unit that administrators are not socially able to become a part of. It's very difficult to sit back and watch the damage being done.
WESTGATE ELEM	The staff at this school is awesome! I love working with these people! We are a family who supports each other in our work and in our lives. We work well together and are willing to go the extra mile for our students. However, the morale here is horrible. I no longer love coming to work becasue of the decisions made by our administration. The atmosphere is one of heaviness and defeat. We are not treated as professionals. We are not treated with respect. We do not feel that we are valued as the quality educators that we are.
WESTGATE ELEM	The staff is dedicated, hard working, and high achieving. I have enjoyed working at this school in the past and did not care how many hours needed to be spent in order to be effective and support high achievement for the staff and students. The recent administration has shown disrespect and disregard for the hard work and dedication of the teachers. The principal has not been forthright in her planning or sharing of information, clearly intending to manipulate people and situations. In addition, the principal, with the support of the assistant principal, has randomly made drastic changes that impact teacher performance and effectiveness without regard as to the impact of these decisions and without any explanation as to the purpose or motivation for the changes. There is a pervasive feeling of distrust and fear where there was trust and joy. we have appealed to the district for help, but we have not been heard. It has made coming to work difficult, but we, the staff, come for the children and to support each other.

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WESTGATE ELEM	There is a group of established teachers here that feel that this school is their personal country club. They drive morale down for all staff by their constant complaints and negativity. They are defiant to all efforts of administration to make decisions and yet when given power to make decisions themselves they complain that it's the principal's job, not theirs. These teachers are exclusive and treat new staff like outsiders. This clique of teachers are outwardly rude and bully other staff members that want to work for students, and do not share their 'What is in it for me, since I've been here longer than you have' attitude. Some of us are quiet and do not feel strong enough to voice this opinion openly for fear of being ostracized as those that speak up at meetings are ostracized by staff.
WESTGATE ELEM	This county has an administrative position of non-tolerance for people's differences. All teachers WILL be cookie cutters. All children WILL learn the same way. Sadly the administration has taken a 'you WILL do this my way' attitude when implementing change. I have never seen the morale on a campus disintegrate so quickly in my life. I am a highly educated professional and I feel like a pawn in a game where people aren't playing by the rules.
WESTGATE ELEM	Westgate this year is a metaphor for the Titanic with favorites getting what they want from Administration and two people who call themselves administrators who sit behind desks all day. My kids could not pick them out of a crowd!
WOODLAWN ELEM	Assistant Principal goes above and beyond when dealing with the needs of this school. She communicates effectively and clearly and develops processes in a timely manner.
WOODLAWN ELEM	Close to home schools in high poverty and minority area is a disservice to our community because of the separation of classes and races. When this is combined with the high mobility rate and the high number of children children out of zone, the challenge for improving student achievement and parental involvement is often overwhelming.
WOODLAWN ELEM	I've taught at this school for over ten years and have always been dedicated to this school, my administrators, and my colleagues. However, at this time it would be my desire to transfer if voluntary transfers were open. Our school is not being supported or given fair odds in regards to AYP, NCLB, and school accountability. Our teachers are giving it their all and we come up against a wide majority of students who are unmotivated, not supported at home, disrespectful, and uncooperative. We have so many things in place such as CHAMPS, incentives, and class meeting time to work toward building a positive culture...but our population is an extremely difficult one to get to buy in. Parents don't show up for conferences and it is hard to get students to care about grades, scores, and making learning gains, although we try. Students with very extreme disruptive behavior who repeatedly take away from the learning of others remain in our rooms because they too need learning and there just doesn't seem to be much we or administration can do about it. Students who do want to be there and who do want to learn are constantly having their learning interfered with by those who are unmotivated and think very

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WOODLAWN ELEM - CONTINUED FROM ABOVE	<p>little of disrupting or being inappropriate for an elementary school. In addition, the zoning for our school seems to be set up in such a way that we are NOT a diverse school. We cannot be diverse with 97% of our students being F/RE lunch students....that is NOT diversity. My colleagues and my administrators deserve so much credit for the frustration, behaviors, and challenges dealt with on a daily basis at our school but instead we feel constantly beat down by a system and odds that seem to be against us. We all want to do well. We want our students to do well. We want to help our challenging students change their behavior. Our difficulties at this school are not from our lack of trying and not from a lack of desire. Even though we are working so hard with such a challenging population, we are told time and time again that it must be our teaching...it must be our lack of skill in dealing with challenging students....it must be something we are educators are doing. That is very hard to take when the staff at our school wants to help students do better both behaviorly and with learning.</p>
WOODLAWN ELEM	<p>The severity of behaviors that are accepted at this school makes for a terrible learning enviroment for all. Students who continually do not comply are not being supported because of the magnitude of bad behaviors and long and slow process of the RTI process. As a result, we are in a classroom with students who keep us from learning and make our enviroment negative, miserable, and not reaching the greatest potential, more the less, are very un safe for the teacher and all students. I have had two teachers next to me quit this year because the students have such bad behavior that they cannot teach their other children and their husbands feel it is too unsafe for them to continue in such a terrible enviroment. I wish through all the state walk throughs, observations, surveys, meetings, and interviews, something effective would be done, but I have lost my faith at this point in the county's system. My hope is to find a different school to teach, or be able to stay home, and homeschool my own children. I am dissapointed to say the least.</p>
AZALEA MID	<p>I think there needs to be more parent involvement and accountability. I believe all the teachers want their students to be successful, but sometimes morale is brought down by the constant disrespect from students and the fact the many of the students and parents do not seem to care. I am tired of hearing about south county schools not having the same standards and expectations as north county and fundamental schools. EVERYONE needs to work together to fix the issues and stop troubleshooting. South county schools and the district need to have more standards and requirements when it comes to expectations of the students. There needs to be consequences. District needs to do more to assist in this! This is why people believe public schools are not effective even though there are great teachers in them. Require that all students north, south, and fundamental have to perform and behave, and if the student and parents do not care, then the parents need to find their own way to provide their child with an education. We are not babysitters! If a student is constantly not doing work and misbehaving, and parents show no support, then the parents need to find their own way to educated their child.</p>
AZALEA MID - CONTINUED FROM ABOVE	<p>When merit pay begins, it is not fair for teachers to have to deal with non sense from the students and parents. Why should any teacher be held accountable for people who refuse to do anything to help themselves and parents who refuse to support their children?</p>
AZALEA MID	<p>It's very hard to work here, the teachers that make a difference has been let go, the student population is very difficult they are rude, defiant, fight all the time, brings weapons (knives)</p>

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AZALEA MID	My assistant principal is supportive and hard-working; I appreciate the way I am treated as an professional equal. Azalea's principal needs to find a way to keep so many great educators from transferring to other schools each year.
AZALEA MID	Our buses have been late all year which makes it difficult for us to obtain high student achievement and it impacts instruction and the environment. I feel that we have great processes in place for employees to feel safe and promote high student achievement. We have a great administrative team who works hard with a challenging population. However, our regional sup. never has anything positive to say about the great things we have in place at our school. She is always critical and harsh about teachers. The staff works well together and we are a family. The principal is always upbeat, positive and very supportive of our efforts.
AZALEA MID	Our school has 1100 students and 770 are level 1. This being said we have a very difficult job teaching very low or very disruptive students and no middle ground to even things out. The administration at the beginning of the school needs to lay down the law and be consistent with rules and consequences both for students and teachers. When the rule is broken every time the consequence needs to fit. Many times as the days tick by they tend to want to enforce the rules and by than it is too late. Most students have set their own barometer by the actions that were taken at the beginning of school and it deteriorates very quickly.
AZALEA MID	Regional sup cannot identify with needs and problems of struggling schools she lacks personality. District hiring is not based on experience but rather friendship. Morale is at a all time low based on decisions made by by powers to be!
AZALEA MID	So much time has to be spent on discipline from the hallways to the classrooms that an atmosphere of learning is non-existent. Students literally ""run the hallways"" and pollute the air with their foul language. These are usually the bottom performing FCAT students who need the classroom instruction the most. Students are allowed to talk back to teachers with little consequence. Parents talk back to teachers. The days when teachers are held to high-esteem are gone. Many administrators are not supportive of teachers even when the teachers are willing to go above and beyond- especially if the teacher is having discipline issues. It's left to the teacher alone to figure out why the student leaves the classroom, uses profanity toward the teacher, and fights on campus. There is such a high turnover at this school. There's little opportunity for people to feel ""connected"" and ""appreciated"" for the job they do.
AZALEA MID	Students at this school act like they're in prison. The staff does all they can to prevent fights and the parents hardly step in unless their child is suspended or reassigned. The disrespect towards adults from the children could be on a late night HBO show. There is an inconsistency with rule and procedures for students in which they fall through the cracks and know what they can get away with. Teachers come and go and we wonder why? It's a ""Catch 22"" when you can't reassign a student that has 20 or more referrals...which there are plenty! Students can get up in your face, cuss you out, and then walk out of the room. IF they are caught, they get to go to ABC - not class. The punishment for the actions of these students are ridiculous and the school gets in trouble for having a high rate of students failing or arrests. This year the staff is incredible, and now with budget cuts over 40 have pink slips! Can't catch a break!

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AZALEA MID	There is a distinct difference in the knowledge, experience and fair expectations between the principal and 2/3 of the assistant administration. It is noticed and apparent to the faculty that upper administration has a different set of expectations toward the faculty as well as the students.
AZALEA MID	This is the best school that I have worked for since coming back to the USA. Our Administration is fantastic. Assistant Principals are caring, supportive and consistantly give positive feedback and inspire motivation. Teachers are also very supportive of each other and use many aspects of CHAMPS to ensure quality education and encouragement to all students equally. Title One staff works hard creating events for parent involment and professional developement.
AZALEA MID	This survey should have come about BEFORE the budget cuts were announced, I believe it will very likely skew the data. I think there needs to be a notation between ""can"" and ""are willing"" in regards to student learning. Yes, ALL students can learn, however without parent support to emphasize the importance of education, these students are NOT WILLING to do what is necessary to be successful. Ask them upfront and they will tell you! If nobody at home is telling them to study and do well, then school is just a day of socializing and disrespect. It is amazing how many new teachers are willing to come back to such lack of respect from their clientele. In the real world, if you had a client that was this disrespectful, defiant and abusive with language, you would fire them as a client! It seems like the tail is wagging the dog here, where the students know that there are no real consequences for their behavior (skipping, foul language, disrespect, fighting) and so they go on about their business running the show.
AZALEA MID - CONTINUED FROM ABOVE	We are wasting valuable talent in our young teachers who are bending over backwards trying to incorporate exciting, relevant and hands on learning activities into their classes, and it all goes unappreciated even picked apart by visiting county supervisors. The problem is NOT with our teachers, we work miracles everyday, but we are not magicians- there MUST be accountability on the home front. We can not raise their children AND teach them core curriculum AND be sole disciplinarians all at the same time- we were only hired for one of these things! It's the parents' job to do the other two.
AZALEA MID	To improve, AMS needs strong, knowledgable and open minded leadership that will work WITH teachers in a proactive way. As it is, Ms. Anderson and Mr. Balduff are just putting out or hiding fires and taking their shortcommings out on some well intentioned and hard working teachers. We need practical and achievable expectations for our students that are evenly and fairly carried out.
AZALEA MID	Total lack of respect by students for themselves, teachers, administrators. Code of conduct, dress code are not enforced

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BAY POINT MID	<p>Bay Point Middle School has no discipline. Teachers get cursed out and threatened on a daily basis. At any point during the day there are at least 20 kids skipping and just sitting around the courtyard or hanging out in the bathrooms. The students run the school. Most staff members have come to the point to just let the kids skip because once you ask them to go to class all you get is cursed out. Staff morale is very low because we feel like we are not supported and we just keep getting excuses about why the behaviors are allowed. There is no other place of an employment (maybe a jail) that employees would get so disrespected by the others and in the this case its pretty sad because we are talking about 11-15 year old kids that are supposed to be getting an education. I know this school is begging for a change and for someone to come in and take back our school and get the discipline under control so that learning can take place!!!</p>
BAY POINT MID	<p>Behavior issues overshadow learning at this school. Students are allowed to disrupt class and campus without any real consequences. The county is failing our students by not providing places for remediation and problem students to go. They come to middle school without the basic skills.</p>
BAY POINT MID	<p>Caring environment</p>
BAY POINT MID	<p>I don't feel valued or supported here by the principal or by some of the APs. The teachers and support staff here are really great though. The principal never communicates personally with me. The administration are not very friendly to staff, they only say hello. The principal is never visible and she only communicates through occasional emails. She is nice but I don't feel comfortable talking to her. I don't think she listens to staff or wants to know how we feel. Staff is never asked for input and rarely has a vote or is informed. The class change music that the principal plays over the loudspeaker system is not good for the learning environment and is really annoying and disturbing. We heard the same song everyday during every class change for 6 weeks over the whole year and everyone had to hear the same song on the campus loudspeaker and in classrooms up to 180 times in a row, a BeeGees song, You got to move it move it kids song, Bob Marley's Three Birds, and some Transformers song and esteban spanish song...the music gets stuck in my head all day and night.</p>
BAY POINT MID - CONTINUED FROM ABOVE	<p>The teachers can't talk to the students between classes, the students in the hall scream over the loudspeaker music and the volume is deafening in the halls, the office staff can't talk on the phone with the music on and when a teacher calls for help on the phone because of a fight, it is hard to communicate with staff on the phone or in the hall. The hall monitors do work hard every day from so many disruptions and fights at the same time. They are very supportive and nice. When a teacher tries to call to another teacher next door, they can't hear each other over the music and loud yelling and fights. Why isn't there quiet time in the morning and between classes? It would be nice to hear the quiet and talk to students before and after class without any music playing in the classroom and halls....why don't we have a warning bell with a different tone? The bells chimes are also so loud they hurt your ears. Some students here are out of control and disrupt the classrooms. Thousands and thousands of referrals are written at this school and many students have 30 to 50 referrals who disrupt classes every day.</p>

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BAY POINT MID - CONTINUED FROM ABOVE	It is difficult to teach due to the number of defiant students who use profanity in class and insult the teachers or disrespect and disrupt. Students are constantly in the halls yelling, cursing and playing music during class and teachers have to deal with students banging on doors and entering class rooms that aren't their class, constant class disruptions. There are at least 2 major fights per day. Sometimes it is dangerous to work here. Teachers and others have been run over, and knocked down by groups of 30 or more students running down the hall at full speed or running to a fight. Teachers are cursed at and insulted and threatened. Two staff members have been knocked out cold and other staff knocked down by students here. Teachers have been called horrible curse word insults by ebd emotional behavior disorder students, harrassed, threatened, and insulted by ebd students and some traditional students and the principals think this is normal behavior and tell you to call home and write a referral.
BAY POINT MID	I don't understand much about how this district is run. For five years I was looked over for positions, even when I was the most qualified candidate under NCLB. I don't know that I will ever return to PCS after this year - which sucks bc I am a 23 year resident of Pinellas County and I was entirely educated in Pinellas County schools.
BAY POINT MID	I have never felt so unimportant in my teaching career. There is one way in our school and that is the Principal's way. Will this year be the 4th year one in a row we have lower FCAT scores? If so, we should notee that this is also our current leaders 4th year. Is it a leadership problem or lack of resources? I think the answer is obvious.
BAY POINT MID	Morale among the instructional staff is cery low at Bay Point Middle. There a numerous things to attend to without much support and there is always 'one more thing' added to the list. The principal does not come out of her office, is rarely seen around campus and does not provide information for teachers to effectively plan for the future. When working with students who are dealing with challenges to achieving success, there is little support. When students disregard instructional advice about academic focus and getting to class, the staff are cussed at by the students. When requesting assistance for disorderly students, rarely is there an answer to the call. Students freely roam the campus if they so choose without doing what is the right thing. If the top administrator does not set a good example, then the rest of the staff lose effectiveness as students know it doesn't mean anything. There are some really great students here that do not get the attention they deserve because of the amount of disrespectful, disorderly students that take time to get to class.
BAY POINT MID - CONTINUED FROM ABOVE	It is sad to know that the principal here disregards so many of the instructional requests for help, doesn't realize the serious needs of the student population, nor work with students and staff to make successful programs here. Her stubborn nature makes many staff unwilling to put forth 100% effort at anything because if it isn't what she deems necessary or appropriate, then it isn't worth it. There are many great things that can be done, but the leader of this school does not work with others by sharing information in a timely fashion to make it work.
BAY POINT MID	Morale is probably the worst I've seen it in 10 years. Some students moral is low because some students are held accountable for their behavior some are allowed to do whatever they want.

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BAY POINT MID	<p>The climate at Bay Point Middle is horrible. The students are out of control. They cuss at and threaten teachers and administrators, leave classrooms whenever they want and during any period there are at least 30 students wondering around. It is an unsafe environment for students, teachers and anyone else who might be on campus. The school and various programs have been destroyed by this environment. I feel that the county Administration has let us down. School boards members, regional superintendents, visitors from many county departments and the union know about this campus and yet nothing is done. How dare they leave us in this horrible workplace. Stop turning your backs on this problem and help us rebuild this campus. We have an administration that focuses on the power that can be put on the teachers instead of helping the students that need serious help. They need guidance in what is acceptable in society and what is not. The principal and the county is doing a great disservice to these students.</p>
BAY POINT MID	<p>The entire staff is really friendly and supportive. All of the administrators and staff work very hard to help. We do have a few discipline problems caused by a handful of students but other than that, BPMS is a great school. I appreciate everything that the administration and staff does for me and our students. BPMS is one of the best schools in Pinellas County and I am happy to work here.</p>
BAY POINT MID	<p>The issues at our school are not with all grades or assisant principals. We have issues in the 8th grade. The hallway is a zoo and teachers are not supported There is a lack of support from parents and the AP.</p>
CARWISE MID	<p>1. I was referring to my subject area supervisor in the questions on page 2. 2. RE: Teacher Morale A. Given the current state of affairs after the legislative session, it is difficult to have high morale. B. Pinellas County used to be one of the ""gems"" of the state. Leadership cannot continue to lay blame with what they ""inherited"" from earlier administrations. Many in leadership have been here a LONG time. C. Recommendation: Please make it a policy that leadership (at all levels) should not use the statement ""I'm just the messenger."" All of these ""messages"" end up on the shoulders of your teachers! D. It is difficult to maintain a high level of morale when we were all asked for ideas about how to manage the budget cuts. Many of our ideas were not on the list that was on the disctrict website. We have been told that they are non-negotiable items in the eyes of the superintendent.</p>
CARWISE MID - CONTINUED FROM ABOVE	<p>If that's the case, then next time tell us what is off the table before we begin! Does the school board know that they were not presented with a full list of teacher input, but were presented with a filtered/censored version of the input?</p>

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<p>CARWISE MID</p>	<p>A climate survey could be an excellent means of communication if it were truly anonymous but just one word in this additional comment section can reveal your identity. This happen to me last year when I requested input and professional processes for input with the Master Schedule. The result of my request ended up with me as a 23 year veteran ""floating"" for two periods 1st semester and one period 2nd semester plus giving up my planning period for the 3rd year in a row. I also taught 4 periods in a row and was not assigned a student aide as I had requested in an e-mail last May. I have had almost 200 students each semester only to find out that there was an error in the number of units that we were allowed but did not use. The additonal units would have prevented one teacher from having a class of 44 students. I offered a viable solution to the room issue that would have would have kept me from floating two periods but my suggestion was not acknowledge or discussed. It resulted in a change of 6 different rooms for me and 5 teachers giving up their planning period.</p>
<p>CARWISE MID - CONTINUED FROM ABOVE</p>	<p>My proposal would have involved only one teacher plus myself giving up a planning period. I have given up my planning time for the last 3 years so I have learn to deal with it. The individual desks in the classroom that I would be using for 4 periods were replaced with tables. Again, there was no communication or discussion of a compromise to accomodate the needs of both teachers. The only communication from the Assistant Principal was to verbally abuse and belittle me in the most unprofessional manner that I have ever experienced as a teacher. It was captured on the security camera but of course the video contents disappear after two weeks. I reported the intimidating and harassing incident to the Principal. I filed a bullying complaint against the Administrator and provided numerous e-mails and documentation of what had been occuring over several years.The Area Superintendent ruled that my allegations were unfounded since the Principal had discussed the matter with the Assistant Principal. The Area Superintendent had asked me why I was still at this school if so much had transpired in the past and now. I do not give in to bullies. I report them!</p>
<p>CARWISE MID - CONTINUED FROM ABOVE</p>	<p>If an Administrator can get by with bullying a Teacher then imagine the students that have been bullied and are basically defenseless in registering a complaint because of the Administrator being in a well-protected position! This Administrator reacted to my filing a bully complaint against her by retaliating in a very unethical manner. I had received a very positive e-mail from a Parent thanking me for being there for her child and making her feel safe at all times when our school experienced a terrifying event. I forwarded this e-mail to the Administrator and she took it upon herself to delete my name from the e-mail and then forwarded the e-mail to the entire staff stating that she felt this e-mail was meant for everyone. It may have been intended for everyone but what was the purpose of deleting my name? The Administrator could have asked permission from the parent to forward the e-mail instead of make the assumption that it was intended for everyone. Common sense is very uncommon!!!!</p>
<p>CARWISE MID</p>	<p>Compared to the other two schools I have work at in Pinellas County, Carwise is paradise.</p>
<p>CARWISE MID</p>	<p>I feel the school administration will be doing a great injustice if they take a guidance counselor from the middle schools. The school board should never have grandfathered in all the students after choice and provided them with a bus.</p>
<p>CARWISE MID</p>	<p>Its very difficult to have high morale when you know you don't have a job for sure next year</p>

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CARWISE MID	<p>Since the school board seems hell bent on cutting the pay of every teacher who is already struggling financially while protecting their own wallets, morale is obviously low. Since the school board feels a need to constantly pile on more and more expectations on us (like the behavior lessons) with less and less resources, morale is low. Since the school board wants to pretend to listen to our suggestions for how to cut the budget while going on and annihilating the teachers who allow them to even have a school, morale is low. I love what I do. I love the students, even the mean and under achieving ones because I see hope in all their eyes to one day have a better life than they do now. But I hate the disrespect and worthlessness the sanctified school board treats us with. They would be hard pressed to have a school without teachers, so they should really pull their heads out of the clouds they have been hiding in and stop treating us like the enemy. We spend time with the students every day. They do not. To them students are a theory, not individual human beings with beating hearts and problems at home and a bevy of other realities.</p>
CARWISE MID - CONTINUED FROM ABOVE	<p>So rather than reading a few pages of a study done by likewise out of touch researchers about ""how students learn best, i.e. the four questions that would save mankind if only these lazy teachers wrote them on their board"" leave us alone and let us focus on our areas of expertise.</p>
CARWISE MID	<p>The county administrators are insulting to teachers. The Superintendent puts out a message saying how much she values the work teachers do, of course we haven't had a raise, talking about furloughs, no money for classrooms, and still jamming new programs down our throats that do nothing but save someone's job at the county. They act like teachers don't know anything, but the administrators that aren't even in the classroom anymore have all the answers.</p>
CARWISE MID	<p>The district administration has deteriorated over the past 10 years. They have become more and more unresponsive to school employees and have made decisions that will hurt the effectiveness of our teaching and learning in the future. Decisions do not reflect a willingness to do what is right for student learning but for what is politically expedient. Often the will of parents or the community--who are not experts in educational matters--is followed rather than the expertise of the professionals that work in our schools. Communication is poor, labor relations have deteriorated, morale is at an all time low and teaching is not fun anymore. If I was allowed to manage my classroom and use my professional expertise to meet the needs of my students, and the district was the support network that it should be to make my efforts successful, I would be happier in my work and the situation in this district would be what it was a decade ago--one with a common vision and purpose and the strong relationships and communication to make it happen. It's not there anymore.</p>
CARWISE MID	<p>Waste of time</p>
CLEARWATER FUND MID	<p>100% PTA, mandatory monthly meetings, parent involvement with homework, tests, and behavior are essential to the success at our school. Teachers Teach - Parents Help their Child/Children - Administration Manages the school, teachers, parents, and students. I do my job very well because there are consequences for those who want to achieve (awards like Math Moves You) and for those who are lacking motivation/behavior problems (demerits &amp; detentions &amp; probation and IAC). Fundamental Schools Work for those Parents, Teachers, and Students who are willing to 'pay the price' of success. Do Your Best!!!</p>

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CLEARWATER FUND MID	I believe that the pending budget cuts and those already made will suppress the outcomes of this survey. I sincerely feel that there is a general fear that the schools will be hit harder than the support facilities. I believe that the motto of ""student's first"" is not supported as strongly as it was in the past. We need the greatest support at the school level ... that's where the students show up. It seems like common sense. With literacy and student management (behavior) being major challenges, why are we cutting guidance and media center services? I do not need a subject area supervisor, I need additional school based personnel.
CLEARWATER FUND MID	I care about this school and I want it to succeed but the lack of federal and state funding is making that very difficult. I believe the federal government is slowly getting out of the education business. I also do not feel valued outside this building.
CLEARWATER FUND MID	I give high marks to my World Language supervisor, Janet Kucerik. I give high marks to my school, Clearwater Fundamental MS for performing in such an excellent way in spite of the negative decisions and impact of District and State policies. I give negative marks to District leadership, including the Superintendant and School Board for their lack of vision and planning for the well being our students, administrators, faculty and staff members.
CLEARWATER FUND MID	I strongly oppose the fiscally irresponsible decision being made by the board. We waste money on unneeded total revisions of curriculum and evaluation systems when we cannot even afford the status quo. I do not trust those who are managing the money in this district. The only reason our students are still successful is that the teachers at my school are determined to make it so, despite the random decisions at the district level.
CLEARWATER FUND MID	I was very displeased about the way things were handled in regards to us moving into what is now Clearwater Fundamental. We at Coachman Fundamental were expected to move our entire school to another with no help from the district. We complied and things turned out well. The problem is that more is being asked from everyone and more is being taken away. I love working where I am, but I feel that the cuts that are proposed are only going to effect our students. I feel that there are other ways of cutting our budget and not effect our students' learning and safety environment.
CLEARWATER FUND MID	Is there really any point in taking our time to do these because the powers that be don't listen or care to change anything. Why does this district continue to spend money that we don't have? Why do we continue to spend money on changing things that don't need changed? Why is it the little guy that always loses their jobs? Why do we continue to be so top heavy in this districe? Why does Julie Jansenn still have her job? She can't even handle her own finances let along the finances of a multi- million dollar district. Shame on the school board for allowing it to happen!!!! All of you talk out of both sides of your mouth. You pay people to tell us why there is such a discrepancy between the levels of the African American students and the Caucasian students and yet you choose to close Media Centers that those same low level students need to go to because they don't go to the public libraries. It is time that all of you figure out what your priorities really are.
CLEARWATER FUND MID	It is an honor and privilege to work at this school. Everyone cares about one another.

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CLEARWATER FUND MID	Moral USED to be very high at this school, however, with all the budget cuts and continued loss of staff, moral has plummeted and I don't see it improving for some time. No raises, pay cuts and asked to to more with fewer staff and no media center - how is this in the best interest of students? Cut busing before cutting people!
CLEARWATER FUND MID	My school is a good place to work overall, but moral in general for all teachers and support staff is very poor due mainly tothe current govenor and recent legislation and the lack of funds. Working conditions and benefits are going steadily downhill. As well as that, the superintendent and school board members don't seem to be sympathetic to the situation. We started with a contract years ago, and now everything is being changed. Salaries are low and may be frozen. Pensions are small and may get smaller, and we are expected to do more with less in the classroom. For years you ask us to set high expectations, yet you lower the number of quality points needed to pass. You want everyone to try to make it to college, and take away the shop classes and practical courses that would really help kids to be successful in life. You emphasize computer work, but don't give us enough personnel. You allow students to abuse their teachers and all they get is a few words with an administrator. You rely on training, when what you need is to stand by a few rules. You need to stand up to bad students and parents, stand up for decent students and parents, support teachers, and have some backbone.
CLEARWATER FUND MID - CONTINUED FROM ABOVE	Point out to those who challenge the graduation rates, that poor parenting is the source of the problems in Pinellas, as elsewhere. We must have a huge population of children who are being neglected and live in poverty. Kids who succeed have parents to support and encourage them. They also set a few rules that they adhere to and so should you. That is the key.
CLEARWATER FUND MID	Our staff is being cut, teachers laid off, media center closed, guidance cut and after already being cut an assistant principal last year. of course morale is low. no one understands why the high salaried administrative and supervisor positions are not where the budget cuts are being felt instead of secretary and clerk positions. why on this green earth do we need 8 superintendents and countless supervisors and directors. and no my job is not one which is being cut. Also hard to understand why at the school level, the ones with the least (elementary schools) lose the most, and the ones with the most (high schools) lose the least.
CLEARWATER FUND MID	The budget cuts and the way the district is handling them has a very negative impact on teacher and support staff morale. Most of us feel like we are stepping backwards financially and feel very unsure of our future.
CLEARWATER FUND MID	This school is great. It is too bad other schools aren't allowed to function this way.

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CLEARWATER FUND MID	WHile I stated that morale is high at my particular school I do feel that the district decisions regarding budget cuts are causing extensive damage in this area. I am fortunate to work in a strong academic setting where we have good parent and administrative support, however these things cannot undo the damage this district is creating with cuts that are not equal across the board. The current district administration is wrong to cut at the school level while maintaining such things as: summer programs,sports that are not self sustaining financially, administrators/others on 12 month contracts and an admin bldg that should be closed for a minimum of one month during the summer. It seems to me that it has been forgotten who you serve and what your jobs are about at the administrative level in this district. This is a great disappointment and an embarassment to me (as a parent and an employee of 25 years) when compared to other districts. It smacks of an elitist attitude that is harmful to students and families, and should not be tolerated.
CLEARWATER FUND MID - CONTINUED FROM ABOVE	Closing libraries, reducing guidance services and raising tpr in such important classes as world languages while maintaining strong football programs is inexcusable. Shame on you Pinellas County Schools!
CLEARWATER FUND MID	working here has been good i am here in good times and bad we still have to make shore are kids are takeing care of i will do what ever it takes please try to have a nice day glenn. s cowdrick
CLEARWATER INTERMEDIATE	Budget cuts have hurt morale. Teachers teaching out of field has hurt morale.
CLEARWATER INTERMEDIATE	I am saddened by the fact that our school has become such a tense and emotionally unsafe environment for staff. Once, at a staff meeting everyone was silent when asked if they had anything to say. One person did say, "It's not a safe environment". This is unfortunate, but true. At the beginning of the year our administrator sent out an email asking us to share when we are "at our best". He shared with us his thoughts and added what he wanted to work on. He said he wanted to be a better listener. I was optimistic about this. But, since then I have had conversations with him where he has cut me off in mid sentence or I could tell that he was not actively listening to me. There is a major lack of communication between staff and administration. I believe this is because we don't feel that it's a truly safe environment. More negative criticism is given to staff then positive feedback. I feel that some of the positive feedback we are given is at times disingenuous.
CLEARWATER INTERMEDIATE	I like the school I work for....
CLEARWATER INTERMEDIATE	None of my students know what Vocational Education is. NONE! They all are expected to go to college even in a drop-out prevention school. Good luck with that one Pinellas.
CLEARWATER INTERMEDIATE	School climate here is poor among teachers. Behavior guidelines are not consistently enforced, resulting in a lack of focus on academics since behavior management becomes the primary concern. Misbehavior is allowed without meaningful consequence, so it continues. Students are believed, and teachers are questioned in front of students, minimizing teacher authority in the classroom. Students continue the same behaviors because they can. Some teachers have been moved from their subject area to another, putting them out of compliance as a ""Highly Qualified"" teacher.

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CLEARWATER INTERMEDIATE	Some teachers have been moved around several times over the past two years under current administration. Through conversations stimulated by staff, we understand that once again positions will be changing not only in subject areas, but also grade levels for the next school year. Many teachers have had to teach out of field and then are required to have to take expensive tests, additional training, or classes when they could simply teach what they are certified to teach. These moves cost teachers time and money that they could otherwise be dedicating to the subject(s) they know and are passionate about. When teachers are not comfortable teaching what they are being made to teach, morale is low. When there is no opportunity for discussion, morale is low. When teachers are moving classrooms and creating new lesson plans year after year, morale is low. Not to mention students do not perform well on standardized tests due to lack of teacher experience. There appears to be an underlying current of bullying from top down toward many staff members. There have been many white envelopes handed out to both male and female staff with the direction to ""bring representation"".
CLEARWATER INTERMEDIATE CONTINUED FROM ABOVE	Many times in the meetings if students have been involved, the student's word has been believed over the teacher's word. Even if the child has a record of repeat referrals. There is also discrimination against what is considered fact and opinion in e-mails. The staff is not allowed to express their opinion via school e-mail. However, it is ok for some members of the staff to express their opinion, but a select few receive the white envelope and a letter of reprimand in their record. Although it is done quietly, colleagues talk and know what is going on internally. Teachers on staff do not want to speak out at faculty meetings in fear of reprisal. Morale is low.
CLEARWATER INTERMEDIATE	Some teachers need to re-evaluate the type of kids at this school and maybe consider going else where. The ones with attitudes need to work on building relationships with kids. The type of students at this school need teachers who can build strong relationships more than they need teachers who know the subject perfectly. If you do not build relationships these kids will not do their best.
CLEARWATER INTERMEDIATE	Teachers at our school loves to be here; they treat each other with respect. The Administrators are not fair to Staff but we stick together because we know that our job is student achievement and safety. We are judged with listening to our side. Teachers are not supported instead they are criticized and pushed out; or forced to leave. We have GREAT Teachers! We feel as though no one out there cares about the teachers. The kids are running the school and making up false acquisition and we are being report to OPS for silly things that are unfounded. even though they are unfounded we can not live it down. It is like a plague.

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<p>CLEARWATER INTERMEDIATE</p>	<p>Teaching academics is near impossible here at our school due to the extreme behavior problems which are not dealt with appropriately, primarily by the Behavior Specialist, Robert Long. It seems as if he is only focused on recording ""data"" to show that we have less behavior referrals, when truthfully, teachers' referrals are either ignored, returned, or completely changed altogether. Teachers aren't generally spoken to about the problems with the students, as the students are believed over the adults. As a result, the students seem to be "running the school," and instructional staff are exhausted from trying to teach and use the ""buddy system"" of discipline (teachers are told send behavior-problem students to other teachers). There is virtually no insistence that the students follow the direction of any adult, and consequences are close to nonexistent at our school. Mr. Long seems to generate many problems for the teachers who speak up or oppose him, and Phil Wirth, the Principal is more than willing to aide his unprofessionalism. The climate is dismal here, as we still do have a majority of teachers who place their teaching as the highest priority, yet we are not aided in our efforts to do so.</p>
<p>CLEARWATER INTERMEDIATE CONTINUED FROM ABOVE</p>	<p>Walk-throughs have been done weekly throughout the year, with silly and purposeless comments left in our boxes afterward. The walk-throughs were eventually done on a daily basis, and this was extremely disruptive as our doors opened and closed perpetually. In addition, Mr. Wirth seemed to have no reverence for the teaching process, as he was loud and boisterous each time he presented himself in a classroom, disrupting the students and the teachers, even sometimes attempting to usurp the voice of the teacher during the actual teaching process. Mr. Wirth is quite fearful of being exposed, and is prone to retaliate if a staff member ever makes the mistake of speaking openly about an issue, big or small. In fact, teachers are vulnerable to a number of retaliatory measures should he/she make the mistake of presenting an opposing opinion from Principal Wirth, not the least of which would be to receive a letter from OPS or a hand-delivered, official letter from Principal Wirth via the school secretary, demanding a meeting at a certain time, and notifying a staff member that he/she has the right to bring ""representation"" along with them.</p>
<p>CLEARWATER INTERMEDIATE CONTINUED FROM ABOVE</p>	<p>Multiple teachers who have had clean records for years, with nothing negative in their files are facing this type of harassment and intimidation time and again. It is not only unethical to well-meaning teachers, it is also disheartening, and makes for a stressful working environment. Many teachers close to retirement are rechecking their financial holdings for the sole purpose of alleviating themselves from the high stressful environment Mr. Wirth provides through his lack of leadership. Teachers are hired and even transferred to new subject areas within the school without having the proper credentials for the new subject area they are thrust into. Then, if the teacher does not find a way to become certified in that particular subject before the end of the year, he/she risks being let go or ""involuntarily transferred,"" or possibly moved within the school boundaries...yet again. There are two or three teachers that Mr. Wirth seems to highly favor, and they will surely now speak out of their gratitude for his loyalty to them; yet this is not the majority voice.</p>

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<p>CLEARWATER INTERMEDIATE CONTINUED FROM ABOVE</p>	<p>Knowing that I risk the small pocket of sanity I have carved out for myself here at CIS, as well as my career for writing this now, I still felt it was necessary to speak the truth about the inner workings of our school. I know that there is no perfect working environment, and that injustice is certainly a part of life; however, the overt and extreme god-like behavior Mr. Wirth willfully exhibits is creating a significant "black cloud" over our school, making it very difficult to do the jobs we have set out to do as teachers. Our students here are very needy and require our best performance, both academically and emotionally, and many teachers endure the duress for their sake, but I would like to implore anyone who is able to help, to come and examine our daily plight. We greatly need a "changing of the guard" as soon as possible. The staff as well as students are suffering at CIS.</p>
<p>DUNEDIN HIGHLAND MID</p>	<p>3% pay cut, 3 years of teaching an extra period a day, higher deductions, firing all the new teachers, furloughs, being insulted by the legislature, what's not to like?</p>
<p>DUNEDIN HIGHLAND MID</p>	<p>Administration Building is still top heavy. Too many assistants at every level with no impact on student achievement.</p>
<p>DUNEDIN HIGHLAND MID</p>	<p>By ""Organization,"" I meant school. We have a lazy AP who has taken months to complete our post observation conferences, thereby rendering them invalid as stipulated by contract. She disciplines referrals based on favorites and doesn't punish strongly enough. There are way too many highly paid paper pushers at the admin. offices and way too many regional/area/deputy supers.</p>
<p>DUNEDIN HIGHLAND MID</p>	<p>Feel support staff is overlooked and not important.</p>
<p>DUNEDIN HIGHLAND MID</p>	<p>How do you expect morale to be anything but low among teachers when so many are being told they have no job for next year and no cuts are being made at the administration building? Why are the first cuts always at the level where the students are directly affected: their teachers? Budget cuts should start at the top and cutting teachers and/or their salaries should be the very last on the list not first!</p>
<p>DUNEDIN HIGHLAND MID</p>	<p>I have been treated fairly and with respect. My overall experience has been positive, though outside circumstances and constant upheaval have made it very difficult to maintain high morale and focus. Our school is in desperate need of stability and long-term consistency from the district and administrative team. Much of our challenges are the result of constant change and turnover these past few years.</p>
<p>DUNEDIN HIGHLAND MID</p>	<p>Morale is not high anywhere considering the venomous antipublic education sentiment from our state leaders. The constant blaming of teachers for all that is ""wrong"" with students, the budget crisis and all that that entails, and the 3% pension contribution has left us completely despondent. And, yet we will still be expected to perfect our dysfunctional students while no-one supports us in our role to do so. The biggest factor that NEVER is addressed by local, state, or district leaders is PARENTAL RESPONSIBILITY, OR IRRESPONSIBILITY, Until leaders address the critical component missing from education, parental responsibility and accountability, we will never be the great nation/educational system that we could be. We need district leaders who are fearless, fair, honest, intelligent, dedicated, and who have not forgotten what is was like to be a teacher in the classroom. ALL funding should be focused on students and teachers, not district personnel. The district leaders at the ""Taj"" are not needed to help teachers in their classrooms.</p>

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DUNEDIN HIGHLAND MID - CONTINUED FROM ABOVE	They do not have any direct benefit to the teachers. Teachers can do their jobs well without them. If the district is really concerned about students, it should lay off district personnel, NOT teachers!
DUNEDIN HIGHLAND MID	Not all assistant principals are reflected here.
DUNEDIN HIGHLAND MID	The way the principal has handled the layoffs at dhms is been poor. She needs to go. she asked me to consider moving to a non FCAT teaching position because I want to start a family. Are you kidding me. She needs to go!!!!!!!!!!!!!!!!!!!!!! but then we hear that Ms. Miles is taking over and that is principal's mini me.
DUNEDIN HIGHLAND MID	This is a very difficult school to work at. Administration has high expectations of staff but does not make efforts to support us. Teachers are not trusted here and we are micromanaged. We are consistently set up for failure, asked to teach subjects we are not qualified to teach, students with continual discipline problems are returned to the classroom. Administration does not care for the opinions of teachers and when teachers ask for support they are seen as troublemakers. 7th grade AP is very caring and listens to concerns but not the rest of administration.6th grade AP plays favorites and does not support teachers. I am completely discouraged and ready to leave teaching altogether. I am not a disgruntled employee who got a bad evaluation this year; my evaluations have always been fabulous so please don't think this is a revenge statement. I have never worked any place that has such high expectations and low recognition value.
JOHN HOPKINS MID	Its hard to have high morale when the district doesn't listen to their own people. You want input on budget issues? ... how about actually listening and considering our input. You go to the old standbys time and again and refuse to look outside the box. The district doesn't have a spine enough to stand up to parents who complain and always gives in. Make a good descion and stick by it!
JOHN HOPKINS MID	Our school is destroyed daily by the same disruptive students. This county's policies towards disruptive students are highly ineffective. This county is run by the needs of the few, rather than the needs of the many. If disruptive students were placed in an alternative setting, then we would have a phenomenal public school system! Everyone who wants to learn, would learn. You cannot teach students who have no morals or values. Our superintendent and school board are embarrassing. Everytime a decision is made, the next day it's reversed. I am appalled by the ignorant comments made by some of our school board members. Our public schools are nothing like they were 2 years ago. School board members are out of touch with reality. ESE teachers should be financially compensated for the extra hundreds of hours spent on writing IEPs, having consults, and leading IEP meetings. Services and instruction needed to help ESE students succeed are rapidly disappearing due to cuts, yet the county keeps demanding more of its ESE teachers. There are too many ESE students to fewer ESE teachers. This county is creating enormous burnout.
JOHN HOPKINS MID	Sometimes a lack of respect by students.
JOHN HOPKINS MID	Student Behavior is the biggest concern at our school, we need a consistent school wide discipline plan and our grade level office (7th) is not ran professionally, (note: not the AP but the office.)
JOHN HOPKINS MID	The 8th grade AP and the Magnet AP do a phenomenal job and those are the ones I have contact with. Unfortunately, we still have teachers who were here 5 years ago who received ""special"" treatment and are still not abiding by the rules and expectations and not providing a rigorous curriculum!

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JOHN HOPKINS MID	We need support removing students that are discipline problems from our school. We don't need more groups or programs, just removal. They interfere with the learning of the other students on a daily basis. This is a failure on the district level, not school personnel.
JOHN HOPKINS MID	Will Trojan Pride Day and Open House count as our required 2 additional duty days for first semester? Cancel Trade Days! Just adjust the school calendar to have this time off! Substitute Teachers need keys to our workroom to use the restroom during the day. Too many disruptive students in the same class. Cancel Discovery Night! Due to lack of attendance! Is it possible to have teacher or instructional staff printed on our ID badge in the future? Is it possible to add a FAIR data folder under Hopkins folder? Since, data is apart of our evaluation. Develop a process to update portal phone numbers and address for our students. Teachers should not give their keys to students! Is there another place other than, the Teacher's Workroom for the ESE teachers to tutor and hold parent conferences during the day. We can't use the phone or restroom (down stairs building 6).
LARGO MID	Discipline is sorely lacking at Largo Middle School. Kids roam the halls with impunity. Cell phone and ipod use is rampant. Consequences for misbehavior are inconsequential. Students are unintimidated by administrators much less by teachers. Of course, the vast majority of students are great kids, motivated and well-behaved. There is, however, a core contingent of 10 to 12 percent of the students who don't care and who cause 96% of the problems. This minority absorbs an unfair majority of my time and effort.
LARGO MID	I feel that Mrs. Gatlin and her administrators has made a HUGE positive difference at this school. It is nice to see parents getting involved here again - hopefully it will continue to grow. Our Principal is very appreciative of our hard work and works daily to keep us safe and organized. I wish she had more support from the teachers on those issues. It would be nice if the others schools in the district views drivers licenses from ALL visitors as we do. Apparently, we are the only school that does this and it makes it difficult when we are trying to abide by the rules, when others do not and maybe our visitors would not give us such a hard time. Thank you for listening and wanting to improve our district.
LARGO MID	i want to see cuts to those working in the administration building like we teachers have to experience cuts and loss of financial support!! we need an effective superintendant.
LARGO MID	I've worked at this school for ten years. I've never had a terrible year like this one.. I'll be actively seeking a transfer to another school for next year.
LARGO MID	Our school is a neighborhood school, and with no alternative programs for students who just don't find success in learning core academics, we now have a cadre of failing teens(at least 90 in each grade level). We don't have enough electives for them, and they usually cause enough trouble to be exempt from the ""fun"" activities. Cell phone use is rampant in classes, as is use of electronic music players. Use of Profanity is high, both in the halls and to teachers in classes. Teachers are expected to keep troublesome students in ISS for a day, a week, the rest of the year. I'd love to teach, if ever i was given the opportunity.

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LARGO MID	Poorly designed survey. Vague questions. No overview. For example, is this comment box for the school climate or overall comments - what is on the next page? More opportunities for comments? We have a great new principal, great teaching staff, but very difficult student population. District expectations for student behavior, discipline, and parent responsibility are ridiculously inadequate. Until the district makes some hard choices about how these issues are approached, gains will not be made. If they want to bring in the gentlemen under discussion to address the achievement gap, it should be paid for out of the superintendent's salary. The solutions are not rocket science, but rather simple hard choices requiring backbone, which does not exist at the Taj.
LARGO MID	Teaching 130 students per day with very little planning time does not allow me to do this job effectively! I can't do this job within the hours and time that I am paid for. Therefore, I am working over time with no pay - is that legal?
LARGO MID	Teaching 6 out 7 is wearing on teachers more than anyone could have predicted.
LARGO MID	The administrative team is not a team. They do not listen or respect each other. The inexperience of the new principal is evident, and she really needs to work on leadership skills and learn how to "choose her battles" because micro-managing is no way to lead and inspire. The principal works well with the students and cares about them, but has to improve communications with the admin team. It feels like it is her way or no way. There is no positive staff recognition. The staff works hard and they care about about students and each other. There is a lot of good at the school. Students are being challenged and having fun learning. Title I funds have brought a lot of new technology to the classrooms. However, being a part of the staff that meets with the admin team, I get to see where the true problems are. Largo Middle has ONLY a rough 20 percent of students doing the wrong things with lots of discipline issues, yet it cannot be handled, so the staff feels frazzled and not supported.
LARGO MID - CONTINUED FROM ABOVE	Largo Middle is not a "tough school", yet the 20 percent are running it! The admin team is full of good, smart leaders who honeslty get no respect from the principal. The problem is the principal thinks everything is fine, yet everybody in the room at the Monday admin meetings does not respect her! They try to give input and ideas and they are shot down. They are constantly scolded for not doing enough, which is ridiculous! It is really simple: If you have a strong admin team built on respect and collaboration, then you can run a school. We are missing that here and the staff knows it. Parent involvement is still low, but the school and staff works hard to improve that.
LARGO MID	The general climate of the financial crisis, plus having moved to a 7 class schedule, and me personally having more dities and burdens than ever before has set the general tone for this survey for me.
LARGO MID	This school is a disgrace . The principal is not professional . The staff does not get along. They are afraid of her like the majority of schools. Alisa micromanages everything. Administrators are afraid to do there jobs for a fear of not having a job. I am not satisfied with the environment at this school.

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LEALMAN INTERMEDIATE	How can anyone's morale be high when you are under attack from all sides and blame is laid at your feet for the failure of parents to do their job of parenting and supporting their students' education. How can morale be high when all academic freedoms are taken away from the classroom teacher who knows what he/she has in their classroom and what those students need to learn? Yet, the state and district dictate what to teach, how to teach it and how long to teach it, regardless of whether the students sitting before us are prepared to learn it. Many veteran educators like myself will be leaving this ""profession"" years before we planned due to the lack of respect accorded to our profession.
LEALMAN INTERMEDIATE	I enjoy working here:)
LEALMAN INTERMEDIATE	I have substituted for many schools over my 16 years with PCS. I am very happy to be part of the Lealman Intermediate team. They really made me feel welcome, from the first day I arrived in my first permanent teaching job.
LEALMAN INTERMEDIATE	intrinsically rewarded - PLEASE!
LEALMAN INTERMEDIATE	Lealman is a wonderful school, but the staff needs support to handle the students that disrupt the classes. Students that attend this school because they have low FCAT scores. Most of them have failed one or more grades. This means that many of the children are frustrated. The frustration leads to misbehavior. But, we are not a behavior school. The same rules apply to our school as every other school in the District. If a child breaks the Code of Conduct, then they should get the same consequences they do in other schools. Many time times the children are returned to class by the Principal and we are told that we are not doing our jobs. The parents of these children need to come to school with the misbahaving children and see how they act. If we take the most difficult children in the District, then we should have more parental support, more parents in school helping their children. Also, the principal has a bias for certain employees. She came in and replaced all of the leaders in the school with her followers which were all more like her. She does have a bias.
LEALMAN INTERMEDIATE - CONTINUED FROM ABOVE	She is not nice to most of the staff. She has yelled at many teachers, in groups and individually, because she listens to the children over the staff. All of the administrators eat at once so there is no support for almost an hour every day. The school is a great institution of learning, the staff is dedicated, the administrator needs to evaluate how she works with her staff
LEALMAN INTERMEDIATE	There are inconsistencies in how teachers are treated and how referrals written by teachers are dealt with. Inconsistencies with the referrals give students mixed messages; therefore the students do not have defined boundaries.
MEADOWLAWN MID	Assistant Principals make deals with the students and don't follow through with the behavior issues. Students assume they can get away with anything and do. If the administration was tough on discipline from the very beginning of school instead of making teachers jump through hoops and over obstacles. Students would know what was expected of them behaviorally and not be able to pit teachers against administrators.
MEADOWLAWN MID	Frustrated with district decisions
MEADOWLAWN MID	How can morale be high when we are all under attack from the state and district?

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MEADOWLAWN MID	I think it would be very beneficial if this District offered night time Parenting Skills classes, so that many parents could use this opportunity to learn ways to parent their children in behavior, socialization, and other important aspects of being a respectful student at their school. This could only help and benefit all of us who work directly with kids in the schools in Pinellas County.
MEADOWLAWN MID	I've been at Meadowlawn for over 10 years & its a shame what the "higher ups" have done to our school by bringing in two NEW administrators for the 6th & 8th grade. They are HORRIBLE. The 6th grade administrator is from Clearwater Fundamental & her concern is more about the way students are dressed than their behavior. The 8th grade administrator is from ELEMENTARY SCHOOL of all things who has no clue how to handle the students ..he "lets make a deal" with them. There is no consistency in discipline with any of the grade administrators. The Principal, who is new this year (3 new principals in 3 years) to us from John Hopkins is a wonderful man, who actually cares about his staff, but does not have the backbone to tell the 6th & 8th grade administrators what they need to do as far as getting their students under control. His comment when approached about the two administrators is "give it time" well, its the end of the school year & those two admin. have done nothing different.
MEADOWLAWN MID - CONTINUED FROM ABOVE	The 7th grade administrator is basically doing the job of the other 2 & is wonderful. Need to get rid of 6th grade admin. who is in level "q" & in drop & give money to people who deserve it. What this school also needs is a campus monitor because students are always jumping the fence and there is no one to monitor campus. Meadowlawn has always been a wonderful school, with good administrators(Greg Cardone & Val Walker) but this year the county did a very big disservice by placing Watson & Underwood in our school. To be a good Principal, you need good administrators and we only have 1 good one, 7th grade, Ms. Athanson.
MEADOWLAWN MID	My job is probably one of the most difficult jobs on campus. I am very good at what I do, and was treated very poorly by most of the administrative staff and instructional. I am a certified instructor who had to take a para professional job this year due to some complications. Working with students has been the easy part, but the inconsistenc
MEADOWLAWN MID	My school has an increased number of students who were administratively moved out of their school and dumped into mine. They refuse to cooperate with teachers. They are unruly undisciplined and refuse to comply with the rules or accept the few consequences we have. They refuse to go to class, or ABC. They roam the school like a pack of wild dogs. I often feel like a hostage in my classroom. I can not teach the students who want to learn because of these few students who do not know how to behave in a civil way. Julie knows this because I have written her and the board before. They choose to ignore the problems in the middle schools.Is she is serious about Highest Student Acheivment, then she and the board need to substitute teach in a classroom for a few days and see what is going on first hand. No discipline--No Learning.
MEADOWLAWN MID	Our new Principal is perfect. His three administrators are hopeless.
MEADOWLAWN MID	The minor referral reports were not effective. It caused students to misbehave more without any consequences. Yes, referral numbers are down because they were sent back to us and we were told to put the problem on a "minor referral form." The behaviors now are out of hand.

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MEADOWLAWN MID	The Principal has made a positive impact for his first year. Students have low motivation and there is VERY little parent support (only 3 are active PTSA). Dress code should go to uniforms, fundamental program SHOULD be offered, our administrators spend WAY too much time dealing with the students and families with problems.
MEADOWLAWN MID	The school system is run like a big business, comunity is falling in around our ears, and administration has gotten TOO BIG! The school system needs to reassess its values, and shrink to fit the current budgetary constraints. Leadership needs to stand up and do what's right: budget cuts can't be taken out on the students or the school staff that interact with and teaching them every day.
MEADOWLAWN MID	The students are very disrespectful to the teaching staff. The administrators do not support the teachers and allow the students to purposely misbehave and don't back up referrals written by the teachers. The students are running the school in the wrong way and there needs to be a mass overhaul. Absolutely no support is given to teachers and other paraprofessional staff members.
MEADOWLAWN MID	There has been a very strong sense of wariness since the School Board has announced the proposed cuts and morale in teachrs has taken a blow. The Administrative staff has been very supportive but it is not an easy time if you are being faced with unemployment. Our school is strong but the School Board has not considered what is best for the children and that affects us as a whole.
MEADOWLAWN MID	There is a small portion of students mostly administrative transfers from John Hopkins, Thurgood Marshall, and Pinellas Park Middle, who absolutely refuse to follow school rules, go to class, and respect their teachers. Their anti-social behavior has drawn some of our students to behave likewise. All students at my school could learn, if class and school was not always disrupted by this small group of uncivilized students. We need consequences other than ABC or Wednesday School. We need more alternative education schools or we need to expel these trouble makers.
MORGAN FITZGERALD MID	Administrators do not communicate well with the entire staff, yet expect immediate flawless outcomes. They tend to listen to their favorite teachers and rarely return emails or follow through on their promises to the other staff members. Appropriate behavior is not modeled by the administrators and do not treat all staff members equally with respect. Teacher evaluations are very subjective and are not conducted the same for each staff member. Too much variance is evident from school to school on the expectations administrators have for their instructors (i.e. lesson plans; PLC meetings; giving up planning periods; or teacher training during preschool days.). Teachers should be given the opportunity to use their time to ""implement"" the lessons plans from the pacing guide and district aligned programs, rather than ""developing"" (and entering in the computer) the lesson plans. When so much focus is on the paperwork, teachers cannot focus on struggling students or reteaching material. The answers to this survey for the Administrators are directed towards the principal and only one of the Asst. Principals, since these are the two administrators that mainly deal with the teachers.
MORGAN FITZGERALD MID	Classroom walk-through's announced and unannounced need to occur more often by ALL administrators at this school for both instructional and safety purposes and teachers need to be observed by administrators and evaluated fairly and more than once a year!
MORGAN FITZGERALD MID	Discipline at this School is not Fairly giving out. Administration disciplines according to liking of the student.

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MORGAN FITZGERALD MID	Each year seems more difficult than the last. I don't seem to matter. Parents do not take an interest. Issues outside the classroom impact student learning. Parents don't care. Students are abusive to the teachers. To make matters worse, our pay is decreasing and we are expected to do more with less. This whole situation is very sad.
MORGAN FITZGERALD MID	Every one work well together. We are like one big happy family.
MORGAN FITZGERALD MID	Given the constant demoralizing attention public education has received this year, the staff at our school has stayed amazingly upbeat.
MORGAN FITZGERALD MID	I believe that all students can learn, but too many students don't want to put forth the effort needed to be successful. This is much more than a school issue; it is societal in nature. The continued budget cuts make me feel devalued as an educator and it is a shame that our culture in general doesn't place more value in education.
MORGAN FITZGERALD MID	I have been at this school for 26 years and still look forward to coming to school EARLY every day! It provides a great environment for everyone involved!
MORGAN FITZGERALD MID	If more schools ran like ours a lot of problems would disappear.
MORGAN FITZGERALD MID	In the current economic and political climate, I think that morale and commitment are extremely strong at this school. I feel that a lot of that is due to strong, caring administration which tickles down to all staff (the only way that the ""trickly down theory"" really works!)
MORGAN FITZGERALD MID	morale is not high at this school....how can it be under current conditions?
MORGAN FITZGERALD MID	Our district/state leadership has turned teachers into the enemy-parents and our community believe we are the bad guys. I am now embarrassed to admit I'm a teacher. I have never felt so worthless and unrespected by my employer and school. I transitioned into teaching. The school system is the most unprofessional environment I have worked within-teachers talk about each other, administrators share confidential information about staff with other staff members, favoritism, blatant violation of rights of teachers and students. If parents knew what really went on in public school they would homeschool their children. We don't keep them safe and we don't put them first-they have sex in the bathrooms, do drugs, bring weapons and admin does nothing! We claim it's all about the kids but nothing could be further than the truth-the admin and county only care about their high salaries that they want to protect and provide nothing but lip service. One of my students was raped the nigh before FCAT and another saw her father shot over a drug deal.
MORGAN FITZGERALD MID - CONTINUED FROM ABOVE	I bet they didn't do too well on their test but my salary will be based on their performace. I love working with struggling students but nobody will want to teach those kids now. Parents see a problem with our district yet? Oh you will, you will....

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MORGAN FITZGERALD MID	The teachers love teaching but are finding less and less time to do the things we love because there is more and more bureaucracy and silly hoops to jump through that take time away from doing the things we love, preparing fun/exciting lessons and working with kids. If we continue to do our jobs the way we want to (the ""right way"" ) it comes out of our personal time, which wears on a person and their family, and their overall morale and willingness to arrive at work with a smiling face ready to start the next day at a job that they used to love. I love teaching, but I am really starting to hate my job even though I love where I'm working and I love my kids.
OAK GROVE MID	Oak Grove Middle has a wonderful staff. I have not felt as comfortable or welcome at any other of my employment placements.
OAK GROVE MID	Student behavior has definitely deteriorated but the teachers have very little options on how to address that.
OAK GROVE MID	The county needs to be more supportive with poorly behaved students in the schools. Suspension is not the answer, since special education and 504 plans are limited. We have some really ""neat"" students at our school but their education is being held back due to the behaviors of others. Parents need to be held more accountable for their child's homework getting completed, getting to school on time, and behaving in the classroom.
OAK GROVE MID	The entire morale at my school has changed due to a change in population. We are now 61% free and reduced lunch and have the highest hispanic population in the county. Things have deteriorated in the 23 years I have been teaching because everything is determined by funding. Also parent support is nil. We schedule weekend events and evening events that teachers volunteer for and no one shows up. I have a great administration and great hard working teachers. They have produced progress against all odds! The problems at my school are not their fault! Also we do not pay enough or provide good enough working conditions to hire and retain good teachers. The better experienced ones are retiring and leaving in droves!!
OAK GROVE MID	Your survey is way too long.
OSCEOLA MID	A very unethical administrator was recently transferred out of this school. Hopefully her replacement will be both more professional and trustworthy.
OSCEOLA MID	I feel very fortunate to be a part of this school. I am disappointed, however, with the direction the 25 superintendents and school board members are taking this county. I feel the money crunch could have been lessened in many ways, instead of paying for things, people, and programs we could not afford. I also feel that this County is waaaay toooo top heavy with too much money going to administrative costs. I feel the money should go more for the students instead. I also feel that those of us who are not on the family plan are paying more so the ones with families don't have to pay as much. Not that I would want people to lose their jobs, but they with attrition, we should be cutting positions in the Admin. Building and I don't mean the resource teachers nor supervisors. It is very depressing to have been a teacher for as long as I have and see the County crumbling financially. When we put forth so much training for all these new people and they often do not get to stay, do not get contracts, or do not come back, it is very draining.
OSCEOLA MID - CONTINUED FROM ABOVE	However, when we cross the thresholds of our school's doors and into our classrooms at this school, our positives outweigh all the negatives to the nth degree! I thank God for that everyday!

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OSCEOLA MID	Moral is lower due to all the changes brought on by Tallahassee and the decisions the school board has to make because of Tallahassee.
OSCEOLA MID	Morale is low due to State Government and School board decisions.
OSCEOLA MID	Most teachers that I talk to feel beaten down by what is going on at the state level. We are at war and many of us are ""shell shocked"". I still love the kids and my job however but would not recommend teaching as a profession for young folks to go into. Personally, after 20 years at the same school, I am considering moving to a state where the education climate is more friendly towards teachers. These are sad times indeed.
OSCEOLA MID	Regarding the questions about ""this organization"" I answered about the bigger picture; the district as a whole. Osceola Middle is an incredibly strong school with great administrators, teachers, students, and parents. We are all on the same team to help our students be successful. However, morale is low at this school due to the lack of leadership and intelligent decision making at the district level. Also, things are made more difficult for us due to the fact that, although we have a large student population, we only have two assistant principals! In addition, the Performing Arts office is top-notch with help and support for teachers who need it so that all students may experience The Arts. For most students I teach, my performing arts class is THE reason they come to school every day. They just happen to stick around and learn in their other classes too. In addition, especially while making cuts for the future, please remember that students who are involved in The Arts (performing and/or visual) perform better on tests, in school, and are more likely to graduate high school.
OSCEOLA MID	The email sent out by Dr. Janssen during Teacher Appreciation week which was actually composed by Andrea Zahn was a joke. It only proves that she could care less about her employees. From: Zahn Andrea Sent: Tuesday, May 03, 2011 11:18 PM To: Janssen Julie - Superintendent Cc: Guldenschuh Cheryl; Ward Marsha Subject: Draft - Teacher Appreciation Week Message Julie, Here is a draft message about teacher appreciation week that you can send out to everyone in PCS mail tomorrow a.m. Dear PCS team members, This week is teacher appreciation week and I want to take this opportunity to thank the thousands of education professionals in our PCS family for their dedication and hard work each and every day. I can't think of a more noble profession than inspiring children and encouraging their love of learning. Our teachers share their knowledge, have high expectations for their students and themselves, and have an affection and respect for the students they teach.
OSCEOLA MID - CONTINUED FROM ABOVE	Each one of us can think back to our years in school and remember a special teacher who left a lasting impression in our lives. This week we celebrate the contributions of our teachers, as well as support staff and administrators, who play a key role in providing a great education experience for our students. I am grateful to your commitment to 100% student success. Sincerely, Julie Andrea Zahn, Director
OSCEOLA MID	The negative marks reflect the attack on public education by the state

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OSCEOLA MID	The only thing preventing my ratings regarding the Assistant Principal was the work of one of our Assistant Principals, Susan Alvaro-Maidenberg, who was a member of our staff until the beginning of May. While she is no longer a member of our staff, she spread much negativity and made coming to work an unpleasant experience. I received many comments from her that were insulting, some of which were personal in nature and borderline derogatory. The work of our other Assistant Principal, Jason Shedrick, has been outstanding. He has made a positive contribution to our school and faculty. He always puts the interest of the students first and treats the faculty with respect.
OSCEOLA MID	We need to raise expectations and allow our students to soar. Making excuses for bad behavior, allowing the bullies and disruptive students to suck the learning out of classes because we bend to parents who do not support good behavior is counterproductive. The county is essentially to most, a joke. The board is indecisive and waffles regularly on most things. The Leader of this districts inspires nothing but concern too many of us in the classroom. Her actions, lack of effective communication, and waffling has not improved. The school board rates her high on her evaluations and that leads me to believe they will not or can not see what is in front of them. I have not heard one person in this district that is in a school, tout the praises of her leadership or provide examples of what she has inspired in the schools or what great leadership our superintendent has with employees or the community. I have to buy my own supplies for my students and my classroom, yet when I attend yet another horrible training provided by ""teachers on special assignments"" it is apparent there is no shortage of supplies. I am so disappointed in this district.
OSCEOLA MID - CONTINUED FROM ABOVE	I love what I do, but all the other non-sense that money is wasted on leaves me very saddened about our future, our students future and the continued decline in our students achievmnt. PCS needs to get a backbone, stop wasting money on warm fuzzy feel good programs. Hold students and parents accountable...they will get used to it, and watch the children soar. We are doing our students a disservice, when we lower our expectations for civility and respect for rules.
PALM HARBOR MID	Communication is sometimes weak. They are trying to improve. The principal is trying to better recognize staff that perform well. Not sure if they are helping weak teachers to improve -- but maybe they think it is not our business. Problem is we see the ""bad"" but don't know if they know. Our school does wonders with bullying but the newspaper reports we are low. Why is that? See, we need to understand what data is used. Our suspension rate is down but is that because we do other things and do they actually work? Too many teachers seem to just exist. Moral not high because so much negative in the world pointed at staff, not because of our school. Parents are involved but way too much in control. Students tend to be enabled by their families to the detriment of studies. Support staff - not sure if teachers know how to utilize them. Is the low pay what makes them low performers? I am happy to be here and appreciate everyday the overall kindness of all staff and administration. All (well, most) of us are like hamsters running furiously in our wheel trying to do all we are asked to do with less and less time to do it and more distrust by the outside world. Superintendent needs to be more open.
PALM HARBOR MID	I enjoy working at my school, but I feel like the district is not on our side or informs us about any changes coming to the district. I also feel that there is too much spending in areas that are not necessary, such as blackberrys, iPads, and certain programs like Renzulli, Glencoe, etc.

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PALM HARBOR MID	I feel that the district does not understand which areas of the budget are okay to cut and which should be hands-off (every school needs a library staffed by a specialist--how is that not understood??? Being the LARGEST middle school in the county needs 3 guidance counselors and administrators!!!) Those two things alone should not even enter into the equation of where to cut. On the other hand we all put in ideas of where to cut and very few of them made the list of possible places to cut. If they are not we should get a reason, not just be ignored, otherwise, why bother asking us in the first place?
PALM HARBOR MID	I feel too many students and parents want grades and not an education. There is a lack of responsibility on the part of the students. There needs to be an attendance policy at middle schools. The absenteeism rate is absolutely ridiculous here. I hate to have my answers look like I do not like my job. I love teaching. That is all I ever wanted to do. But teachers are burned out with the lack of effort from students and lack of communication within the school, Dress code enforcement is a joke.. Students like to go to ABC. Teachers are currently blamed for lack of student achievement, but what about the parents and students responsibility? Yes, there are bad teachers. Yes they should be removed. The entire education system is exhausting the good teachers.
PALM HARBOR MID	Morale is low at this school because of the lack of support from our state government.
PALM HARBOR MID	Our school system is enabling our students to fail. We need to get back to our values with these students and classroom attitudes. The students know the system and do nothing all year despite the efforts of all the teachers. These disruptive students fail classes and know that they can attend summer school for two weeks and magically be saved and pass. We teachers pull our hair out trying to motivate these students and a lot of them just disrupt become problems for the entire school. Please help us all and the future of our society. Get back to morals.
PALM HARBOR MID	There is extremely poor communication from the District to teachers, staff and the school community at large. There is a perception of mismanagement of school funds resulting in staff lay-offs. There appears to be too many ""chiefs"" and not enough ""indians"", that people within the Administrative staff in Largo are protected from layoffs and staff or program reductions at the expense of school staff and school programs. There is a great deal of distrust among staff in regards to messages from Administration or explanations of Administrative decisions in regards to staffing models, program requirements, or availability of funds for particular programs or projects. The vision of this District is not clear to staff. Major decisions often appear to be made with a ""shoot from the hip"" method, or in a reactive manner when a critical event forces a decision rather than a proactive manner with thoughtful planning. There is no true involvement of staff in major decisions regarding the goals, direction, policy or programming needs of the district, rather staff are invited to give their opinions or input when in fact the

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<p>PALM HARBOR MID - CONTINUED FROM ABOVE</p>	<p>decision has already been made. Much was made of "including" staff and the community at large in budget reduction suggestions. All schools and many community member sent in suggestions, but rather than seeing serious discussions of these suggestions by the district Administration and the School Board, we in fact see on the PCSB homepage a "Budget Myth/Fact" debunking of a few statements made (that the district seems compelled to repudiate) among the dozens received. Is this how we are dealing with our budget crisis? Really?? Missteps by the Superintendent in regards to hiring, staff or program decisions (brought to staff attention by local news media rather than the district itself) has also led to a sense of mistrust or cynicism in regards to decisions that are made at the top and then sent down to school staff to implement. There is a perception among staff that in-school staff (i.e. librarians, guidance counselors, VE teachers, ESE Associates and other support staff), and in school educational programs(eliminating MSAP, increasing student numbers in remedial support classes like REACH and READ 180, increasing numbers in elective classes to the middle to high 30's) are the ones truly</p>
<p>PALM HARBOR MID - CONTINUED FROM ABOVE</p>	<p>bearing the brunt of budget cuts, and that parents are being "shielded" from this knowledge because they would find these cuts unacceptable. There seems to be very poor inventory control so that funds are needlessly wasted by over ordering of FCAT materials, books and/or workbooks leading to overcrowded storage closets on one hand and a lack of funds for other needed programs on the other hand. The District is not responsive to school issues (i.e. discipline issues) and forces schools to deal with disruptive students who would be better served in alternative settings. This approach is short-sited as these disruptive students have a negative affect on the school climate, classroom management and focus and consume way too many administrative and staff hours dealing with their behaviors. There needs to be a sense of a common goal and a common purpose among all schools and the District Administration and that sense of a common purpose/goal just doesn't seem to exist. Without the needed strong leadership from our Superintendent and School Board, each year we are sinking further and further into mediocrity.</p>
<p>PALM HARBOR MID</p>	<p>This budget crisis is ridiculous. How do you "lose" millions of dollars? How can moral be high when we are watching our friends lose their jobs. I love this school and my job, but I think the district administration is abhorrent! "We have no money! Let's buy everyone lpads!</p>
<p>PALM HARBOR MID</p>	<p>Until the school board respects our contract, the teachers will not feel supported by them, causing low morale. As to the survey, many of the questions are vague or too general. Does "supervisor" mean Dr. Janssen or my principal? I assumed it to be the principal. "Assistant" is not spelled correctly.</p>
<p>PALM HARBOR MID</p>	<p>We don't have enough administrator support because we don't have our third one. We will also be losing a counselor who is also huge support for us. The students are at stake.</p>
<p>PALM HARBOR MID</p>	<p>Why do you repeat so many of the questions in section 5?</p>

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PINELLAS PARK MID	Dr. Witcher is not an effective administrator. She governs inconsistently and has favorites. She hired Ms. Billups against the advice of the group interviewing the administrative staff position. She does not leave her office frequently and the students do not know or respect her. She has not made a plan and enforced her plan. Each decision seems to be unconnected to each past decision. She seems to only handle the current crisis with no vision on how the decision will affect future interactions with parents, teachers and students. The staff is scared of speaking out because she will retaliate by taking your classroom or giving you low level classes. She treats Ms. Bentley with NO respect. She has no control over our school and blames others when push comes to shove. She will do or say anything to save her own reputation. Ms. Bentley is the ONLY competent administrator at PPMS. She is out in the halls between classes; she does all her duties, responds to students, parents and staff with respect. She is fair, CONSISTANT and honest. She does not look at every situation as how it will reflect on her, as Dr. Witcher does. She follows through with what she says she will do.
PINELLAS PARK MID - CONTINUED FROM ABOVE	She can handle an emergency, such as a all day power outage with competency. Ms. Wyne appears to be incompetent. She does not interact with students well. She appears to be afraid of them. She did not order the books required for the math department forcing them to go without books for all but the last 3 months. She didn't even order the FREE workbooks for the science department. It is May 24th and the books have still not arrived. What a waste. The 8th grade student body is out of control. The only administrator worth keeping is Ms. Bentley. She has been blamed for all the misfortune at our school, however she is the only one working to make this place better. Our EBD students lead the school because there are so many of them and they do not go to class. The other students see this and join them. Co-teacher does not show up for C-teach classes or they are moved to cover absent teacher's classes, so the teacher with EBD or large groups for special Ed. students have no help. Classes, such as Mr. Logan's science class has MORE than 22 students with half of them special Ed and he was told this is because he gets a Co-teacher (who never show's up).
PINELLAS PARK MID - CONTINUED FROM ABOVE	He has gotten no help from the VE liaison, or the admin staff. There should be fewer kids in a class if they have over half special ed., not more. It's very unfair.
PINELLAS PARK MID	I believe our school is falling apart because we lack team work and focus. Because people are so unwilling to support our principal, team work and unity is not shown and our students are VERY aware of it. I believe if we come together as one unit control can be taken back from students, and our school can and will run smooth.
PINELLAS PARK MID	I have been working at this school for almost a year and have only seen the Principal six times.

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<p>PINELLAS PARK MID</p>	<p>I love my school. I love every single one of my students. I love teaching. When I first came here from two Title 1 schools from another county, I thought I had come to heaven; believe it or not. This school is now Title 1. Last year, I had the feeling that I would be seeing once again what I had left behind years ago and my expectation, of course, has been fulfilled. Why is it that Title 1 means a greater challenge? Is it because we are dealing with lower social economic students and families who need much more support than other groups? We all know the answer to that question is a huge YES. However, even though we receive federal monies to implement programs that are supposed to help our low SES and families, it seems the money is never enough. On top of this, we now have to deal with budget cuts and ridiculous approaches that will hinder gravely education as a discipline and a career in the near future. Budget cuts are taking place at the wrong end. Do we want to save education? Do we want to show our students that we REALLY care? Do we want to safeguard teachers who are valuable because they know what they are doing, know how to reach children and help them learn? Start cutting at the top!</p>
<p>PINELLAS PARK MID - CONTINUED FROM ABOVE</p>	<p>Cut the salary of those who make six figures a year! Education is extremely top-heavy and its legs are giving out! Stop so much unnecessary red tape and do away with the tangled web of bureaucracy. Put monies into helping break vicious circles of our society! Of course, this alone carries a very expensive price tag which is why is easier to attack education; the field closest to social problems in our country. Political leaders in Florida have been enamored with the idea of charter schools and vouchers for a very long time. I've always asked myself, why can't the charter school ideal be transferred to a public school atmosphere? What makes it so difficult? Is it parental accountability? What is it? Maybe this is something to consider. I have only been a teacher for 8 years and I cannot believe what I am seeing at my school, district, and state. It's really sad and it breaks my heart.</p>
<p>PINELLAS PARK MID</p>	<p>I love teaching. I love teaching my high-poverty, challenging, diverse group of students. I feel (and I have the numbers to prove) that I am a highly effective teacher. This year, my AP is fabulous. It's the first time I've felt that my AP ""has my back."" My instructional colleagues, on the whole, are motivated, well-trained people who care about the students. However, I feel that the rest of the administrative staff at my school would throw me, the students, and each other ""under the bus"" in a heartbeat if a difficult situation came up. I'm sorry to say that, because I think that our students deserve administrators who will stick their necks out to make sure they get the best education we can give them. The few people at the Taj Mahal with whom I have had contact strike me as redundant, bureaucratic paper-pushers who are certainly not worth the inflated salaries they are being paid. The specialist ""coaches"" with whom I have worked seemed more interested in telling me what a great teacher they used to be than in thinking creatively about ways to improve our students' performance.</p>

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<p>PINELLAS PARK MID - CONTINUED FROM ABOVE</p>	<p>The members of the school board seem to me to be so removed from what goes on in schools (particularly in high-poverty schools) that they are at best useless and at worst damaging. Of course, Dr. Janssen can't even manage her personal finances without bankruptcy and is in charge of one of the largest public school districts in the country. I think I can safely say that, despite their lip-service to the contrary, the board, the ""flappers"" at the Taj Mahal (literary reference to Gulliver's Travels), and Dr. Janssen are mostly focused on maintaining their jobs first and the status quo secondly. Sadly, they are not interested in breaking the bondage of the achievement gap or thinking creatively about meeting the educational needs of students whose parents are too poor, too busy or too high to worry about their kids' education. So, here I am, isolated in my classroom, where I can create a somewhat predictable environment in which my students feel cared for, smart, and, sometimes, even motivated to learn.</p>
<p>PINELLAS PARK MID</p>	<p>Morale is not high due to the actions of the district This school needs extra help and the help was denied by the district. Due to the lack of help by the district, a great injustice has been done to the students and faculty.</p>
<p>PINELLAS PARK MID</p>	<p>The principal at this school is not a leader. She does not do a good job. She is disrespectful to the teachers and even to her staff.</p>
<p>PINELLAS PARK MID</p>	<p>The top administrators administrative decisions are based on the validity of the relationship she has with the individual employee. Employees that are not in agreement, cannot be manipulated, or have a different opinion / perspective with a decision are then reprimanded in a way that is done as an undercurrent of retaliation. Which in the long run leaves a blemish or jeopardizes a persons future with the district.</p>
<p>PINELLAS PARK MID</p>	<p>This school depressing, old, dirty and so outdated. Should be rebuild to new standards. Maybe the students and staff would feel valued. The students are the most rude and nasty that I have ever seen. This is the norm, not the exception. This school is NOT safe. Fights are every where. Staff members have been injured. I am afraid for my well being. Lack of discipline and veteran teachers will mean this school will probably drop to an F from a C.</p>
<p>PINELLAS PARK MID</p>	<p>We need help to turn this school around. There is alot of positive that this school has to offer but there needs to be a big change.</p>
<p>PINELLAS PARK MID</p>	<p>With some change and more parental involvement this school would be better than what it seems to be right now, I love my job even with all the struggles but I am one of many and it is my hope to see things get better</p>
<p>SAFETY HARBOR MID</p>	<p>Abuse of power by the principal. County rules and processes don't apply for this principal. She is comfortable declaring that the process for selecting a department head does not apply to her...as seen a couple of years ago. She has an agenda, and if she does not get her way, there are consequences. No students are moved to another class, even though we, as teachers know that a class chemistry can be adversely affected by certain students being in the same class. The Data processing clerk apparently has the authority to refuse a change, even though it would benefit the other students. We have been informed, NO FAILING GRADES FOR THE YEAR. Hegg expectations, really?</p>
<p>SAFETY HARBOR MID</p>	<p>given the current financial climate, resources are limited and morale is low.</p>
<p>SAFETY HARBOR MID</p>	<p>Net pay continues to decrease while expected workload continues to increase.</p>

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SAFETY HARBOR MID	The state and the legislature are dampening my spirits and probably many others. I do not feel valued and I believe the state will end up losing great teachers and is seriously harming our society.
SAFETY HARBOR MID	There is almost no time for teachers to be together to get to know one another and that can be a basis for low morale. The school district dropped "Choice" as a way for students to decide what school to attend and brought back the "Neighborhood" concept, yet the boundaries for our school keep expanding and we are anything but a "neighborhood" school. With the addition of even more students next year from the Dunedin area, discipline is going to be an even bigger factor on the success of our school and our students. We need to have a more effective way of removing disruptive students from our classrooms. And, once again, the School District has failed to address the school hours for middle schools. I know the easy thing is to not do anything--no discussion, no solutions--however, you are being totally unfair to a large group of teachers by never giving us "a break" in setting earlier start times for middle schools.
SEMINOLE MID	As in the world as a whole, there are students and staff who believe in infinity and make it happen. There are students and staff who look for trouble and negativity and they cause trouble and poor morale. Fortunately for us, most of our students and staff believe in the impossible and dream to achieve it.
SEMINOLE MID	Every year it seems like morale can't get any lower. We think, "things have to get better, they can't get any worse", and then, they do. I honestly don't understand how teachers are expected to do our jobs with less and less supplies and more and more students. As an elective teacher, I had 150 students this year. Next year, with the ideas presented for elective class having 32-36 students, I could have 216 students. I would love for the county to tell me how I am supposed to help all of those students. In addition to have 66 additional students next year, I am facing an increase in my health insurance cost, days without pay, and a 3% required contribution to FRS. While I do not see that as a pay cut, since I will eventually get that money back, I am offended that I am being forced to contribute. No private sector company requires contribution, and most offer MATCH for what you do voluntarily contribute. As teachers, we are treated worse and worse each year. I am afraid each year to see what will be done to us next.
SEMINOLE MID	I enjoy working at this school. I feel that I am a valued member of the staff.
SEMINOLE MID	Many of these questions are very general and my responses may not have been reflective of the whole school.
SEMINOLE MID	Morale seems to have improved this year due to the efforts of administrators to show their appreciation. New teachers however are still scrutinized unnecessarily and held to higher expectations than the rest of the staff which makes them feel unsupported. Our assistant principals, however, are very supportive of their staff which in turn creates a unified relationship when working with students. The new eighth grade assistant principal is well liked by staff and does a great job working with students and teachers. I think the atmosphere of the school is much better this year. Also, administrators are working with teachers instead of against them which makes for a better climate.
SEMINOLE MID	Please give curriculum pacing guides for both the advanced and regular education classes. please also suggest how much technology and activities be done with the class courses.
SEMINOLE MID	Skimming of students to fundamental and magnet schools places low and poorly behaved students in middle schools that lower the level,EBD units also.

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SEMINOLE MID	Students are completely taking over Seminole Middle School. Discipline problems are growing every day. Students roam the halls during the day, walk out of class, are disrespectful to each other and adults....If a consequence is given, it is usually small. At times, a teacher will write a student a referral and a ""deal"" is made with the AP to get rid of the referral, or the referral disappears. It completely undermines the teacher. The students brag about the lack of discipline here. Some students are afraid to use the restroom because gangs of kids (IEBD students especially) are roaming the halls. We have a deputy and hall monitor who are never seen and are told to make themselves scare. Teachers are completely miserable here. The morale is decreasing by the minute. We feel no one hears our concerns and more and more teachers each year are putting in transfers to leave. Our reputation as one of the top schools keeps diminishing.
SEMINOLE MID	Teachers are not supported when it comes to discipline in this school. Consequences are not followed through, applied inconsistently, or often not in line with the negative behavior choice. In-school suspension and administration detentions are enjoyed by students. Our principal puts his head in the sand and pretends that all is well. He and the other administrators never consult staff members and fail to communicate with us.
SEMINOLE MID	The AP's at all 3 grade levels are doing the best that they can with what they're allowed to do. Regrettably, consequences aren't fairly enforced due to a lack of support at the top and at the county level. We have also become an EBD center and as administration is extremely limited in what they can do consequence-wise, it has had a regrettable ripple effect in the entire school as they get away with unacceptable behaviors and other students see this happening. They are affecting the rights of every other staff member and student to learn and nothing is being done about it. The RTI process also takes way too long to properly place at risk students or students who would benefit from alternative placement. These elements combined with the lack of support from our principal when parents are involved and the changes coming down from the state have all but crushed the morale at what was just a few years ago a utopia to work at.
SEMINOLE MID	The district as a whole needs to find a way of making parents of students with discipline problems responsible. These parents need to support the teacher of their child. They need to take parenting courses. We have students cursing out teachers, refusing to follow class rules, and disrupting the learning environment for other students. I have to admit, I could not learn in some classes. It is not the teacher's fault. There is no follow through at home. Also, our current governor who has no respect for teachers, has filtered this thought down to the students. I had a middle school student, whose behavior I was trying to control and instruct other at the same time; announce to the rest of the class, "" don't you see it is law now, they don't get paid unless we learn."" This student was leading the others to believe that they could do nothing and I would give them a good grade so I could get paid. Education is not a business because we have to work with all raw product we get. We do not judge and can not do away with an inferior product.
TARPON SPRINGS MID	an important part of leadership is caring about the staff and knowing how to encourage, knowing when too much is being placed on a teacher's shoulders....this caring type of leadership which inspires the individual to give one's all is lacking...in many schools and at the district level

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TARPON SPRINGS MID	Dr. Keller is not a good principal. She is mean, and acts like a dictator. She picks a few favorite staff members, and they are the only ones she treats with respect. She is a micromanager, and her decisions are not made for the good of the school, but only to make herself look good. She is by far the worst principal I have ever worked for.
TARPON SPRINGS MID	I absolutely love my school. It is difficult to come to work each day not knowing what to expect. We are kept in the dark most of the time. Certain faculty members are allowed certain privileges which breeds contempt among the troops. Promises have been made to some which go against our contract and will adversely affect others. Our 7th and 8th grade administrators have many great ideas to help ensure highest student achievement, but are often not allowed to act on them. Our 7th and 8th grade administrators possess exceptional leadership and communication skills. The morale here is at an all time low due to the favoritism and lack of forthrightness of the other two administrators.
TARPON SPRINGS MID	I really do not think that completing this survey really makes a difference and that Pinellas County leaders really do not hear what the teachers have to say. Overall, I am happy with my job because of the students at my school. I do work with a wonderful group of teachers who expect high of their students. Also, expectations and goals are clearly set by our administrators. I do see that Dr. Keller goals are for the success of our students and she does have some great ideas. The only problem that I find is that our department PLC meetings are really dictated by administration versus allowing teachers to confir with one another to share ideas and ways to improve our department goals to lead to highest student achievment. There is a lot of micromanaging occuring here and this has led to the majority of our staff being unhappy with leadership and this has caused the morale of our staff to go down. As for myself, I do what is asked when it is asked and I keep to myself and worry about the success of my students. My morale and spirit are broken and the only thing that really makes me come back are my students. It would be nice to have administration recognize teachers efforts and success at a more personal level
TARPON SPRINGS MID - CONTINUED FROM ABOVE	versus at faculty meeting with the passing of the jug to the same favored teachers. Furthermore, I wish that administration would just be straightforward with the staff versus acting like they do not know anything. I think that letting your team members know the truth would lead towards more unity within staff, increase morale, and that staff would be more receptive to what our leaders at our school want to place forward to lead to student success. Finally, I know that I personally have been let down and denied opportunities.
TARPON SPRINGS MID	Some teachers are being told their position for next year is ""safe"" if they become AVID instructors. Wrong on so many levels!!!
TARPON SPRINGS MID	The uncertainty of the budget cuts and economy are causing additional stress for all.

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TARPON SPRINGS MID	This is a wonderful, well-run school that provides every opportunity for every child to succeed. The most frustrating part of being a teacher today is opening the morning newspaper and reading articles that point to teachers, as a group, as being sub-standard. Most of us work 65+ hours a week to make sure we do our jobs completely. I worked in the business world for 25+ years and became a teacher later in life. Never have I worked so hard for so little monetary reward. While I deal with Level 1 math students and many behaviors, I see a world of children who lack parental guidance, respect for adults, have many tangible rewards (IPads, electronics, etc.), and have parents who must be mostly absent from the family process. Also, I have spent over \$1,000 in supplies, materials, etc. for my students this year. Finally, I must comment on the fine support I receive from the math and ese departments at the county. Also, please give us more Moodle trainings in technology use and curriculum enhancements. And the Cafe technology idea is excellent. Thank you.
TARPON SPRINGS MID	With all of the unknowns about the budget reductions that have to be made a lot of employees are worried.
THURGOOD MARSHALL FUND MID	After talking with several staff members they will not fill out this form because they are convinced that it will be traced back to them. They fear the principal here! He has literally driven teachers and administrators out of this school and into bad health. Just look at the turn over here as compared with Madeira Beach. I'm not kidding, Ms Andreas came to school in hives everyday last year. Ms. Riccard, who was a genuinly kind and very effective counselor was driven out of this school by Dr. Jackson, and maybe coincidentally died of cancer two years later. Who knows what effect his abuse had on her health. He in infamous with the union for complaints, but he is attractive, dresses well, charms the parents, and he is black, making him untouchable. I am fully aware that the last statement makes me stand out as a racist , but there are two types of racism. One is making the comment because he is black and the other is to not tell the truth for fear of appearing racist. This man has driven many teachers out of this school and has created an atmosphere where we hate to come to work. I'm leaving a profession that I have loved and can provide hundreds of affirmations from my students that
THURGOOD MARSHALL FUND MID - CONTINUED FROM ABOVE	I'm an effective teacher , including results from county tests where my classes scored considerably above the district average. The man is a mean spirited autocrat and in my opinion has kept this school from being an A school. It was an A school before he got here.
THURGOOD MARSHALL FUND MID	How can you expect us to be happy and cheerful with what is going on and know you are going to change the times of the school. Its bad when every year I come to work I make less what ever happened to raises when some one does a great job.I always will do a great job , because that is how I am. Hard worker. But never get rewarded, so you ask how I feel? How would you feel if you could hardly feed your family on what you make. Has any one higher up taken a cut in pay?

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<p>THURGOOD MARSHALL FUND MID</p>	<p>I teach all day. During my planning, I plan. It is certainly not enough time to grade and to properly assess students. I create my own materials, my own tests, my own activities, etc. and all of this takes time. I take the classes that the district tells me to take when my work day is supposed to be finished and I implement all of the quick-fix, magic solutions that the district tells me I must adopt-- again, all of this takes time. This survey takes time. So, I pack up the tests I have to grade and the essays and the portfolio that I still need to create for my final evaluation (in hopes that someone might see that I am indeed an asset to this school because lord knows, no one has time to observe classes properly) and I take it all home. And if I want my students to know their progress and if I want to know what I need to reteach, I have to use my time at home to work. My day is never over and I have to give up time spent with my own children to run a class that is effective and engaging. I understood this when I came into the field, but I didn't know that I would be treated this way.</p>
<p>THURGOOD MARSHALL FUND MID - CONTINUED FROM ABOVE</p>	<p>Every job in this district exists so that teachers can teach their students and so that students can learn and I do not feel supported at all. In fact, I received a letter (right after I earned my Reading Endorsement in fact) that I would not be reappointed next year because I am technically a second year teacher, which is a great example of the way the district handles things. I worked for four years, decided to raise my child at home and left for four years, came back a ""brand new teacher"", signed off that I would complete reading endorsement, was pregnant that year, had the baby in the Spring, became very sick due to complications with the pregnancy, sent in doctor's notes explaining why I couldn't fulfill 60/120 point of Reading Endorsement and they fired me. Although I was hired back the next year, they still said I had to start again as a first year teacher, which is absolutely cruel and ridiculous given my circumstances. And now, because of that, I have to pack up my room and go through all of that stress again.</p>
<p>THURGOOD MARSHALL FUND MID - CONTINUED FROM ABOVE</p>	<p>Why are teachers always the ones who have to be continually beaten down and demoralized while others seem to be able to have the time to enjoy lunch away from their desks and go home and play with their children?</p>
<p>THURGOOD MARSHALL FUND MID</p>	<p>The administration and staff here are working well together and weathering the current negative issues in education. However, continued frustration with state and local decisions and lack of understanding for the classroom teacher is taking a toll.</p>
<p>THURGOOD MARSHALL FUND MID</p>	<p>There is a definite lack of transparency, communication and camaraderie between faculty and administration at my current school. There is a strong community between the school, parents, and students. However, decisions made between school administration, department heads, and faculty leave much to be desired. ""Office politics"" play an inordinate role in this school, and there is a definite class of ""haves"" and ""have not"" teachers at this particular school for no apparent reason. While this school is very effective in many ways for students and parents, I personally and professionally feel fairly demoralized by administration at this school, even though I continue to be very strongly committed to the teaching profession in general.</p>

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TYRONE MID	Employees of the school board are worried about the effects of budget cuts and these circumstances have guided my selections for the portion of the survey dealing with confidence in the board. While members may be competent, in light of the drastic measures that may need to be taken, I am very concerned that the choices may not align with the choices I deem necessary, hence, the low marks.
TYRONE MID	I feel Tyrone Middle School has really grown as a faculty and staff. We have come together on many occasions to support one another on different initiatives that impact our students. Our administrators support many school efforts. Our building is old but our spirits are renewed. The budget cuts does not make it easy so we understand the importance of being supportive to each other.
TYRONE MID	I have never worked at a school where I did not feel like the administrators do not support my decisions in the class room or outside of the class room
TYRONE MID	Our school leadership sets high standards for teachers and students. I think over the years, this has made our school successful. Fieldtrips and activities for students are highly embraced.
TYRONE MID	Teachers are worried about their teaching positions for next year, supplies that impact highest student achievement, and possibility of new science curriculum.
TYRONE MID	Too much favoritism at this school, Staff being placed into positions from within, most times before the position has been posted and they are not really qualified. Technology being given to staff without classes, or are thought to have an "in" with the administrator. Other staff are ignored all together. Staff not permitted to have referrals, so the rate stays down. From the administrative departments, curriculum has been ordered without regard to the availability of technology within many classrooms, meaning lack of technology.
BAYSIDE HIGH	Any morale issues at this school are rooted in outside issues. Budget cuts, emphasis on high stakes testing, unrealistic, often unachievable academic goals for schools with a high percentage of at-risk students.
BAYSIDE HIGH	Besides the budget issues, the most demoralizing thing is the awful portal system. I have been with the school district almost 15 years and have never been as frustrated with anything as I am with Portal. The system is totally inadequate, ridiculously slow and poorly designed. Each time I want to complete a task it takes @ least 4 times as long as it did with SASI. There is so much useless repetition and so many things we can't do that make the jobs of the clerical people much harder. I am considering leaving the school district: not over money, or insurance premiums, or pension contributions, but over my utter frustration with Portal. I bring work home almost daily that I can't get done at work. I choose to do this because I am a dedicated professional and it is the only way to complete my work and stay up to date. But it is not right that as an employee who makes less than \$ 20,000 per year I have to bring work home or put my job on the line for not completing my work in a timely manner. It is embarassing to have a parent on hold for an average of 3 to 4 minutes just to confirm whether their student is in attendance at school on a particular day.
BAYSIDE HIGH - CONTINUED FROM ABOVE	Some days when the system is especially slow they can wait nearly 10 minutes. There are tons of wasted hours while we sit and watch the little wheel spin and spin and spin .... waiting to check or enter data. It is hard to get the work to flow when you are constantly waiting on the system. This will make me leave if it is not fixed !!! But I don't think anyone outside of my school could care less !!!!

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BAYSIDE HIGH	Due to the budget cuts, many staff members are faced with the uncertainty of employment. As a result, morale has decreased. Some students do not know if they will meet all of the requirements for graduation, so the future looks bleak for them.
BAYSIDE HIGH	I wish that the district would embrace a district wide attendance policy for all students, along with strict rules for electronic devices, such as banning all electronic devices from our schools (make the policy the same as drugs). I believe we are spending too much energy on monitoring electronics and not enough time in learning in the classroom. Therefore, we say that we are a district that is concerned about student achievement but our actions say something else. I believe that a district wide attendance policy that is enforced and a ban on all electronics will allow us as a district to focus on student success. Thank you!
BAYSIDE HIGH	Make the budget cuts in the sports department.
BAYSIDE HIGH	Morale is NOT high in this school.
BAYSIDE HIGH	Morale would be higher if we felt that we were compensated better and that we were not always the the one to be kicked when budget problems occur, like the last few years. Also if our comments and suggestions were even taken into account at board meetings.
BAYSIDE HIGH	The District should revisit the ability for students to carry cell phones, they are a HUGE disruption in the classroom. Even with rules in place students are constantly texting or going to the RR to check their messages. It also concerns me that most of the students who are on free/reduced lunch have cell phones - the monthly payment for the cell phone could be used towards purchasing their lunches. Attendance MUST be addressed in this District!!!! How can teachers bel held accountable when students are absent 50% (or more) of each Term?
BAYSIDE HIGH	The vision and purpose of this school has not been consistently defined.
BOCA CIEGA HIGH	I have never been lied to and treated with so much disrespect. The people in charge in this county are sneakier and meaner than any corporate CEO. The could care less if the students learn or achieve, they care about how they look only because they are all politicians on there way somewhere else
BOCA CIEGA HIGH	I have worked here for many years and have never seen morale so low. Everyone is stressed. There is a major lack of trust and people feel underappreciated. I do know that unfair practices resulted in veteran staff being placed on involuntary transfer lists, leaving with bad evaluations after years of stellar evals and many years of dedicated service to this school. These people in power should be ashamed of themselves. They nearly killed the poor former testing coordinator. Two coaches had to be hospitalized. There have been over 50 personnel changes since the beginning of school. Absentee rates soar. That should tell you something. This treatment has and will continue to cause veterans and newbies alike to flee from this place running and screaming.
BOCA CIEGA HIGH	I Think Working with the staff , administors and all the other that I work with we are like big family !We stick together for good of school!
BOCA CIEGA HIGH	none at this time.

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BOCA CIEGA HIGH	Teaching morale is low, and the DA process is only making it worse; Those teaching at struggling schools are punished with lower evaluations and more hoops to jump through. There is a constant atmosphere of fear that teachers can and will be let go because of student scores/school performance. The District (and State) needs to address the other factors inhibiting student success at struggling schools (absenteeism, poor behavior, poverty, ESE, lack of parent involvement, fights, gang activity, drug/alcohol use, lack of motivation, etc), not just blame it on teacher ineffectiveness.
BOCA CIEGA HIGH	The choice program and years of neglect from district administration has produced low-performing scores on FCAT year after year. Why wasn't anyone at the district watching or listening when staff morale and transfer data showed problems? Finally, I think that Mr. Vigue is the person to bring our school back, but policies on Fundamental Schools might hold us back. We need to be a 100% Fundamental School, like Osceola.
BOCA CIEGA HIGH	There has been a tremendous improvement at this school as compared to the past three years under another administrative team. It is clear to me that the Principal is focused on what we need to do and has a set priority of items that need to be addressed. It will take a while to build up the trust and morale of this school community due to the overwhelming angst from the past three years. There still seems to be many decisions that are top-down rather than eliciting staff input. Using representatives from the staff to make decisions by committees may be more efficient, but will not promote the cohesiveness that we so desperately need. Communication still has some potholes, but is improving slowly.
BOCA CIEGA HIGH - CONTINUED FROM ABOVE	The biggest complaints I have are one: the fact that Assistant Principals were told that they were not to give ANY "highly effective" performance evaluations this year when there are, in fact, several faculty members who should receive accolades for their consistent excellence and two: the lack of faculty being able to approve a student's attending a field trip if they are not successful in their academic classes or the number of interruptions by events that should take place after school hours and not during required classes during the school day.
BOCA CIEGA HIGH	This school is in transition. Some of the things needed to be done to turn it around are not in place. There is not an outreach program that starts in Middle School to help parents who do not have a good education themselves help their children be successful in school. Outreach programs to help struggling families and their students are a missing part of the puzzle of getting children to value their education and understand it is not the moment but their future that will be impacted the most through learning.

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BOCA CIEGA HIGH	<p>With losing our old principal, and Mr. Hendricks demonstrating a bad attitude from day one here, so wow, what does the County do GIVE him a better job in the Administration office making more money. With the budget cuts that made a lot of sense, then we get an intrim principal who was nice, but did not want to make any long term decisions. So we have 3 new AP's all doing their own thing, then you bring in Mr. Vigue who has been unable to get the administration to work together, every assistant principal is handling discipline for the same offense differently. I don't understand why the school took two english teachers and made the ""behavior specialists"", they really serve no purpose at all. The students are running the school, I have witnessed students who skip,leave campus to get food and many other offenses and get a detention, that hardly fits the crime, so they just continue to do the same things over and over. There are always students walking the hallways, it is totally out of control. Mr Vigue does not communicate well with the staff, he is rude, dismissive and overbearing. The moral at the school has never been lower. A school that was once a great place to work at is now Hell.</p>
BOCA CIEGA HIGH - CONTINUED FROM ABOVE	<p>We need a new superintendent and board members who can work as a strong unit to stand up for its employees and the students of Pinellas County, who in the end are not getting a good education because of the decisions they make, they are the root of the problem. They can't seem to find good leaders for the schools, graduation rates are down, discipline issues are higher and the staff is miserable. I don't see the County giving any incentives to employees, no raises, worse benefits, pay cuts, intimidating teachers and other staff members is a counter productive way to get quality from anyone. In closing everything is a trickle down from the top, the board can't seem to get a handle on the failing schools, we should be a top priority and be given the best of the best of principals to clean things up and give the students a chance at learning, Not giving us inexperienced"" Hitler', and along with my colleagues we are amazed at the deal that Mr. Hendricks got, if we all through a fit and showed displeasure with our jobs, would we too be rewarded with a better job and a substantial pay raise??</p>
BOCA CIEGA HIGH	<p>Worst year of teaching EVER.</p>
CLEARWATER HIGH	<p>Did you really read this?????</p>
CLEARWATER HIGH	<p>Good school hampered by old ideas of behavior management.</p>
CLEARWATER HIGH	<p>Start planning for the future now. School Board and Superintendant are too reactionary. Stop allowing black community to portray themselves as victims when it comes to academic success. Ask them what are THEY doing to help their young men succeed?</p>
CLEARWATER HIGH	<p>When answering the survey I was having problems with the differences I see in my classroom and in the hall. If I would to just consider my own classroom and the interactions with my students I would give positive results, but when looking at the school as a whole there are some flaws that seriously needs to be addressed, such as favoritism of certain students by administration and the constant disregard of school rules. Rules seem to apply only to certain students and the student body knows this.</p>

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CLEARWATER HIGH	When you spoke of assistant principals, I grouped them together since I deal with all of them. Our staff has no opportunity to communicate. We have no open agenda during meetings and are not allowed to bring up ideas and concerns using the internet. There is a gang problem at the school and students are out in the halls without passes or in the wrong area. They are noisy talking loudly and playing music. Electronic device rules are not effectively managed. I have heard more teachers who are unhappy this year than others. This is the first time I have or would have answered a survey in a negative manner. If I could retire from this school system and be guaranteed a position elsewhere I would go. I love my students, working with them and enjoy watching them learn. They are the reason I come to work.
COUNTRYSIDE HIGH	Communication continues to be a problem at Countryside High School.
COUNTRYSIDE HIGH	Does anyone read these comments???? If so, why hasn't anyone stepped in to help this school? Years of surveys and comments from staff saying there are serious problems still yield no changes. Administration is severely lacking. There is no leadership at this school. Administrators play favorites with staff and students, and no admin wants to make a decision because no one will support them. There is a ""got-you"" attitude from admin when admin actually shows up or leaves their offices. One administrator uses blatant intimidation. Decisions are made with no teacher input with the best interest on who knows (no kids or teachers) at heart. A climate of fear exists at the school and morale is non-existent. The ship is continuing to sink...but no one is listening.
COUNTRYSIDE HIGH	Effective leadership is severely lacking here.
COUNTRYSIDE HIGH	Great Principal -- two of four AP's excellent
COUNTRYSIDE HIGH	Our Administration is constantly undermining the staff and do not offer praise or reciprocation of basic knowledge.
COUNTRYSIDE HIGH	Our school is excellent. Our district leadership and school board are not operating in line with their vision. They are making decisions based on being reelected rather than what is good for students.
COUNTRYSIDE HIGH	Some APs are consistent in behavior and treatment of teachers and students, while others are not. The principal generally allows one AP to run the school and does not act as a Leader. He manages well, but does not inspire others as well as he could.
COUNTRYSIDE HIGH	Students are not naturally motivated to learn. If there is not parent support and parents do not care or actively support their child's learning, a learning environment will not exist. Administration should not feel that suspension or expulsion are not viable options. I feel that 90% of the students suffer due to the behavior of 10% of the students.
COUNTRYSIDE HIGH	THE DISTRICT IS ONLY CONCERNED WITH MONEY AND NOT WHAT IS BEST FOR KIDS. WE'RE OVER LOADED WITH DISTRICT LEVEL ADMINISTRATORS AND TEACHERS ON ASSIGNMENT USED TO DO THEIR WORK. THE DISTRICT DOESN'T LISTEN TO TEACHERS; WE'RE TREATED LIKE INDENTURED SERVANTS
COUNTRYSIDE HIGH	There is a good portion of student at this school that do care about their grades, however there is a growing number of students and their parents who are becoming apathetic.

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COUNTRYSIDE HIGH	There is no community at this school. Unless you are one of the administrative team's ""favorites"", you are invisible.
COUNTRYSIDE HIGH	This school is getting worse year by year. More coaches hired for TEACHER'S jobs--teachers are pushed out for speaking their minds--look at the grievances that are STOPPED before they get to OPS because the Principal wants them hidden to improve the look of the school. Students are kept on the books after they have dropped out for weeks, sometimes longer to keep getting Federal funds. Racism is rampant in the admin--reverse from one, sexism from the same. Another admin allows any infraction to be ""apologized"" for and they move on. There is NO DISCIPLINE at C-side. We had 6 fights in 2 days last week--4 this week. (all posted to Youtube within minutes) Nothing is done-I no longer feel safe to leave my room at break. We are bullied on a daily basis, stand in the halls, sweep on your planning and the tardy policy thought up by AP Brunner has created thousands of dollars of expense for tri-carbon papers that teachers told to ask permission to go get lunch from the head honcho ONLY? The teachers are given little to no respect, less back up with parents and even worse if we have to deal with a sports student. If it is football-it is swept under the rug.
COUNTRYSIDE HIGH - CONTINUED FROM ABOVE	More coaches have been hired since Schlereth took over than regular teachers and some VERY good teachers have been pushed out the year before to make room for that coach. It's a boy's school--and women are treated with a lack of dignity and professionalism across the board. It's sad, sickening and makes me want to quit the only job I have ever wanted.
COUNTRYSIDE HIGH	When I checked that I enjoy my job even though the environment is less than favorable on many levels, it is because I enjoy teaching--not that I am receiving much in the way of support. It seems any time excellence is a priority, the answer for achieving that is deemed wrong or inappropriate for our schedule during the day. Teachers are expected to give personal time for what should occur during the work day. The higher level classes are not supported as they should be. The governor of this state, Rick Scott, and all of the Republican legislators should be ashamed of themselves on many levels. That education is a disposable and unimportant commodity and that teachers are viewed as parasitical is the most corrupt point of view to come about in many years. But what do I expect from a corrupt politician who, unfortunately, controls the purse strings of educators? This state has totally lost touch with what is important. This state is an embarrassment to the nation made so by the backward, greedy, corrupt, egomaniacal legislators who are trying to kill public education in this state. I am a native Floridian, but I am ashamed these days to say that I am from this atrophying state. Disgusting.
DIXIE HOLLINS HIGH	Culture of mediocrity and sometimes cheating is becoming embedded. Online and virtual testing allows others to take tests for students. Teachers accept mediocre work from students. Leadership needs courage to tell the world that schools cannot totally compensate for family and cultural deterioration. Too much is given to students (penils, paper) - they don't value the opportunity they have because they often have nothing invested. If students don't work they need an alternative school like PTEK or a lower cost baby sitting institution. We need to expect good behavior and etiquette from staff towards each other, then expect it from students.

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DIXIE HOLLINS HIGH	Dixie Hollins has an extraordinary principal and teaching staff who work under very challenging conditions. Morale is low among teachers at this school for several reasons: mandates imposed by the district and state that are antithetical to good teaching; continuing emphasis on testing (rather than education); and the emphasis on holding teachers accountable for the lack of success of students who are utterly unmotivated to succeed and huge behavior problems. Dr. Janssen and members of the School Board, with due respect, have the courage to address publicly and honestly the failure of the parents and the students in our DA schools. We all know that the teachers in the DA schools can go to Palm Harbor and those students will continue to be successful; put the Palm Harbor teachers at the DA schools and those students will continue to fail. And, with all the budget cuts, why are IB teachers still making 18 per cent more than the rest of us? I believe you know they work no harder than the rest of us -- their challenges are different, that's all. Until you are more honest, you will continue to lose the respect of the teachers in this district.
DIXIE HOLLINS HIGH	I have worked in my school for over 40 years. The present principal of my school, Dr. Dan Evans, is by far the best principal I have ever worked with. We are VERY fortunate to have him. Progress will be slow, but with him , things WILL turn around!
DIXIE HOLLINS HIGH	I would like to see more teacher on teacher involvement, teacher and administrators involvement, and staff, teacher, administrators with student involvement such as talent shows, outdoor special events to show off student achievement and talent at our school! More teacher Kudos awards in our school!!!
DIXIE HOLLINS HIGH	Morale is LOW because of what is going on in our state - all of our 1st and 2nd year teachers just got their walking papers. The whole staff is sad and disappointed.
DIXIE HOLLINS HIGH	The assistant principals and intervention specialists are not as visible as I think they should be. Other than between classes it is very difficult to find an adult supervising what is going on during actual class time. With five asst principals, four intervention specialists. two campus monitors and two SRO's their should be no students wandering the halls during class time. How can students learn and the school grade improve if the students are not in class?
DIXIE HOLLINS HIGH	The change from last year to this year is amazing. I really enjoy coming to school again. I feel that we now have strong leadership, a clear goal, AND a solid plan to get us there. Many of my answers leaned toward disagree simply because I am cautious with all the great things that are happening here. The saying is once bitten twice shy, How does one feel after 10 times bitten? The leadership and positivity that Dr. Evans has brought to this school makes me feel hope again. Real tangible hope. For my students, for my staff, for myself. Dixie's climate is changing for the better and I for one am so glad that I chose to stay this year. I can't wait till next year.
DIXIE HOLLINS HIGH	The new principal has been a huge improvement.
DIXIE HOLLINS HIGH	The new principal is fantastic. We are building a cohesive, focused team.
DIXIE HOLLINS HIGH	We do not serve ""customers"", we serve students. We need to get over the ridiculous idea that education is a business. Our legislature might be that delusional, but the school system should know better. Teacher morale cannot help but be low: we have a giant pay cut coming next year through no fault of our own.

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DIXIE HOLLINS HIGH	We have a big problem with lack of attendance that the district could help tremendously with by bringing back the attendance policy that makes students have to pass their exams if they are absent more than 9 days in a semester. Students feel that attendance doesn't matter so they miss way too many days for no good reason.
DIXIE HOLLINS HIGH	We have too many teachers who are not teaching. Assistance is needed with clerical work, copying and assembling materials. All students are not held to standards appropriate for grade level. School starts too early for these students. Students need study and organization time. Students need time to socialize and pursue not-academic interests. School needs to be cleaned.
DUNEDIN HIGH	All four assistant principals are supportive. Principal is too distanced from teachers and not readily available for personal appointments. He often doesn't respond to email. He schedules too many meetings, cutting into teacher planning time and time for student tutoring/test makeups/etc. There are too many academic disruptions from assemblies and pull-outs without appropriate advance warning. Testing schedules are not well thought out, wasting additional instruction time for classes. Teachers are not listened to when instructional concerns are raised. Too many non-instructional adults on campus, many seen sitting in their "offices" doing nothing, costing the county salary money that could be spent for teaching resources. We don't need a campus monitor who doesn't monitor the campus! Spending decisions at this school often lack collaborative agreement between Principal and teachers/staff. Resources are not made available for effective teaching and learning for students at this school. The district is further demoralizing staff by decisions being made concerning the next school year without input from teachers.
DUNEDIN HIGH - CONTINUED FROM ABOVE	Teacher groups should be formed to give integral (rather than cursory) input to decisions concerning the budget cuts. The lowest paid employees/teachers should not be further burdened by salary cuts or additional costs. The district is still too "top heavy" in salaries, while teachers under 10 years of seniority barely make a livable salary. PCS should look at efficient operations in Hillsborough and other counties and follow their examples!!! Transportation needs to be reduced to busing only to neighborhood schools. County bus service (PSTA) or parent carpooling should be utilized for non-neighborhood school attendance. Budget cuts should be in areas not directly affecting instruction of students, not for teachers, TA's, and resources for instruction like photocopies!!!!
DUNEDIN HIGH	At the start of the school year, this may have been different. New administrators to the school, including the principal, give students preferential treatment and let students get away with unacceptable behaviors, somewhat based on race. Teachers are constantly questioned here and students are encouraged to fill out complaint forms for any grievances they have about a teacher, no matter how unjustified.

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<p>DUNEDIN HIGH</p>	<p>Dunedin High School is a mess. The principal believes that everything is wonderful. Some of the things I am going to mention below are not directly from me nor have I experience some of it. I just felt it was necessary to pass on what I hear as well as how I feel. - There is a lack of communication between faculty and administration. - Faculty and staff are treated equally. There is no distinction between the two. - The campus monitor is a waste. She sits in the office instead of patrolling the campus. Maybe we just do not know what her job actually is? We all thought she was suppose to be visiable at all times, but maybe we were wrong? - The principal does not take suggestions that will increase student achievement. He hears what we say, but he is not actually listening. - Morale is very low. People are constantly complaining about the lack of leadership and lack of communication. - There were a lot of useless meetings and professional developements. I am tired of learning about foldables when I have been using them for years. -</p>
<p>DUNEDIN HIGH - CONTINUED FROM ABOVE</p>	<p>We received two new A.P.'s who lack the leadership skills needed to run a school. They are both very caring people, but do not have leadership qualities. - It is very hard to develop a working relationship with most of these administrators. - The principal is very concerned with his reputation. He does not want grievances or complaints made on him. He does not seem to worry as much about the real issues. - He seems to have little respect for the teachers on the campus, as professionals. - People who know what is best for our students are not included in conversations, when it is time to make decisions that will effect our students. - Teachers refuse to change their ""old school"" ways, which is effecting everyone and no one in the administration is standing up to them. - Teachers get reprimanded on minor issues, but not on lack of teaching ability. - We really need some vocational schools in this county or more interesting/vocational electives in our school. The low level students do not see relevance. -</p>
<p>DUNEDIN HIGH - CONTINUED FROM ABOVE</p>	<p>There seem to be so many ESE aids doing other people's jobs on campus, like filling in for the secretary's and such, instead of tending to the needs of the ese students, but they want to be treated just like the teachers. - The coffee cart was a great addition. - Some behaviors did decrease on campus this year. The tardy policy is effective, though it needs a little tweak, but we are in the process of doing that. Dress code is still out of control. Electronic devices are not even close to an issue like last year, but as the end of school is approaching, they are becoming an issue. Disrespect towards teachers is still a concern in the lower level classes, though administrators seem to believe it is the teacher's fault. I could go on and on. I am so disappointed at where this school year has gone. I really wanted to give our Principal a chance. I was on his side. I hope this is just the Principal getting his first year struggles out of the way, but I have not seen any growth from him all year. He seems to be all talk, telling us what we want to hear, but no action.</p>

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DUNEDIN HIGH	<p>I am very disappointed with the district in general. Every decision that is made is done so without forethought or consideration of the students. The district leaders only care about ""looking"" good and raising ""school grades"" even by the detriment of the students. For example, placing unprepared students into A.P. classes to get that tick mark as the student withdrawals or fails. I have also seen alot of faculty, staff, and administrators promoted because of their social connections despite their lack of professional skills. These people making the decisions that affect our schools, education, and our nation should have the experience to back up those decisions. And by experience, I mean that individuals should have to be in 1 position for 10 years or more; faced the problems in that job and come up with viable solutions for those problems. Not someone who couldn't manage a classroom and weaseled their way into another position as soon as they could. People who care about the students and understand what it takes for them to be successful should be making these decisions.</p>
DUNEDIN HIGH	<p>I feel we are finally getting to a good place here at DHS. I just don't understand why the district lets all the other schools around us swell up with students. We are losing more teacher units while PUHS is gaining more. We will lose an administrator and counselor this year because our enrollment will be under 1500. When I started here, we were over 2000. The disparity in enrollment is wrong. The teachers here are just as good, if not better, as teachers at any other school. I think the School Board needs to address this and give us more students.</p>
DUNEDIN HIGH	<p>I think we are really going to have an issue with All African/Americans on campus getting speical treatment! I thought with a new Principal that this school would turn around and be what it used to be when Milie Reed was here, but it is not! It is a big concern when African/American students are allowed to Harass employees with no more consequences then a slap on the wrist and a day or two out of school, while still being allow to Roam the campus instead of being in class. Then we have a Hall monitor, that spends NO time in the halls monitoring them. There is a Teachers possible begining salary that is being wasted on a hall monitor that you never see out and about were she should be! What a JOKE!!! By the way did I mention that she is African/American! Why is it that this District insist on Hiring Principal out of the Area that really have NO Experince?! Once again the school board has proven that do not know how to do their job by Hiring another Principal that does NOT KNOW what he is doing and he is a Racist!!!!!! You, should have hired Dr. Brittain!</p>
DUNEDIN HIGH	<p>I would like teachers and admin to enforce the rules and do it with regularity. For example, dress code, profanity, or skipping. I would like more parental involvement. I'd like more school spirit among the students and the staff, too. When looking for chaperones for Grad Bash, etc, we would only get about 3 volunteers out of the entire staff. I know not everyone can do it, but really... In my department, the staff is very involved with the students and helping them succeed.</p>

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DUNEDIN HIGH	Mr. Hepburn has turned DHS into a wonderful school to work at and for students to learn. He has done a great job communicating his vision and then supporting and encouraging the staff to follow this vision for our students. The new AP team is also supportive of staff and students. I have been at DHS for 11 years and I have never seen such a transformation of staff and students - finally all working together. Students are learning and appear to be happier than ever to be doing so. This campus has also become community friendly and the community has said wonderful things about DHS this year. I just hope Mr. Hepburn stays !!
DUNEDIN HIGH	none
DUNEDIN HIGH	Our school has trimmed so much that the cuts are affecting quality of instruction. We have ONE copy machine for the entire school. This makes it nearly impossible to get copies of readings, handouts, etc. on time. Another major problem at our school is that the Media Center, one of the only places with ANY PCs at all, is nearly always booked for standardized testing. This is a huge misappropriation of resources. While teacher morale is down throughout the state of Florida, I feel at our school there is one activity in particular that brings down teacher morale. We have some teachers, favorites of the administration, who have had over 30 TDEs (Temporary Duty Elsewhere absences). Sometimes the all-day TDEs are for things like a teacher going to the aquarium for ""training."" How can we afford all those substitute teachers?!? We can't. This is a St. Pete Times story waiting to be exposed. The climate here would be a lot better if we had more than ONE copier, a functioning Media Center, and if all staff members were held to the same standards.
DUNEDIN HIGH	The Principal and some AP's show bias towards certain ""pet""teachers. They spotlight them and their classes and the rest of us feel left out, unrecognized and not valued. The Principal has tried using ""threatening"" tactics to get teachers to do what they expect. The Principal does not even acknowledge staff on campus unless they are in his ""special group"". Race plays a part in this too.
DUNEDIN HIGH	The Principal never responds to staff members emails (all that have spoken with me agree, that they never receive any responses to meeting requests, and any email correspondence). There is horrible communication between the Principal and Assistant Principals, we never seem to be on the same page. The Principal lacks consistency, and personal skills necessary to be an effective leader, and shows great favoritism to certain staff members. The Principal doesn't even know many staff members names when he sees them in the hall. He has no idea who is who, and who is doing the all of the work around the school. The Principal completely lacks any personal connection with his staff, and continually scolds staff members as if they were children. There are many staff members come to me who would have filed grievances towards him if they weren't afraid of the results of doing so. Our bookkeeper, is also a very angry individual, she is a very harsh person who lacks quality personal skills necessary in a school environment.
DUNEDIN HIGH - CONTINUED FROM ABOVE	Overall, from the outside it may look as if DHS and our new Principal is doing a great job, however, if you work here, and talk to all of the staff members, you would hear a different story from a great deal of staff members who have had it with our Principals dictatorship leadership style, complete lack of personal care, lack of job knowledge, lack of communication, and complete lack of professional and ethical courtesy.
EAST LAKE HIGH	A lot of the questions that I answered about ""my administrator"", Dr. Piedra are good. We have 4 administrators that we deal with, so I was unable to answer those questions for all 4 people, honestly.

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EAST LAKE HIGH	A SURVEY OF EDUCATED PROFESSIONALS DID NOT NEED TO HAVE REPEATED QUESTIONS TO JUSTIFY OUR INTENDED ANSWERS. :-)
EAST LAKE HIGH	Administrators at this school consistently undermine the will of the staff and the principal. Too much of their time is spent in closed door meetings with their ""pets"" discussing other teachers and making decisions without input from the staff and stakeholders. They ignore their responsibilities relying on teachers to handle things, but then in many cases withhold their support.
EAST LAKE HIGH	Communication is a part that is missing from our school. The Assistant Principal's form cliques with their friends and the rest of us are left in the dark as to what is happening. Key decisions are made by these cliques and only certain personnel are privy to job openings within the school.
EAST LAKE HIGH	Dr. Piedra is an amazing administrator, works well with students, parents and teachers. He is the only administrative support we have in the office for teachers. He is able to calm parents down and encourage students to do their best, and at the same time motivate the teachers to keep high expectations. He is fully bilingual and should be supervising the foreign language department.
EAST LAKE HIGH	Get rid of the Bad administrators. Stop moving them from school to school when its clear that they have no reason to be an administrator. No 2nd, 3rd chances put them back in the classroom or fire them. Poor evaluations for 4 straight years should givwe you people a clue they should not be an administrator.
EAST LAKE HIGH	How can morale be high in this current budget climate?
EAST LAKE HIGH	How can morale be high when many of our teachers are either being non-renewed or having their positions eliminated? This is a very difficult time to do a climate survey....
EAST LAKE HIGH	I came to this school system 8 years ago and I am amazed at how far we have fallen. Kids taking seven classes a day when they only need six, kids eating lunch on the hallway floors. Our school was designed for 1600 students and we have over 2400 (EastLake High). We have great kids and since most come from good homes our FCAT, etc scores remain high but the school is a mess. I feel bad for the students and what we are doing to them.
EAST LAKE HIGH	I think there could be more done to raise morale, and with disciplining the students for dress code violations. No one seems to care or is to scared to say anything to the students. They also feel as though nothing will be done anyway.
EAST LAKE HIGH	It is difficult to fairly assess ""The Assistant Principal"" when we have four and each needs to be individually assessed; likewise, teachers and department heads within the school. Overall, I think we have a good administration but some very poor department heads. A great administration would replace the department heads who chair departments with very low morale.
EAST LAKE HIGH	Morale is low due to the decisions being made at the District Level. Higher class sizes, 7 Period day, teachers being cut, budgets being cut, days without pay, no raises, more money to insurance. There has not been anything come from the District that has been positive. How can moral be high? Everything handed to us is negative. That tends to make moral low! Our administrators at the school level do their best to make us feel appreciated but so much is out of their hands.

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EAST LAKE HIGH	Mr. Poth does an outstanding job of building team work and making everyone feel valued. He is an excellent principal and has the support of the staff. -John Loftus
EAST LAKE HIGH	Much of the morale problems with the adults are a reflection of the current political climate--feeling undervalued and unappreciated by our government leaders and some members of the community. Most of my colleagues feel good about working here.
EAST LAKE HIGH	Our school does well despite the district not because of it.
EAST LAKE HIGH	Principal ineffectively controls assistants. Assistants operate outside of SB policy regarding notification, support. Principals are intolerant of diversity of opinions, do not provide opportunity for meaningful input. Principals impose, threaten and attempt to intimidate staff. Principal does not guarantee equal treatment of teachers regarding class assignments, work loads. Increasing gulf between the teachers of AP and regular classes in rewards, consideration, respect and materials. Too many spur of the moment notice, cancellation and classroom disruptions
EAST LAKE HIGH	Principal's control of inexperienced AP's is ineffective has lead to decline in morale Principal over delegates to inexperienced administrators, classroom experience is limited. AP's fail to consider intended and unintended consequences of random acts, announcements, activities on delivery of core content to majority of students. Widening ocean between Advanced Placement and other teachers and lack of appreciation for challenges of the regular and ESE student by administrators Lack of forthright communication and inequitable distribution of teaching assignments.
EAST LAKE HIGH	Since receiving numerous involuntary transfers in our support staff and administration and having an administration with little or no high school experience, I feel that our school is going downhill. There is a lack of respect for admin and they are not committed to using staff input. Case in point--our final exam schedule and the fact that our seniors are graduating before the last day of school. The staff is getting very disgruntled because of lack of leadership and follow-through. These issues have been brought to the attention of the admin, on numerous occasions, but so far, nothing has been done..... With all of the other issues that are looming, this is the first time in quite awhile that I am not happy being a teacher--it is not because of the students, but because of all of the other problems that are, and have been weighing heavily on me. It is hard to be cheerful and motivating to my students when you are facing a pay cut, furloughs, more students and less money in our budget and lack of admin support.
EAST LAKE HIGH	The Assistant Principals at my school are ineffective. They undermine the classroom teachers by refusing to follow the Student Code of Conduct and our Master Discipline Plan. They cater to their favorite ""pets"" and have created special positions for them with out opening the job up to the entire staff for consideration. They undermine our principal by calling district leaders and other principals for help on how to do their jobs. I have been at this school for 23 years and I have never been so frustrated.
EAST LAKE HIGH	The demands are too great. Too much work and too little time and financial support. (morale)

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EAST LAKE HIGH	The school board and superintendent do not support teachers or listen to their concerns. There is little respect given to the teachers by any of the administrators. Students are not treated fairly or equally nor are the schools. The calendar committee needs to learn how to adjust a calendar and actually spend some time developing one that works so the students can learn. How much of the taxpayer's money will be wasted on June 8 when those buses will be running with no students on them with gas at \$4 a gallon. The media will have a field day with the ineptness again of this school board and superintendent.
EAST LAKE HIGH	This school pretends that they are a great school when in fact all the other teachers do is sit at their laptops surfing the Internet all day and then rubber stamp the students with A grades. I am the ONLY teacher in my department who gets off my rear end and TEACHES and EVALUATES my students on the basis of their work. For being the only teacher in my department (and probably the entire school) with any integrity I get marked down a point on my annual evaluation (from a 4 to a 3) under the B.S. excuse that I am in a new department and that's the reason why. I am extremely frustrated that my hard work is never acknowledged by the administration at this school but that every time something goes wrong in my department it is MY fault and MY FAULT ALONE. This district is choking the life and the fun out of teaching and it will continue to lose good teachers as long as teachers like me are PUNISHED while slacker teachers who do nothing but are the students' ""BFFs"" get rewarded.
EAST LAKE HIGH	We have a couple of new(ish) members of our support staff whose performance is subpar. We have always had phenomenal support personell so we (intructional staff) are having a hard time dealing with the change. I believe that our principal is doing a good job but our admin team is not cohesive or effective. The admin team is probably our weakest link.
EAST LAKE HIGH	While budgetary issues have some bearing on morale, the answers on this survey are about personnel and relationships, perceived student outcomes and parental involvement and how people feel about their workplace. The lack of money has little to do with these answers.
EAST LAKE HIGH	Why bother giving this to us. Wastes our time, no one cares, nothing changes. My salary went down three years in a row, now for the biggest drop this year. How has your, or administrators income changed. Give us a break and quit pretending. Anonymous, yeah right!
GIBBS HIGH	Communication of results from various initiatives needs to be shared consistently through staff meetings or e-mail.

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GIBBS HIGH	Faculty and staff turnover at this school is incredible, and I believe most faculty and staff know they will be working with students who are challenging. Rather than assisting adults, administrators try to trip up adults. Administrators send mixed messages: increase rigor mixed with we just want students to have fun. When students are displeased with increased rigor, administrators do not investigate student allegations regarding instruction and evaluation. Administrators, site-based and district-based, treat faculty and staff in ways we are told we must not treat students--meetings are disorganized and conducted with poor instructional practices (despite administration's insistence they model effective teaching practices); they rarely begin and end on time. Teachers and faculty are generally not respected. Perhaps the same is true for our administrators in terms of how they are treated by their administrators. Instructional time is frequently interrupted, teacher planning time is frequently disrespected. The need for teachers to take care of themselves so they can take care of their students is dismissed as teachers not being committed to the school.
GIBBS HIGH - CONTINUED FROM ABOVE	Administrators collect and hold information such as student complaints about teachers and do not allow teachers to respond. If teachers call the office for assistance with students out of control in the classroom, the responses are only rarely prompt. Administrators will seemingly ignore some students out of compliance with dress code or behavior--how can you talk with a student between classes and not notice he/she is wearing a hat or displaying an inappropriate message on his/her t-shirt? Meetings are disorganized and unproductive. Last-minute e-mails and notices from administration are the norm. We certainly work with a challenging student and family population, but this school is filled with teachers who deeply care about the success and achievement of their students. Yet teachers are not afforded the sort of time and support to have the necessary energy to effectively manage and instruct students.
GIBBS HIGH	I enjoy working here. I feel that my administrator fully supports my role in this school.
GIBBS HIGH	I envision an increasingly effective methodology of involving parents into the school culture and into the academic and emotional needs of their students.
GIBBS HIGH	I experience a climate of criticism with an emphasis on what is wrong. I would prefer to look for positives to build upon. Administrators make decisions late (afternoon before FCAT/EOC testing) and expect teachers and students to adapt. Teachers at this school need to be at the ""self-actualization"" level on Maslow's Hierarchy of Motivational Needs to do well.
GIBBS HIGH	Poor communication processes, lots of last minute emails related to extremely time-sensitive issues: FCAT testing, waivers, tutoring programming, added schoolwide activities and events. Continuous changes to the calendar, almost daily and always LAST minute. Redundancy in work efforts (i.e. counselors, APs, reading coach and department chair have been assigned to complete identical or closely aligned tasks concurrently). Lack of trust or respect for faculty and staff evident, administration suggests that morale should be ""intrinsic."" Inability to be receptive to critique or feedback including observations, stakeholder feedback, staff surveys, student interviews. Administrative team appears to lack true leadership skills (i.e. true understanding of curriculum and quality instruction, diversification of background knowledge related to academic models of instruction, research-based behavioral models, etc. Great support from the school district through coaching, demo days, and direct feedback.

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GIBBS HIGH	School administrators enforce school rules fairly-NO because referrals are ""combined"" and returned to teachers in many cases, specifically if the administrators can influence the percentage of african-american males that recieve referrals.
GIBBS HIGH	The administration at Gibbs High School does not respect the staff/teachers at the school. The students know it and get away with defiance, lack of any effort, and numerous crimes, not to mention terrifying reverse racism. Safety is a daily concern and worry for myself, my colleagues, and my students. Teachers are expected to perform perfection, but the administration does not back up the staff in time of need in order to get the school where it needs to be academically, as one directly affects the other in a classroom. Colleagues are the only support you can rely on at this school.
GIBBS HIGH	The administration is so overwhelmed with the demands of being a DA school that communication regarding meetings and trainings often happen at the last minute. Some weeks it is Thursday before we are actually available to work with a student after school due to the multiple scheduled and non -scheduled meetings and trainings. The information quite often could be covered through email or a posting on the Moodle site. It sometimes seems that our input as a faculty is requested but it is just a formality as the decision as to what is going to happen has already been made at the administrative level. The level of respect for assistant principals by the principal and among the assistant principals is definitely not equal. This trickles down to the staff. There are assistant principals here that are not experienced enough to have their positions. There is a definite disconnect as far as communication is concerned especially as far as facilities use. We have a calendar of events and a procedure to follow for scheduling facilities use.
GIBBS HIGH - CONTINUED FROM ABOVE	Frequently, it is totally ignored by administration and we are expected to abruptly adjust planned activities to facilitate unscheduled events that are deemed more important. I have never seen the instructional staff and support staff look so weary. I do not think the morale is particularly high despite our school grade change.
GIBBS HIGH	The district leadership failed to support the school as promise.
GIBBS HIGH	The teaching staff is exhausted from mandatory meetings and professional development. Very little time is available for working with students after school with all the schedule and unscheduled meetings/trainings.
GIBBS HIGH	This is a very difficult school to work at now. Expectations are extremely high, neither support staff nor the teachers are treated equally. I have observed very little appreciation for ALL that we have had to do at our school to try and improve our school grade. South county schools are at a total disadvantage and we all are suffering.

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GIBBS HIGH	<p>This school year has been the most difficult of my career. The administration DOES NOT work well with the staff. The administration DOES NOT plan ahead, does not seem to know what is happening from one day to the next and appears to be in a continual state of panic/damage control rather than long range planning and implementation. This short-sighted leadership results in a complete lack of momentum building on the part of the instructional staff and students. Just when things seem to be going well there is some surprise training, or assembly, or testing or any other sort of interruption. The staff meeting schedule changes on a weekly basis (if not daily). The amount of meetings after school prohibitive for teachers to work with students after school. The meetings are useless ""place holders"" that merely give the appearance of being busy so when the state comes around for an instructional review the ""meeting"" box has been checked. Teachers need to be left along to work with students after school.</p>
GIBBS HIGH - CONTINUED FROM ABOVE	<p>The administration intimidates teachers, often takes the side of students in disagreements, prevents the PCTA leadership from having full access to the principal to discuss these matters. There is a condescending air among the administration when dealing with teachers which thinly veils the opinion of the administration that the academic challenges at this school are the fault of the teachers. Student behavior continues problematic and when the teachers ask the administration for help, excuses are made - such as students on a referral are sent back to class if the administrator is not available, teachers are told they have 'allowed' student to misbehave, students are empowered to believe it is their word against teachers, teachers are asked to explain themselves when students write inflammatory letters full of false information, and students are allowed to befriend the campus monitors and office staff who are supposed to be enforcing the rules (students stand at the student services desk eating with the campus monitors when the students should be in class or in the lunch room). Teacher morale is beyond low. Teachers do not enjoy working here.</p>
GIBBS HIGH - CONTINUED FROM ABOVE	<p>Most are counting the days until they can retire or transfer. The teachers feel that the administration expects them to do more, more, more with less time available (because of the excessive meetings). More paper work, more meetings, more trainings, more professional development - yet very little focus on the simple task of teaching. Because the leadership appears to be always playing catch-up with no forward planning the teacher have no faith in the ability of the admin to lead up to success. The teachers believe most of what we do - outside of the actual delivery of curriculum - is mere lip service to the idea of genuine and rigorous reform focused on student achievement.</p>
LAKEWOOD HIGH	<p>1. FCAT results just were not good for a lot of students 2. 1st and 2nd year teachers were told they may not have a job next year has lowered morale 3. No raises, possible increase in deductions, in an already tight economy 4. Administrator feels the lowered morale but do not have the power to change any decisions made 5. Uncertain about what next school year will bring</p>
LAKEWOOD HIGH	<p>It is such a shame that I work for a county that is run by a group of bumbling idiots who care for themselves and no one else.</p>

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LAKEWOOD HIGH	Moral at this point is not high and it has nothing to do with the school. It is the severe budgetary cuts that are occurring in the schools and not at the administrative level. I love what happens in my class room, but outside of that is getting pretty frustrating. I am a very positive upbeat person, and it is hard to stay that way in these conditions.
LAKEWOOD HIGH	Morale was high until the district laid off the best bunch of new teachers we have had in a long time. Get rid of the dead weight first!
LAKEWOOD HIGH	Mr. Vicari is doing an excellent job at Lakewood and he is a very positive person to work with. This has been helpful in difficult year as teachers struggle to teach six periods in a school under state correction were decisions are made at the district level without any input from the faculty.
LAKEWOOD HIGH	Our district continues to suffer through more & more budget cuts. While I realize that we are not alone in this, I still have to wonder why this particular district remains so 'top heavy'. When we were emailed the list of proposed budget cuts, it showed cuts per department - the superintendent is propopsing cuts from institutional services that total just under \$4m and of that \$974,000.00 is just from cafeteria attendants - yet the TOTAL proposed cuts for the entire superintendent department only adds up to \$600,000. What's wrong with this picture?
LAKEWOOD HIGH	Our new principal has made all the difference in the world. Our school is improving every day. The district personnel, however, are out of touch and need to consult with school based staff for decisions. The district personnel need to feel the sting of the budget cuts first, not the students. Eliminate all travel, cut their salaries and benefits, and eliminate perks like phones and cars. The fact that our superintendant does not pay her real estate taxes is a disgrace. The school board needs to address her cronyism, her ethics, and her financial improprieties. We need a good role model in these trying economic times.
LAKEWOOD HIGH	Our new principal, Mr. Vicari, has done an outstanding job in changing the culture of our school and raising expectations for student performance and behavior. It's amazing that such a change can take place in just one year. Our morale problems stem from district mandates and district officials who do not listen or take into account teacher input in decisionmaking. The new 8 course schedule was imposed on our faculty with 0 opportunity for input. The new evaluation instrument is completely unwieldy, for teachers and administrators alike, and the fact that 30% of our evaluation is based on performance of students we have never laid eyes on is ridiculous. The district blames all decisions on state mandates, while in fact the district has great latitude in how it meets those mandates. Final note: When questioned about ""the organization"" on previous pages, my responses presume that ""the organization"" is the district, not our school.

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<p>LAKWOOD HIGH</p>	<p>Pete Oberg and Deb Fabrizio are the best APs we have at Lakewood High School. Harriet Davis WALLER is a racist who is not fair or consistent and illiterate. How can one be an AP and be President of the African People's Education and Defense Fund. Rita Vazques is worthless and a liar. She has no experience in high level high school classes. She does know what it means to be an highly effective teacher. If you want to save money, you do not need her and Kevin Hendricks. Julie does not have the balls to be an effective leader, she gives in to parents and the board. She needs to stop creating jobs for her friends and bringing back people who are retired. Jim Maddon, what does he do? NOTHING! Instead if getting rid of secretaries, to save money, why don't get rid of the fat at the top level?</p>
<p>LAKWOOD HIGH</p>	<p>Public schools in this nation are doomed if - - parents/communities of struggling students don't promote any kind of yearning for education of their children. - teachers continue to suffer the vast majority of cuts as middle managers (i.e. coaches, assistant principals, DOE emplyooees) keep their jobs - the DOE tries to solve all the problems with new acronyms. I cannot even keep up with the amount of acronyms. - communication between assistant principals and teachers stays at a low level - STUDENT BEHAVIOR CONTINUES TO BE TERRIBLE WITH LITTLE SUPPORT/INTERVENTION FROM ADMINISTRATION - The DOE keeps trying to solve problems with signs, posters and ""What are we going to learn?"" signs around campus and classrooms. The students DO NOT CARE about such things. They rarely even look at or read them. They do not assist in student learning in any way, shape or form.</p>
<p>LAKWOOD HIGH</p>	<p>Some of these are hard to answer. For instance the Assistant Principal questions, I have 3 assistant principals and some are more effective than others. The only reason the teacher morale is low is the current first and second year teacher solution the county has come up with. More than 20% of this school, including myself, is fearing losing their job next year and that does not align with what the county wants with SIG schools so it makes you question the higher ups in the county.</p>
<p>LAKWOOD HIGH</p>	<p>the State and the School Board have totally missed the boat with our students educational needs. There should be 2 tracks for our students - one college bound and one vocational bound. Our students get so frustrated with Honors and AP classes not to mention the FCAT test. It is frustrating for me as a supportive person to these students trying to keep them in school. I have been looking for an answer for 21 years on how to keep these students interested in completing their education. I haven't figured it out yet. It seems the State and the School Board are not interested in what is best for our students.</p>
<p>LAKWOOD HIGH</p>	<p>The state walk-throughs make everyone feel horrible. We teach unlike we normally conduct our class because we are just trying to do what the state is looking for. It seems phony. It also stinks that their jobs are depending on finding flaws in our school. I had a comment come back to me that said, ""There was a glare on the screen from where I was standing"". If a student had the same problem (and there have been visual problems before), they have no problem letting me know so we can adjust their seat or the glare. It's ridiculous and not helpful at all. I have not gotten any worthwhile professional development from any of their mandated trainings.</p>

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LAKESWOOD HIGH	There is little or no instructional leadership. Training specific to the new evaluation system was promised but never provided. Supplies are very limited, Staff members are having to buy their own copy paper. There is not a lot of parent support from the non magnet sectors.
LAKESWOOD HIGH	With the recent cuts school wide, morale across the board is very low. We feel expected to do a challenging job and do it well, but there is no reward, only punishment.
LARGO HIGH	Economic climate makes it difficult to fairly rate anything. It seems the economy is slowly getting better, but we see no let up here at the school. Our paychecks are smaller each year and we have less to work with. The parent and students are just making it (or not) and it is hard to work with stressed, hungry or over worked students whose parents are the same. We have to make it work for the students inspite of the difficulties.
LARGO HIGH	For anything to change for the better, this district needs to have an attendance policy with teeth. Students can come and go as they feel with no consequences. There also needs to be a stronger enforcement of rules of the school with harsher consequences. Students are running the school right now without these policies in place.
LARGO HIGH	I am proud to work at Largo High School.
LARGO HIGH	I don't believe the district has an effective plan for dealing with chronically disruptive students in the classroom. I lose too much time teaching the 95 % of students who care dealing with 5% of students who are chronically disruptive. I follow all the discipline plans and the result is no effect. The process for placing these disruptive students in a school which can handle their needs is too long.
LARGO HIGH	I just feel school board members are better than everyone else. Why do they not have to get a PAY CUT and the rest do? Not fair. They should get cut first because when there are budget cuts the little guy gets it first. If it was not for plant operators these schools would be very dirty and where do they cut, them. I do not care at all for the school board team members. sorry , take a step down and try our jobs for a day. I am talking about support staff. You all could not do one days work. No supervisor could.
LARGO HIGH	I think teacher morale is low, because of state-based policies that are making teacher feel attacked at this time. I can't say that it is specifically school-related.
LARGO HIGH	My job is rewarding and I enjoy coming to work everyday. I just wish that there was more consistency in discipline from the district on down into the schools. I feel there needs to be more restrictions, clear guidelines, and consequences on dress code, electronics, profanity, ect.
LARGO HIGH	The 6 out of 7 period day has raised the stress level that ""everything"" is more stressful. The low pay is very demoralizing. Need real policy for attendance, dress code, behavior of students is poor and allowed to be poor.
LARGO HIGH	The legislatures education cuts have really demoralized education professionals. There is not enough communication or accountability put on the parents. I work in a low socio economic area, parents are uneducated and do not care about the education of their children. There needs to be documentation that parents are doing something to help their kids earn an education or government assistance needs to be taken away.

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LARGO HIGH	The principal tends to micromanage the instructional process while the assistant principals fail to enforce the discipline code that they expect others to follow. Confusion and disrespect by students often results in low teacher moral and student achievement. Once expectations are established, get out of the way and let professional teachers instruct. If a teacher is not meeting expectations, then deal with only that teacher not the entire staff.
LARGO HIGH	There is a distinct lack of open and honest communication in this district. Classroom teachers are not respected by many school-based administrators and district personnel. The overall opinion is that school-based administrators and district personnel ask for input but do not actually use that information when making decisions. Tech Help has been extremely slow in responding to Portal problems. Because the programmers do not have experience in schools, they do not understand the importance of correcting many of the problems we are experiencing with Portal. Having teachers teach 6 out of 7 periods is not beneficial to the students and teachers. People who have retired should not be re-employed as consultants. This survey instrument needs improvement.
LARGO HIGH	This year's climate survey responses are markedly different than any previous year for me. One can only hang on to high morale for only so long while consistently being beat down. The internal and external school influences have been overwhelmingly negative and detrimental to teaching and learning. When will we adopt a better approach? Until then, the downward spiral will continue. I have high hopes for positive change....I must have hope. If I lose hope, then who will teach the students?
NORTHEAST HIGH	ESE Support Facilitators need to be certified not only in ESE but content areas as well. They are extremely ineffective in the content area classroom as they do not know the curriculum and they are not helpful to the content area teacher.
NORTHEAST HIGH	Many of these questions were redundant (although perhaps you are trying to discern a trend). Also, when giving a survey to educators, I believe it is important to use correct grammar and spelling. When referring to ""Assistant"" Principals, ""Assisstant"" is the incorrect spelling. I also don't understand why you bother with these surveys. We have little control about what goes on in our schools. The legislature passes laws and the county tries to appease them by making students and teachers jump through ridiculous hoops that have absolutely nothing to do with educating our children.

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NORTHEAST HIGH	Morale here is miserable. I have no confidence whatsoever in our district leaders. I do not believe that the superintendent cares about the morale of teachers or support staff. I do not believe that the school board members want to know what is actually going on at the school levels. Changes are constantly approved without understanding what the consequences will be. Happy teachers are the basis for happy students and effective classrooms. It's very disheartening to hear school board members and the superintendent say things like ""Cuts will start to impact the classroom"" when cuts have been impacting the classroom for a long time now. In this district, all staff is looking at an 8% pay cut plus any furlough days the district decides to impose. How on earth does administration expect anyone to want to teach in this district? The questions about whether or not I loved my job and loved working at my school were loaded in every sense of the word. I do love to teach, I do love to inspire students, but with the present working conditions, and the seeming indifference and ignorance by the superintendent and the school board about the monumental task that teachers perform on a daily basis leaves
NORTHEAST HIGH - CONTINUED FROM ABOVE	a really bitter taste in my mouth. If this county expects to recruit and maintain high quality teachers, something has got to give; but the teachers and support staff in the trenches have given enough.
NORTHEAST HIGH	Morale is low because of budget talks and hillsborough balanced their budget.
NORTHEAST HIGH	Morale on campus is completely different than a year ago. No one has the motivation, drive, encouragement from administration to succeed and do well. Our administration hides in their office and are rarely seen on campus. It takes forever for certain administrators/principal to answer emails and get answers from them. There is no sense of community anymore on this campus. Administration does a lot of things ""secretly"" and behind everyone's backs and we all feel like they do not have our backs. They always side with students before they come talk with us about situations. They are not very upfront with changes and different things coming up for our staff. Our principal is a very nice lady, and would do well as an AP or middles/elementary school principal. She does not relate to the type of students we have at NEHI.
NORTHEAST HIGH	NA
NORTHEAST HIGH	Northeast High is really struggling with the new administration's ability to lead and be effective in any area of administration. We have gone from an organized, go-getter organization to an unprepared, apathetic organization in a matter of months. There is example after example of ineptitude at every level of this administration. I can guarantee that the majority of the staff feels the same way. It needs to be looked into more than just by a survey.
NORTHEAST HIGH	our school climate has changed considerably this past year. It is no longer a family. This lack of family, close knit collaborative group of admin, teachers, staff, students are parents all working together for the students' common good has been lost....it is now an US and THEM (admin and faculty) type of situation. We each are trying to be supportive of the students and get them where they need to be...the teachers are in the trenches with the ""command"" safely behind glass doors. It has been a demoralizing year all around. It may be somewhat better at another school but Pinellas County does not seem to support its teachers.

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NORTHEAST HIGH	<p>Student discipline support is lacking. Student receive the same degree of discipline for infractions occurring later in the school year as they did in the beginning thus making it difficult for teachers to meet and manage certain expectations. Once students know that there is no escalation of discipline consequences for inappropriate actions the battle is lost. I am not sure where the buck stops/start. Is the absence of escalating consequences a response to some higher up expectation that to have a high rate of discipline issues signifies a lack of control, and there is a monetary or control issue tied into discipline records? Is it school level, district level, state level, or beyond? Wherever it is if we don't fix it?... Support from my administrator has been slim to none. Although there has been multiple in-class observations throughout the year, there has been little feed back on what was observed. I received no documentation or directive on what was observed and the effect it might have on student achievement or my professional growth.</p>
NORTHEAST HIGH - CONTINUED FROM ABOVE	<p>They have been absent from the majority of departmental type meetings that were held during the year. There is no bond of we are on the same ship going in the same direction. An aura of suspense and uncertainty permeates the relationship. No attempt has been made to familiarize themselves with the background of the instructors or the subject area being taught from an educational and community stand point. At this moment in time I do not feel positively supported or appreciated for the time, money, effort and education I have put in to teach what I love and to move my department forward. In saying all that I love what I do and I enjoy teaching where I teach, however if we are to go from good to great and beyond 1. We must model with each other the same expectations and strategies that teachers are being asked to model to student 2. We must agree and be united on the fact that education is all about the students and the future of this nation and leave our baggage of all kinds personal, political etc. at the proverbial door and take care of the generation who we are relying on to take care of us. As big of a mountain to climb or tree to cut down as it is if we don't start the change who will?</p>
NORTHEAST HIGH	<p>The change of leadership at Northeast was a huge mistake. It killed morale at Northeast, and teachers feel like quitting. If leadership at Northeast was smart they would ask the right people to help improve Morale at school, and get people to BUY IN to the changes they are making. Instead certain people who have been here for less then a year are making a lot of foolish changes. This school was heading in the right direction before district leadership decided to fix something that wasn't broken. Something must be done or this ship is going to sink..</p>
NORTHEAST HIGH	<p>The reason the school morale is at an all time low is because of our new principal. She is clearly not qualified for the position of principal at the high school level. Perhaps a middle school would be a better fit for someone like her. She is completely unsupportive of the staff, and has created animosity amongst the teachers. When an issue arises amongst the staff, she immediately reports the issue to OPS, even if it is completely unnecessary to do so. She appears weak and ineffective, and has little support from the staff.</p>
NORTHEAST HIGH	<p>This is a very good school climate. I am impressed how well this educational setting is the range of diversity at we have here.</p>

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NORTHEAST HIGH	<p>This school has turned upside down this year. This school went from a place of real trust, high expectations, enthusiasm, good communication, synergy, and community last school year with Mr. Hendrick to a place where fear and apathy dominate on the part of teachers and staff with Mrs. Nelson and her staff. Most of the students dislike or don't trust administration and the principal. Teachers are just in "duck and cover" to avoid being the next target of the new principal and her two henchmen, Drake and Zornes. The students roam the school grounds during class with no respect for attendance in class or respect for the staff. Dress code and cell phone violations are not addressed except for one assistant principal. At least half of my students are tardy to my first period class on a daily basis. Attendance is sparse on most other days. The ninth graders, in particular, feel no need to come to class or they just hang around the vending machines talking until the end of the period and then show up with a tardy pass. The students feel no need to attend class regularly. Most students don't feel any consequences for their actions.</p>
NORTHEAST HIGH - CONTINUED FROM ABOVE	<p>The administration use other students as pawns to get information on teachers they do not favor. High achieving students are forced into advanced placement study hall classes to boost school numbers while the low 25 percent roam the campus and play around most of the day. Involved parents complain frequently about never getting calls returned from administration, especially Mrs. Nelson. Front office staff are rude to the point of being hostile with parents and visitors. Trust for this new administration is at an all time low. So sad that a school that worked so hard to pull up to an A got rewarded with an incompetent administration this year who is running this school right back in to the ground. Going to work used to be fun and inspiring for the students and me. It now feels like torture. What a shame. Another horrible decision by the superintendent has now taken full effect here at Northeast High School.</p>
NORTHEAST HIGH	<p>This was a year of change for the worse due to district decisions of principal leadership for this school.</p>
NORTHEAST HIGH	<p>We are not consistent at this school with discipline. There are teachers and administrators that don't enforce the dress code, not using cell phones and ipods in the classroom and on campus making it very difficult for those of us who do. There are teachers here who are clearly not team players and we have ESE assistants that are doing more harm than good. Isn't it time to clean house!!!</p>
NORTHEAST HIGH	<p>We have an APC who hides behind three computer screens and never follows through. The district and state and Federal Government care more about standardized testing schedules than about students actually learning. As a profession, we are allowing non professionals (school board members, politician, Business exec), false hopes and ridiculous beliefs to run our schools and dictate how we do our jobs. If the medical profession or the legal profession were run the way education is 1/3 of the population would be dead and 1/3 of the population would be in jail. Leaving the ruling 1/3 looking for someone to blame for the problem they created. . . ,</p>
OSCEOLA FUND HIGH	<p>cut backs, lay-offs, no pay raise - really doesn't give a good reason for high morale</p>

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OSCEOLA FUND HIGH	I feel unsupported by the district when it comes to 504 compliance and certain demanding parents. When a school is bending over backwards to try to accommodate a student and we ask for help trying to figure out how to manage one students accommodations which is interfering on many other students needs and the districts pat response is ""They are entitled to a fair and equitable education."" That is not helpful with our struggle. I am not impressed. There is no funding for 504 so added support from the district would be helpful.
OSCEOLA FUND HIGH	I found this survey very difficult to answer. The comments in the school-based instructional staff section were out of context and not reflective of how teachers work. As a reflective teacher, I find it difficult to respond to a lickert scale on opportunities to improve my teaching methods. I firmly believe the 47 minutes of planning is grossly inadequate to prepare for teaching and reflect on lessons taught. Opportunitite sto improve my teaching cannot be gleaned with short spurts of programs offered.
OSCEOLA FUND HIGH	I think that a teacher is a person who has direct contact with a student, I think administrators should have to teach one class, that the media specialist is very important to education, that schools do not need coaches as teachers are well educated and take ongoing learning and are engaged in professional development and that senior teachers in the same area should do evaluations, not AP's or principals. Discipline needs to be handled more at the parent level than the school level: dress code violations should result in parents picking up their students, and parents should be held accountable for students who have multiple absences. We should work more closely with libraries to provide Saturday makeup school for students with excessive absences and city transportation should be an option for high school students: all students could opt to have a bus pass instead of use the school busses. Also, lunches need to be healthier and not serve french fries. Soda machines should not be on campus.
OSCEOLA FUND HIGH - CONTINUED FROM ABOVE	More information about not smoking and sex education through the health department should be an option for students: seminars taught by the health department officials about effects of multiple partners and underage smoking and drinking: a liaison should be available one time per month for students. Something needs to be done about building a better relationship between school officials and teachers and students. Teachers need to be heard and should not have to have a union to be heard.
OSCEOLA FUND HIGH	Love the Principal. Love the School. My Asst. Principal, not so much. Not a team player. Doesn't make my staff feel good about doing our jobs.
OSCEOLA FUND HIGH	Morale is low because lay-offs are inhibiting our ability to feel secure in our job and be effective with students.
OSCEOLA FUND HIGH	Morale is not as high as it could be due to budget cuts and job security. We have a wonderful school and great faculty and staff. Everyone gets along like a family. We do need more clerical help as we have more students than some of the other high schools and they have alot more help and also more assistant principals. We have more parent involvement and students, but less assistant principals to help with all this. Everyone is overworked.

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OSCEOLA FUND HIGH	Osceola High School has competent administration and teachers, the work atmosphere is above average, although there are a few teachers that tend to go against the positive morale of the staff. District Administration lacks communication skills and a sense of immediacy concerning the struggles that all stakeholders hold in the county. Most importantly district admin seems to neglect the concerns of those that work on the front lines with students to maintain political job security.
OSCEOLA FUND HIGH	Our principal is new to the school this year and I still don't know where I stand with him. We also have a new assistant principal and she is wonderful; very organized, fair and knowledgeable. It's such a difference from the much less organized remainder of the administration.
OSCEOLA FUND HIGH	Taking away the principal AND the AP who ran the fundamental program was too much change at one time for this school. Now the rules are not being followed because of the big change up top!
OSCEOLA FUND HIGH	Teachers are so disrespected!
OSCEOLA FUND HIGH	The answers to this survey are most likely higher than other schools, primarily because it is a Fundamental H.S. High expectations are present for both students and staff, achievement is a strong priority. Student behavior is excellent, and any problems are eliminated through IAC Committee. The survey questions regarding Assistant Principal will not truly reflect their performance. We have three assistant principals! . . .and only one of them is outstanding in every way. One is extremely lacking in professional, social, and personal standards.
OSCEOLA FUND HIGH	The fundamental aspect of this school is going down hill. Administrators, including principal, are not present in the hallways and/or in classrooms. Student attendance is at an all time high, students are in the halls and in classrooms talking on phones/text messaging, and out of dress code. Teachers are not enforcing the rules and administration is not enforcing teachers to enforce the rules which, in turn, makes it difficult on the rest of us to discipline when necessary. Carol Moore would be extremely disappointed on where HER ""Fundamental"" high school is headed. I do still love my job, though. I stick it out for the kids.
OSCEOLA FUND HIGH	The fundamental process at my school has been turned into a joke. Morale has gone downhill. Teachers want to transfer out of our school and it's supposed to be one of the better ones in the county. Our principal doesn't have his priorities straight. Rules about electronic devices are not enforced. Dress code is not enforced. Most importantly, IAC committee decisions are ignored and overturned left and right. The kids think IAC is a joke now... but that's because it is. It has become a waste of time for those involved.
OSCEOLA FUND HIGH	There are too many repetitive questions on this survey.
OSCEOLA FUND HIGH	This is the first year in my teaching career that I have truly not enjoyed coming to work. Not because of my students, but because of our new principal. He makes you feel as though you are walking on egg shells all the time. There have been a number of times he has ""reacted"" to a situation in which he did not know all the facts and simply ""assumed"" he knew what was going on. I find it difficult to speak to him because I never know what mood he will be in. I have spoken to many other staff members who feel the exact same way. I find it extremely difficult to enjoy my job when I have a principal who is so reactionary. His ""people skills"" as well as ""leadership skills"" are greatly lacking.

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OSCEOLA FUND HIGH	This is the lamest survey I've ever seen. You really don't want honesty or truth. Give us a chance to identify those administrators that are good, and those that are not good. You know, the way teachers are evaluated. Another thing, there is good parent involvement, then there is parental interference- a huge difference. Give us a chance to make that distinction, would you.
PALM HARBOR UNIV HIGH	All employees at this time are overwhelmed with the cuts of necessary programs and resources. The reduction of class time due to the seven periods, has impacted student application activities which enhance learning. Now the elimination of the class size restriction in World Languages classes will further impact students' learning.
PALM HARBOR UNIV HIGH	All teachers have been treated with no respect concerning the budget that Governor Scott and the legislation has proposed. How can there be high morale when they continue to cut budgets for education??
PALM HARBOR UNIV HIGH	Assistant principals need to handle discipline referrals better. The punishments don't match the severity of the referral. When students aren't punished more severely for the offense then behavior remains poor. There have been many times when referrals have been written and hardly any punishment has been imposed. This also brings morale of the teachers down. Do we not suspend students when they have had several referrals but don't seem to be learning from their mistakes? Saturday school? Can we please be tougher and more consistent.
PALM HARBOR UNIV HIGH	District decisions about pay, hours, and organizational reorganization hinder morale at school and make me reconsider my job choice. I feel disrespected by district personnel as communicated by pay grade and job requirements. I am actively searching for another job after seven years of service not because of my principal/APs or school, but because of our district's treatment toward our profession.
PALM HARBOR UNIV HIGH	For #3, morale is very low among staff because of budget cutbacks and extra work without pay. Morale is very high about working in this school.
PALM HARBOR UNIV HIGH	High morale within the school administration, Very low morale due to decisions and lack of support from the board and district administration. Their actions don't support what they say are the goals of the district.VERY out of touch with what really goes on in the schools.
PALM HARBOR UNIV HIGH	I believe discipline needs to improve at this school. Too often, students receive multiple referrals from varying teachers and there is little to no discipline. This includes behaviors that are on the ""mandatory penalty"" list of behaviors from the district. I feel this sends an inappropriate message to the students that what they are doing is okay and that there are no consequences for their actions. I love my job, and I love teaching, but lack of administration support makes my job more challenging than it already is.
PALM HARBOR UNIV HIGH	I have never worked with so many people sending resumes out. All the best seasoned teachers talk openly about retiring soon. Many experienced teachers speak of leaving the district, the state, or the profession altogether. We all warn bright young people not to consider becoming teachers. Besides the economic downturn and the governor's attack on education, a large portion of the blame for this climate of dissatisfaction and distrust rests squarely on Julie Janssen's capitalistic lap.

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PALM HARBOR UNIV HIGH	I must say that the moral has gone up 100% since Ms. Tonry has become our principal. She cares deeply about the staff and the students and will always listen to anything that a student or staff member has to say. She has an open door policy and that is great. I enjoy working at this school again. I come in with a smile and don't mind going to work each day.
PALM HARBOR UNIV HIGH	Morale at PHUHS is so much better with Ms. Tonry as our Principal. She has been very effective in communication with the faculty and has done an excellent job in brining us back together as a family.
PALM HARBOR UNIV HIGH	Morale is at an all-time low, what this county has done to its teachers and this state has done to this profession is pathetic. Myth vs. Fact FAQ on the Pinellas County Schools website says teacher not getting a raise in 5 years is a myth. I started at \$39,670 five years ago, I now make \$39,980 but with insurance premiums and a day added to the school year I hourly wage has gone down and my salary is actually lower. Discipline has been replaced with Cowardice because students, parents, and their lawyers run the schools. The Superintendent did not want this survey because she knew we would have nothing positive to say. What kind of leadership can be provided by a person who cannot financially sustain her own home and cannot dominate the English language. We need better leadership all around, our students and employees deserve better!
PALM HARBOR UNIV HIGH	Morale is low due to factors outside of the school, not due to the conditions at the school itself. Morale is being impacted by district and state level administration and decisions. Many are rightfully discouraged about teaching as a career.
PALM HARBOR UNIV HIGH	No pay raise for years and teaching 6 out of 7 instead of 5 out of 6 is keeping morale low. Laying quality employees off is making morale low. I would like to see The our School Board take a stand on all of the religious holidays like Hillsborough County did. It is difficult to complete State Standards when you don't have the students in class. Also, the dress code policy is definitely NOT enforced in this county... get rid of rules that aren't enforced. School administrators are overworked and have bigger issues to deal with than shorts and sleeveless shirts. I would like to see the early release Wednesdays disappear also. Too many kids take the day off... too short of time to give tests. Add Wednesdays to all the religious days and it's difficult to plan assessments during certain times of the year. I think everyone is overworked.... from the SRO to the people that clean, to guidance, to administrators, teachers and staff. Our Guidance counselors should be counseling, not giving state and county tests for days at a time! Teachers work a lot of extra hours at my school. I clean my own marker boards daily because our maintenance people don't have time to get every room clean in our school.
PALM HARBOR UNIV HIGH - CONTINUED FROM ABOVE	I buy a lot of classroom supplies...I doubt Rick Scott has maintenance people that can only spend a few minutes in his office or that he buys his own paper and pens or that he needs to make copies at home!!
PALM HARBOR UNIV HIGH	Our new principal is doing a phenominal job! Our athlletic/activities AP is great. All of our adminsitators have too many responsibilities but keep going full speed ahead.

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PALM HARBOR UNIV HIGH	PHUHS is an incredible school, and students generally behave well. Our plant operations team works diligently to keep our campus in pristine condition. Administration is very professional in their communication to staff and students. I feel that the school is a welcoming environment that promotes high student achievement. Two areas that I feel need attention: 1) Campus supervision during classes needs improvement for wandering students, 2) Students are messy at lunch time by leaving trash on the school grounds, even if they are next to a garbage can.
PALM HARBOR UNIV HIGH	Sad times for teachers, Why don't we publish the truth about some of the children background that we try to teach. How come we do not show the data of substance abuse, abusive parents, disrespect for teachers , lack of support of certain parents etc. How can we teach a child effectively whose parents do not give proper care to them.? How can we help? How can we achieve the gap (not racially) but of those who have shelter and security vs the one that do not have it.? Instead of so many methods of teaching more training on dealing with neglectful parents. Please, let's get real. I am happy with my school and my surroundings WE need to devote the time to teach not to discipline, not to force the student to learn but to motivate. Let's all get together and have more input from the soldiers in the front ( teachers) at the decision ranks. Let's work for a better Pinellas. Thanks
PALM HARBOR UNIV HIGH	Statements that concern (target) Assistant Principals are very unfair as each AP is not working with all members of the faculty and staff. Teachers have an AP for evaluation, more than one who cover discipline, if a coach another AP. Each AP cannot be evaluated as one which the survey appears to attempt. Very little communication takes place between the Board members and teachers individually. Teachers when given the opportunity to collaborate relish and take advantage of the time. It is very rare. I understand how hard it is to construct a fair survey and maybe this survey should be one of several ways to gauge climate in a school. Too complicated for just this set of statements and questions.
PALM HARBOR UNIV HIGH	Suggestion: Discipline needs to be a school based decision not county wide. Each school has unique factors, which general rules do not effectively cover.
PALM HARBOR UNIV HIGH	The administration at Palm Harbor does not listen and they also show favoritism. They listen to the ones who politicize the most and project the best image. They can't sort out the truth from the noise of the gossip. I do not feel appreciated. I used to love teaching and I don't anymore. I want to go to a different school.
PALM HARBOR UNIV HIGH	The new principal has worked hard to raise school morale and I am proud and pleased to work in such a wonderful learning and professional environment.
PALM HARBOR UNIV HIGH	The school board needs to look at its gadget spending and worry about its employee's more because we all are making less money than three years ago we should be progressing not turning time back to the 1940s. If they don't stop spending so stupid and just save money for actual cleaning and safety issues they just might end up in the NEWS is a bad way.
PALM HARBOR UNIV HIGH	The whole 2nd section asks me to respond re ""this organization"" but never specifies what it is referring to, so I skipped it.
PALM HARBOR UNIV HIGH	There is one assistant principal who has not handled referrals well. For just about every offense the referral comes back ""student regrets what happened"" even if they have been referred for the same thing in the past.

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PALM HARBOR UNIV HIGH	This school system is awful from top to bottom. Money is mismanaged, employees are ignored, and the superintendent hasn't the slightest idea what the word "innovative" means. Overall, I give this school system an F. I'm not saying they're close to a D score. I mean they are close to a ZERO. This district has not planned well, and the superintendent and her overpaid cronies have depended on the excuse of, "We inherited what we inherited," for too long. At some point, the entirety of the county's administration has to accept responsibility and change their poor decisions and decision-making processes. Otherwise, this county will continue to be mired in its own failure until it is overrun by charter, private, and virtual schools. PS - You won't read this. Nothing will change. This district will continue to circle the drain. "Good luck with your firings." -Peter Gibbons (Office Space)
PINELLAS PARK HIGH	Administration has their favorites and don't give many teachers the opportunity to share their talents with others. Each and every one of us have a talent that we could contribute to the school but are not given the opportunity as the "favorites" are always chosen repeatedly to head committees etc. even if they lack knowledge in that particular area. blatant favoritism by the principal is ongoing. Some teachers rarely see him and others see and work with him continuously based on his favorites. My asst principal is a fantastic person and if it wasn't for them, I wouldn't receive any recognition or regard at this school. If it wasn't for my students, I wouldn't have the desire to work here at all.
PINELLAS PARK HIGH	Because the district is not willing to take a stand on behavior the students will never be successful. Learning is compromised because we have students in classes that don't want to be in school or behave. It should not be the teachers responsibility to spend 95% of their time dealing with behavior problems. GET RID OF STUDENTS WHO DO NOT VALUE THEIR FREE EDUCATION so the ones that DO VALUE IT CAN LEARN.
PINELLAS PARK HIGH	disciplan plan needs to be put in place for the dead weight that doesnt do there job. also student dress code needs to be enforced.
PINELLAS PARK HIGH	I am very satisfied with my job in the classroom and the support from our own administration. However I feel that the county administraton is not doing enough to support us in this terrible climate coming from Tallahassee. I have never seen morale so low in all of my 27 years among teachers. No one wants to work as hard as many of us do for very little pay and no recognition from legislators, the governor and most of the public. It is time that we make parents and students responsible for educations as much, if not more, as the teachers and administrators do. Accountability does not stop with teachers and if pay is going to be based on student performance then we will need much more accountability on the part of the parents and students.
PINELLAS PARK HIGH	Lack of sufficient planning time each day undermines the ability to deliver top quality instruction. Adding to that problem is that too many meetings are called on short days during time that is supposed to be reserved for planning. And by the way, a district supervisor telling us that we need to work beyond 2:20 to be qualified to teach a class is unacceptable. I put in long hours myself for self-satisfaction, but asking everyone to do that is not an acceptable answer to a poor district scheduling decision. All of the methodology in the world will not make up for lack of student effort and parent support. Both are incredibly lazy and apathetic. I realize that this is a major societal problem, but let's find a way to make them accountable. There has been more than sufficient methodology instruction already.

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PINELLAS PARK HIGH - CONTINUED FROM ABOVE	Finally, more consideration needs to be given to eliminating extra-curricular activities and competitions during crucial review times for state and national tests. This includes not only athletics, but also state vocational competitions and school activities. This will become even more crucial in the future with evaluations being tied to pay.
PINELLAS PARK HIGH	Morale issues due largely to issues emanating from Tallahassee.
PINELLAS PARK HIGH	Most of the weaknesses within this district stem from the district leadership. There is little or no forethought into planning for future issues, input is supposedly sought from the stakeholders, but rarely heeded. There seems to be a malaise at the top that would NEVER be tolerated at any other level.
PINELLAS PARK HIGH	Recent budget cuts and other legislative decisions have had a tremendous impact on morale. I'm in DROP, thank goodness, but I really feel for those who aren't. We may feel respected and appreciated by our school-based staff, students, and parents, but noone else it seems. I look in the eyes of my students and worry for those to come. Who will go ""above and beyond "" for them? I have no regrets for spending over 30 years of my life in service to children, even as I worry about surviving in retirement. But I would never wholeheartedly recommend teaching to the young people of today. How sad.....
PINELLAS PARK HIGH	The budget is being cut so sharp that I don't know if we will be able to help all the students. I don't understand why the students could not be charged some rate for a school bus.
PINELLAS PARK HIGH	The high school area would be fine as a stand alone school district with two middle schools and five elementary schools, our own Superintendent, school board, etc. Our district is just too large. Sixty years ago when there were 5,000 residents of Pinellas County I am sure our present system worked great. If we could divide our district up into small districts with their own tax base, school board and administrative services we would accomplish a great deal more individualized services for our stake holders. Our state has outgrown the county school system. WE ARE JUST TOO LARGE A DISTRICT!!! This is my opinion.
PINELLAS PARK HIGH	The morale is low because of the budget cuts we are facing. Some students and teachers are very discouraged because of the pressure of FCAT testing.
PINELLAS PARK HIGH	With all that the legislature has done to the teaching profession in these past few weeks I feel teacher morale....all morale....at my building is very low. Many senior ranked teachers are pondering leaving the profession. Now that my salary is based upon student achievement no way do I let any slackers stay in my room.....out!! I think ALL schools should have mandatory parent meetings 3x a year.....at all levels!!! Hold them responsible for once.
SEMINOLE HIGH	All but one of the Assistant Principals enforce rules fairly. I do not know what discipline matrix the other follows but it is not the one created by our school and used by the other three.

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SEMINOLE HIGH	Assistant principal at this school is very unprofessional in the way he approaches staff members, speaks to staff members, and treats staff members. This school does not treat its staff fair at all. Policies and procedures are not followed equally. Assistant principal targets specific staff members and harasses them, making them not want to come to work on a daily basis. Assistant principal is very incompetent in his work. This school has a very hostile work environment. There is no discipline here. The APs takes the side of the student the majority of the time, thus makes it hard for teachers to have consequences within their classrooms.
SEMINOLE HIGH	District needs to spend more time down in the trenches with those of us who really know how the parents and community truly feel and what they truly want. The top tier at the administration make their big money and have no feelings for those of us struggling. I came into education not to make big money I could have stayed in the corporate world if money was all that was important. But when the top ten percent of this organization make five and six times what a middle salary support person with 20 years in the system - something is out of balance. Think about it guys, please.
SEMINOLE HIGH	Don't know what Regional office my employment is related to....sorry!
SEMINOLE HIGH	Dr. Jansen- take a 10% pay cut & a 10 day furlough to feel what teachers & staff will feel.
SEMINOLE HIGH	Guidance Counselors are the heart of student achievement.
SEMINOLE HIGH	I am over worked, underpaid, not appreciated, lied to, and bombarded with everything negative. There is no support, no commaderie, no respect for teachers no matter how long they have been in the classroom. In the past i felt somewhat respected but that has erroded in the past 5-8 years. it is insulting to have almost 30 years and get a pay cut and teach 6 periods.
SEMINOLE HIGH	I cannot believe our principal got ""Boss of the Year"", because I can honestly say I have never in my life worked with someone who fostered such a divisive and threatening atmosphere in the workplace! One on one, unless you are in trouble for something, he's passing fair and somewhat pleasant to speak to, but overall, as a principal, he is sorely lacking. He could definitely stand to take some classes on effective leadership and motivation. He pushes his own personal agendas by allowing certain members of the faculty to take control over pet issues and projects (even after the same proposals have been repeatedly and undeniably voted down year after year, he still pushes them on us!). He constantly threatens the staff and, unless you are an athletic coach, your achievements and hard work go completely unnoticed and unappreciated. I'm definitely keeping my eyes open for voluntary transfers elsewhere!

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SEMINOLE HIGH	I have been teaching in this county since 1989. I have never seen morale this low and it has nothing to do with the legislature. The way the school board, especially our superintendent, treats the parents, students and teachers in this county is atrocious. I can't believe the nepotism and unfair policies that are created and carried out at the whim of a unqualified supervisor. At my particular school, the only thing that matters is sports. Our principal doesn't care about academics as long as our sports teams are beating Osceola High. It's quite embarrassing. However, I am an excellent teacher and I will continue to teach to the highest standards and create the best future adults that I can for the remaining time I have left. I truly love to teach and encourage as many of my students as I can to become future teachers no matter what society thinks of the profession. It is the most noble of them all.
SEMINOLE HIGH	I have seen many changes here at school over the last 12 years. Most of these changes have had a negative effect.
SEMINOLE HIGH	If I knew it would make a difference, I would write ""additional comments""...but I know it won't because it never has.
SEMINOLE HIGH	Lack of communication with immediate supervisors is lacking, clear understanding of expectations from immediate supervisors sometimes does not exist. Good relationships with other staff sometimes mitigates some of the friction.
SEMINOLE HIGH	Morale is at an all time low due to legislative changes/Budget cuts. School can no longer sustain the quality of education it once did. District seems inept to meet challenges, save money without cutting necessities.
SEMINOLE HIGH	Morale is low because the budget cuts and so many changes. We are required to do more with a lot less, with the same efficeincy which is impossible. The principal does not understand his employees and shows a lack of trust and support for them. He shows preferential treatment to some teachers and is out to get others. He also treats his administrative team differently, and allows several to get away with not doing their job. Mr. Weller, is good at changing the facts to have it fit his personal agenda.
SEMINOLE HIGH	Morale is low period because of the poor organization of the budget and the fear of many people losing time, position and money. PCSB is no longer a ""good"" place to work. The above stressors are not conducive to a productive workplace. We aren't in the business of education for money, but don't take what we have away and expect miracles. This is no way to run a school district. My supervisor is a new AP and still trying to get into ""the groove"", I like him, but lack of communication and unreasonable suggestions (like asking for more work to do when I'm already overwhelmed) make it very difficult to understand what is wanted. However, the department I work in is very good at communicating their needs and giving me feedback when needed, be it positive or informative. Sometimes when a student is sent for the teachers do not cooperate and send them to the office, this creates frustration for the parents who come to pick up their children and the counselors who need to see the students. I have observed this behavior in all 3 schools that I have worked at in the past 18 years.

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SEMINOLE HIGH	no consistency in discipline among AP's. Some AP's are not easy to work with, do not support teachers. Some AP's are vindictive. Evaluations by some AP's is a joke, teachers fill out their own eval. sheet. Have unrealistic ideas on how to increase student acheivement (rewards and bribes to ESE and EBD). We are doing ESE/EBD and INJUSTICE and setting them up for failure in the real world. We are not preparing them for the real world. ESE and EBD are only treated as numbers for growth and AYP-we arent giving them any real world skills.
SEMINOLE HIGH	People at the Admin Buidling are not helpful. They gauge their success by how quickly they can get rid of a person by sending them to a website. They often make mistakes and then do not have the courtesy to apologize for the harm their errors make. Trainers are people who create work for teachers. They make a teachers job harder. They are the police who enforce a script and do not enhance learning.
SEMINOLE HIGH	Risk Management's receptionist is very unfriendly. Not a good person to have at the front desk. I have been there several times and she's barely pleasant. All other Risk Management staff are very pleasant and helpful.
SEMINOLE HIGH	Sad, sad times. Effective leadership are needed at both the district, and state levels if we are to turn this around, and I'm not sure we have either. Asking schools to do more with less will not happen. This is common sense. Educators are human, not robots, and I don't believe we will allow ourselves to be taken advantage of. At least I know this educator won't.
SEMINOLE HIGH	Some of these questions are difficult to answer because there will always be a percentage of the faculty who don't fit in to the answer chosen.
SEMINOLE HIGH	The ESE Associates do not want to do their jobs!
SEMINOLE HIGH	The Principal does not openly communicate with the staff. He has separate meetings so staff is not all on the ""same page."" This type of compartmentalization only hurts the morale and atmosphere at the school. There is no feeling of working towards a common goal, to help the students. The staff that is trying to do their best is sabotaged by the administration; and staff that are just here for a paycheck/benefits get what little praise is doled out. There is no recognition for a job well done, nor is there a climate of inclusion. The Principal threatens the staffs' jobs. The Assistant Principals do not handle discipline equally. Some students are allowed to roam the halls and do as they please. One Assistant Principal continually demonstrates his incompetence coupled with his arrogance. He does not have/show any respect for the staff. He has been seen treating staff unprofessionally on numerous occasions. ESE Department Head has not been in a classroom in years, and uses other staff as her own personal "nursemaid," i.e.to push her in her wheelchair, and this behavior is condoned by administration!
SEMINOLE HIGH - CONTINUED FROM ABOVE	She creates a climate of fear through intimidation within the Department by using students to provide status reports on other staff members. She is apparently allowed to continue this behavior because of "tenure status." A fresh administration would benefit this school greatly.
SEMINOLE HIGH	This school for many years has a problem with sanitation. Each year we complain and each year it is the same. Dirty-unsanitary. Problems with moral could also be when staff gives 150%. Administration needs to give positive reinforcement not negative.

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SEMINOLE HIGH	When you hear constantly about the doomsday of teacher layoffs, furlough days, no raise, reduced salary, it's not conducive to a positive work environment. Especially when you hear of no one at the admin getting laid off, rehires of retired administrators at their old jobs or higher salaries at new ones created just for them, how do you think staff and faculty will feel about it!? When you have an AP at your school that has been shunted around the district because of bad things that have happened at other schools, that refuses to follow the simplest of discipline plans and consequences to allow disruptive students to remain in your classroom and in your school, how do you think we would feel about the environment at our school?
ST PETERSBURG HIGH	And where do the results of this survey end up? Youth are the most important part of conducting a survey and we are never asked about the climate of their world that affects the learning environment. With all the monetary constraints taking place in the district, it is a challenge to see that this survey reflects teachers feelings about the actual educational field and not the stress that accompanies being in the teaching profession today that doesn't just include the budget challenges,
ST PETERSBURG HIGH	Communication is key. Everyone gets frustrated with lack of communication!!!! It can trickle down from the top. Very frustrating to see blatant unprofessional behavior on a daily basis be ignored. (The same teachers are late EVERY DAY and nothing is said or done. People that are ineffective, and everyone knows it, but nothing is done year after year after year, etc.) Is Health valued? Our IB students must know how to be healthy as they do not need to take that class or PE. Yet, we have an obesity epidemic in our country. Appreciated? I've had 5 years of perfect attendance (not in a row, but during my 15 plus years of service) and not gotten any recognition. It is soooo much fun teaching PE without any facilities!!!!!!!!!!!!!!!!!!!! Being able to email parents would be really helpful from Portal as we could from IGPRO.
ST PETERSBURG HIGH	I feel that morale is low among teachers and staff, but NOT because of anything the administrative team has done or not done. They are tired of disrespect from students, exhausted from teaching 125 students over the course of the day, and disappointed at the outlook for the budget. At the school level, most of our AP's are very supportive.
ST PETERSBURG HIGH	I really have enjoyed teaching at St. Petersburg High this year.
ST PETERSBURG HIGH	I work with low performing students. With my students, parent involvement, behavior is not good, but for the other students at the school, it is much better. I think the principal is very good, however, the assistant principals do not seem to be consistent in responding to concerns from staff about issues with students or enforcing school discipline policy.
ST PETERSBURG HIGH	I would like to see county school based rules/guidelines enforced more at the school level - especially electronics and dress code. I believe they are both out of control.

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ST PETERSBURG HIGH	In 21 years of teaching, this has been my most difficult year of all. Part of the problem obviously stems from the harmful decisions coming down from our corrupt governor/dictator and legislature/money-grabbers in Tallahassee. However, there is also a serious lack of leadership at the district level and at my school. Our district's mismanagement of funds and decision to balance the budget on the back of its employees who haven't had a raise in years and are already losing 3% of our salaries to Rick Scott Incorporated is shameful and despicable. Meanwhile, at my school we deal with an assistant principal who is not only incompetent but is also arrogant and condescending in his attitude toward our teachers. We will not even know what we are teaching or whether we have a classroom until we return to school in August and he seems to enjoy having that to hang over us. There is also very little communication in our school regarding important dates, etc. Teachers are purposely kept in the dark (to minimize conflict?) and expected to comply without question to last minute directives. Despite being an ""A"" school, teachers here almost uniformly feel completely defeated and demoralized!
ST PETERSBURG HIGH	Leadership is non-existent at SPHS. There is no planning ahead. Teachers are criticized for things they did not know they were suppose to do. The principal NEVER supports the teacher.
ST PETERSBURG HIGH	Morale being killed by Tallahassee
ST PETERSBURG HIGH	Morale has been very negatively affected by economic and insurance issues.
ST PETERSBURG HIGH	My immediate supervisor, assistant principal, is the only administrator that does their job effectively with concern to my performance and the performance of students. The communication from the principal to the staff is atrocious, but it follows the model that is demonstrated by the district. I enjoy my job for interacting and teaching students, but the district and its officials and overall administration at this school destroy the motivation I have to do my job. Both levels belittle their staff, patronize, and make the job harder than it has to be. In addition, the higher ups in this school and district do what they can to maintain their power while taking advantage of the front line workers who engage and interact with students on a daily basis. The ineffectiveness of this district starts with the incompetantcy of our superintendant and all the way down to Bill Lawrence, Jim Madden, the School Board. The school administration's poor performance is just a by product of how poorly and inefficient our district personnel is. As a young teacher I look forward to exploring new opportunities for my career
ST PETERSBURG HIGH - CONTINUED FROM ABOVE	and leave this profession, because I don't see any respect to everyday teachers. This district tries and puts teachers against each other, so officials can maintain their plush salaries and jobs at the district office. This survey will have very little effect in bringing changes just as it has the last six years that I have filled it out. It will fall on deaf ears and this district will continue to plummet into failure for its employees and staff.
ST PETERSBURG HIGH	Negative comments are directed to the district and state levels of administration, not school level.
ST PETERSBURG HIGH	Poor morale results not from how teachers at my school are treated by coworkers, but the tremendous amounts of political unrest based solely on dollar signs. I don't know any profession where you get more than you need or expect more- by investing less. In all my years of teaching I have never neglected my duties as a teacher with the lack of professionalism that seems now to be blanketed on all teachers. Unfortunately the saying ""you get what you pay for"" may now impact the education of the next generation.
ST PETERSBURG HIGH	St. Petersburg High School is great high to learn from and a great place work . Thank you.

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ST PETERSBURG HIGH	The results of this survey may be misleading because you have not adequately separated questions about the school and the district. If you had more questions specifically about the district, the results would be more negative. Everyone at my school LOVES the school, and yet morale has never been so low for the jobs we are being asked to do.
ST PETERSBURG HIGH	The superintendent, administrators, and school board refuse to advocate for our schools at the state level. The Florida legislature has created a crisis situation in public schools. How could morale possibly be anything other than abysmal? I will leave Florida as soon as the value of my home rebounds to the point where I can sell it. I am tired of the abuse.
ST PETERSBURG HIGH	there is a strong sense that great amounts of money have been wasted at the district level. Problems that should have been delt with years ago, were ignored. People who should have been fired years ago for being ineffective teachers have been protected, thus giving us a bad reputation. I love my job, the administration here at St. Pete High is excellent. Most of the students are also amazing. I do have some very low special ed students who have mental handicaps that should not be in a mainstreamed classroom. They are sweet kids underneath, but by the time they reach high school, its difficult to reverse the damage in a regular setting. I know its not PC to say it, but I think mainstreaming is the biggest mistake the school system has ever made. Give more money to special education so that they can do their job properly.I beleive money should be spent to get these students out and teach them to have a job..(more vocational schools!!) not force them to do algebra II and chemistry.
ST PETERSBURG HIGH - CONTINUED FROM ABOVE	That philosophy may work with one or two, but for the most part is lowering the standards in the classroom and making behavior problems, due to the fact that they just dont have the capacity to do the work. They become frustrated and give up.
ST PETERSBURG HIGH	This is probably not the best time to release this survey - 2 days after the announcement that all 1st and 2ed years teachers will not have a position next year. How high do you expect morale to be? How strongly do you think teachers will feel about their jobs now? Some of these questions are difficult to answer because the school is multi-dimensional. There cannot be one simple answer to fit many of these statements? There are good teachers and there are bad teachers - how can those be separated out? ""Teachers care if students learn at this school."" - Most do, some don't. It's that way with nearly every question. You need to fine tune this rather blunt instrument.

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ST PETERSBURG HIGH	This is the only year that I truly feel that there is a lack of communication from both the District level and the Administration level to the teachers at our schools. When I have to read something in the Saint Petersburg Times to find out what is going on; there is a serious breakdown within the communication levels inside the school/district. It is a sad day when someone like myself (a 27 year old male who has been teaching for 5 years) is already looking for a way out of the "business" because of the Administration/District leadership and lack of vision for taking care of the young and new teachers inside a career that is already lacking young professional like myself. Coming out of college to earn 37K a year was never an issue with me, because I loved what I was going to do, teach. But then to have my pay never increase within the 5 years, and then adding a pay decrease to the mix as well as the lack of respect from the district to our profession is where I question the job at hand and is it worth everything in the long run. I hope so, but it seems gloomy overhead.
ST PETERSBURG HIGH	We have all been asked to do more and more work each year with no raise in 5 years. Most teacher are teaching 6 or 7 out of 7 periods. Support staff are the worst paid in the system and haven't had any raises in years. Everyone is being pushed past their limits and the morale is terrible. Also, a lot of people are in fear of losing their jobs - not just in my school. I feel that support staff should be given raises based on their performance and this doesn't happen.
TARPON SPRINGS HIGH	Communication is poor. Directions are not always clear and often the job becomes a game of mind-reading. Criticism is freely handed out but positive feedback is rare. There is a clear ""boy's club"" and ""favorites"" and the attitude towards others is frequently dismissive, if not down-right rude. This fosters an atmosphere of distrust and does not inspire loyalty or confidence. The respect one receives is in direct porportion to the respect offered. Perhaps the focus could be a little less about the numbers and a little more about the individuals (students and faculty). However, dispite having said the above, I love this school and this community.
TARPON SPRINGS HIGH	Due to budget cuts
TARPON SPRINGS HIGH	Evaluations of ESE Associates should be made by observation of performance with feedback from teachers the staff member works with.
TARPON SPRINGS HIGH	I am neutral concerning morale because I believe everyone at TSHS enjoys their jobs at the school level, but decisions from Tallahassee have brought general morale to an all-time low.
TARPON SPRINGS HIGH	In regards to fair and effective assistant principles, I wish there were a ""Strongly Strongly Disagree"" option. Nepotism is rampant at this school. Favoritism is shown both in handling of staff and student discipline. Behavior at this school is poor and morale is low as a direct result of this.
TARPON SPRINGS HIGH	I've enjoyed my job here for over 23 years. Like most of the students, administrators, teachers, and support staff. The only problem is there isn't very good communication between some of the administration and support staff.

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TARPON SPRINGS HIGH	Over all we have a super school with great kids and no more problems than the average High School. Moral is better with new Admiinistration. Hopefully we can finally keep the great team of Administrators we have. It is a perfect balance and have the best team of AP's. Our AP's are very involved in after school activities and have had our Athletic Director for a few yrs. now and hope he continues because nobody else would put the time in that he does. NOBODY ! We have the BEST HS in Pinellas County !
TARPON SPRINGS HIGH	The climate of teacher vilification coming from Tallahassee has led to the plummeting of morale for teachers and support staff.
TARPON SPRINGS HIGH	The lack of regard for individual teachers, in the face of position cuts, was disappointing. I know there is a ""seniority"" issue, but the best teachers should be teaching our students, not the ones that have been here the longest. It only discourages the much needed new blood and encourages them to seek out other professions where the best workers remain employed and those that don't pull their weight are removed.
TARPON SPRINGS HIGH	The school District like the state and federal government educational bueracracy is disconnected from the realities facing the classroom teacher day to day. The policies implemented are usually incongruent, duplicative, or non - applicable. The biggest frustration, is there is a real feeling that the world is turning against us. Some how educators have become public enemy number one for all that is wrong with society, from failing students, to being overpaid fatcats who just pull a paycheck and a pension with no effort or care. Unfortuantely, for many teachers their is a persuasive feeling that the district exasperbates the problem by towing the line given to them from the state and federal government with little or no push back and support for those of us in the trenches. And I'm not just talking about lip service, "" You are appreciated, you have and do a good job, kids need you and are counting on you,"" not empty platitudes but real leadership and courage, saying we cannot and will not tolerate this - this is bad for kids, for teachers, for society, and if forced to do this - we do it under protest.
TARPON SPRINGS HIGH - CONTINUED FROM ABOVE	Has anyone ever had the courage to ask - ""Why does the fundamental school model work so well?"" If it works - implement the entire district as fundamental - that would take leadership and a courage of your convictions. If it works at every school - at every grade level, and for the most part it does - implement for the entire district. Accountability for all stakeholders - with proper and consistent consequences is a fundamental key to success - yet so elusive in schools and our district.
TARPON SPRINGS HIGH	This district has way too many assistant superintendents. Why have assistant, regional and district leaders. One Superintendent and one assistant superintendent is all that is necessary! With less ""leaders"" then maybe we could keep more of the important people; teachers, counselor and media specialists.

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TARPON SPRINGS HIGH	To Whom It May Concern: Sadly, the problems at Tarpon Springs High School persist. This comes as a surprise to many because of the school's dramatic improvement on the state's school grading system. Although Mr. Herbic has overseen a dramatic improvement regarding the school grade - a D to an A - this wasn't done through authentic student achievement: it was done through number and information manipulation. Emphasis is placed on identifying, then focusing on, students whose grades and graduation ensures an A. The learning of these students isn't the priority; the care and concern is solely for the school's grade. In addition, Mr. Herbic has given campus leadership roles to individuals whose moral and ethical character is poor. For example, teachers who carry on extramarital affairs on campus, Mr. Herbic champions as a future assistant principals. How could such a person be a leader, a mentor, a role model, an example to students and teachers? Lastly, Mr. Herbic targets those who may disagree with his decisions, no matter how respectfully. There is a concerning lack of trust and honesty between Principal and certain staff.
TARPON SPRINGS HIGH - CONTINUED FROM ABOVE	I feel compelled to add that I wouldn't be surprised if some on campus disagreed with my comments. That would be because Mr. Herbic has those he favors, and those he does not favor. Those he even targets. However, as mentioned above, those he favors – and those individuals have emerged as influences on campus – are not qualified to be campus leaders. They have simply emerged as such because of their personal relationships with Mr. Herbic. I love what I do – teaching. I am experienced, and I recently earned an M.S. in Educational Leadership and Policy. I know what good principals are like. Sadly, Mr. Herbic is not one of those principals. Please do not think this to be the isolated thoughts and feelings of a disgruntled employee. In fact, I know I could be quite happy if I ignored everything that occurs outside my classroom. I love the kids, and I love the community. And I believe I am in good favor with Mr. Herbic. But because of his character, and because of his decisions and actions, I am leaving the teaching profession at the end of this year. It is very sad to see Tarpon High struggle year after year. First Mr. Duda, then Mr. Vermeer, and now Mr. Herbic.
TARPON SPRINGS HIGH - CONTINUED FROM ABOVE	The school is in need of an overhaul, and it is especially in need of an effective principal. Thank you.
CALVIN HUNSINGER	administration dont support some of the associate and teaching staff , dont follow rules they have given us, when you try to do what they ask they shut you down. not always fair.
CALVIN HUNSINGER	Administration is very demeaning to all staff members. Moral for the staff is very low. The principal yells at staff in front of students; she is very impulsive and does not think before she speaks. She targets certain staff that she does not like and/or care for. The principal micro-manages everything in the school and does not support her team. The Assistant Principal does not take any accountability for her job; she often says that ""it's not my job"".
CALVIN HUNSINGER	Administrators here micro-manage staff to the point of stifling their efforts to be effective on the job. The principal is outright rude, often chastising staff in front of students and peers.
CALVIN HUNSINGER	Administrators work hard; however, their time is mostly spent on behavior issues. Training for both instructional and support staff needs to improve. We need to have a clearer focus and we need to train our team leaders better. Most decisions are made by the Principal without feedback from key staff members.

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CALVIN HUNSINGER	I teach at an EBD school. Many of these kids are faced with obstacles out of their control that hinder their success. I have students that are frequently late and/or absent. I cannot teach if they are not here! Many parents are not equipped with inappropriate parental skills and many parents do not value education which in turn affects the child's mindset.
CALVIN HUNSINGER	I thank that budget cuts should be made in other areas than just salary!!!! If there is I would very much like to hear about them. I only hear is about pay cuts.
CALVIN HUNSINGER	I think there needs to be more professionalism in our building. Certain things should not be said across the walkie and staff should not be talked down to in front of staff or over the walkies.
CALVIN HUNSINGER	It is very stressful trying to help difficult students when we are all in constant fear of losing our jobs. Also, morale suffers because when we aren't given raises and insurance rates are rising, less money is being made each year. Instead of laying off new teachers, retire older teachers. It would be nice to include support staff more instead of everything for the teachers: Example - first aid/ cpr classes.
CALVIN HUNSINGER	It would be nice if Special Education were considered Special, instead of the 'do it like everybody else in every other school, OR ELSE...' mentality, because suddenly everyone was supposed to fit into the same box, that has been going on since the cookie cutter mandates that come from the No Child's Left Behind ....The decisions that have been made over the past 8 or 12 years have been based in ignorance and politics, both of which, have no place in educational decisions that are in the best interest of our students. A good portion of what we are required to do these days has no value, no basis in what is real, and are a waste of time...ie: RTI, and it's ridiculous amount of useless paper shuffling...IEP's , a ridiculous exercise in avoiding litigation..here's an idea... ask the teachers how the students are doing , and what the best way to solve problems might be, then give them the freedom to use their knowledge and expertise to solve the problem, and let the lawyers write the Almighty IEPs that NO ONE seems to know how to write anymore due to everchanging legalese.. our hands are tied at every turn , again, in fear of litigation.
CALVIN HUNSINGER - CONTINUED FROM ABOVE	It is unfortunate that we now have a governor who is self-serving and ignorant, and even more unfortunate that he has managed to blame the entire financial crisis of America on Teachers and education. Interesting take on things, but based in pure stupidity. Where are the District people and the leaders in education? Oh yeah, they're worried about losing their jobs if they disagree with the politicians... just like everyone else. What happened to the focus being on what is best for the students? It no longer seems to exist. We are wasting millions of dollars on excessive and unnecessary testing. We are testing children to death, as we perpetuate the killing of trees and making test making companies richer than rich...pretty much everything we know we should be doing, we are not allowed to do, and we are so busy making more paperwork to 'prove' something was said or done, that if it isn't written down, it must not have happened, so WAY too much time is spent 'proving' everything to the faceless monster of mandated foolishness and useless acts of paper shuffling. Obviously I am extremely frustrated with the direction things are going from the federal level right down to the county level.

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<p>CALVIN HUNSINGER - CONTINUED FROM ABOVE</p>	<p>If I could change one thing, it would be that we stop operating from the standpoint of possible litigation, and operate once more from the point of what is best for the students. I can tell you for sure, that treating special education students as if they were like the rest of the population, just makes everyone who makes all these decisions about 'teacher accountability' look like idiots. I can not be accountable for the neglect, abuse, genetic malfunctions, poor parenting, low socio-economic status, mental illness....etc etc.of our students. Maybe some of the politicians should focus on the economy and how we can help in the community , etc., before they start telling me I am somehow responsible for the problems my students bring to school with them, and therefore should be working for little or no pay...let me stop, because I could go on:)) there..i feel better... thank you and have a nice day. Peace, Love, and Understanding...you may say i'm a dreamer, but, i'm not the only one:))</p>
<p>CALVIN HUNSINGER</p>	<p>It's been a very tough year. I think moral goes up and down. Our students have a lot going on outside of school, but those problems get carried in on a daily basis. Moral at the end of the year is low due to budget concerns. We have no control of budget issues here.</p>
<p>CALVIN HUNSINGER</p>	<p>Mrs. Bessette is no racial and gets away with it. She goes around talking very nasty to the people she does not like. If you try to go to another school, she will go and call the school to Black Ball you. She says she has friends at every school. If you try and get help from outside offices like the Union they say they donot get involved in that. The only reason I keep quiet is that I am afraid she may give me a bad review and get her friends to go along with her in the school. She has people who are afraid to go against her for what she may do. I am afraid because I am a single parent and I need my job. Whenever I tried to get help she made my job very bad for me. She would make me do jobs that were unfair and state she could do it because she is the principal. I wish someone could come and see how she treats some of us here at Calvin Huntsinger. I know that what goes around comes around, is what I tell myself everyday. I smile and keep doing my job, because I cannot move anywhere as long as he is around to make it bad for me. Someone should send out a representative every month to watch her. I regret the day I ever came to Calvin Huntsinger.</p>
<p>CALVIN HUNSINGER</p>	<p>Our morale is relatively high at our school because we pull together and work toward a common goal. Our morale would be a lot higher if the district could manage finances better than a 16 year old with a checkbook. District blunders roll downhill and land directly in the laps of teachers. District personel play fast and loose with the lives, employment, and welfare of teachers, yet expect us to show up and work miracles on a daily basis. Why lay off the best trained and brightest young teachers rather than develop an early retirement program for much more highly compensated veteran teachers? Once again, the district goes for the ""quick fix"" without thinking of the long term ramifications... Just like a 16 year old with a checkbook. Pathetic!</p>
<p>CALVIN HUNSINGER</p>	<p>Our principal is the hardest working,most dedicated, physicaly active school employee I have ever worked for.Unfortunately the well meaning blind micromanaging Donald Trump style climate that is unavoidably generated by her need to over achieve smothers most creativity from dedicated staff and support personel alike. It truly is sad to see such a vibrant,well meaning person alienate so many good talented people capable of helping her acheive a well balanced learning and work enviroment. Perhaps she in part is a victim of ,over shooting, well meaning leadership, as well.</p>

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CALVIN HUNSINGER	Preference is given to staff with either the most seniority or friends of the principal. This embodies an unbalanced viewpoint of final decisions for all dedicated staff in the work environment.
CALVIN HUNSINGER	The principal has blinders on regarding some unprofessional behavior for staff that she favors. Our school has several dedicated and wonderful teachers. These staff members are rarely recognized by the principal for the good work they do everyday. The assistant principal supports and respects the staff at our school.
CALVIN HUNSINGER	The principal treats staff unequally. There are some staff members who sleep on the job or do nothing with no reproach or consequences, while skilled, hardworking staff go unrecognized. Many staff hear, through the grapevine, comments that are made about staff, by the principal that are unprofessional and at times vindictive.
CALVIN HUNSINGER	There are different rules and expectations for some staff. Some are allowed to take naps, come in late, leave during the day for oil changes on his car! He is a behavior specialist! The Asst. Principal is very warm, supportive, fair and always accessible. A very good leader. Will correct and direct you in the expectations. Is able to say thank you for going beyond job expectation. The principal is not able to do this. Associates have done lesson plans, grades, etc. while instructive staff was out (many weeks) no long term sub and principal can not offer thanks. Has little respect for associates. Many give up lunch and breaks daily because constant activity at an EBD center. Principal makes public announcements of: informing staff they will not be here next year, accusing them of things, no respect to confidentiality and treats the Asst. Principal with no respect in faculty mtgs and etc. The principal does have many areas of qualities but the negative issues cover up and out weigh her strengths.
CALVIN HUNSINGER	This survey is ridiculously long. Do you honestly believe classroom teachers have 25 "spare" minutes?
CALVIN HUNSINGER	We deal with a very difficult student population with very little parental support. We work harder than general education teachers but are not eligible for extra money-only good FCAT scores. It is very frustrating to and demoralizing be told constantly that we are not doing our jobs and threats that we will be held "accountable." On top of that, every year it is the same thing-there is no money and by the way, you will be getting a cut in pay. There cuts are always at the instructional level, not the administrative level. The district got a huge amount of stimulus from the gov. but instead of saving it, as recommended, they spent most of it. Now it comes out of our salaries. I am tired of being penalized financially for mismanagement of money at the district and state level. I feel we are not treated as a professional and not paid as a professional. If I wasn't so close to retirement, I would change jobs. These decisions are going to motivate all the good teachers to seek employment elsewhere.
HAMILTON DISSTON	I do not feel that we need high paid district administrators who rarely have contact with students. Why should we lose media specialists when they have daily contact with students and support the teaching staff. Too many chiefs and not enough indians as the old saying goes. Our district is a financial mess and I blame the bureaucrats in administration.

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HAMILTON DISSTON	I feel the principal tries to inspire teamwork but it is not always successful. I really enjoy working at this school with these students but not always the staff. There are too many ""cliques"" and too much harboring resentment at times. Some people are lazy and don't get any consequence while others pitch in and try to help wherever it is needed.
HAMILTON DISSTON	not much has changed at HDS except for the names..... we still have a principal who refuses to address the real problems at our school. our bookkeeper/secretary is ineffecient and her job performance negatively impacts all of us. She does not fairly distribute school resources and continues to lie and cover up to the principal. The principal is dismissive of concerns brought to him that involve his inner circle: secretary, tech, tech's girlfriend and AP. The bookkeeper is told to do something by principal (order supplies, technology, books, etc.), but she does not and then lies about it. ARRA funds were secretly spent by principal, secretary and tech with no to little input from others. Money was spent foolishly and wastefully. Principal marks me down on use of technology, yet I am unable to access laptop lab, iPads, etc....yet, tech's girlfriend is fully equipped with a laptop and iPad for each student. If I could access it I would use it.
HAMILTON DISSTON - CONTINUED FROM ABOVE	Principal is rude, demoralizing and pompous. he walks away in the middle of a conversation. nothing is ever addressed, just juggled around. principal conducted on survey yet did not address the issues. refuses to acknowledge the truth and protects his chosen few.
HAMILTON DISSTON	There was a quote I read awhile back that says; "Pick the right school leader and great teachers will come and stay. Pick the wrong one and, over time, good teachers leave, mediocre ones stay, and the school gradually (or not so gradually) declines."
HAMILTON DISSTON	We have a new principal this year, who I feel is doing an outstanding job. The morale last year was in the dumps, I feel morale is climbing since this principal started. He is exactly what we needed at Hamilton Disston this year.
NINA HARRIS	Everyone is concerned about the recent legislative cuts and changes. Moral is not as high as it could be. Teachers spend an inordinate amount of time with paperwork.
NINA HARRIS	How can you have high morale when the rules always keep changing and you never know what to expect? How can you have high morale when you feel that the District (1) is going to do what it wants regardless and (2) when you know the State's attitude is that we're all a bunch of overpaid morons and that the private schools some how or other can always do it better? It would always be easier and better if you could simply cast off/out the low achiever, the cognitively impaired, the medically fragile, the unwed dropout mom etc.
NINA HARRIS	I have noticed, in the 6 years I have been here, that teachers who have been here a long time (more than 10 years or are personally close to administration) have a great deal of input into what changes occur at this school and scheduling for their team. These same staff members often are found in the administrator offices, complaining about other teachers instructional techniques, instructional practices, and reward systems to name a few. This is the part of this school that makes it difficult to feel supported by the Principal and AP because they often form a tainted opinion about a staff which in turn makes everyone feel uncomfortable.

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NINA HARRIS	Let me start by saying that I love teaching. I love my students. They are the reason I love teaching, but at this school, I feel there is no support from the administrators on behalf of the teachers. I feel like teacher concerns are overlooked and ignored. I feel that there are staff members who are employed here who should not be employed here and the reason they are still here is that the administrators are too scared to terminate them because they fear legal repercussions. I feel that the administrators say one thing and do another trying to look good to the public. I feel that the administrators say that the welfare of the students comes first, but all they really care about is if paperwork is done on time and budget/money issues. I feel that the morale in this school is low because the staff is not treated with respect and the Principal and AP play favorites. I feel like the teachers at this school put in a lot of time and effort and energy into their students development and get little to no recognition for their work. I feel that the state standards for this student population is completely unrealistic and ludicrous.
NINA HARRIS - CONTINUED FROM ABOVE	I would like to see some of the people who dictate what curriculum must be taught to come into these classrooms and try to teach that curriculum. I feel that the administrators look for reasons to criticize the teachers. My students are the only reason I enjoy and look forward to coming to school. This school environment desperately needs some improvement.
NINA HARRIS	Morale seems to be at a low point right now. The budget cuts are leaving everyone fearful. The ESE paperwork processes are overwhelming in so many ways which has caused low morale among the teachers. The new state laws that directly effect all of us have been a cause of low morale. The fact that we are a very specialized center school makes it difficult because many people (higher ups) at both local and state level just do not understand our students and what we teach them and why. It is frustrating when people try to make our students fit the same mold as everyone else!
NINA HARRIS	Our administrators try their best to keep the morale high at our school. They are fantastic with our population of students and with the staff. The politicians and the decisions that they make in respect to public education and public educators make it impossible to keep morale high. I wish our District would stand up to those making decisions at the state level. I don't feel like they support the teachers or anyone who works for public education. They are afraid of the state and it shows at our level. Our students love school and are happy to come to school each day.
NINA HARRIS	There are people in this school that should not be working here and there are people out that want this job and can't get hire. Hire more staff instead of taking people out of departments that need more people.
NINA HARRIS	Working at a special education center has been an eye opener and should be treated with dignity and respect for all parties involved. You do not know what is involved in working with these students and the teachers and associates are to be commended for their hard work. Although we do not have the academics of gen ed; our academics are both inspring and heart-felt with all persons involved.
PAUL B STEPHENS	I enjoy working with students and staff at paul b stephens

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<p>PAUL B STEPHENS</p>	<p>I work in ESE center that in my opinion has become the administration's dumping ground for extreme behavior/agressive students. As a result moral is at it's lowest point in the 22 years I have worked there. We have several students who have repeatedly and seriously injured staff and other students. personally, I have been punched, kicked, bit, scratched, spit on, urinated on and had furnture thrown at me so many times I quit counting. In a regular school setting this would be unacceptable, yet, it seems to me that the county administrative attitude about our school is, "" you've got them, deal with it."" Fortunately, my love and concern for my school's overall population remain unwavering, but as more and more problem students are dumped in our laps, it is becoming increasingly difficult to maintain a positve attitude. Furthermore, I have to say that in my opinion, the transportation department, is, has always been, and might always be the worst managed department in the entire school system. The level of incompetence is mind boggling. I would give examples but the list would be pages long. Don't get me started on the School Board.</p>
<p>PAUL B STEPHENS - CONTINUED FROM ABOVE</p>	<p>The culture os spending millions on plan and initiatives, only to decide 1 or 2 years later, that something else is needed,( at the cost of more millions), while financially neglecting the rank and file, is ludicrous. A case in point would be the millions wasted on the much touted, bus GPS system that was abandoned before it was ever used. As long as these people continue to spend so wastefully on what I can only assume are ""pet projects"" the everyday worker will get the short straw. Meanwhile I keep hearing about the need to attract and retain the best of the best educators to work in our county. I will finish with this. Good luck, you're gonna need it. I'm currently enrolled in SPC working towards a special education degree, and with the work experience I have, I think i'd be a pretty darn good teacher. The lack of concern for the financial well being of the current employees of the system leaves me wondering if I should continue on this path or consider another career.</p>
<p>PAUL B STEPHENS</p>	<p>Our staff is very discouraged by the budget cuts and changes that have been discussed necessitated by the budget cuts.</p>
<p>PAUL B STEPHENS</p>	<p>This is an inspiring and unique school to work. Working with this population is deep in the heart of most of the staff there. Many long term staff remains. The morale is greatly affected by the continual cut backs and additional work that is expected. As the required paperwork increases the time with students decreases. Expectations become higher with the support staff yet the compensation is getting less. I love my school but am at odds with the over all system.</p>
<p>PINELLAS SECONDARY</p>	<p>Although I can't speak for the other insrtuctional staff, but the Principal at this school treats me with a disrespect that is both rude and insulting.</p>

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PINELLAS SECONDARY	If school rules were truly enforced, (i.e. no swearing, no bullying, no hitting, and no racial slurs of any kind), and if the dress code and no cell phone policy were also truly enforced, more students would either be sent to I.S.S. or suspended from school. Once the chronically misbehaving students are out of the classroom, real instruction can take place and real learning with real student gains can happen for the ones that remain. I realize this is a trade off, but the current situation, with the chronically misbehaving students always being sent back to disrupt the class again and again, very little instruction can take place. In fact, students who may be likely to behave if rules were in fact enforced, learn quickly that the rules are not enforced, and they, too, begin to disrupt. This principal micromanages teachers rather than support them in their desire to teach. It is a shame to treat professionals in this manner, especially since teachers do not get the back up support to discipline the students who do act out.
PINELLAS SECONDARY	In a school that relies on positive praise toward the students, from teachers, little comes to the teachers from the Principal.
PINELLAS SECONDARY	New principal this year, which was quite an upheaval for this school. He is difficult to work with on a good day; communication is not his strong suit, and he doesn't present well to faculty/staff or parents. Very volatile. There is no room in our very small school environment for a prima donna. Our student pop is transient/interim based, and the staff and faculty are overwhelmed. Additionally, this year our school is a very UNSAFE environment, the SRO's don't even want to work here. The troubles in this school are too detailed to go into here, and the district effectively ignores us. When we were a cohesive unit, being ignored could be tolerated, but now, it's painful.
PINELLAS SECONDARY	No compensation for dealing with students who ALL have been reassigned to this school and who are mostly put here due to their horrible behavior. Bus drivers receive extra pay for transporting the students back and forth to this school due to the nature of the students behavior, yet no extra pay is given to staff who have to deal with the students for 6+ hours a day. The is no potential of receiving FCAT A+ money like other mainstream schools is viewed as a severe discrimination on part of the Pinellas County School Board, who claims to be an equal opportunity employer, where is my opportunity to share in FCAT monies? Students are not here long enough to build a lasting behavior changing relationship between staff and student. Fighting, cursing and defiance rule this campus. This school is severely understaffed for the quantity of students that are attending at the mid to late semester point. The atmosphere is always volitale and hostile coming from students, which has lead to a feeling of an unsafe work environment and puts undue mental and physical stress on each and every employee who works at this school. Change needs to come.....REAL change.
PINELLAS SECONDARY	The staff at the school is excellent! It is a family oriented setting in which everyone speaks to each other, including admin. Admin interacts daily with all of the staff and does not place themself above the employees. Due to the setting at the school it is such a pleasure to come to work everyday.

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PINELLAS SECONDARY	There is a grave need for parental responsibility being mandatory when their child is chronically disruptive. Video camera's in the classroom would help. The courts need to enforce attendance and judges need to make it necessary for students on probation to maintain a C or higher average as part of their probation requirement. There needs to be mandatory elective classes per grading period for students who are disruptive, skip, do drugs, fight, w/lack of attendance and any other offense that will address these issues point blank. In other words classes that address drug use with relative substance, the importance of education, the importance of having empathy, how crime affects everyone, how to communicate and socialize and start over regardless of the past. Also there needs to be mandatory parental involvement in a program as well who have these type of children and it needs to be part of the requirement. ESE teachers need to be compensated for the numerouse hours that are required to do IEP's, ESE teachers should have a planning period and another period that allows them to do IEP's, go to their caseload students classrooms.
PINELLAS SECONDARY - CONTINUED FROM ABOVE	All Teachers should be required to take classes that address ESE understanding, way too many Gen Ed teachers do not accept students have learning differences that are not within their control nor was it their parents fault. Last but not least, there needs to be vocational programs for students within each and every single school such as upholstery, technology, sewing to name of few. Students need some means of learning a trade or being introduced to a trade because not all humans are geared towards college. One more thing, Middle Schools need to be held accountable for students being equipped to succeed in High School. Middle school needs to have credit requirements. Too many incoming 9th graders are ill equipped to be successful in their Academics and not just Algebra, in English and Science as well. It's sad. Read 180 needs to be removed from the High School and a better program needs to be implemented for reading success. Direct Instruction and AMPS worked and had a much higher success rate amongst high schoolers than Read 180.
PINELLAS SECONDARY - CONTINUED FROM ABOVE	We need a better curriculum and SCANS lab should be a requirement for all 10th grade students to assist them with finding their talents, strengths, weaknesses, job opportunities and so forth and then they can create a portfolio based on the assessments as a plan to assist them and it can be implemented within their graduation requirement.
PINELLAS SECONDARY	There should be separate questions for the Principal vs the Assistant Principal. Some questions group both as administrators. The AP here is excellent. The Prinicipal has some growth to do.
PINELLAS SECONDARY	This School has improved tremendously since the arrival of the new principal, Mr. Hammond.
RICHARD L SANDERS	I have enjoyed working at this school. I admire and respect the administrators for the work they do with our students. I feel it is a privilege to work with such knowledgeable people.
RICHARD L SANDERS	Morale is extremely low due to staff members not knowing whether they will have a job in the next year. No information coming in a timely manner. Where else can a person work hard for over 20 years, get glowing appraisals year after year, and receive a pay CUT for his/her efforts?
RICHARD L SANDERS	Our school is experiencing changes with EBD students and Transition students - it feels like an uncertain time and staff do not have a clear understanding or direction from district.
RICHARD L SANDERS	Some of the questions are difficult to answer. This is a center of ET students and EBD students. Everthing is great on the ET side - the staff and students are very different. Had to answer neutral on those questions.

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RICHARD L SANDERS	The lack of communication as to the future of our school and district are not expressed to the group as a whole. We seem to get ""information"" via rumor mill and newspaper, giving most of us a feeling of not being involved in the decisions that directly affect us. There seems to be no forethought in decision making, showing there is not the ""higher level"" of thinking on the part of the people that should be expected to show it. This is at the school, facility, and district levels. The shuffling around of administrators, directors and superintendents does not constitute ""cutting the fat"" out of our top heavy system.--- Principals DO NOT need to be 12 months when special consideration is put into having summer assignments to other school for them to be an ""assisting principal""..
ADULT ED / COMMUNITY	CAEC is a quality organization. Christy Richards is among the best principals I've ever had.
ADULT ED / COMMUNITY	I have the best job in the world despite our governments efforts to make it otherwise.
ADULT ED / COMMUNITY	I love my job and I appreciate my principal. She's done wonders for our school and made it a wonderful place to work and for students to come to.
ADULT ED / COMMUNITY	I'm impressed you even want to know! In this climate of change and uncertainty, as an educator, I am frustrated that more is not conveyed to the staff. The terms, ""I don't have more information."" is unacceptable. There are answers, we may not like them, but they concern our futures. Let us in on the process and let us be heard. We want to know what furlough days are going to look like; will they be days off or just shave minutes off each day to make up for them. We have families and lives outside of PCSB and need to make sure those needs are met, as well as those of our students. The processes that are taking place are not open enough, is what I am saying. The rumors and panic that not knowing is worse than the facts, I am sure. I would not change my job for the world right now. PCSB has been a dream come true for some of us, and we appreciate all that is done for us. Change is needed and change can be good, but not at the expense of those who put in blood, sweat and tears. I am extremely frustrated at the over spending of some areas in our district. I understand capital outlay, transportation, technology and that those pots of monies cannot be spent elsewhere. We don't need a raise, I will gladly take a pay cut in order to save positions of
ADULT ED / COMMUNITY	Moral is low because we're all taking pay cuts next year when we should all be getting raises. However, when you live in a state that would rather build prisons than fund education, it's hard to feel the love.
ADULT ED / COMMUNITY	Morale is not really high anywhere in Pinellas County Schools. We haven't had RAISE in nearly FIVE YEARS. Our salaries are too low and, though the administrator and teachers at my school are top notch, WE ARE NOT BEING REWARDED FOR IT.
ADULT ED / COMMUNITY	Right now, between the legislature and the press, morale doesn't seem to be very high for anyone.
ADULT ED / COMMUNITY	Some responses will be lower than normal based on new and drastic budget cuts by the state -- as well as teacher lay-offs.
ADULT ED / COMMUNITY	This had been the worse school year I have ever experienced. I have been teaching for 40 years.
ADULT ED / COMMUNITY	This has been a difficult year with all of the budget concerns and changes in the legislation that will have a challenging impact on the operation of the district. The level of services will be reduced and this of course will have a negative impact on all parties involved. I only hope that at some point the budget cuts will level off so that we can achieve some new level of normality.

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ADULT ED / COMMUNITY	We have a new administrator. She isn't new to the PCS just to Lakewood Community. She has brought new ideas and training to our staff. Tese ideas have inspired the teachers to get the students involve so that they are excited when it comes to acheiving their ultimate goals here and beyond our walls. We want the students to have the right tools and skills to function in the real world.
GENERAL CENTRAL LOCATIONS	#2 - questions 1-7 - my answers refe to PCSB - not my work location.
GENERAL CENTRAL LOCATIONS	admin building
GENERAL CENTRAL LOCATIONS	Administrators do not know the correct processes for RTI, ESE students, assistants, and enforcing the rules. Administrators do not back up teachers when they make a referral on a student or follow through with any consequences for disruptive, dangerous, or rude behaviors of students. There is very little communication between administrators and the staff. Morale of the teachers and staff is very low.
GENERAL CENTRAL LOCATIONS	all
GENERAL CENTRAL LOCATIONS	All regional offices
GENERAL CENTRAL LOCATIONS	Although our office is housed on this campus we serve Pinellas County students and are not supervised by the adminstrator on the campus but rather out of our department at Admin. Thus, answers were sometimes difficult. I appreciate the opportunity to provide input.
GENERAL CENTRAL LOCATIONS	Before the budget cuts we were asked to do more, work more. Now with the budget cuts we're asked to do even more and asked to work more. It is very disheartening when I continue to see waste and people with incomes greater than mine doing less. What was the point of the raise last year.
GENERAL CENTRAL LOCATIONS	Between budget concerns and the many changes happening, this is a difficult time for all.
GENERAL CENTRAL LOCATIONS	Budget cuts make all areas harder to judge..less services..stress
GENERAL CENTRAL LOCATIONS	Communication from the top down is not effective. Tasks are just pushed down the line so people don't have to do unpleasant tasks or share unpleasant news. Blame Game is played way too much.
GENERAL CENTRAL LOCATIONS	Communication is a real challenge for this supervisor. Although notes are taken at each meeting, summations are never shared with staff. As a result, procedures and processes are never finalized. This significantly impacts our effectivness as a team as the same issues have to be revisited.

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GENERAL CENTRAL LOCATIONS	Communication is one way - from the bottom up, unless it is negative. Replies from the administration here is scarce. Shark grins from the principal and fake jocularity just makes staff members itchy, waiting for the other shoe to drop. If a parent or child complains, more respect is given to them than the staff member. The students and parents here are wonderful. The teaching and support staff work very hard, but true respect from administration is lacking. The principal puts up a front that she cares, but when the chips are down, she doesn't. All she cares about is how she looks, not how she treats her staff members. I love working here for the children, not the administration.
GENERAL CENTRAL LOCATIONS	Communication is very poor. I have lost confidence in the Superintendent. Many of the School Board Members do not always understand the scope of the problems.
GENERAL CENTRAL LOCATIONS	Contiune to keep up good teamworker.
GENERAL CENTRAL LOCATIONS	Despite the difficult economic times that we are experiencing, I believe that the attitude amongst the majority of teachers and other staff is very positive. This demonstrates not just good teaching and intelligence, but also -- character and determination.
GENERAL CENTRAL LOCATIONS	Dress code needs to be enforced with students, it is rarely adressed at some schools. Many high school students are dressed inappropriately and nothing is said to student, often times the students walk past administators and still nothing is said or done. To many cuts to student services and not enough cuts to admin building (Taj Mahal).
GENERAL CENTRAL LOCATIONS	During times of budget crisis the district needs to start cutting at the top instead of always starting at the bottom (people making less than \$30,0000 a year. Big dollars could be saved, if some of the high salaries were cut. Instead we always cut the little man.
GENERAL CENTRAL LOCATIONS	Great place to work!!!! Used to work for the County - they were corrupt!!!!
GENERAL CENTRAL LOCATIONS	Hard for overall morale to be high given what's happening with the District and State educational decisions being made right now. People are doing the best they can to keep their heads up. It's getting harder to do that when they aren't receiving respect or reasonable compensation for their hard work. They have stuck it out through pay cuts (direct and indirect) and a lack of respect for everything they do. This year may be the 'straw that breaks the camel's back' for many of them. The mass cuts to personnel that were made this week are outrageous. Our children are our future, and should be our priority. Instead of spending money frivolously because the money is in a certain 'pot', we should be moving the excesses from those 'pots' into the 'pots' that matter. What good do paint jobs, new buildings, new furniture, excessive computers, etc. do for our students when we don't have enough teachers? We are losing great teachers who must do something else to support their families.
GENERAL CENTRAL LOCATIONS	Hiring practices could be improved here by involving commitees in hiring new personnel instead of administrator doing solo interviews. Administrator is impulsive and insensitive at times, but can usually self correct and make appropriate decisions. Her retirement in two years should not result in Jacqueline Douglas being given the opportunity to destroy another EBD center.

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GENERAL CENTRAL LOCATIONS	Hostile environment being created by top leadership in MIS.
GENERAL CENTRAL LOCATIONS	I am a compliance educational diagnostician. My job is to provide compliance support to exceptional student education teachers as well as hold meetings with parents to discuss eligibility and concerns with services. I am based out of the Ozona Service Center and live 5 miles from that office. I currently serve 4 elementary schools, 1 high school and one charter school. It has been a good experience to have a high school this year as my past experience has all been with elementary school. I feel that the needs of these populations are so diverse that it is difficult to be highly knowledgeable in the areas of both elementary and secondary compliance and eligibility. Previously these areas were separate and I feel this provides better service to the schools as trainings for CEDs can be targeted to specialized levels. As changes occur so frequently with state and county requirements, it would be much easier to keep up with the changes at one level rather than at all levels. Of the schools I currently serve 4 of them (one being the charter school) are located in St. Petersburg which requires on average 45 minutes of travel time and excessive mileage on my car.
GENERAL CENTRAL LOCATIONS - CONTINUED FROM ABOVE	Triangulation travel is no longer permitted. With rising gas prices this has given me an additional expense (maintenance and fuel) that is not taken into account by the district. Schools with closer location to my office and home are currently being served by staff from the Disston Annex office. I don't understand the reasoning behind this decision. My office is an integral part of my job as it is where folders come in for students going through the ADAPT office. It is also where folders are logged in and out and prepared for my use in the schools. It is a location to collaborate with my colleagues and supervisor which is crucial for sharing ideas, solving problems, and feeling a part of team serving schools in the most effective way possible. Access to our office has been made limited as we are being asked to remain in schools every day all day and even now to be in the schools as much as possible on Fridays as well. This affects our access to office support, materials and our sense of being part of a team.
GENERAL CENTRAL LOCATIONS - CONTINUED FROM ABOVE	At schools we are there once a week to once every two weeks and are not considered a member of the school staff. Removing us from our colleagues makes it difficult for us to share information and provide support for each other. My supervisor is excellent, I enjoy the work that I do, I feel well supported by my supervisor and colleagues. I also feel that it seems to get more and more difficult each year to do the job as effectively as it needs to be done. Thank you for providing this survey and hearing my concerns.
GENERAL CENTRAL LOCATIONS	I am a Health Services Employee, I love my job and working with the students and staff at all of my multiple schools. I however do not feel that the Administration is supportive of the staff or the health of children within the district. Unfortunately our department is a low priority and it is felt throughout our department.
GENERAL CENTRAL LOCATIONS	I am a long-time former employee who returned to the district last year in a completely different capacity and salary. I am thankful to be working full time as last year I was part time and was also a sub. I am aware of the budgetary constraints and all the people that are affected. I know this district has many hardworking, good people who care about children and want to make a difference and for that I am proud to be part of the district's goals.

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GENERAL CENTRAL LOCATIONS	I am a school social worker so some of the question regarding ""classes"" do not apply directly. I mentally substituted ""group"" for classes.
GENERAL CENTRAL LOCATIONS	I am amazed that the first page of questions is willing to ask these questions. I am consistently ashamed to be associated with my department as they are a technical and professional embarrassment. I have consistently sought employment elsewhere, but have been unsuccessful.
GENERAL CENTRAL LOCATIONS	I am an instructional coach and not a classroom teacher.
GENERAL CENTRAL LOCATIONS	I am disappointed in the choices made concerning employee reduction. If students are top priority, there are no students during the summer - so why not close shop during the summer. There are a lot of high paid workers during the summer. Furthermore, if students are top priority, how can we lose social workers and guidance counselors who work so closely with the students. I have to question whose best interests are at heart. Wouldn't it be better that EVERYONE suffer a little during the summer that the students would be able to have the support they during the school year. What exactly have the Superintendent and top Administrators sacrificed for the cause of the children?
GENERAL CENTRAL LOCATIONS	I am not based at a school, so I can not judge. Some very excellent and responsible PCS employess go over and beyond what is expected of them and work much ""harder"" than other employees. The best always get ""the pink slip""!
GENERAL CENTRAL LOCATIONS	I am not located in a school setting
GENERAL CENTRAL LOCATIONS	I am rating FDLRS Gulfcoast as my ""organization"". I do not have much interaction with any other part of the Pinellas County School system generally. So I did not feel able to rate them.
GENERAL CENTRAL LOCATIONS	I AM THE SCHOOL NURSE IN 2 EXCELLENT SCHOOLS, BLANTON ELEMENTARY AND TYRONE MIDDLE. MY RESPONSES APPLY TO BOTH THESE SCHOOLS
GENERAL CENTRAL LOCATIONS	I am very fortunate to love my job, feel great satisfaction from the work I do and love working with all of the people who are my customers. I am truly thankful everyday that I can go home and feel valued as in individual and as a team member for PCS.
GENERAL CENTRAL LOCATIONS	I believe the District expects high standards of performance but does not lead by example. Although there is training available it is not for every department. Risk management if helpful... when you can get thru to them. I don't believe that this current budget issue has been handled with the highest standards of performance/professionalism. So many employees are currently in limbo waiting to hear about their jobs but the Board has waited until the very last minute to make a decision regarding the proposed cuts. Yet in light of this most important vote the Board decided, in their infinite wisdom, to postpone the meeting date by two (2) more days. Again, not leading by example - or the example is...this issue is not our highest priority.
GENERAL CENTRAL LOCATIONS	I can't believe teaching positions are being cut, but a less than 2 year Pinellas County Employoy who somehow became a supervisor w/o the credentials can keep their job. She just began in October??? This county has no clue-- Instructional personnel on the chopping block, but no administatros/supervisors???? No wonder morale is horrible.

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GENERAL CENTRAL LOCATIONS	I deal with all the region offices - they are quite helpful and prompt.
GENERAL CENTRAL LOCATIONS	I do not feel my hard work is valued in the school system. I have been released from my contract due to senoirity, when there are staff that have been here longer and perform far lower than myself. As a district, Pinellas County has taken the stance that they value the amount of time worked over the quality of the work.
GENERAL CENTRAL LOCATIONS	I don't feel that with the cuts that have happened in the past, upper level supervisors ( above Department Directors) know what the support staff has taken on. What our positions entail and the amount work we truly do. I also, think that there needs to be more written Policy & Procedures for better structure, and so everyone (Administration, Schools, etc..) are all on the same page with how things are to be done.
GENERAL CENTRAL LOCATIONS	I don't know the region admin bldg.
GENERAL CENTRAL LOCATIONS	I don't think the public or the district is truly aware of the population we work with, the dangers we face daily and how it affects our morale when we face the threat of losing everything we have worked hard for. I think the public and the school board need to be aware of the fact that dropout prevention teachers/staff are a special population, and are constantly at high-risk and it is because of staff like us, these kids are not threatening, hurting or ruining the academic prowess/progress and success of their own students and family members - yet they and we are accountable. We are underappreciated (by those outside of DOP) and under-paid, but have the same expectations and training as the best of the best.
GENERAL CENTRAL LOCATIONS	I experience a lack of professional respect from other staff members multiple times a week. As a member of the IEP team for many students, it is also challenging to collaborate with the team to create IEP's.
GENERAL CENTRAL LOCATIONS	I feel like decisions are made to effect the ""little people."" It should effect everyone!
GENERAL CENTRAL LOCATIONS	I feel Seminole High School is effective in helping every child succeed. The administrators care and are supportive of the staff. I collaborate with other teachers on an almost daily basis and the instructional staff is committed to highest student achievement for every student.
GENERAL CENTRAL LOCATIONS	I feel support staff has been treated like we are nothing to the organization. I feel very soon upper management will realize how much all the cuts to support will effect the whole picture.
GENERAL CENTRAL LOCATIONS	I feel that there is too much favoritism within my department.
GENERAL CENTRAL LOCATIONS	I feel the morale of most PCS employees is very low and I don't see it getting better anytime soon.
GENERAL CENTRAL LOCATIONS	I have lost all respect for the leaders of the District. Based on the decisions being made and the hesitation in making the decisions, there is no strong leadership heading the District and the Board Members have been in office too long. There should be a limit on how long Board members can server. There are not set policies for handling employee concerns and departments are not bound by any guidelines.

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GENERAL CENTRAL LOCATIONS	I have no confidence in the top-heavy administrative "leadership." Major decisions are made in a "shoot from the hip" fashion without considering the long-term effects on staff, students, and families. Rather than a coherent long-term plan there is a leadership culture filled with whims, pet projects, favoritism, and damage control. After 20+ years I don't recall a time when morale has been lower.
GENERAL CENTRAL LOCATIONS	I have only rated this survey as an employee and not as a parent since all of my children have graduated from high school.
GENERAL CENTRAL LOCATIONS	I have taught in the district 10 years. I have worked at this school for only 2 months but I love my position and the principal and staff have been so helpful and super nice.
GENERAL CENTRAL LOCATIONS	I have worked for PCS for 22yrs and I love it so.
GENERAL CENTRAL LOCATIONS	I hope with the up coming changes, that the slackers will be wedded out ,and the waste will stop!! I am proud to be an employee and have worked very hard to be where I am.Thank you to Anne Morgan the Even Start Program and all the administrators that gave me the opportunity to prove myself.
GENERAL CENTRAL LOCATIONS	I just don't understand how some people can come in 15-30 minutes late everyday and just because they do not take the breaks that's fine?
GENERAL CENTRAL LOCATIONS	I like Skyview Elementary school.
GENERAL CENTRAL LOCATIONS	I love my job and my co-workers.
GENERAL CENTRAL LOCATIONS	I love my school but due to budget cuts we are experiencing a lot of stress which impacted my responses on some items. I work with all EBD students, and I believe all children can learn and be successful. If they are not, we as their educators need to try something new until we find what works.
GENERAL CENTRAL LOCATIONS	I rarely need to contact a Regional Office
GENERAL CENTRAL LOCATIONS	I think we need to go back to 3 Regions. We do not need 5 Regions.
GENERAL CENTRAL LOCATIONS	I transferred to this school from another in the district where colleagues felt it was ok to classify each other as 'positive' or 'negative' and where there was overt disrespect from the AP to me. The principal allowed it. It was a very hostile workplace. At this school, I have been treated beyond well, as a professional, and have been verbally told by my administrators what a good job I am doing and how glad they are I am here.. What a breath of fresh air. This school is MUCH cleaner than my other school and the custodial staff is very pleasant and helpful--and cleans my room DAILY (not at my old school).. My colleagues are always pleasant, speak to me with respect, treat me professionally and there is none of the positive/negative nonsense going on--we're all on the same team! This is not a bad school, but there is low parent involvement--unless you are giving away something for free, then they are here in droves. It seems the student body always expects you to give them things.

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GENERAL CENTRAL LOCATIONS - CONTINUED FROM ABOVE	The staff goes beyond in trying to locate incentives and nice opportunities for children (invited guests, presentations, etc.) My only 'concern' about administration is the way they use the e-mail system. If you write something to an administrator, it seems to show up as a 'forward' or ""reply"" in the public e-mail. I have found that there is no such thing as a one on-one e-mail conversation with the administration here. It bogs down the e-mails and a lot of the stuff forwarded is not applicable to me.
GENERAL CENTRAL LOCATIONS	I wasn't sure if this survey was pertaining to DOP as a whole or my specific department.
GENERAL CENTRAL LOCATIONS	I will be very strongly upset if the referendum for a new baseball stadium is passed when we are in a financial crisis with our school budget.
GENERAL CENTRAL LOCATIONS	I work in multiple schools. I note effective school administrators support and enforce school board policy, promote a safe environment for students and staff, and encourage professional behavior. The principals I work with now create professional work/education environments and have respect for PCSB. It is a true joy to come to work. The worst principal I worked with proudly touted her breaking policy repeatedly at her whim, justified unsafe, unprofessional behavior of her staff, and encouraged hostility toward staff who she felt were not blindly loyal to her. I hope her successor has more respect for PCSB policy.
GENERAL CENTRAL LOCATIONS	I work with 2 departments, and have both a designated and ""ad hoc"" supervisor; it is the ""ad hoc"" supervisor I work with the most. If I had rated her in the comments about ""My supervisor...."" the scores would have been much more positive.
GENERAL CENTRAL LOCATIONS	Ideal with all regional offices
GENERAL CENTRAL LOCATIONS	I'm very disappointed in the relationship between the school district and PCTA. Both sides used to be committed to working together to solve financial difficulties. Beginning with the unfortunate decision to higher Clayton Willcox as our supervisor, a man who created a climate of fear and antagonism, to the leadership we have currently. I find myself doubting that the two sides can significantly bridge their differences and successfully work together. I am proud that we continue to make gains in student performance and that most of our teaching staff are quality professionals.
GENERAL CENTRAL LOCATIONS	I'm very satisfied with my job because I have a wonderful supervisor. There are lots of other issues that should be addressed within this organization.
GENERAL CENTRAL LOCATIONS	In light of recent events it is difficult to address morale.
GENERAL CENTRAL LOCATIONS	Interactions with all Regional Offices have been positive.
GENERAL CENTRAL LOCATIONS	It is a good school with a very hard working staff.

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GENERAL CENTRAL LOCATIONS	It is seriously questionable as to the accuracy of this survey since it is well known in the district that confidentiality cannot be guaranteed. One department in this organization has been threatened about complaining about management and another department has made it known that anything can be traced and tracked down to an individual to be used in retribution. This organization now exists and is managed by fear and intimidation and some have even been threatened that no matter what, we must support management even if we see evidence of wrong doing by management and this includes all the way to the Superintendent. Do an investigation and find the managers of those 2 departments and they should be fired. In addition, there are decisions made which are not wise and worthwhile but because it is neat that we do it and cool, we will do it no matter the cost. For example, Cafe 2.1.
GENERAL CENTRAL LOCATIONS - CONTINUED FROM ABOVE	They cannot get enough people to attend so an email goes out announcing door prizes. Let me tell you, in any business if there is not demand you do not spend money providing the service. Everything in the district has not been made less personable with no speaking to individuals, just emailing and opening up service tickets. This is no good.
GENERAL CENTRAL LOCATIONS	It is truly a privilege and an honor to work for the Region 5 Office. I look forward to coming into work each morning because I have the best boss in the world. Thank you for the opportunity to work in the best Region Office this side of heaven!!!!!!
GENERAL CENTRAL LOCATIONS	It is very difficult for most of the Staff to work with the Principal, she is impulsive, runs around the school all day, interrupts the work of Behavior Specialists, treats certain people with Disrespect, especially over the walky talky. Most staff enjoys working at the school and is very loyal to the Students and parents. Nobody really likes to work with this principal. She says terrible things to Staff, and has no compassion. She is an egomaniac, A lot of people that have been here a longtime, want to leave, because of the principal. It is a serious situation here at the school, and needs to be looked at.
GENERAL CENTRAL LOCATIONS	itenerant so I float from school to school. I can not rate a school because I am not their full time
GENERAL CENTRAL LOCATIONS	Julie Jansen needs to be fired. She does not consider the effects of her actions and what it will do to the students in our district. She does not care about the employees that work for the Pinellas County School System. Her spending and cutting of school teachers does not reflect the best interest of the students. That is what we all are working for, helping out the students in our schools.
GENERAL CENTRAL LOCATIONS	Kent Vermeer is a wonderful leader.
GENERAL CENTRAL LOCATIONS	Located in the Admin Bld.
GENERAL CENTRAL LOCATIONS	Lorraine Bigelow is a caring, intelligent principal who efficiently runs our school.

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GENERAL CENTRAL LOCATIONS	Many compliance issues are brought to the attention of supervisors however little is done to ensure accountability and to help develop an efficient way of work within our policies and procedures. It is frustrating when our concerns are "school based" and our department really can't do anything to support us other than suggest we contact other supervisors. The presence of these supervisors is so rare and the school based administration does not seem to place ESE needs as a priority. It is very difficult to try to perform your job in the manner the department has indicated as being "best practice", is consistent with the trainings from DOE (eg. least restrictive environment), and follow all the federal laws. I feel a daily struggle between doing what I know is right and what I am asked to do based on the climate of the various schools I service. Doing the right thing is not the easy thing and sometimes this makes for unpleasant dynamics at work when there is not support from supervisors. We work isolated and have no one to support us when our teams are challenging our way of work.
GENERAL CENTRAL LOCATIONS - CONTINUED FROM ABOVE	It would be helpful to have mentors or teams of therapists based on geographic area as often times the challenges vary with demographic area that therapists can contact and receive TIMELY support, guidance, or assistance. I struggle with opportunities for personal and professional growth because if I only know one way of work, I will continue that way unless shown otherwise, and these opportunities just do not exist on site. Overall this job is very rewarding but there are opportunities for improvement which in turn would impact the effectiveness on our students.
GENERAL CENTRAL LOCATIONS	Many of these questions are so general it is hard to answer them. I may agree or disagree partly with the statement, but there is no way to respond in that way. For example, while some teachers may not have high expectations for students, others do have high expectations. While many students are well behaved, many are not. I found this situation in quite a few instances as I read through this survey.
GENERAL CENTRAL LOCATIONS	MIS takes too much time with tech tickets, they work the problems not always in a timely manner and are never proactive or appreciate suggestions.
GENERAL CENTRAL LOCATIONS	Morale was much higher until a week ago but I am feeling that while leadership handled events extremely well - when you have a high number of first and second year teachers it is tough on everyone. We consider ourselves family.
GENERAL CENTRAL LOCATIONS	Morale concerns are more related to budget issues at the state level.
GENERAL CENTRAL LOCATIONS	Morale is high at our school because we love working here. We have a supportive administration, parents, and students are respectful. One day a week I teach at another school where students are very disrespectful and the teachers there feel overwhelmed. Budget cuts will be hitting us hard. We are already some of the lowest paid teachers in the country.
GENERAL CENTRAL LOCATIONS	Morale is not high among PCS staff anywhere in the wake of the 2011 legislative session. Morale among students won't be high once they realize they will (for the first time in Florida) be required to pay tuition for adult education courses next year.

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GENERAL CENTRAL LOCATIONS	Most of the negative answers on this survey stem from the recent talks about where to cut the budget. To be responsive to the customer, the cuts needs to be done at the supervisory level, not at the level of the students' environment.
GENERAL CENTRAL LOCATIONS	Mr. Vermeer is the best thing to happen to the Hospital/Homebound Program. He understands curriculum and instruction and secondary master schedules/scheduling. He is fair, consistent and supportive. Mr. Vermeer will take responsibility for misunderstandings with families or others and then privately talk with staff members...unlike previous leaders who hung anyone out to dry in an effort to look good. Mr. Vermeer is a great instructional leader and makes everyone a part of the processes and looks for new ways to reach our students. Mr. Vermeer is someone you want to go the extra mile for.
GENERAL CENTRAL LOCATIONS	My dealing with all the Region offices are the same, I am neutral as their helpfulness, resolving issues, responsive to my needs and is assessible.
GENERAL CENTRAL LOCATIONS	My Director is wonderful. She is very supportive and together we work very hard to get things accomplished. I don't feel that the Board and the higer level Administrators (Assoc.Supt. & up) take the needs of support staff when making budgetary decisions and I feel that promotions/raises should be based on merit, not who you know or how long you've been with the district.
GENERAL CENTRAL LOCATIONS	My frustration with the district is the decision making process seems to be strongly influenced by what the media and some activist groups might say instead of what creates the best learning outcomes. There seems to be an emphasis on equal instead of fair.
GENERAL CENTRAL LOCATIONS	My school, students, and teachers have been thrown under the bus. Morale is the lowest I have seen in any school or organization.
GENERAL CENTRAL LOCATIONS	My Supervisor and Secretary are the most patient and helpful people I know! They always respond to me and always have suggestions and solutions.
GENERAL CENTRAL LOCATIONS	My unique DOP program is a requirement for the student but most often not an appropriate source of education to produce independent and self sufficient young adults.
GENERAL CENTRAL LOCATIONS	Need a button for all regional offices. Work with all of them.
GENERAL CENTRAL LOCATIONS	not rating a regional office
GENERAL CENTRAL LOCATIONS	Note: Your survey is unclear with the first section. When you speak of supervisors, I took it as my supervisor in Art Education. It could also mean the supervisors in the entire school board or the supervisors in the district. Please clarify this for next year.
GENERAL CENTRAL LOCATIONS	off site

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GENERAL CENTRAL LOCATIONS	One would have hoped that in two years, our new administrator would have ironed out some of the rough spots, and cultivated a more effective approach to working with staff and parent groups. It is sad to note that this has not occurred at Starkey Elementary. Mrs. Chaffin was ill-prepared for the responsibilities of a principal's position, and the learning community as a whole has suffered for the district's lack of foresight in appointing her here.
GENERAL CENTRAL LOCATIONS	Our AP, Debbie Colson, has done a great job this year. Her communication and her demeanor when working with the staff is very positive. She has been a bright addition! Our principal's favoritism among staff is quite apparent. If her friend and teacher Beth Nable and her assistant Misty Gauley disagree with another staff member, they go directly to Thea and the staff member is reprimanded. Very unprofessional on the part of all 3. Communication from our principal is very poor. Our campus is filthy and an embarrassment! Our HPO does nothing to help the staff and actually avoids being around when activities occur. He is frequently used for student behavior intervention. The night crew can't possibly get everything done because he leaves so much additional work for them to complete. Student behavior is dealt with very inconsistently. Teachers choose to allow disruptive students to remain in the classroom because going to the office often becomes a reward, or the teacher is reprimanded for not handling these behaviors. Many teachers were marked down on their evaluations this year by our principal with no explanation as to why.
GENERAL CENTRAL LOCATIONS	Overall good place to work but we can't keep making less money and having benefits reduced.
GENERAL CENTRAL LOCATIONS	Payroll Dept: There are several very cooperative employees in Payroll but most of them are uncooperative and unwilling to extend a helping hand when needed.
GENERAL CENTRAL LOCATIONS	Pinellas Central is a great place to work.
GENERAL CENTRAL LOCATIONS	Please look for a new superintendent! We are in deep trouble!
GENERAL CENTRAL LOCATIONS	Principal is difficult to work with. Staff is divided into favorites instead of being united a a cohesive group.I do not feel like I am respected for the job I do. I am a teacher that goes above and beyond because I want the children to have the best I can give them. However I do not feel supported by the administration. Also I find it difficult to live on my pay and feel that next year I will not make it.
GENERAL CENTRAL LOCATIONS	Question 8 the check mark should be for all six.
GENERAL CENTRAL LOCATIONS	Rating applies to all regional offices.....
GENERAL CENTRAL LOCATIONS	Region office comments apply to all offices
GENERAL CENTRAL LOCATIONS	Region Offices 1, 3, 5 and 6 are all great!

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GENERAL CENTRAL LOCATIONS	See little value from the office of strategic communications, office of strategic planning and parts of the curriculum department. Suggest you cut headcount there instead of some of the jobs that directly impact the students. The Operations Department continues to cover up its excess spending and not sure that all is above board with Purchasing. Dig deeper!
GENERAL CENTRAL LOCATIONS	Some staff in Payroll are extremely helpful and willing to provide needed information while others are uncooperative and rude.
GENERAL CENTRAL LOCATIONS	Southside schools are becoming less diverse and the population is overwhelmingly needy (multiple social stressors). You can't pull resources from schools like this and expect students to achieve. Rules need to be consistent and referrals are at a high number. Students are aggressive verbally and physically. Nobody wants to talk about the problem at the higher levels. Since we have gone back to close to home schools, it looks like we once again have segregated schools with less experienced staff teaching the most struggling students.
GENERAL CENTRAL LOCATIONS	Support personnel are not treated with respect
GENERAL CENTRAL LOCATIONS	Survey is difficult to complete when you have to rate a department as one entity. In many cases, specific people in a department are very helpful and responsive, while others are not. I am a long-time employee of PCS and the current state of this district saddens me. There is so much negativity, disrespect for each other and lack of communication. There is no room for advancement since people who should be retired continue to come back. Morale is the worst that I've seen and frustration level very high. So sad.... this was such a good district years ago and you were proud to say you worked for Pinellas County Schools. This is not the case anymore.
GENERAL CENTRAL LOCATIONS	Teachers and support staff are frustrated with the way Tallahassee has disrespected their profession, therefore, the morale amongst teachers and staff in general is low. This is not reflective of a school administrator's ability to lead.
GENERAL CENTRAL LOCATIONS	Teacher's are overburdened with a multitude of extra jobs to run their classrooms. Spirits and morale is dampened due to too much to do and not enough time to do it. More and more work seems to be added to our already full schedule.
GENERAL CENTRAL LOCATIONS	Teachers, staff and administrators try much harder than most of our students. Parents are ineffective!
GENERAL CENTRAL LOCATIONS	The accounting department needs to reconsider taking everyone's p-card away. Some teachers need to have a p-card to do their job effectively. Each curriculum supervisor should be able to sit down with accounting and justify why one or more of their teachers needs a p-card. Don't punish everyone for a few who couldn't follow the rules.
GENERAL CENTRAL LOCATIONS	The administration does not treat all teachers fairly. They do not care that teachers do not have the tools needed for success. They do not support teachers when confronted by a parent. They do not think through a process to the end to look for potential problems. They do not weed out unproductive workers. They do not support all programs. They have favorites on the staff.

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GENERAL CENTRAL LOCATIONS	The administration has personal cliques with certain staff people that affects how others are treated. Some favorites have extra priviledges and receive extra favors or treatment that are not possible for others on staff to even hope for. Unfair bias exists, with ""moles"" on each level to cause troubles. Negative atmosphere and oppressive behavior from above brings the entire staff down. Very few ""positive"" moments for those that are not among the ""elite friendships"". There seems to be a constant underlying force of picking out and targeting people. So little encouragement and uplifting among peers. One does not ever feel ""safe"" anymore. It is sad that Skycrest use to be such a happy and encouraging environment and is now an example of George Orwell's 1984 novel. So many employees comment that life at Skycrest must be similar to Germany during WWII and it shouldn't be this way.
GENERAL CENTRAL LOCATIONS - CONTINUED FROM ABOVE	It is also feared that these surveys will be traced and linked back to the writers. Some in the front office are wonderful and absolutely the BEST, like Sharon Corvey. The secretary has always been helpful and efficient in running the school. The mayhem in the cafeteria causes many disruptions in the following time period after lunch.
GENERAL CENTRAL LOCATIONS	The administrator I work most closely with is Mr.Michael Mustoe. He is an excellant administrator in that he is able to work closely with the students and obtain great results from them with behavior and academics. He is often helping teachers to use other forms of curriculum tools to enhance our lessons to promote student success. He keeps us well informed as to the new events occurring at the school. It is both a pleasure and an honor to work with him.
GENERAL CENTRAL LOCATIONS	The assistant principal is not an effective leader.
GENERAL CENTRAL LOCATIONS	The basic moral of the school as a school is fine. This school is AWESOME. However, moral is terrible everywhere due to budget cuts, horrendous treatment of teachers at ""cattle calls"", the ripping away of our pay and benefits with increased demands, and unfair standards. Sitting in the teacher's lounge for lunch is depressing because of the high anxiety levels. On a school level, teachers and staff are appreciated. At a district level, teachers are treated with little respect. There is very little motivation for remaining a teacher in the public school system.
GENERAL CENTRAL LOCATIONS	The biggest roadblock in my job and in the overall learning of students is site-based administrators who don't follow through. Whether it's not enforcing discipline or not expecting much out of their teachers, the frustration lies with site-based administration at numerous schools.

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GENERAL CENTRAL LOCATIONS	The current Regions are a hardship to those of us who travel. We are no longer paid for mileage but yet am expected to drive more than (up to and more than) 50 miles roundtrip per day. Not only is this a financial hardship it also takes valuable time away from my family as I am leaving home an hour earlier and arriving home an hour+ later. The wear and tear on my vehicle is adding up on top of the high gas prices. I love being out in our schools but DRIVING FROM TARPON SPRINGS TO SOUTH ST. PETE is ridiculous!!! The geographical division of regions is the worst I've experienced in my 34 years with the district. WHOM DOES THIS BENEFIT????????? Certainly not the students so it must be the big-wigs who make decisions which adversely affect hundreds of employees and their families. I used to love my job but like every other American out there. my mindset has changed to ""I am happy to have a job"". The current budget situation is at best appalling and the Republican run legislators and our new governor should all be ashamed of themselves for making education such a low priority.
GENERAL CENTRAL LOCATIONS	The Deaf Education needs a good shake up and wake up call because they've become too comfortable iwth their positions. They think they don't need to improve their teaching and they slack off often. They blame others for their lack of motivation and energy to teach. The teacher associates need a huge pay increase because 10 dollars an hour isn't going to pay for anything. They deserve much more than what they're making now. My heart goes out to them because next year is going to have a dramatic, negative impact on them.
GENERAL CENTRAL LOCATIONS	The district is in turmoil. We have budget problems. I have one suggestion. Let each teacher who wishes to leave negotiate a severance package. Each package would have to save the district a minimum of \$10,000 the first year of the package and \$10,000 each year for the term of the package. So, some teachers might get a single \$5,000 severance check, others might get larger checks or more checks over several years. The 'one size fits all'" is not good, however one FORMULA fits all is fair. Think about it.....
GENERAL CENTRAL LOCATIONS	The district needs to seriously reconsider how they handle students who are removed from special programs due to behavior, as our school continues to get students from fundamentals and magnets who are serious behavior problems. Our school already has one of the highest referral rates in the district. It is not equitable to staff or students. Additionally these students are sent to us having little to no paperwork complete in the PS/Rtl process, leaving us to do it all. There is no accountability for these schools who send their behavior problems off.
GENERAL CENTRAL LOCATIONS	The ESOL Dept. does not provide any help to the ESE Pre-Kindergarten programs and staff. Also, there is no organization in our system in charge of providing qualified interpreters for our students (as mandated in ESE Procedural Safeguards) and families. The Rosetta Stone Project is a good start, but the need is here now and the ESOL dept. has not taken any responsibility.
GENERAL CENTRAL LOCATIONS	The low morale at my school is not a reflection of the school but of the budgetary non-sense going on at the legislative and district levels.

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GENERAL CENTRAL LOCATIONS	The morale in our department is EXTREMELY low. This is due in part to lack of raises for so long and the upcoming cuts for next year. You can not cut a person's income by nearly 10% while all living expenses are going up and expect them to have high morale. Our supervisor is in drop, and does not seem to care how any of us feel. The attitude appears to be, "I am the boss, things will be done my way, and if you don't like it, too bad." Our input is not desired nor listened to when given. There are "favorite" employees who get perks that nobody else gets. The work load is NOT distributed fairly. Supervisor disparages other employees at our staff meetings.
GENERAL CENTRAL LOCATIONS	The newspaper have been a better resource of accurate information affecting or dealing with the day to day operation of PCSB and the employees
GENERAL CENTRAL LOCATIONS	The overall climate right now is one of frustration and discouragement. Communication is poor between departments. Teachers and other employees are taken for granted and asked to do way too much with the available resources. Resources are extremely limited and keep diminishing, yet teachers are asked to do more with less.
GENERAL CENTRAL LOCATIONS	The questions about 'vision' and 'values' are stupid - there are the STATED 'vision' and 'values', and then there is reality. I believe the STATED 'vision' and 'values' are communicated and known, but I also believe they are nothing but a PR front. I do not believe the majority of the School Board, or the Superintendent, really believe their official lines. I have personally heard Jansen give a speech (to a group of business 'leaders') on her desire to over-turn class size restrictions to keep taxes low, and on how we should ignore relevant research on teaching methods - avoid teaching math conceptually, instead focusing on the dis-proven model of teaching math by using 'real world' examples; such as "If a train leaves...." I do not think she holds the values she publicly claims to hold.
GENERAL CENTRAL LOCATIONS	The re- organization of PD has been positive, with a clear vision established.
GENERAL CENTRAL LOCATIONS	the regional staff is good at what they do.
GENERAL CENTRAL LOCATIONS	There are many changes happening at Westgate. Not everyone agrees with the changes because change is new and scary to the staff. We will all come together and prosper as a team because Westgate always thinks of the children first.
GENERAL CENTRAL LOCATIONS	There are many systemic issues that are embedded deep into core value system of this school. The principal and his support staff are attempting to tackle these said challenges on a daily basis – but some of the changes that need to be made appear to be slow or stalled. It appears to be from a lack of district support.
GENERAL CENTRAL LOCATIONS	There are not many Secretary II's left in the system but the ones who are left really need to have their jobs reevaluated. They were not met to be bookkeepers and yet when TERMS came into being that is exactly what happened. Many supportive service jobs have been reevaluated through the years and given increases and yet the Sec. II's have not. Most of them have a work load two to three times that of higher secretaries. I think this is something that should be looked into. There will never be a good time and I know this year is not the year to be doing it, but soon would be great.

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GENERAL CENTRAL LOCATIONS	There is an overall disjointedness. There are different ways of work I have personally witnessed in other states that have not been considered here that would reduce instructional staff and decentralize the district that would better serve the community. For example, Compliance educational diagnosticians could be sent back to the classrooms and on-site school staff could sign stipend contracts agreeing to training and after normal contract day that would drastically cut salaries and positions, along with extensive travel budgets and have the school based team, who know the clients we serve and the school culture itself to better serve their community.
GENERAL CENTRAL LOCATIONS	Theres a cronyism problem within Campus Police. New hires are given preferential treatment when it comes to scheduling and assignments over more senior employees. Morale has dropped in the communications center as micromanaging has increased. ..
GENERAL CENTRAL LOCATIONS	This is an awesome school. Everyone makes it such an enjoyable place to work. I'm proud of this school. I have 7 grown children and if they were younger I'd want them at this school.
GENERAL CENTRAL LOCATIONS	This organization is heading in the wrong direction. We were once sought after as a quality employer and premier provider of education for children of all needs. This is unfortunately not the case any longer.
GENERAL CENTRAL LOCATIONS	This organization is working toward aligning the work of district administration with the work of the schools. Like never before (in the past few years), there is more communication between C&I and Operations. While change is constant, we aren't going to get traction if we keep changing structures and departments. We need a chance to develop processes that work to support schools.
GENERAL CENTRAL LOCATIONS	This school was dumped out of DOP status with the same population of students no input from staff, and no resourses from DOP according to our principal. We are in a ship with no name or direction.
GENERAL CENTRAL LOCATIONS	This year was the hardest year yet being a teacher. I have said that at the end of most years - that it was the hardest year. Right now I can't even imagine what next year will be like. I almost want to get out of teaching but there is no stability anywhere anymore.
GENERAL CENTRAL LOCATIONS	TO ADVANCE IN THE ORGANIZATION IS NOT A FAIR PROCESS. JOB POSTING RULES ARE NOT FOLLOWED, AND THE MOST QUALIFIED AND TRAINED INDIVIDUAL IS NOT CHOSEN FOR THE JOB. USUALLY A PERSON IS PRESELECTED EVEN PRIOR TO THE INTERVIEWS. THAT IS A WASTE OF TIME FOR THE INTERVIEWERS AND THE APPLICANTS AND MOST OF ALL FOR THE SCHOOL BOARD. THIS IS THE CASE MOST DEFINED IN THE TRANSPORTATION DEPARTMENT. THIS DEPARTMENT IS A ""CLOSED CLUB"" AND A ""GOOD OLD BOY"" ORGANIZATION. THE SALARIES PAID TO THE AREA MANAGERS ON DOWN TO THE SUPERVISORS ARE NOT COMMESURATE TO THEIR EDUCATIONS. THE DRIVERS LACK LEADERSHIP AND THE COMMUNICATION IS NIL (WITH OTHER DEPARTMENTS AND THEIR EMPLOYEES).
GENERAL CENTRAL LOCATIONS	two questions: #1. what happened to the LOTTERY money for schools? #2. when is someone finally going to hold the parent(s)...accountable and make them responsible for their children's behavior? it should be mandatory that the parent must accompany their misbehaving child with required attendance at the school.

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GENERAL CENTRAL LOCATIONS	We have a fabulous reading coach and it is a shame that they are taking away this valuable resource and dividing them amongst all the schools with a ""rank & serve"" model.
GENERAL CENTRAL LOCATIONS	We have a new Principal this year and there is a positive change from the previous year. I hope this continues.
GENERAL CENTRAL LOCATIONS	We have three new administrators this year. Processes are still being developed. There is not a clear picture, at this time, on some of these issues/questions.
GENERAL CENTRAL LOCATIONS	We no longer have a technology person at this school so it is hard to get technology issues resolved.
GENERAL CENTRAL LOCATIONS	We work with all region offices and find them all very helpful.
GENERAL CENTRAL LOCATIONS	When deciding to not rehire personnel for budget reasons, this organization needs to make a distinction between teachers and other professionals! Just because most professionals in the school system are paid teacher salaries, doesn't mean we should all be lumped in one category. In addition, years of experience should also be taken into consideration.
GENERAL CENTRAL LOCATIONS	When I refer to my supervisor in this survey, I am thinking of my department supervisor not my principal. My principal, Bonita Paquette is fabulous.
GENERAL CENTRAL LOCATIONS	While I understand what my job is supposed to be, I am expected to do the work of others who do not complete their work or do their job effectively. Often the job I am expected to do is not the job I was hired to do (which is a job that needs to be done effectively as well if it is going to positively affect student achievement).
GENERAL CENTRAL LOCATIONS	Your survey asks if the organization stives for high standards -
PTEC	1. lack of communication leads to rumors, this is in full effect now 2. why are teachers cut when upper management is not touched? 3. we are in a budget cutting mode, why is \$100,000's being spent on SkillsUSA? 4. financial assistant administrator is a position that in the past was handled by the bookkepping dept. why is that position necessary, other than to keep the site administrators in the dark 5. 2 months since the classroom observation and still no feedback 6. SRO wants to be a friend more than an officer 7. didn't ask questions about our CEO, but just the site administrators (principal & assistants)
PTEC	As I'm filling out this survey, I feel that my time is being wasted. For the last two surveys, I have expressed my dissatisfaction with PTEC's COO and Financial Manager. I still feel PTEC is being micromanaged by these two individuals. We have Directors and Assistant Directors that can manage the PTEC's and we also have Dave Barns who could oversee the two campuses. Our COO is one of the highest paid employees in the Pinellas school system. I'm sure our Financial Manger is also receiving an above average salary. How many teachers could we keep if we didn't have to pay these extravagant salaries? The main question I have is why these yearly surveys are being ignored by the Superintendent and the School Board?

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PTEC	At my school, it is still the "old boy" system. Certain programs have needs that are not met while other programs have needs meet over and above other programs. My program has had the most student enrollment (180 per year), yet we only have 12 computers in our so-called computer lab. Allocation of funding has never been equitable. Our lab fees for each student per fee period are \$100 but our program reaps maybe \$20 per student. The other \$80 is never seen again. Go FIGURE!!!!
PTEC	Budget cuts are effecting the morale and attitudes of all of PCSB employees no matter what their job position.
PTEC	Hello? Is there anyone out there who cares? Another year and another climate survey that seems to fall on deaf ears. How long will it take for Jauch and Packer to totally run pTEC into the ground? The site administrators are ineffective. They are afraid of these two despots and consequently do not make any decisions that may actually benefit either campus. I thought morale couldn't get any lower, but it has. It is bad enough that we are dealing with budget cuts, but we also have to deal with the two worst administrators in the history of Pinellas County. There is an atmosphere of distrust, unhappiness, fear, confusion, and apathy. Eliminate their positions and you can save the district a couple of hundred thousand dollars. And the School Board or whoever it was who made the decision to add yet another high school program at PTEC. How many high school programs have to fail at these ADULT schools before you wake up? There was Goals, TEAM, South Secondary, BETA, Youth Build, Extended Transition. High school students do NOT mix well with the adults on campus. Adults don't want to be in school with high schoolers. High school students are too immature to function successfully in this atmospher.
PTEC - CONTINUED FROM ABOVE	If you want a technical high school, then establish a technical high school. We are meeting the needs of a population that many people just don't seem to care about. And that seems to include you now too. Single parents, displaced homemakers, the homeless, etc., need educational opportunities that PTEC can provide. Not everyone goes to college. Please stop this madness of forcing adult students to be with high school students.
PTEC	I feel strongly that adult education is forgotten by the district. I am not sure they even know what we do or what our role is within the District. Everything is geared for K-12. From the discounts for events to the recognition of adult accomplishments. The National Education Foundation who seems to sponsor the discounts for teachers seemingly has not endorsed adult education even though we are part of the public school system. From discounts at JoAnn fabrics to Sea World, we are left out. Yet we are lumped together for K-12 for everything else from pay to furlough. We need different internet accesses, professional educational offerings on LMS that are appropriate to adult education etc. Someone needs to talk to us about what our REAL individual needs are and be willing to openly listen. You wonder why morale is bad and people are negative, maybe the district leaders should look at themselves and their lack of insight into the needs of part of their own system.

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PTEC	I feel that the position I am in is very underpaid for what the job entails. I am also wondering how certain people in the department can get away with not doing anything all year long and still hold onto their job. I dislike the way the school can't or won't get rid of people after let's say a 90 day probation period who obviously can't do the job or won't do the job. It's very frustrating that you go along doing your job, doing everything you are supposed to be doing and there are people who only do 1/4 of the job or not doing anything at all and are still here. Totally unfair.
PTEC	I have nothing to say. It is not taken seriously anyway.
PTEC	I'm not sure that this survey is worth my time. The staff at PTEC has expressed its concern many times over but with no resolution. Our COO continues to micro-manage to the point of stating that staff should not speak EVEN when spoken to at various functions. It's difficult to complete this survey since our director and assistant directors are very supportative so when questions are answered as to the climate at our school, a negative response will reflect badly on them. However, it is our COO and his financial manager who are responsible for the low morale.
PTEC	Instructors for adult students are not allowed to interact with parents without obtaining written permission. Above the Principle communications is only from the top down, upward communications stops at the Principal. Instructor staff is strongly discouraged from talking directly with Administration above the Principal level to keep peace in the family.
PTEC	Need more support staff help.
PTEC	Our Director and assistant directors at PTEC Clearwater are doing a great job of working with staff and students. My negativity towards administration is not directed at them but toward the negative, corporate / militaristic style of upper administration. I guess no one has read our 2009 and 2010 climate surveys.
PTEC	Our problems have been consistently ignored by the district and even though we were told that things would be addressed they have not been. COO problems though less obvious are just as problematic as they have been and management style remains militaristic in implementation. We are addresses as ""officers"" not professional staff. Not hopeful the district will do anything as everything so far has been ignored. Have resigned union membership for lack of leadership and support as well. Morale is probably the same as last climate survey.Help though asked for has been ignored and unions says they are too busy with K-12 problems to be able to do anything for the adult postsecondary centers.
PTEC	Overall Morale is low resulting from COO's management style of the last 4 years. Faculty does not generally feel that COO accepts direct input from administrators or staff. COO changes or revises many written projects and is never satisfied with the work. Current ""military-style"" management does not lend itself to the nurturing education environment pTEC educators feel is appropriate in our structure.
PTEC	Poor overall leadership at PTEC, lack of discipline with students as well as staff, poor response time or no response regarding staff concerns, lacking consistent accuracy regarding program information, providing quality service does not seem to be a priority.
PTEC	The assistant principals work very well together and with staff.

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PTEC	The atmosphere at PTEC is one of fear when dealing with Mr. Jauch and Mr. Packer. For Mr. Jauch it is all about the show he can put on not about the students. It is never about the students. Why has the Pinellas County Schools Board and the Education Foundation not investigated the two previous year's results. If anyone else had received as poor a review as the PTEC COO's action would have been taken Why was the COO allowed to spend all the PTEC trust fund money just to pump up enrollment? Then have to use \$500,000 in reserve funds to keep students in school some who had full time jobs. Why is PTEC losing \$10,000 per month on a plumbing /welding program that no other school district wanted because it was going to cost \$\$\$\$\$\$\$\$\$\$\$\$\$\$. Otheres had the wisdom to see this the PTEC COO only saw the Depart of Labor coming to PTEC, again it was all about him. Why does PTEC not offer community training i.e. Computer training, financial planning, Yoga etc during day and night time Why is PTEC paying an electrical apprenticeship program to be on its campus? When is someone going to take notice at what is happening to the staff at PTEC or does no one care
PTEC	The atmosphere of threats, retribution and fear rules the school.
PTEC	The COO makes sure that morale runs low as he keep makeing the staff and administrators feel demoralized. we are going on the fourth year of falling morale and just when we think it has hit bottom it drops again. The worse thing about it is that the board will not do anything about it.
PTEC	the moral at this school has not gotten better ever since the dictator arrived named Jauch. every teacher is treated with disrespect and all feel threatened by this man. the district doesto listen to the teachers and allows this horrible person to continue to destroy vocational education.
PTEC	This survey is too long!!!!
PTEC	We have administrators that can not make a decision without the COO's approval. We have administrators who are fearful of this man and therefore will not approach him concerning matters that might upset him or he might disapprove of. He has one way of leadership and that is his way only. I have not been able to go to any professional training because he will not approve it or the administrators are too fearful to approach him about it. He has alienated us from other CTAE centers and does not want us to be included in this group. I have been here long enough to know at one time we were the engine pulling the train. We have been reduced to being the caboose, and we are now the caboose that has been unhooked from the train and left on the track to do what; I'm not sure. I find it very sad and disheartening to see what has become of pTEC under this man's leadership. Save some money for the county and remove him from that position.
PTEC	We the few strive to accomplish everything with nothing while being told to do more with less. I think that sums up trying to teach current technology with no budget. The answers towards parent communication are all negative because I teach adults and rarely if ever talk to the parents.
REMINDER LINK	any questions that don't begin with "at this school" are answered about the entire county school system and school board
REMINDER LINK	Communication is and always has been a BIG issue in this district. The district needs to listen to teachers regarding student learning and cut to the chase to solve student learning problems. The process to find out the cause for student learning issues is sometimes 2-3 years. Stop passing children on when they have not mastered the basics, we just compound the problems.

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REMINDER LINK	In Rueben Hepburn's monomaniacal zeal to revolutionize this school and transform it from a "D" school to that of "A" IN ONE YEAR, he has literally taken no prisoners, made the lives of the teachers a living misery, created a climate of paranoia, suspicion, negativity, and a "gotcha" mentality, and driven the teachers as if they are his personal slaves. His whole emphasis this year has been focused on black minority issues to the neglect of other minorities and other groups. I hate to say it because it flies in the face of my entire life as a civil rights believer and participant, but if it ain't black, he has little real interest in the matter. A more tempered and wise leader would have known that you cannot bring about this level of seed change in one calendar year without human wreckage, but that is of little concern to Rueben Hepburn in his singular quest for personal recognition from this school system. The teachers cannot wait for this year to be over and finished and be removed from him for the summer months, and for many, beyond that.
REMINDER LINK - CONTINUED FROM ABOVE	Rueben Hepburn does NOT represent the best of the new crop of administrators to serve Pinellas County---only the most ruthless.
REMINDER LINK	Let's face it...it's all about graduation rate and the achievement gap. The whole district is afraid to offend our minority population and often bend the rules for their success. It's very obvious and very disturbing ...Doesn't seem to be anyone else's fault except the school administrators that haven't been in a classroom for years and have NO IDEA what went wrong with our students or their capability to learn..... Also, ESE students take a back seat at my school. Teachers are unwilling to give accommodations or even read IEPs. EOC testing for ESE algebra students this year was a joke....No accommodations or software was available for that learner who does not test traditionally was even investigated! Graduation rate beats out all the other points as we will graduate them all no matter how unprepared they are for the real world...it's a shame! It probably won't change as there is too much politics involved but I feel better saying it..Hope this climate survey is actually read by someone and some of these points are addressed..but am not holding my breath! We are dumbing down everything so that all are successful...too bad we don't have the factories to fill for those who won't be able to do anything else ...
REMINDER LINK - CONTINUED FROM ABOVE	because there will be alot of them.....Probably get a better education in Europe as at least they track their students and tell them what they are capable of doing and what ability they have to achieve it!
REMINDER LINK	Low morale would be due to the current budget problems and lack of admin to solve them or to have better prepared for them,
REMINDER LINK	Please consider that this facility serves an adult population and not K-12 students.
REMINDER LINK	The art supervisor is very unapproachable.
REMINDER LINK	The overall vision and focus both academically and behaviorally has fallen below expectations this year. It seems the leadership has not been visible and consistantly carried out the expectations for the fundamental ideal
REMINDER LINK	There is an atmosphere like "management through mystery." there is always a hidden agenda or secret plan.

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REMINDER LINK	These answers are based on this current year, new floridate mandates and regulations, and the team I am working with this year. I have worked previous years, and with other grade levels in which the answers were a lot more positive answer. I love teaching, but this is the first time I am wishing the school year would hurry and finish, and I've actually contemplated a new line of work.
REMINDER LINK	This is too long
REMINDER LINK	this school needs a man to take control
REMINDER LINK	Unfortunately the staff, teachers & some support, have been walking on pins and needles since new administration has come to our school. The moral is not what it used to be.
REMINDER LINK	Why is it you want us to waste our time filling these out. You don't listen anyway? What's the point. Seriously what difference does it make! Come out in the trenches and get with the kids and figure it out with a little hard work!
SEMINOLE VO ED	If the superintendent and board would listen to the sakeholders, they would not have to give pink slips to 1,100 teachers.
SEMINOLE VO ED	It is too bad you cannot comment on some of the answers you are giving.
SEMINOLE VO ED	It would be nice if the county administration actually considered suggestions they solicit rather than just ask so they can say they did. They obviously have a management issue with the hugh deficit we are facing.
SEMINOLE VO ED	This District could be more successful if every school is consistent on Policy, academics, scheduling. Every HS needs to be on the same period schedule as well as testing schedule. Decison making at HS needs to be decentralized
SEMINOLE VO ED	This survey was WAY too long. I spent valuble school time completing this survey when I could have been doing my job.
WALTER POWNALL	40 hour employees should NOT be working till 5:30pm during the summer, concerns/issues such as childcare pick-up before 6pm; increased busy traffice during evening rush hour; heat stress & exhaustion; no students during the summer, 40 hour employees should be 6:30am to 5pm -- HELP!! Employees are facing a pay cut wtih 3% contribution to FRS and 12% increase in healthcare premiums, that's an 15% pay cut at a time when the average worker is facing HIGHER costs for their families!
WALTER POWNALL	40 hr employees should not be working till 530 in the summer,concerns/issues such as childcare pick up before 600 pm, Construction on belcher(water main replacement). heat stress and exhaustion. Why cant we work 8 hrs during summer.Its hot outside.Why dont we recycle dumpester for everything the we can get. We say we are green. We are not. I know its not much money but why are we not doing this. We should dumpesters for metal,newspapper,white paper, coardboard,we could get some money back. In times of budget cuts its the right thing to do.And you should see that each and every employe recycles.
WALTER POWNALL	As an employee of the maintenance department I feel mostly like a strapless bra, no visual means of support.
WALTER POWNALL	Don't know which regional office I report to.
WALTER POWNALL	Good old boy"'s network is alive & well at Walter Pownell Service Center.We are given no info on anything & nothing that goes on here ever makes it to the Taj Mahal...T%he powers that be squash it all.

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WALTER POWNALL	I am a dedicated PCSB employee with over 28 years of employment in the district. I once enjoyed working for PCS, but personally I am sick and tired of all the budget issues and the stress that it causes to employees and our families. We have had eight years of budget issues (since 2003/04 FY) and it just gets worse each year. Each year we have to worry over loosing our jobs or loosing income. Now our pension benefits are not what we anticipated to be at retirement and most likely will be further reduced next year. I have 17 months until I am eligible for retirement and I feel like the rug is being pulled out underneath me. Work all these years and then just before you can received the compensation you earned you get slapped with reduced benefits! I know I am not the only one that these issues impinge on. Just look around the district you will see how other employees are being affected. Apathy, low moral and poor attitudes are just some of the side affects caused by this sad state of affairs.
WALTER POWNALL - CONTINUED FROM ABOVE	As for me, I will continue to perform my job at the same level of expectation that my postion requires dispite my dismay of current events. I just hope that comments made by those completing this survey will actually be considered and not blown off.
WALTER POWNALL	I am very dissatisfied with the lack of concern for the hardship that the new summer hours will cause me. I told my supervisors I would never be able to pick up my child from summer camp in time and I would have to leave a half hour early. I was told that for the good of the district no one was allowed to leave early live with it.
WALTER POWNALL	I am very frustrated with the lack of a decision by the School Board members on furlough days, pay cuts & how the budget cuts will affect me personally.
WALTER POWNALL	I don't feel that my foreman cares about schools, staff, students or anyone but himself he is not helpful in any way shape or form to myself or anyone else in our shop, in fact he is dangerous by that I meen he disregards the safety with his get it done at all cost attatude. I my self was injured on the job back on January 6th of this year and was put on light duty for around 10 to 12 weeks being the only person that works on Boilers I was never taken off the truck, I feel this realy hinderd my recovery time. In just a little over a years time Mr Peck has taken a happy hard working employee and turned me into a bitter angry unhappy man who no longer looks forward to facing another day working in the plumbing shop, I have voiced these concerns with my manager PJ Paulding
WALTER POWNALL	I don't understand how we could attend trainings that put emphasis on how we as PCSB employess (hourly making \$10-15 an hour) are held to a higher standard and then not hold our superintendent to the same concept. How many times does the superintendent's 'dirty laundry' have to be on the front page of the St Pete Times before the board considers it an issue to be addressed? Especially since a year ago the paper was noting how our superintendent is paid a salary comparable to districts twice our size. How is it that the district allows incompetence to run rampant? In example the recent incident at Dunedin HS that was highlighted in the St Pete Times. An incompetent teacher, an enormous amount of documentation and parent/student complaints, yet the district just moves her around until they find a place a bit less vocal. Yet her classes continue to dwindle, her abuse of students continues and the district condones it by turning a blind eye and therefore encourages her to continue. As an employer, how can we be an employer of choice when we have staff members who are very vocal about the fact that between the increased cost of benefits, the decrease in pay and furlough days

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WALTER POWNALL - CONTINUED FROM ABOVE	they are making less now than when they were hired 10 years ago! The increases in 10 years have been so minimal that with the 3% decrease in pay, 4 or more furlough days and medical insurance going through the roof they will bring home less. How does management address that with employees who will point out that their rent, utilities and food bills have not decreased in 10 years but their salary will?
WALTER POWNALL	I feel morale is really, really low. We are doing a lot more work and have not got a decent raise in over 5 years. Now I understand we will be getting furloughs, pay higher insurance and give 3% to retirement which could equal up to 10% of our pay. How can we get ahead, especially if you only make \$26K now. I feel no one has listened to our community in ways to make budget cuts , such as a lot of school board vehicles are still going home every single night (wasting gas/maintenance). I can understand some should go home as a definite need, but not as a perk. Over years, the cost could have save a gazillion dollars alone!!!! We are frustrated, there is no place to go for advancement, we don't have much to look forward to year after years, besides cuts. People in my field make over \$40K in the private sector. I would be happy to make just \$30K as a thank you after putting in over 17 years of dedicated service. Why do we still have a very top heavy staff at the Admin Bldg.? They all make over \$120K each. Do we really need that many? I hope someone looks at these comments. How much \$\$ was put into this survey - it could have gone into salaries. Please do the right thing and help us out.
WALTER POWNALL - CONTINUED FROM ABOVE	We are in the background that help the front stay afloat. God Bless You All!!!
WALTER POWNALL	I have been an employee for many years, for years I have given 150% everyday. Now I am a straight 100%. I strived to make things better and bring in others who freely gave of their time. Never a thanks and now most of the time I feel completely ignored and my knowledge and dedication is not need or wanted. We are often given conflicting information which makes it very difficult to professionally and effectively communicate with those who work with us.
WALTER POWNALL	I have worked for this organization for 12 years and for the first time in my life I am embarassed to say I work for the PCSB. I have seen morale go into the tubes by 30, 35 & 40 year employees! They absolutely Hate coming to work. Whats does that say about this organization. Totally clueless.
WALTER POWNALL	I work in support services across the county and have minimal interaction with the regional offices or several of the departments previously listed.
WALTER POWNALL	In this organization, high standards of performance are expected. But to my observation often these high standards are not ENFORCED.
WALTER POWNALL	Isn't there someone in the school board that could have come up with this survey instead of spending thousands of dollars on this survey? Cut money from all the too many supervisors and administrators. Cut back on administrators all together. Stop taking away from the little guys. We don't make much the way it is. \$20,000 does not feed a family. School board just keeps taking away. If you take from the top they don't notice it as much. Why can't the state go in with all counties for insurance? That way we could all have affordable rates. Humana is not a good choice for insurance. Too expensive. How many jobs do we have left to be taken from us before it all falls apart?

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WALTER POWNALL	Many departments seem to have too many employees. It is good that positions are being eliminated but this gives the additional workload to the remaining employees, however, those remaining employees are not given extra pay for the extra work and the pay is already too low. It is almost impossible to move up or to get a raise, despite working hard and getting good reviews. It is hard for employees to take pride in their company when they aren't being rewarded for a good job.
WALTER POWNALL	My 18 years with the district with the maintenance department is a challenging but rewarding experience by being part of the support personnel that maintains the schools for the students, teachers and public, creating a safe and healthy environment for the continued success for everyone.
WALTER POWNALL	Now is not the time for a negative attitude by leadership (foreman), it is a cancer and needs to be addressed. The infection can spread rapidly!
WALTER POWNALL	Our department is in great need of updated software. What we are using now is not cost efficient, software program is over 20 yrs. old. A newer program would greatly reduce the time it takes now for data to be processed. Data is very difficult to retrieve and manipulate.
WALTER POWNALL	Our office is not associated with a regional office
WALTER POWNALL	PCSB is and has become over the past 20 years very unconcerned with all aspects of many employees, especially support staff. We are an unsupported and undervalued group
WALTER POWNALL	Question 10 and 11: I work with all 6 Regions and my comments apply to all 6 Regions
WALTER POWNALL	start of work needs to be 630 300 m-f we have no time before start of school to a job with out disruptin the class or the staff and it makes it hard for us to get are child from camp
WALTER POWNALL	The district has many outstanding employees but there are others that float through doing nothing. The administration doesn't do enough to get rid of the lazy people who don't care. We could save so much money if we could buy quality items instead of the lowest bid.
WALTER POWNALL	The rating applies to all regional offices.
WALTER POWNALL	The training we have is Great, except in Vehicle Maintenance we have very little training on the newer vehicles because we are allways told its not in the budget or some story like that. and its going to cost us more money in the long run because we're not getting the proper training. also we have all these classes in LMS and when you put in for a promotion or another job it's never taken into consideration that you did all these classes. some people have up to 100 hours in training in leadership and others and the people getting the promotions are the ones that don't go to any classe's and have no plans to take any classes. I think if you get promoted into a management position it should be mandatory to take leadership classes.
WALTER POWNALL	There are good guidelines in place for our mechanical repairs but when they are not followed, there does not seem to be any repercussions.
WALTER POWNALL	This is how I rate Walter Pownall Service Center where I'm working in Food Service. I've been here now 2 yrs going on my 3rd and am enjoying working with people that really care about children and what they are eating.
WALTER POWNALL	Treat people as human beings, not machines. Look for and praise the ""good"" in people and STOP hunting the bad in them. Trust is a good place to start.

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WALTER POWNALL	We are in a self imposed crisis because the culture of saving, control, and accountability is very poor. As a supervisor, I have seen so much waste and abuse of equipment with NO repercussion. Police will drive cars home every day, buses damaged and noone is held responsible, and best of all unqualified people move up due to friendship (atleast that's the appearance).
WALTER POWNALL	We focus so much on the customer's wants instead of their real needs. The big picture is not always seen in that if we destroy the support structure, then the needs of the students will not be met. If we are going to be a team, we need to value every department. No one department is better than the other. We are all doing this for the same reason, educating the children of this county. We should be leaner regarding programs and not try to be all things to all people. We'll never be able to meet all the expectations. Concentrate on the basics and leave some of the specialties to upper education. Value everyone and if there is a reason for what they do, then make changes that will keep those duties in place and where they can be done well. Otherwise the foundation will crumble and the building will not stand.
WALTER POWNALL	We make the extra effort so our children have a good schooling experience. Our needs to live in good health and make enough money to see our children through college are not being met. Insurances, taxes, fuel, and the cost of banking skyrocket up. Our take home pay gets reduced every year and so does our ability to support our families. Now of course you know this, but you don't care in the least.
WALTER POWNALL	We need to get board members who have more business experience
WALTER POWNALL	When taking away benefits and compensation, it is natural for employees to lose morale. But we know it is necessary and inevitable. My advice is to be creative in trying to keep the morale level up while reducing benefits. For example. MUL days: Let employees take them whenever they want. All it would take is an extra spot on the absence form. Also, relax some of the antiquated rules and allow employees a little freedom to do their job. We know what needs to be done. Constantly having us show and explain every decision is energy draining. Government is already bureaucratic enough. Let's try to be different than typical government.
WALTER POWNALL	With all the budget cuts that are being looked at. I feel the need to let someone know that they need to look at the usage of county vehicles and fuel. I know that some employees, especially the ones who live out of county, in transportation are allowed to drive their personal vehicles to the closest compound and get a county vehicle to continue into work and then they use this vehicle for the day instead of using their private vehicle and gas. This option is not available to all employees only some employees get to use the county vehicles instead of their own. I feel that if you work in the county ALL employees should have to use their vehicles to get to and from work and not waste county money on fuel, wear and tear of the vehicles, etc. This would be one way to help on the budget.
WALTER POWNALL	With the district having a variety of customers and needs, it should be noted all employees play an important part in the education of our students. All levels - instructional, administrative, support and professional/technical - contribute to the achievement of our students. If we are to work as a team toward this goal, all should be treated as equal team members. As we strive for excellence in our students, we need to encourage and strive for excellence in our employees regardless of their position..
WALTER POWNALL	Workmans Comp. (Johns Easterns) is a total mess. Very unprofessional and incompetent.