

# Pulaski

Students, parents, staff, and administration seem unconnected and distant. There is a lack of accountability for negative student interaction. Student do not seem to be invested but then again it is Middle School!



Most problems are because there are too many needs for one teacher to meet. Admin response is ineffective but this is due to lack of resources, not lack of effort. The new schedule however wastes time and resources on "Professional Development" when what is clearly needed are smaller class sizes, students divided in a way that they get more attention.



We are told to set expectations and be consistent from the first day of school yet administration (including central office) did not practice what they preach and was not adequately prepared for the start of this year (scheduling, cafeteria, etc). We were set up to fail and then told it's our fault. There needs to be accountability from central office. If they don't think there's a problem they need to take a turn subbing here for a day. NB is going to find themself in a serious teacher shortage because our mental health is not viable here. The schedule (mixed grade teams, 55 mins long, trimesters, no common plan) is totally unacceptable for the middle school age group and I would be curious to find another middle school that runs that way because everyone I know of does not. By far the worst year of my career to the point I question leaving education all together.



Student consequences are not given equitably.



I think it was foolish of higher administration to reassign BOTH of our APs the same year as major changes were happening in the district. I definitely see this as a problem with Central Administration more so than that at the building level. I think our building administrators are doing everything that they are capable of doing, but they have been set up to fail. I have a horrible, sinking feeling that something terrible is going to happen as a result of this chaotic environment and our administration will be blamed when they have been put in the situation by decisions made above them. I am NOT blaming our school administration for this situation. I do, however, see a "pass the buck" lack of concern and a "turn a blind eye" attitude from the superintendent. I am not impressed.



Although I feel Mr. Fernandes does a lot to help teachers out when it comes to our students that are behaviorally challenged it simple is not enough. The hallways are a war zone, on a daily basis. Kids are running around and doing whatever they want. Skipping is common amongst a core 20 students. Nothing teachers or admins are doing is working. The sad part is most of these students will be passed on to the next grade and continue their ways. Furthermore, teachers are in survival mode. Very little collaboration rather everyone closes their doors and do whatever they have to do to make it through the day. Cell phones and dress code are never followed. Admin watch as kids use phones and come to school out of uniform. There is very little follow through with rules. Students have their phones taken 6-10 times and still are allowed to bring them to school. The cafe is a joke. Only two teacher and that is if you are lucky. There is hardly ever an admin around and it shows. The kids are run around the cafe and halls for the whole 30 minutes. It is dangerous for them and the staff.



Students are increasingly aggressive toward staff. Although most students in my classes that I have developed a relationship with are ok (not good just ok), the students I do not know in the hallways are bold and aggressive. Students curse, tell me and others to go back to our classes, tell me it's none of my business if they are in the halls disrupting learning, ignore reasonable requests to move onto class, and

have physically gestured in threatening manners. The same students wander the hallways and never seem to be in class. These students also seem to completely disregard administrations' directions. No amount of kind words or convincing that being in class is important will persuade these students to go where they belong. The number of emboldened students has increased dramatically, and I fear that a significant incident will happen before our concerns will be taken seriously by central administration. Teachers are using restorative circles and NBU strategies and those strategies are not reaching a large number of our traumatized and aggressive students. The other students are suffering as well.



Worst year of my career



Admin is very supportive of staff, but their hands are tied as to the levels of disciplinary action that they are allowed to take. The new schedule, while well intentioned, has had many negative impacts on student behavior and learning.



I believe that the new schedule has had a huge impact on the climate in this building. The team model which has been so important at the middle school level has been destroyed by this new schedule and thus has had an impact behaviorally and academically. Both students and teachers do not appear to have the same feeling of belonging as they did when cluster mates were able to work together to help solve problems. The amount of movement at the beginning of the day has also had a negative impact. The amount of both diagnosed and undiagnosed students with significant mental health issues has increased significantly and the resources are thin to nonexistent to help these students or staff on how to deal with these issues. We are seeing more and more emotional and behavioral issues coming at a younger age. Changing our administration is not the solution to the problem. We have been supported and backed up on numerous occasions and I always feel 100% comfortable going to any of them for help which has not been true in the past



We should "restore" consequences for student behavior. Kids figured out rather quickly that they could engage in any type of inappropriate behavior of their choice no matter how egregious because there would be no consequence (other than a talking to and a fake apology).



I do not think the building administration are free to discipline students accordingly. The district does not allow them to hold students accountable for their behavior, nor does the district remove students to alternate settings when their behavior is unsafe for the regular public school setting. Restorative justice is not going to change the behavior of students whom display aggressive and non-complaint behavior towards staff and police. STEAM activities will not change this behavior either. Turn and talk and two column notes will not change this behavior either. We need to hold these students accountable for their behavior and put them in a setting where we can at least attempt to reform them into law abiding citizens. The amount of students we have with SEVERE mental health issues is alarming. We are teachers not psychiatrists, yet we are being asked to basically provide therapy while raising test scores. It is an injustice to the teachable students that must endure repeated disruption. It is a proven fact that children who are in mental distress are unable to learn. These needs have to be addressed fully before learning can occur. We do not have enough staff and the proper type of staff to even make a dent in helping the challenging students. That is just behavior...I haven't touched on how low functioning the majority of the students district wide are. Yet, we have no tier2/3 options for these students. The district is failing to meet the needs of RTI. If you can't read in middle school, you shouldn't be removed from reading support to build flip flops out of newspaper!



This has been a really discouraging year. It does not feel like the adults are in charge of this building. I have never observed this much sadness and giving up by staff as I have this year.

Our administration's collective hands are tied because we cannot suspend students do not care or take consequences seriously. They do not show up for detentions, ISS, or Saturday detentions. Parents blame the teachers and/or school and do not support us. When contacted they scream at us and tell us they will contact the board and Nancy Sarra. Parents have learned that no one will hold them accountable, so it trickles down to their children. I have been called names, told to suck things, and otherwise insulted while doing hall duty. Students tell us to mind our own business. In the last 3 years the behavior of students in general has gotten so bad many teachers have retired and others are considering applying to other districts where this behavior is not tolerated.

Saying you are restorative and actually being restorative are two completely different things. If administration wants teachers to be more restorative, they MUST MAKE THE TIME AND RESOURCES available to create a more restorative atmosphere. The District code is getting rewritten and it is restorative in nature, so they need to make adjustments. Additionally, calling a consequence restorative when the student or teacher involved in the harm is not included is NOT restorative - it may be creative, it may build a better relationship with that particular disciplinarian. but it isn't restorative. Administration CAN'T tell teachers to be more restorative, if they are not allowing for the system of practices to take place.

Administration is trying to improve school climate and a positive change is being noticed recently. Hopefully, with continuation of efforts, next year will continue to improve.

There have been several times where the same student has threatened to shoot a student or teacher on our team. There have been times where administration has come into my classroom and in front of a class full of students said I was (not being professional). I have had several times where there were physical altercations between students in or by my room and no administration ever came down to address it. Students can curse and scream and tell a teacher to fuck off with no consequences but when they look at an administrator weird get suspended. Overall there is a feeling of us (teachers) having to do way more than we are paid to do. (Make a million phone calls a day, give consequences for established admin offenses, walk students to and from classes and lunch) I cover classes maybe 3 times a week. There was a 2 week stretch where I did not have a prep time at all.

n/a

Restorative justice for WHO?

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## Slade

Administration is totally unsupportive of teacher efforts. They are consumed with placing blame and asking us "what have you done". There are several students who are untouchable, same offenses daily no follow through with any kind of consequences.

The lack of communication from administration to staff is very poor. This was brought up last year and has not been any better. In addition, the lack of consistency from administrator to administrator in how

things are handled with students as well as with staff is very bad. This creates an untrusting environment for all staff.



Detention policy is not effective at all. Dean does not support teachers



The administrators are NOT visible throughout the building. I very rarely see them near the team I am on even after I have repeatedly told them of problem areas during certain times of the day!!!!!!!!!!!!!! My team is very disappointed in the lack of support we and the whole school has received. We are told over and over again how great things are in our building. Our referrals are down because teachers don't bother writing them anymore because we are bullied if we do!



Verbal abuse towards teachers and each other is a constant condition at this school. There is little to no consequences for rude, disrespectful, foul, and disruptive behavior. Enduring Verbal, emotional and psychological abuse is not part of our job description, yet we are expected to endure it on a regular basis.



Restorative justice is great and should absolutely be used. However-RESTORATIVE JUSTICE STILL INCLUDES A CONSEQUENCE IT DOES NOT END WITH A RESTORATIVE CIRCLE!!!!!!!!!!!!!! Many times the response on a referral is "met with XXX administrator" THAT IS NOT A CONSEQUENCE!!!!!! We do not need suspensions necessarily but consequences still need to be used and they don't seem to be here at Slade. I have been reprimanded about giving a student a consequence in the classroom. I cannot say this enough: Restorative circles are not consequences!



Some "no" answers would have been yes if not for the "regular basis" part of the question.



I have worked in multiple schools and have never seen the level of negative student behavior. Students curse, hijack classes, and basically do as they please with very little consequences. It is impossible for students to learn when it is impossible for a teacher to ever really gain control of the class. This is directly due to a lack of support from admin and a lack of any real consequences for student behavior. It is possible to build positive relationships with students AND hold them accountable for their behavior. Rules are rarely enforced with any consistency at Slade.



It is wonderful that the students are building positive relationships with staff members. But some of the students are using these relationships as a way to function how they want, without regards to anyone else or the rules that have been developed for the safety of all involved.



I think behaviors need to be handled more consistently. I totally agree with the restorative process but students still need a consequence for inappropriate behavior in addition to the restorative conferences. Furthermore, sometimes restorative conferences don't happen with teachers present which seems to defeat the purpose.



More effective follow through on restorative practice re: outcomes and recidivism

**Comments Question # 10** Have you personally been involved in a physical confrontation (ie. pushed, grabbed, denied movement, physically intimidated, etc) with a student this year?

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Student got into my personal space in a threatening manner, yelled at me to step aside

Physically intimidated, verbally assaulted

This year more than other years, I have been (not on purpose) shoved or physically touched in some manner by too many students running in the hallways and refuse to stop

student pushed me from behind

Students have physically pushed me and put their hands on me.

Student pushed me in the hallway. Attempting to handle it myself it was not taken seriously. After bringing it to administration they dismissed it.

I have been pushed aside as a student charged out of a room. I have been threatened get something broken.

Students constantly in face no spatial boundaries.

Threatened

I was in the door way getting ready to dismiss the students when one student did not want to wait for everyone else. As he approached me, I asked him to please get back in line. He proceeded forward and used his hands to push me out of the way before I was able to move out of the door way.

Surrounded by students and threatened with physical harm because of a cell phone

Broke up two fights in my room within 5 minutes, got elbowed in the face breaking up the 2nd fight

On two separate occasions students have gotten so close to me against a wall that I have been unable to move (otherwise I would have had to physically move the students). Another time a student balled up papers and threw them at me. A third time a student ran up to another student and intentionally slapped my Tupperware out of her hand breaking it (knowing it was mine)

When students are trying to fight each other and want to go through you as the adult trying to prevent the fight from happening

## Slade

pushing through me at the door

I was shoved by a student in a doorway

The same student was daily swearing at me would walk around class dancing and singing and would not take direction or follow directions. He was a bully to me and classmates and I had to write him up almost every day and when I would call to have him removed no one was available. He often would start screaming and run out of the room and slam the door and push students and desks. Until it happened to an administrator and I complained to the union that I did not feel safe was a meeting with the parent and administrator and union rep take place. It took until April for that to happen. repeatedly

I do not want to be identified by describing the incident.

Pushed into locker by student

Students trying to enter unauthorized room and "pushing" their way through you to get in. Also had to break up a fight and was hit in the neck and shoulder.

I had to wrestle with two different students who were trying to violently open my classroom door after being sent to the office. One pulled on my arm, the other kicked my foot out of the door. There were no consequences for either student that I am aware of and no one from admin ever followed up with me.

trying to contain a physically abusive student I was shoved and a para who was trying to protect me was injured by this student.