

October 14, 2020

Dear Supt Walker and IUSD School Board Members,

Attached please find the results from ITA's Survey #5, completed October 5-8. I urge you to read the summary data in the first attached document, but also please take the time to read the many comments teachers provided. I warn you, they will break your heart.

In four decades working for IUSD, never have I felt so disheartened and discouraged by the lack of concern for staff members. While we teachers have always worked overtime and extra hard to be our very best, now we are asked to do all that and more. These demands will cause irreparable harm to the relationship between the teachers and the district if something drastic isn't done to reduce the teachers' work and stress levels as soon as possible.

The district has promised many wonderful things to parents, offering several models for them to choose for their children. The district promised specially trained aides and teachers with engaging curriculum and a rich array of opportunities. Those things are not happening. Teachers do NOT feel trained at the level they need to work well. The teachers feel responsible for fulfilling these promises, and failing. The parents are expecting the teachers to fulfill the district's promises, and some parents consider teachers are failing to meet the promises the district made. Now teachers are taking the brunt of the parents' complaints because life in the chosen model is not what parents expected.

Please remember that in addition to taking on the risks and challenges of working during this pandemic, teachers are also the first to field parent complaints that there are too many assignments, not enough assignments, no musical instruments, no field trips, and every other conceivable complaint. Teachers are responsible for none of those problems, nor are they able to solve them, yet they feel obligated to defend the district and do more more more to compensate. Add to that a drastically reduced funding level from the state looming over them, increases to their costs for their benefits, no likely COLA in the foreseeable future, not to mention possible cuts. Teachers are literally suffering right now. The district needs to make substantial reductions to teachers' work requirements, so the work load becomes noticeably more manageable.

Teaching during a pandemic is not normal. We should not be expecting normal things from students, from parents, or from teachers. PLEASE increase time for teachers to manage the new demands of these teaching models. And PLEASE eliminate or reduce every task being asked of teachers. For this year, you must act ASAP to prevent teachers from burning out before Thanksgiving. I'm being extremely serious. Read those comments. I challenge you to read all of them — have a box of tissues nearby.

Please do call me if you'd like to talk about these issues and identify solutions. We have many ideas about how to survive this pandemic, this school year, and still help kids learn.

Teri

Therese Sorey  
President,  
Irvine Teachers Association

## ITA Survey #5 Results October 5-8, 2020

**Total participants: 781**

**1. Identify your assignment level as closely as possible. (Choose all that apply.) 752 responded**

a. elementary hybrid	199	22.5%
b. elementary traditional	117	13.2%
c. elementary IVA	193	21.8%
d. middle school hybrid	89	10.1%
e. middle school IVA	52	5.9%
f. high school hybrid	177	20%
g. high school IVA	57	6.4%

## 2. Identify your position: 779 responded

a. general education teacher	628	80.6%
b. nurse	13	1.7%
c. speech and language pathologist	22	2.8%
d. SAI-1 teacher	31	4%
e. SAI-2 teacher	18	2.3%
f. early childhood education teacher	12	1.5%
g. counselor	13	1.7%
h. librarian	4	0.5%
i. elementary visual and performing arts teacher	11	1.4%
j. elementary science specialist	11	1.4%
k. related service provider	6	.8%
l. teacher on special assignment	10	1.3%

## 3. How safe is your classroom/workspace, based on your experience since school opened in person? 778 responded

a. very safe	120	20.3%
b. safe	276	46.7%
c. not safe	104	17.6%
d. not sure	90	15.2%
e. I am assigned to IVA. (188 not included in total)		

## 4. Considering the reopening of schools in person, did you prefer to 779 responded

a. open when we did	163	28%
b. wait until the county reached a safer tier	212	36.4%
c. remain virtual until there is a vaccine available	123	15.7%
d. remain virtual until the pandemic is over	45	7.7%
e. I am not sure.	39	6.7%
f. I am assigned to IVA. (197 not included in total)		

**5. Are you missing or do you not have enough of these safety elements that you want or need? (Choose all that apply)**

**769 responded**

a. personal mask	36	6.6%
b. personal face shield	19	3.5%
c. student masks	30	5.5%
d. student face shields	42	7.7%
e. dividers for desks	62	11.4%
f. hand sanitizer	45	8.3%
g. sanitizing wipes for cleaning	46	8.5%
h. air purifier in room	26	4.8%
i. space for adequate distancing	232	44.8%
j. I have all that I need	242	44.8%
k. I am assigned to IVA. (229 not included in total)		

**6. Do you have concerns about the quality, quantity, or fit of the PPE you have been provided? (Choose all that apply) 747 responded**

a. personal mask	93	17.8%
b. personal face shield	71	13.5%
c. student masks	76	14.6%
d. student face shield	29	5.5%
e. dividers for desks	79	15.1
f. hand sanitizer	40	7.6%
g. sanitizing wipes for cleaning	78	15%
h. air purifier in room	38	7.3%
i. space for adequate distancing	195	37.5%
j. I have all that I need.	215	41.3%
k. I am assigned to IVA. (227 not included in total)		

**7. If you need or had concerns of any of these things in items 5 and 6, did you notify your administrator? 722 responded**

- |   |     |       |
|---|-----|-------|
| a. yes, and it was taken care of                            | 10  | 2.7%  |
| b. yes, but nothing changed                                 | 122 | 33.8% |
| c. no, but I will   | 81  | 22.5% |
| d. no, I don't feel comfortable notifying my administration | 97  | 26.9% |
| e. I am assigned to IVA or N/A. (230 not included in total) |     |       |

**8. In your classroom, are the students able to be seated with 6 feet of distance from each other during class time? 796 responded**

- |  |     |       |
|--|-----|-------|
| a. Yes, my students can sit at least 6 feet apart.   | 215 | 39.8% |
| b. No, my students cannot be seated 6+ feet apart.   | 324 | 60%   |
| c. I am assigned to IVA. (230 not included in total) |     |       |

**9. Regarding your current teaching model, choose one:**

**772 responded**

- |   |     |       |
|---|-----|-------|
| a. It is what I asked for and I am satisfied                                  | 296 | 38.3% |
| b. It is what I asked for, but I am <b>not</b> satisfied                      | 243 | 31.5% |
| c. It's <b>not</b> what I would have preferred, but I am satisfied            | 122 | 15.8% |
| d. It's <b>not</b> what I would have preferred, and I am <b>not</b> satisfied | 111 | 14.4% |

**10. Which 3 of the following describe how you have felt most often in the last 3 weeks? (Choose your top three) 777 responded**

a. overworked	696	89.5%
b. adapted to my teaching model	247	31.7%
c. under-valued	332	42.7%
d. well-supported	149	19.1%
e. fearful	206	26.5%
f. optimistic	146	18.7%
g. defeated	357	45.9%
h. relieved	42	5.4%

**11. Do you agree or disagree with the following statement:**

**“The district leadership values my mental health and my physical safety during the covid crisis.” 779 responded**

a. agree	136	17.5%
b. neutral/not sure	238	30.6%
c. disagree	405	52%

**12. What demands could be eliminated or reduced from your workload to make it more manageable? (Choose your top two.)**

**756 responded**

a. fewer/shorter staff meetings	223	37.2%
b. fewer/shorter PLC meetings	157	26.2%
c. reduce/eliminate the 12 hours of staff development required outside the work day	545	90.0%
d. fewer/shorter adjunct duties	233	38.8%
e. reduce the number of advisement meetings at secondary schools*	113	

*\*281 secondary teachers participated in the survey, so 113 represents 40% at least of the MS and HS teachers*

f. other ~ I have put a suggestion at the end (157 not included in total)

**13. Are the administrators at your site following and enforcing safety protocols? 780 responded**

a. always	275	48.6%
b. most of the time	167	29.5%
c. some of the time	74	13%
d. very rarely	9	1.5%
e. I don't know	40	7%
f. I am assigned to IVA. (215 not included in total)		

**14. Compared to distance learning, teaching in the TRADITIONAL model allows educational opportunities to engage more meaningfully with my students. 557 responded**

a. all of the time	47	25.5%
b. most of the time	69	37.5%
c. some of the time	56	30.4%
d. very little of the time	12	6.5%
e. never	0	0%
f. N/A (373 not included in total)		

**15. Compared to distance learning, teaching in the TRADITIONAL model allows opportunities to support my students' social and emotional needs better. 552 responded**

a. all of the time	42	22.8%
b. most of the time	73	39.6%
c. some of the time	54	29.3%
d. very little of the time	15	8.1%
e. never	0	0%
f. N/A (368 not included in total)		

**16. Compared to distance learning, teaching in the HYBRID model allows educational opportunities to engage more meaningfully with my students. 647 responded**

- |                                    |     |       |
|------------------------------------|-----|-------|
| a. all of the time                 | 26  | 7.3%  |
| b. most of the time                | 76  | 21.3% |
| c. some of the time                | 141 | 39.6% |
| d. very little of the time         | 99  | 27.8% |
| e. never                           | 14  | 3.9%  |
| f. N/A (291 not included in total) |     |       |

**17. Compared to distance learning, teaching in the HYBRID model allows opportunities to support my students' social and emotional needs better. 646 responded**

- |                                    |     |       |
|------------------------------------|-----|-------|
| a. all of the time                 | 30  | 8.4%  |
| b. most of the time                | 80  | 22.4% |
| c. some of the time                | 126 | 35.2% |
| d. very little of the time         | 98  | 27.4% |
| e. never                           | 23  | 6.4%  |
| f. N/A (289 not included in total) |     |       |

**18. What are your assignment and cohort size? 727 responded**

**Elementary**

- |  |     |       |
|--|-----|-------|
| a. Elementary: my largest student cohort group is 18 or fewer.       | 199 | 27.3% |
| b. Elementary: my largest student cohort group is over 18.           | 22  | 3.0%  |
| c. Elementary SAI-1: my largest student cohort group is 18 or fewer. | 12  | 1.6%  |
| d. Elementary SAI-1: my largest student cohort group is over 18.     | 4   | .5%   |
| e. Elementary SAI-2: my largest student cohort group is 18 or fewer. | 17  | 2.3%  |
| f. Elementary SAI-2: my largest student cohort group is over 18.     | 0   | 0%    |



g. Elementary IVA: my class size is within contract limit.

106 14.5

h. Elementary IVA: my class size is over the contract limit.

43 5.9%

### **Middle School**

i. Middle school: my largest student cohort group is 18 or fewer.

59 8.1%

j. Middle school: my largest student cohort group is over 18.

26 3.5%

k. Middle school IVA: and my student total is 187 or fewer.

22 3.0%

l. Middle school IVA: and my student total is over 187.

13 1.7%

### **High School**

m. High school: my largest student cohort group is 18 or fewer.

118 16.2%

n. High school: my largest student cohort group is over 18.

51 7.0%

o. High school IVA: my student total is 187 or fewer.

13 1.7%

p. High school IVA: my student total is over 187.

22 3.0%

**19. Is there anything that you want ITA or the district to know? Please include suggestions to make your workload more manageable and/or work place more safe. Include your level and teaching model in your response. Feel free to include your name and site for possible follow-up. Please try to limit your response to 200 words.**

**488 Responded, 62.4%**