

FSUTA Working Conditions Survey

2021-2022

580 total responses

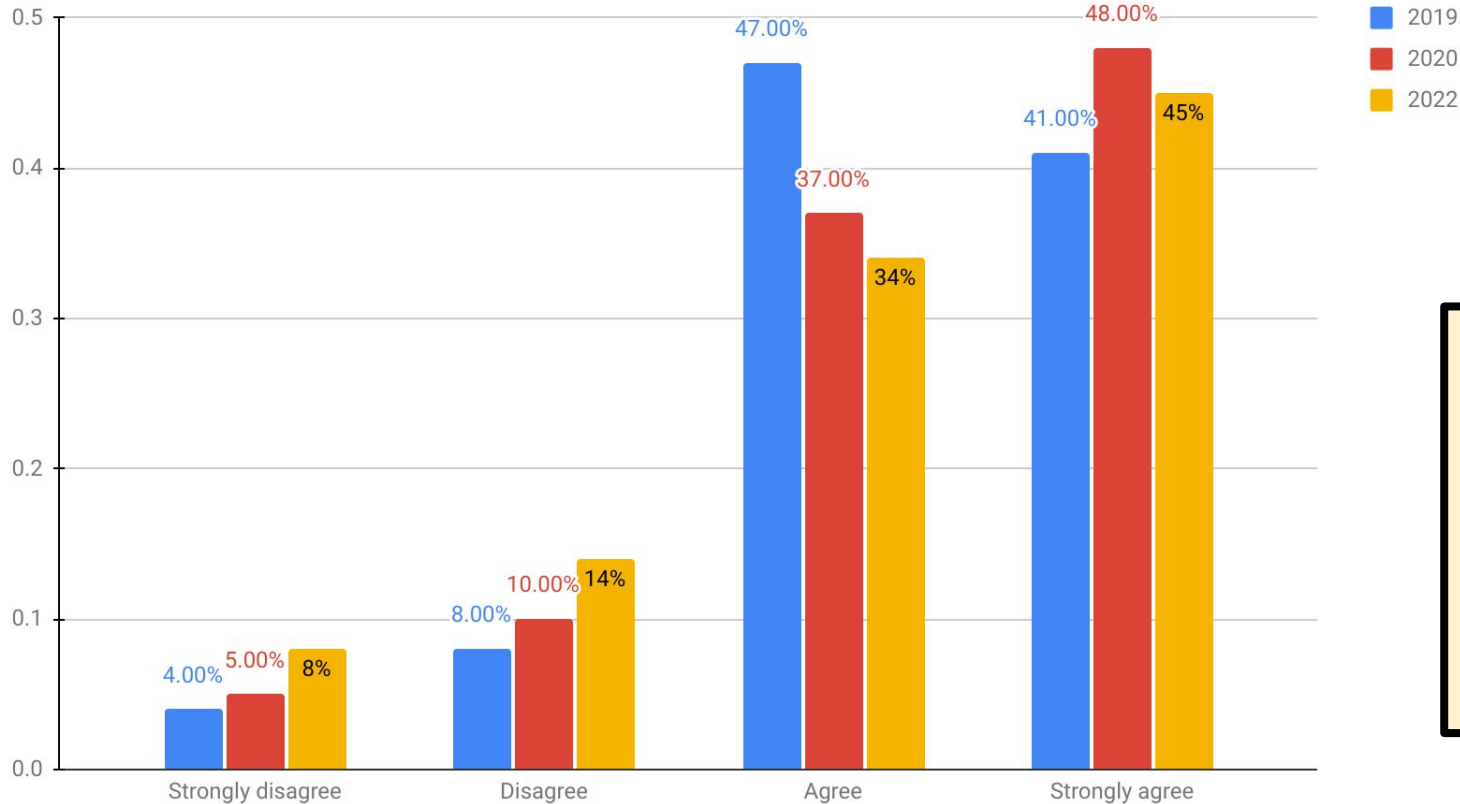
1-5 years	218	38%
6-10 years	113	20%
11-20 years	132	23%
21-30 years	89	15%
30+ years	28	5%

Summary:

- The majority of respondents, 58%, are within the first 10 years of their careers.
- The largest single group of respondents, 38%, are within the first 5 years of their teaching careers.

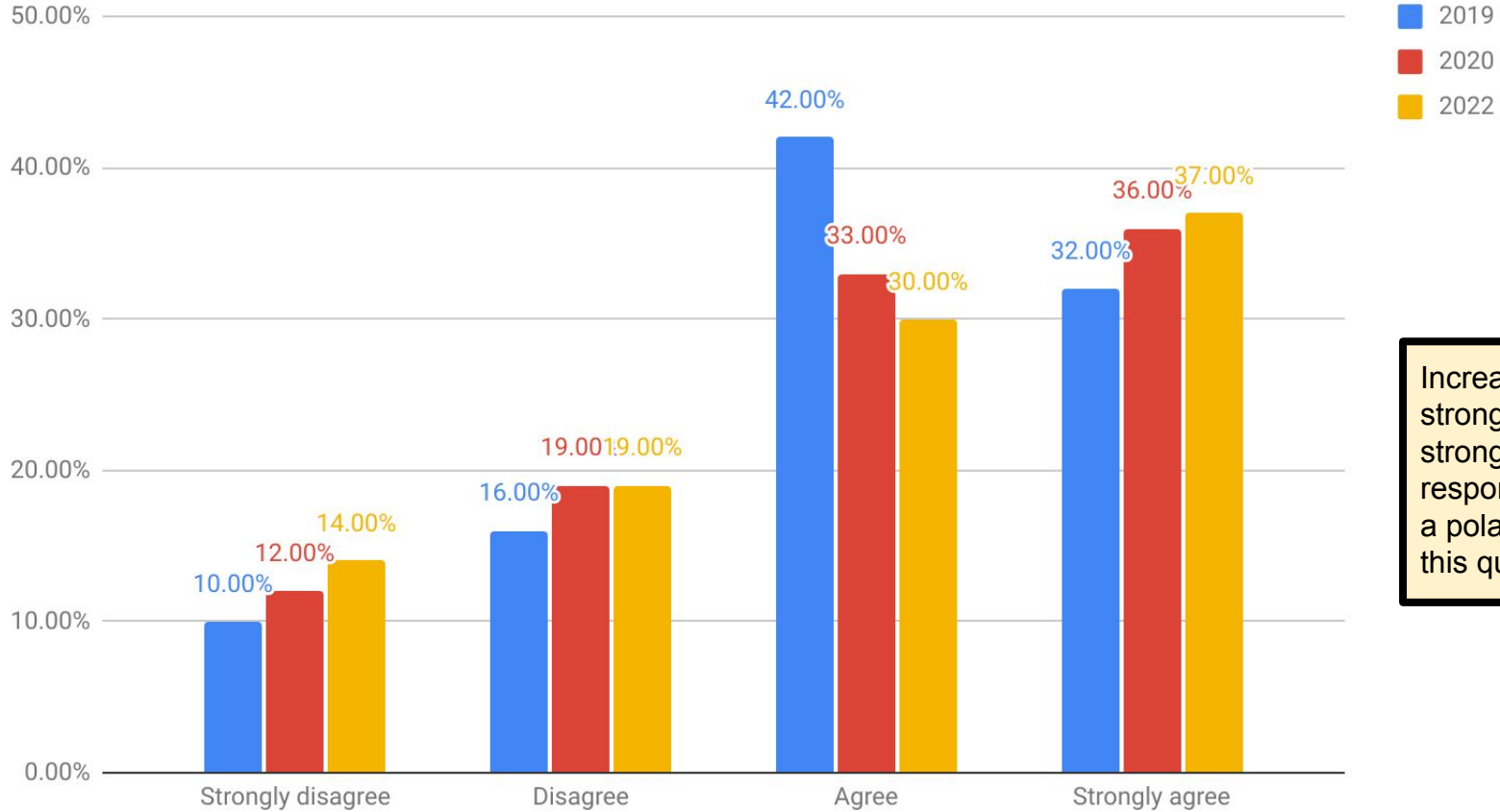
Site Administration

The principal is supportive of you if parents or students complain.



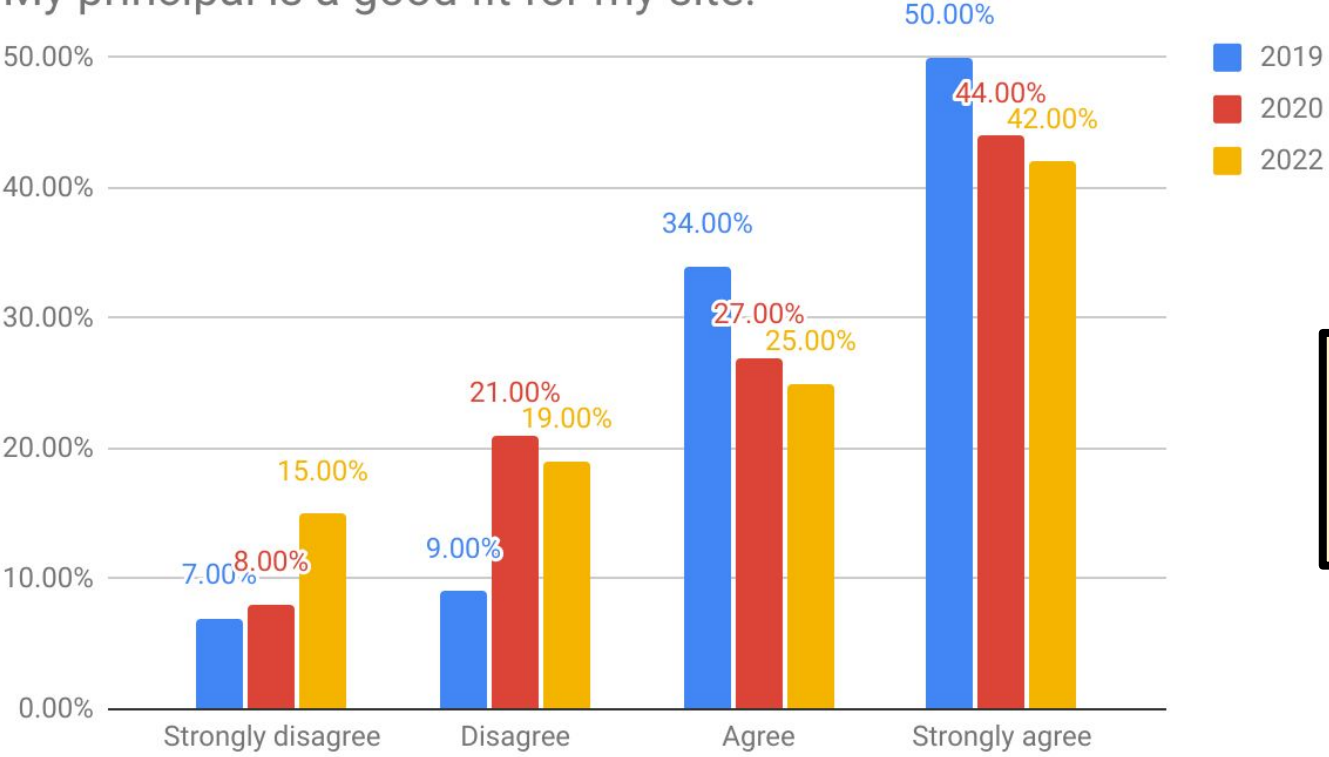
Data reveals a combination of increasing disagreement and decreasing agreement in support of teachers when parents/students issue complaints.

The principal treats all staff equitably.



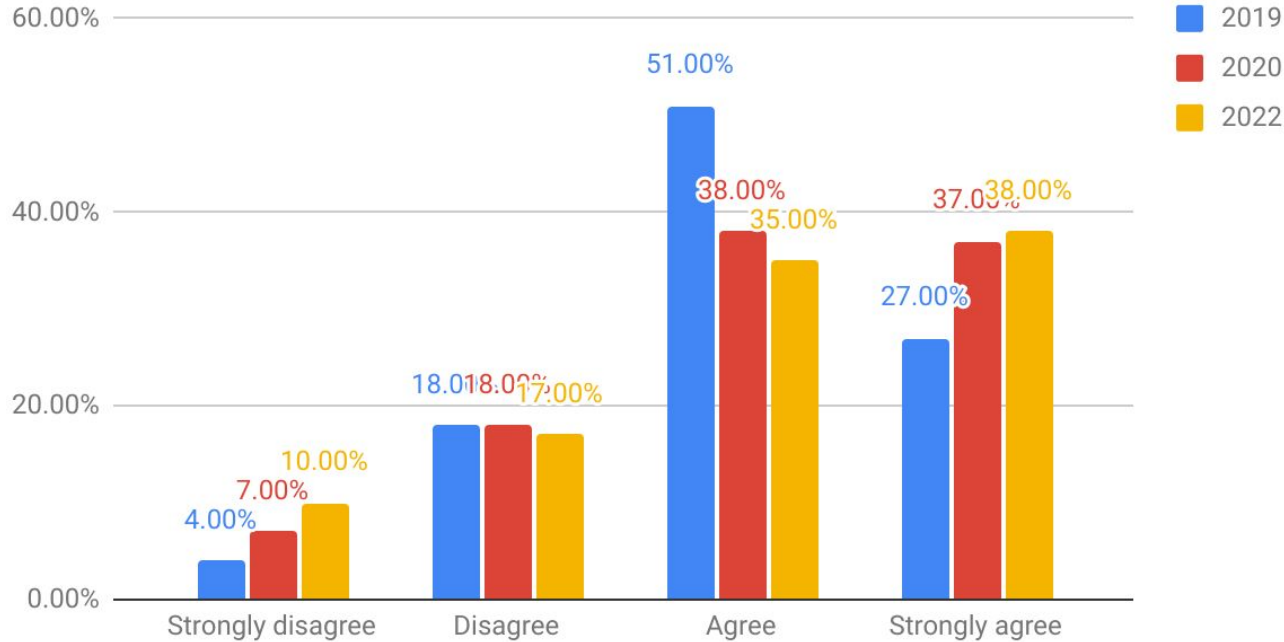
Increases in both strongly agree and strongly disagree responses suggest a polarization on this question.

My principal is a good fit for my site.



Data shows a downward trend that principals are a good fit with their sites.

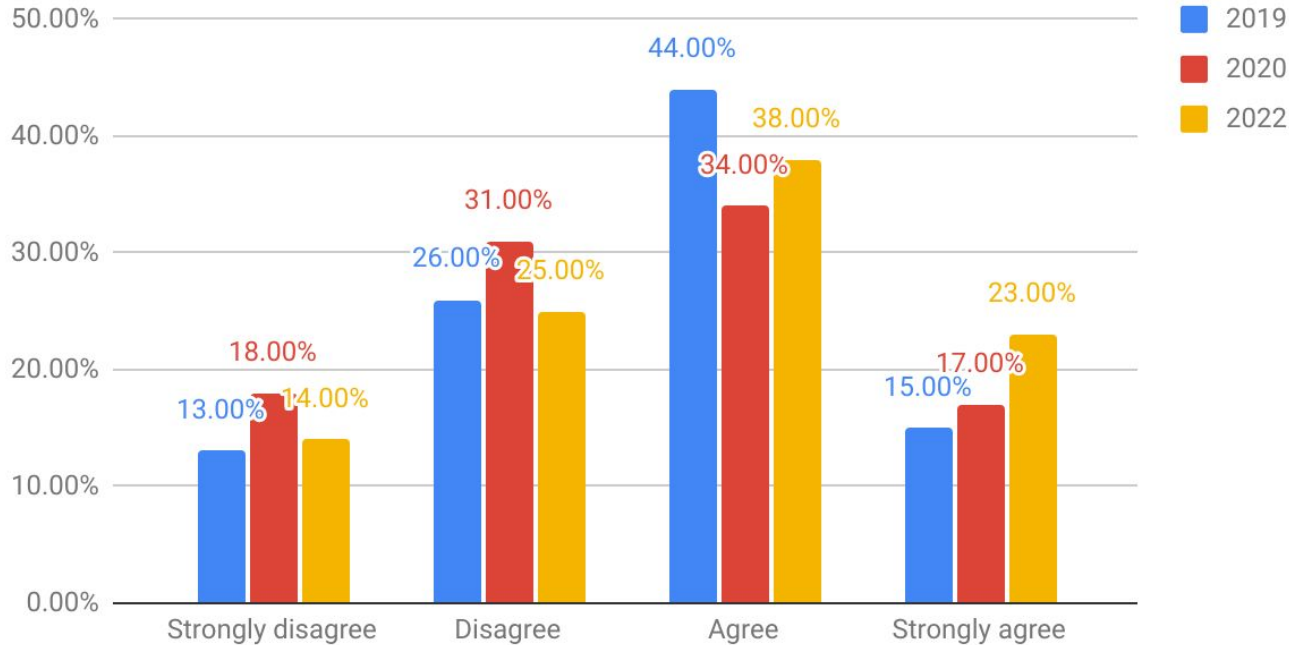
Formal and informal feedback is accurate, evidence based and provides constructive comments to improve my skills.



Data reveals very little change in the surveys. Each year the majority of teachers felt evaluation was constructive.

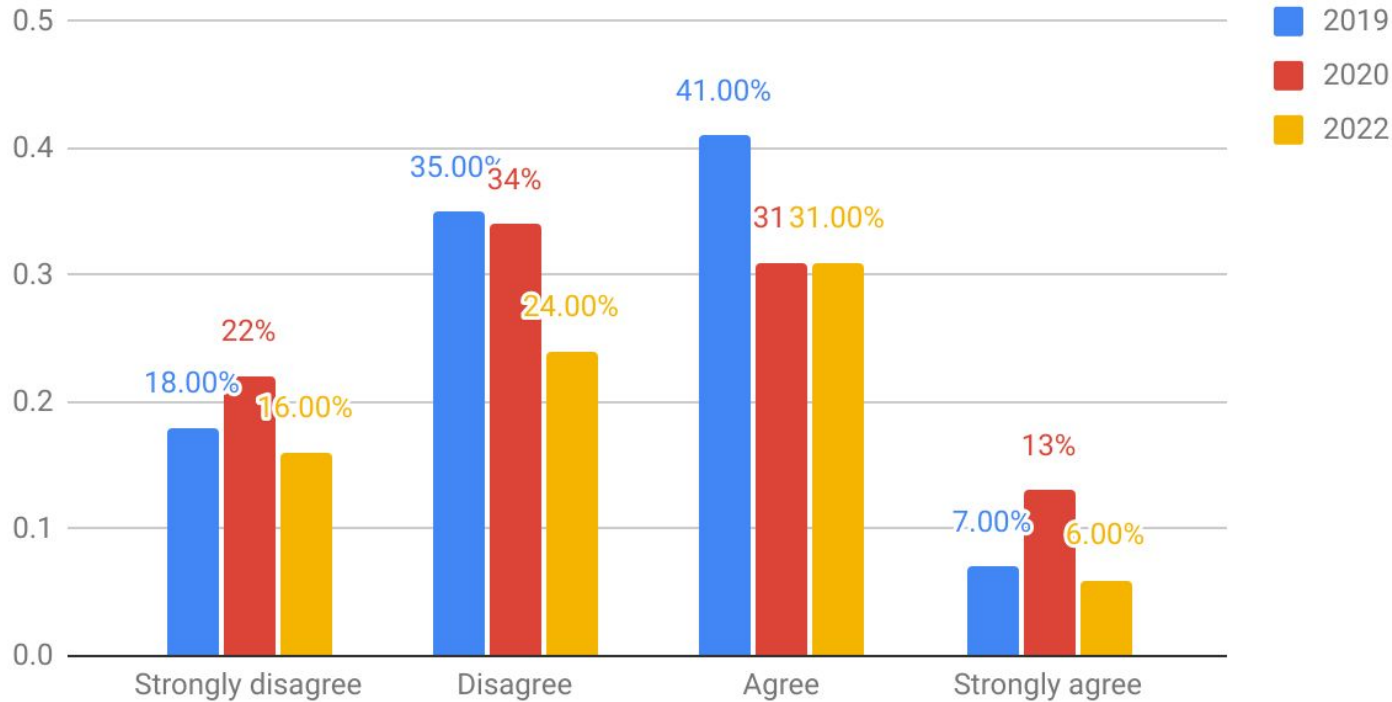
District Level Administration

High quality curriculum has been adopted for the subject area(s) I teach.



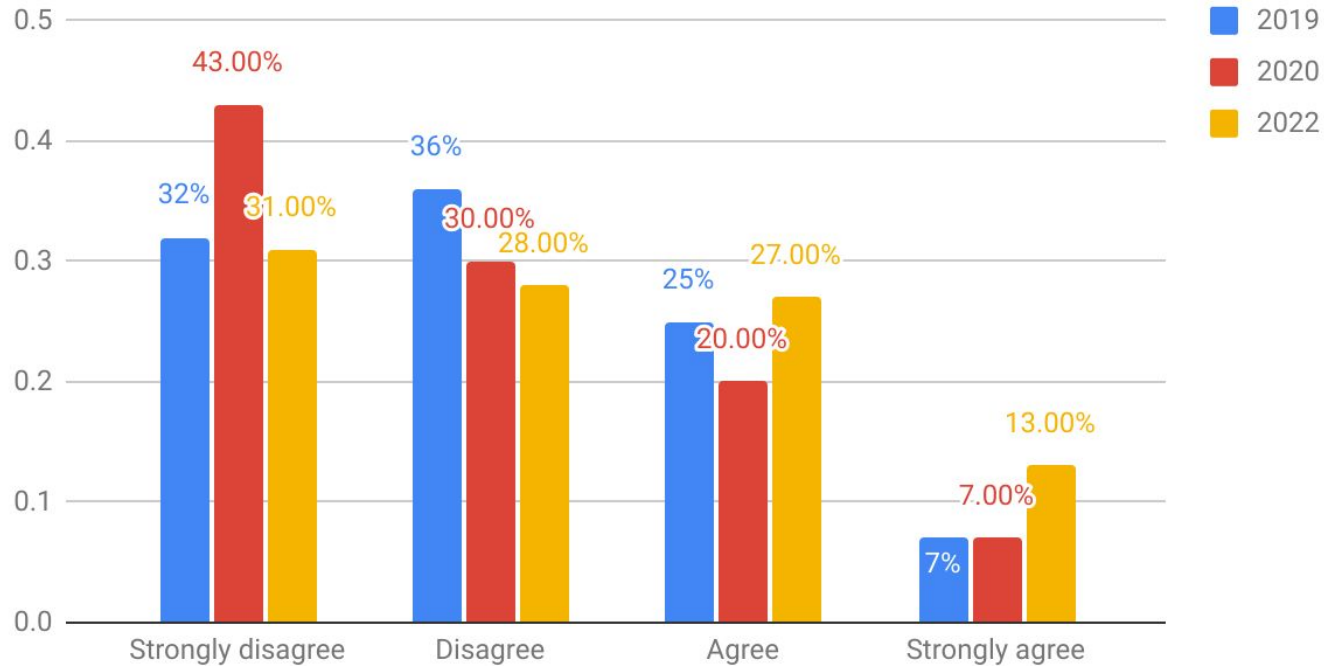
Data trends in 2019 and 2022 disclose approximately 60% of teachers feel curriculum is of high quality and 40% disagree.

Time spent for MAPS and district assessments is time well spent.



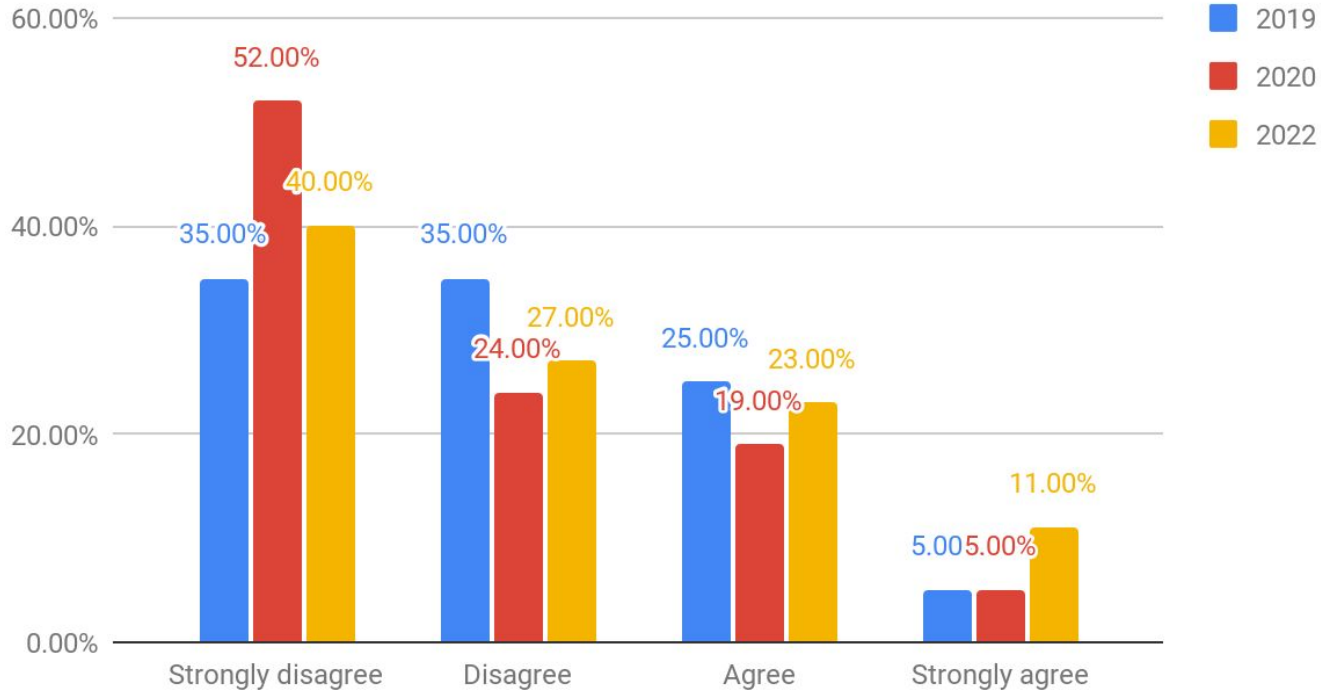
In 2022, 132 (23%) respondents indicated they do not administer the MAPS and other district assessments. 2022 data reveals an almost even split to the question 'is this time well spent?'

Current class size allows me to reach and teach all students effectively.



Data trends in both 2019 and 2020 show 70% disagree, 30% agree. In 2022, the data points shift to 60% disagree, 40% agree indicating the class size reduction bargained and won by FSUTA in 2020 is having a positive effect on teaching in the classroom.

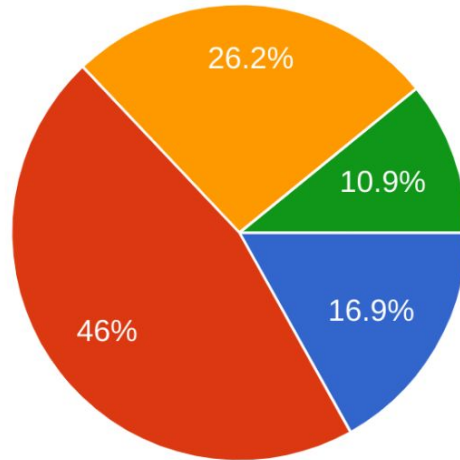
Discipline issues DO NOT negatively impact my teaching.



Data indicates discipline issues continue to negatively impact teaching

To what extent do student behaviors interrupt your ability to teach?

580 responses

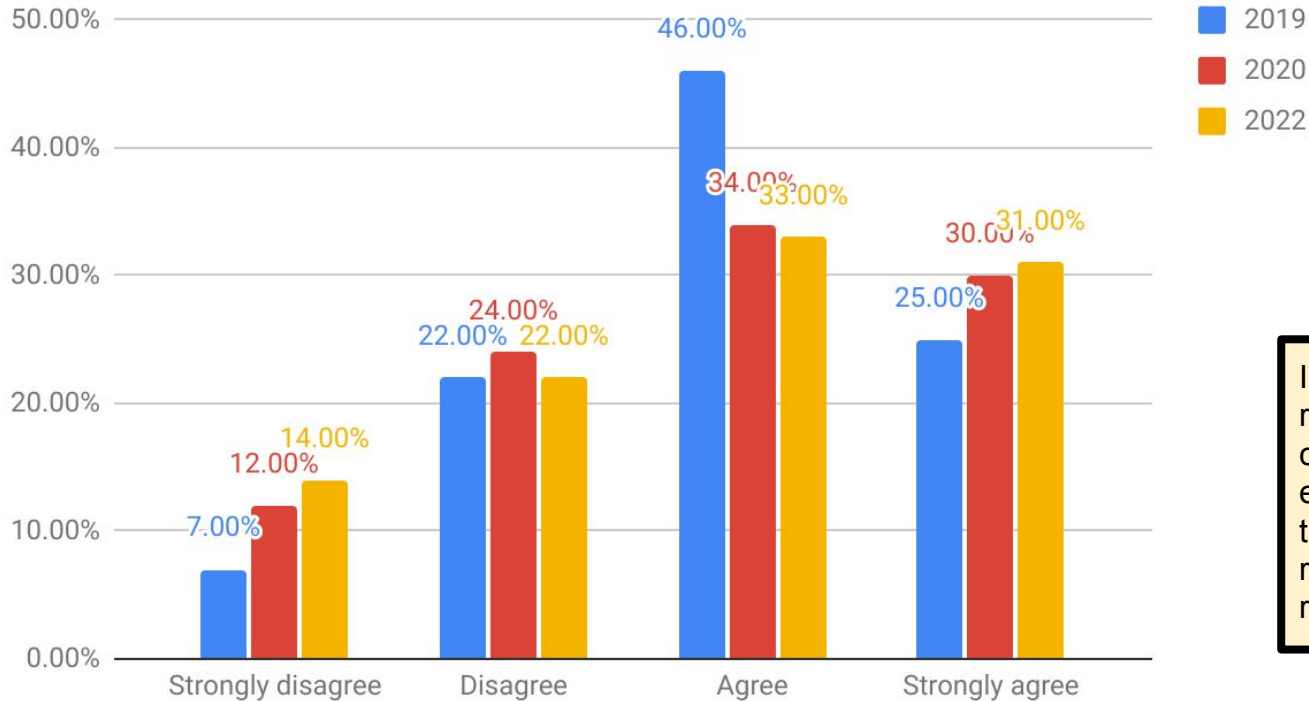


- Student behaviors rarely or never interrupt my ability to teach.
- Student behaviors interrupt my ability to teach on a daily basis.
- Student behaviors interrupt my ability to teach 1-2 times a week.
- Student behaviors interrupt my ability to teach 1-2 times a month.

Student behavior interrupts teachers ability to teach almost 50% of the time on a daily basis.

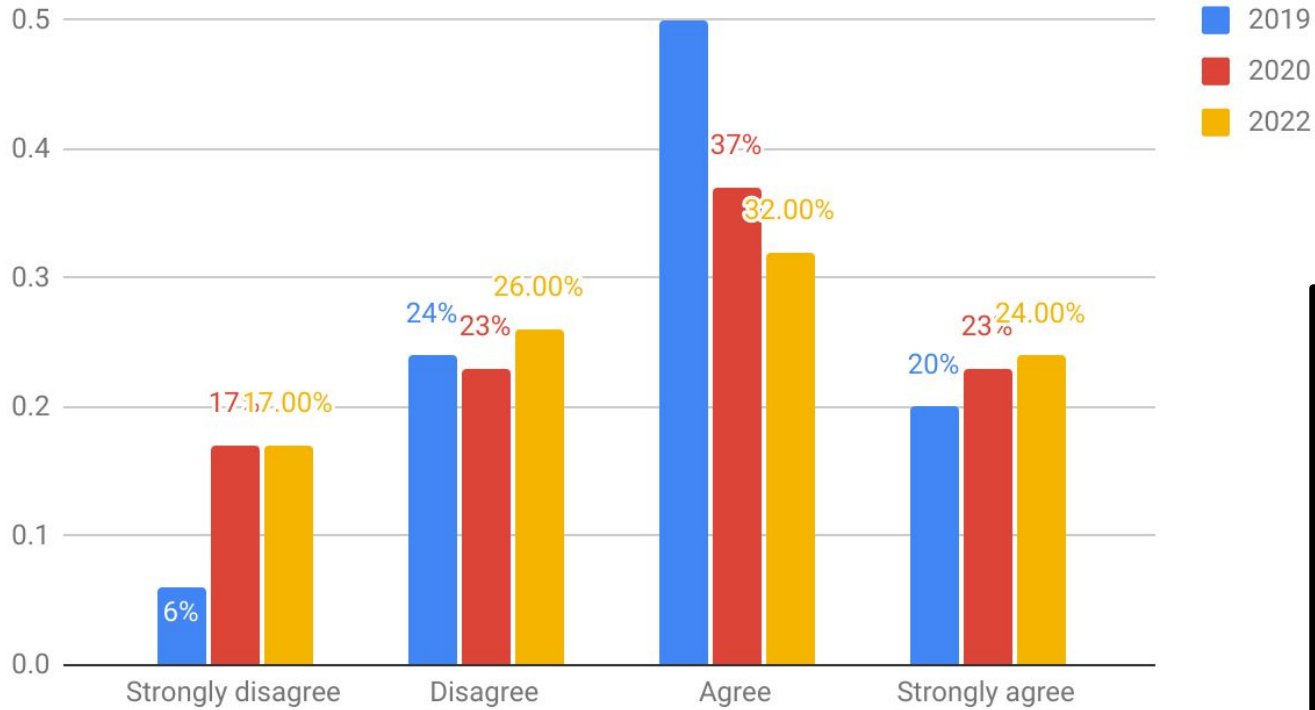
Culture

I feel comfortable expressing my opinions at my site.



In 2019, 29% of respondents felt they could not comfortably express their opinions at their site. That number rose to 36% in 2020 and remained there in 2022.

I believe my opinions help shape the culture of my site.



Data shows a downward trend in respondents feeling that their opinions help shape the culture at their sites.

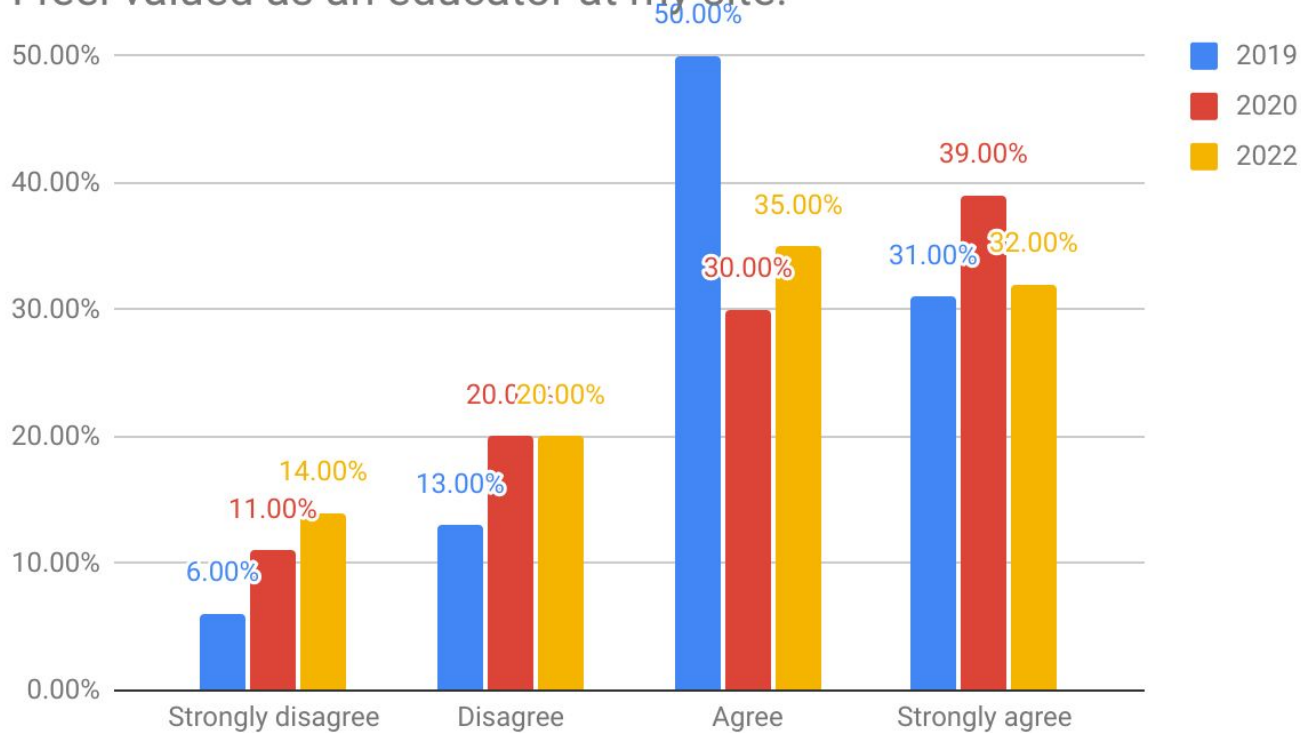
Disagree:

2019 - 30%

2020 - 40%

2022 - 43%

I feel valued as an educator at my site.



Data indicates a downward trend in educators feeling valued at their sites.

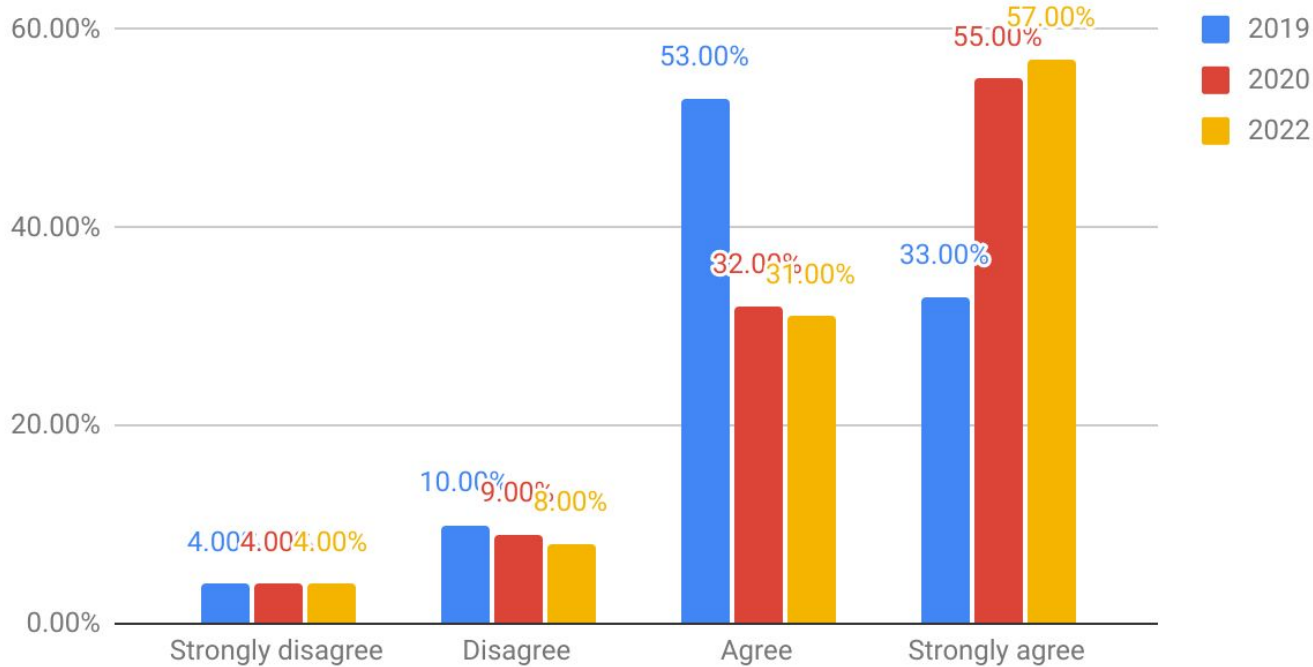
Disagree:

2019 - 70%

2020 - 60%

2022 - 56%

I am comfortable participating in union activities at my site without negative consequences.



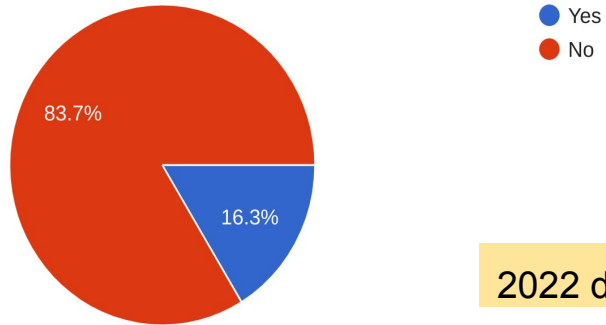
Many members shifted from agree to strongly agree in feeling comfortable participating in their union activities without negative ramifications.

Safety

2020 data

Have you been physically assaulted by student(s) at your site this academic year?

331 responses

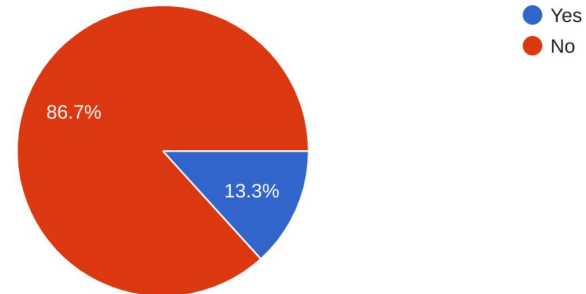


Statistically this data, if applied to our total membership, estimates that 133 teachers have been physically assaulted by a student in 2022.

2022 data

Have you been physically assaulted by a student(s) at your site this academic year?

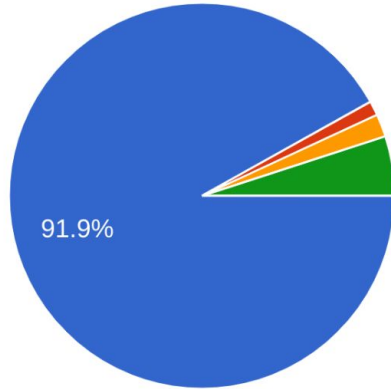
580 responses



2022 data

Which answer best matches your experiences regarding physical assaults by students.

580 responses



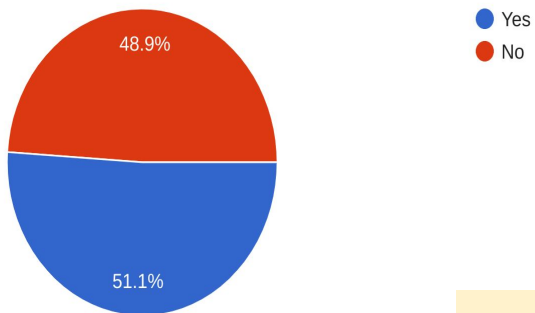
- I rarely or never experience physical assaults by students.
- I experience physical assaults from students daily.
- I experience physical assaults from students 1-2 times a week.
- I experience physical assaults from students 1-2 times a month.

8.1% of respondents have been assaulted by a student while at work.

2020 data

Have you been verbally assaulted by student(s) at your site this academic year?

331 responses

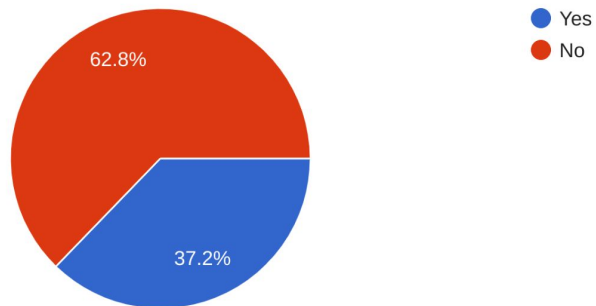


Over a third of respondents have been verbally assaulted this year.

2022 data

Have you been verbally assaulted by a student(s) at your site this academic year?

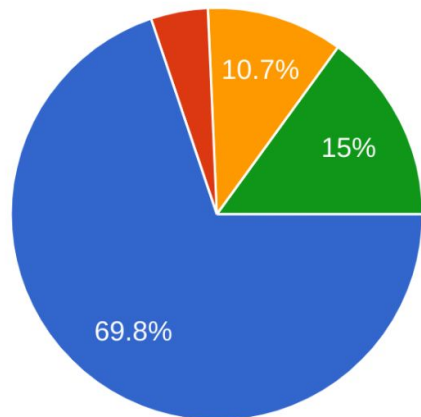
580 responses



2022 data

Which answer best matches your experiences regarding verbal assaults by students.

580 responses



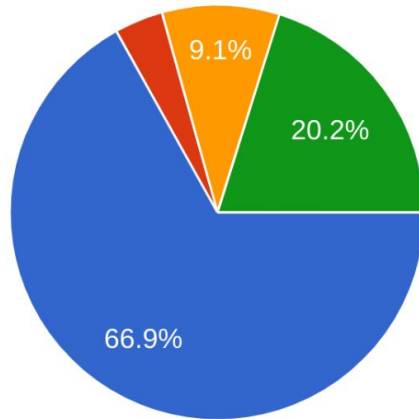
- I rarely or never experience verbal assaults by students.
- I experience verbal assaults from students on a daily basis.
- I experience verbal assaults from students 1-2 times a week.
- I experience verbal assaults from students 1-2 times a month.

70% of respondents do not experience verbal assaults by students; 30% have experienced verbal assaults from students.

2022 data

Select the best response to this statement: Profanity has been directed toward me by a student this academic year.

580 responses

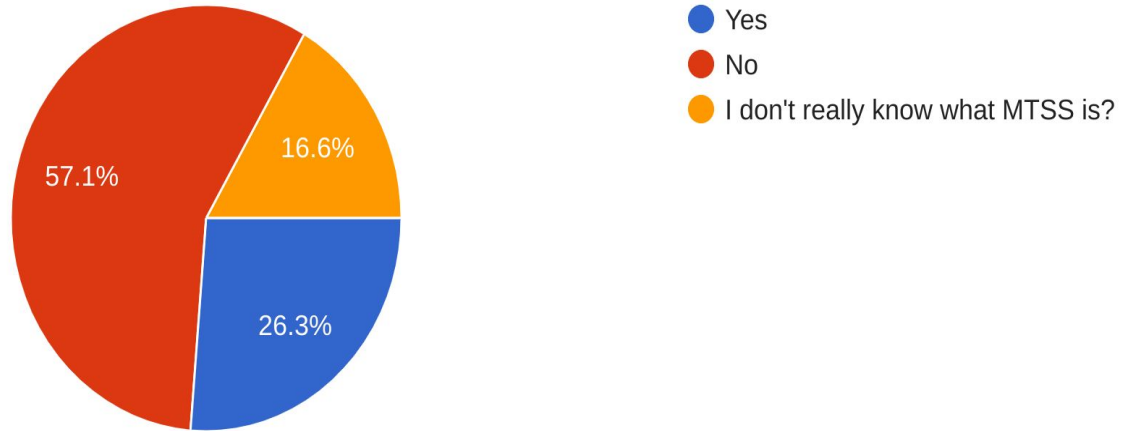


- I rarely or never have students direct profanity toward me.
- Students have directed profanity toward me on a daily basis.
- Students have directed profanity toward me 1-2 times a week.
- Students have directed profanity toward me 1-2 times a month.

67% of teachers have not had profanity used toward them by a student. 33% of teachers have had profanity directed at them by students.

Is MTSS (Multi-Tiered System of Supports) effective at your site?

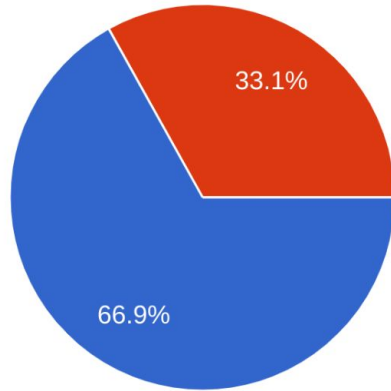
331 responses



2022 data

Do you know what MTSS is?

580 responses



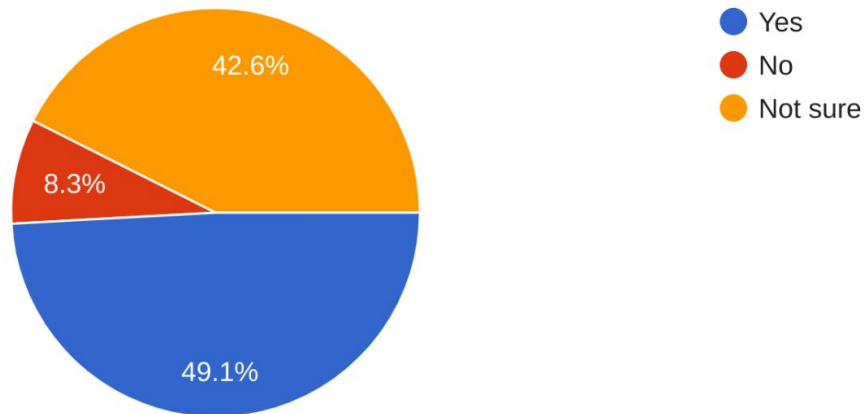
- Yes
- No

In 2020 only 17% of respondents knew what MTSS is. In 2022 67% of respondents indicated they knew what MTSS is showing an upward trend in awareness of MTSS.

2022 data

Has MTSS been implemented at your site?

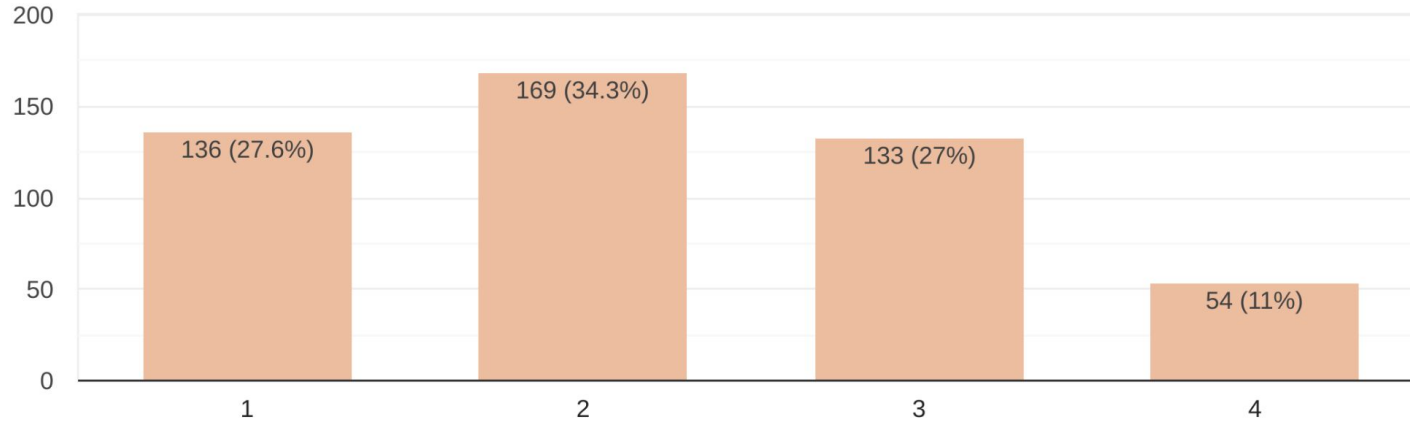
580 responses



2022 data

MTSS has been effectively implemented at my site.

492 responses



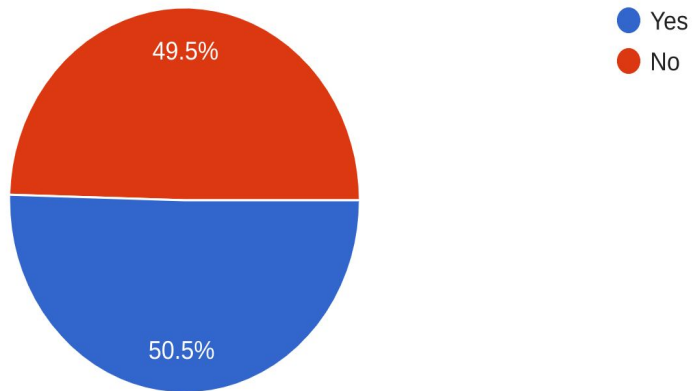
Data shows 38% of respondent believe MTSS has been effectively implemented while 62% feel it has not. That is a 5% increase in the ineffectiveness of MTSS since 2020.

Teacher Recruitment and Retention

2020 data

Would you recommend our district to another teacher seeking employment?

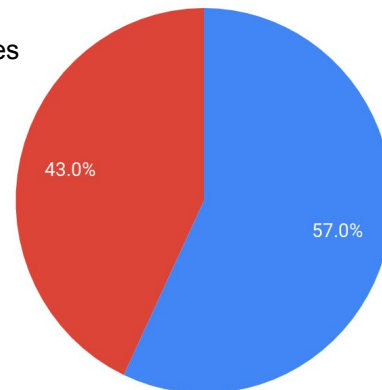
331 responses



Hire Date 2013-2018

Would you recommend our district to another teacher seeking employment?

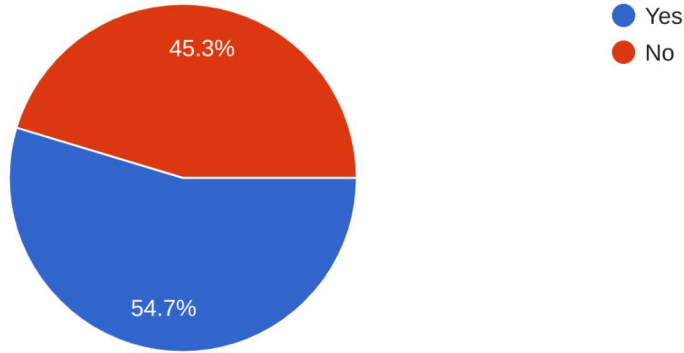
122 responses



2022 data

Would you recommend our district to another education professional seeking employment?

580 responses



Hire date 2017-2021
217 hired

Yes - 140 65%

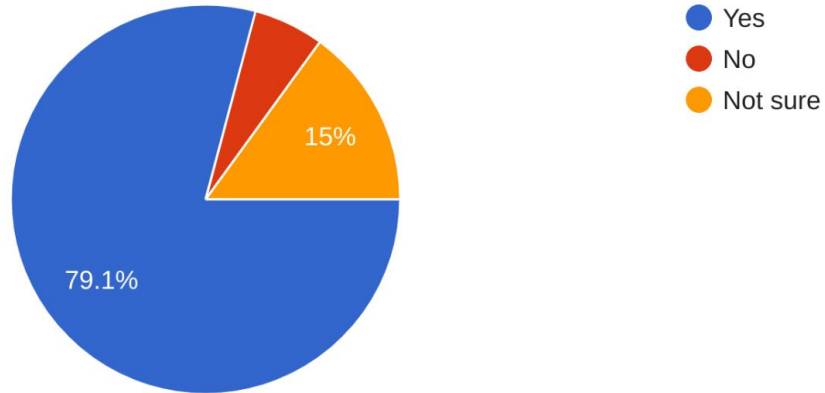
No - 77 35%

Over a third of teachers hired in the past 5 years would NOT recommend FSUSD to a another educator seeking a teaching position.

2022 data

Do you plan to return to FSUSD for the 2022-23 academic year?

580 responses



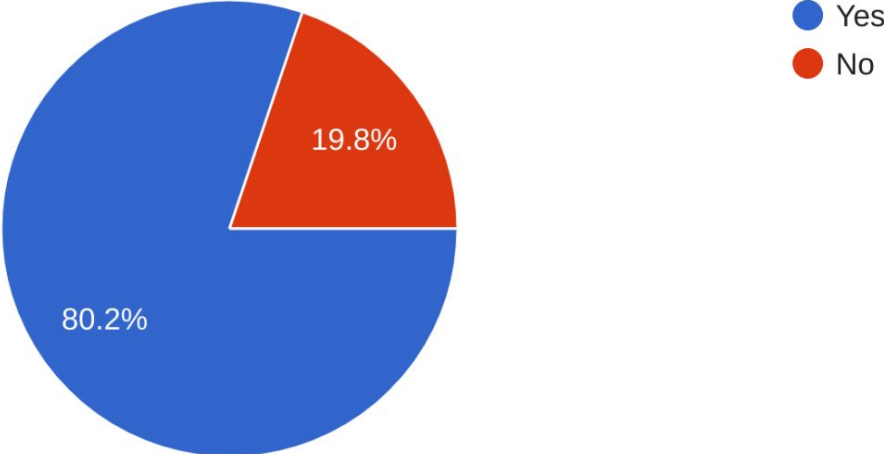
Hire date 2017-2021
217 hired

39 respondents (18%) hired over
the past 5 years selected 'Not
Sure' they will return to FSUSD.

Covid

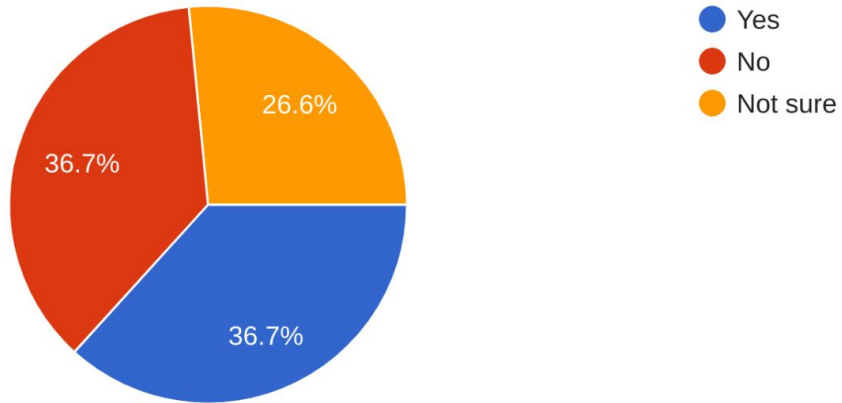
Do you feel management adhered to the Covid -19 safety plan?

580 responses



To the best of your knowledge, were you notified of being a Covid-19 close contact with students and/or staff by the District Covid Team within one business day of their knowledge of such contact?

580 responses



For more information and contact information go to:

[FSUTA.ORG](https://www.fsuta.org)

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