"Teacher working conditions are our students’ learning conditions."

- UTLA Parent, CS Steering Committee
2023 - 731 total responses  2022 - 580 total responses
1 invalid = 730

<table>
<thead>
<tr>
<th>Years</th>
<th>2023</th>
<th>2022</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-5 years</td>
<td>168</td>
<td>153</td>
<td>23%</td>
</tr>
<tr>
<td>6-10 years</td>
<td>153</td>
<td>193</td>
<td>21%</td>
</tr>
<tr>
<td>11-20 years</td>
<td>193</td>
<td></td>
<td>27%</td>
</tr>
<tr>
<td>21-30 years</td>
<td>168</td>
<td></td>
<td>23%</td>
</tr>
<tr>
<td>30+ years</td>
<td>43</td>
<td></td>
<td>6%</td>
</tr>
</tbody>
</table>

Summary:
- Respondents are evenly distributed between years 1 and 30.
- 44% of respondents are within the first 10 years of their careers.
- The largest single group of respondents, 27%, are within the 11-20th year of their teaching careers.
Note: When comparing the longitudinal data, staff responses may not reference the same site principal from the 2021-22 to the 2022-23 school year.
The principal is supportive of you if parents or students complain.

Overwhelmingly, respondents feel supported by site administration.
A 6% increase in strongly agree, and a 4% decrease in strongly disagree suggest more respondents feel they are treated equitably.
My principal is a good fit for my site.

2023 data shows a 10% increase in the principal being a good fit for the site.
Formal and informal feedback is accurate, evidence based and provides constructive comments to improve my skills.

78% of respondents indicate feedback from admin is valuable in growing skills.
Data suggests respondents’ satisfaction with their site administration is increasing.

Over the summer, site based analysis of the data will be conducted.
District Level Administration
High quality curriculum has been adopted for the subject area(s) I teach.

4 out of 10 respondents felt high quality curriculum had not been adopted. These responses remained consistent between 2022 and 2023.
Time spent for MAPS and district assessments is time well spent.

2023 data reveals, of those who administer MAPS assessments, there is an almost even split to the question ‘Is this time well spent?’

In 2023, 174 (24%) respondents indicated they do not administer MAPS and other district assessments.
Current class size allows me to reach and teach all students effectively.

Two thirds (66%) of respondents indicate current class sizes prevent them from teaching effectively.
Data reveals 67% of respondents think discipline issues negatively impact teaching.

Discipline issues DO NOT negatively impact my teaching.
In 2023, student behaviors disrupted teaching more frequently on both a daily and weekly basis than in 2022.
Overall respondents indicate dissatisfaction with district level administrative decisions.

- 40% of respondents are not satisfied with district adopted curriculum.

- Two thirds cite class size maximums and student behaviors as having a negative impact on teaching.

- There is an even split on the value of time spent on MAPS testing.
Culture
Data shows two thirds (67%) of respondents feel comfortable expressing their opinions at sites.
Compared to the previous question, 7% fewer respondents feel their opinions help shape the culture of their sites.
71% of respondents feel valued as educators, increasing from 67% in 2022.
For the past 4 years, almost 90% of respondents feel comfortable participating in union activities.

I am comfortable participating in union activities at my site without negative consequences.
At the site level, respondents feel valued as educators. In general respondents feel comfortable expressing opinions at their site, however their opinions do not shape the culture of their site.
Safety
Since 2020 there has been a decrease in the percentage of physical assaults.
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.

91.9%

2023 data

Which answer best matches your experiences regarding physical assaults by students.
731 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.

92.6%

While there is a decrease in monthly assaults from 2022, weekly assaults have increased.

2022 physical assaults by students

- Daily 7 (1.2%)
- Weekly 11 (1.9%)
- Monthly 29 (5%)

2023 physical assaults by students

- Daily 8 (1.1%)
- Weekly 19 (2.6%)
- Monthly 27 (3.7%)
The number of verbal assaults by students has increased from 2022-2023.
There is a 2% increase in those reporting verbal assaults. Additionally, the frequency of daily verbal assaults increased by 2.3%.
The frequency of profanity has remained constant however there is a 3% increase in daily profanity directed toward respondents.
In 2022, 67% of respondents indicated they knew what MTSS is and in 2023, 78% knew what MTSS is, showing an upward trend in awareness of MTSS.
2022 data

Has MTSS been implemented at your site?
580 responses

- Yes: 49.1%
- No: 8.3%
- Not sure: 42.6%

2023 data indicates MTSS has been implemented at more sites. 61% of respondents are aware of the implementation.

2023 data

Has MTSS been implemented at your site?
731 responses

- Yes: 60.9%
- No: 30.2%
- Not sure: 8.9%
2022 data

MTSS has been successfully implemented at my site.

- strongly agree: 11.0%
- agree: 27.0%
- disagree: 34.0%

2023 data

MTSS has been successfully implemented at my site.

- strongly agree: 11.0%
- agree: 35.0%
- disagree: 20.0%

2023 data points to more successful implementation of the MTSS model with a 9% increase in strongly agree and agree responses.
There is an increase in MTSS awareness and successful implementation. Physical assaults remain stagnant. Verbal assaults have increased in number and frequency.
Discipline
Site administration is supportive when discipline issues are brought to their attention.

- Strongly agree: 29.0%
- Agree: 33.0%
- Disagree: 27.0%
- Strongly disagree: 11.0%

6 out of 10 (62%) of respondents feel supported by site administration when discipline issues are brought to their attention.
I receive prompt and clear communication from site administration regarding student discipline outcomes.

- strongly agree: 19.8%
- agree: 28.7%
- disagree: 27.7%
- strongly disagree: 23.8%

5 out of 10 (52%) of respondents feel communication from administration is neither prompt and clear.
Site administration is effective in handling student discipline issues.

- **Agree**: 29.7%
- **Disagree**: 31.7%
- **Strongly disagree**: 19.8%
- **Strongly agree**: 18.8%

52% of respondents do not feel site administration handles student discipline issues effectively while 49% are confident discipline is handled effectively.
Inappropriate student behaviors have increased in frequency and severity.

70% of respondents indicate student behaviors have increased in 2023 in both frequency and severity.
Responses to student discipline factor into my decision to remain in education.

72% of respondents consider student discipline a key factor when deciding to stay in education.

77% of respondents within the first 5 years of their teaching careers consider student discipline a factor in continuing a career in education.
Respondents indicate that discipline issues are increasing in frequency and not being dealt with effectively.

Three quarters of respondents indicate discipline is a major factor in determining if they will stay in education regardless of years of experience.
Teacher Recruitment and Retention
2022 data

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

580 responses

45.3% Yes
54.7% No

2023 data

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

731 responses

42.5% Yes
57.5% No

6 out of 10 (58%) respondents would recommend FSUSD to another education professional.
In both the 2022 and 2023 data, 79% of the overall respondents plan to return to FSUSD.

In 2022, respondents within the first 5 years of their careers, 15% selected ‘Not Sure” and 6% selected ‘No’.

In 2023, respondents within the first 5 years of their careers, 14% selected not sure and 8% selected “no”.
Over a four year period there has been a 7% increase in respondents recommending FSUSD to a colleague. (2020 51% - 2023 58%)

Since last year there has been a 2% increase in ‘no’ responses when asked ‘Do you plan to return to FSUSD?’

Over the summer, site based analysis of the data will be conducted.
For more information and contact information go to:

FSUTA.ORG

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