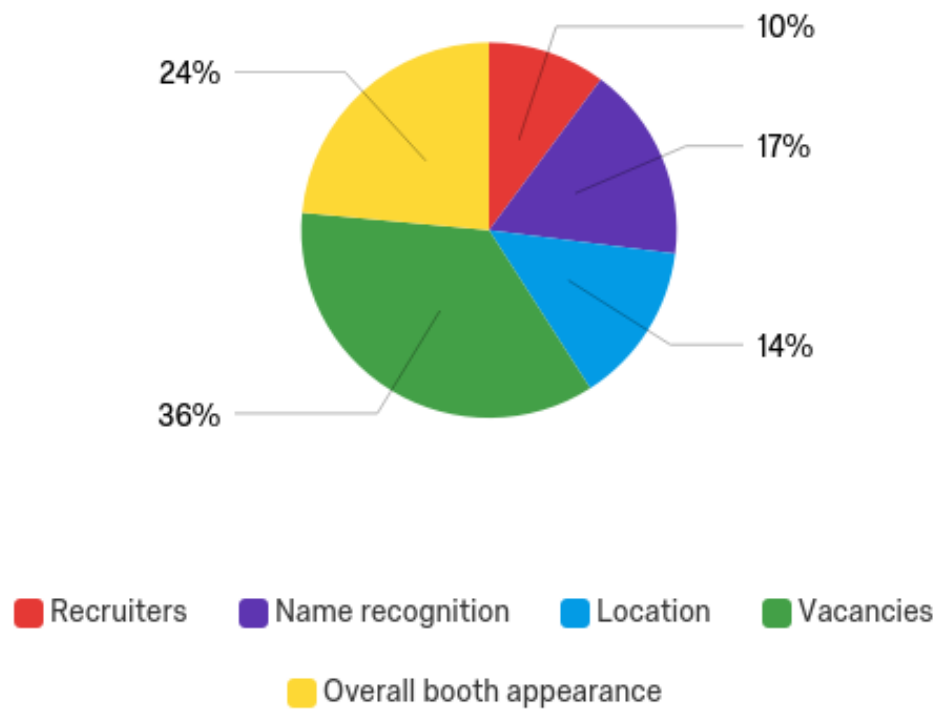


Default Report

DCPS New Recruits

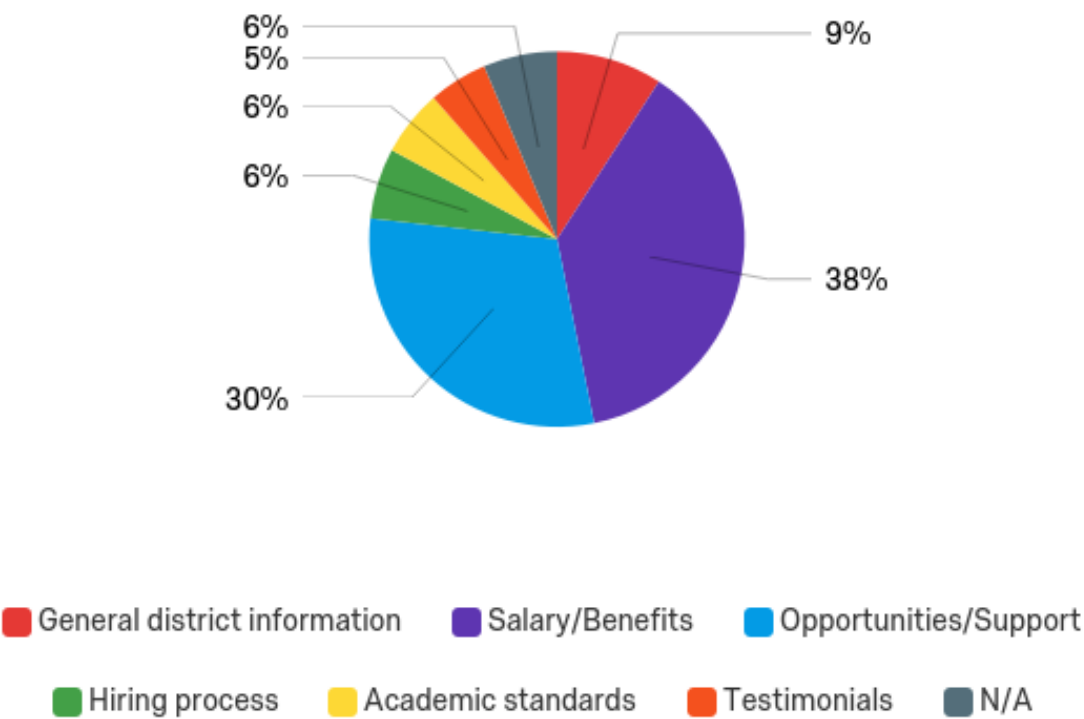
January 9th 2018, 6:20 am MST

1 - At a recruitment fair, what attracts you to a particular booth?



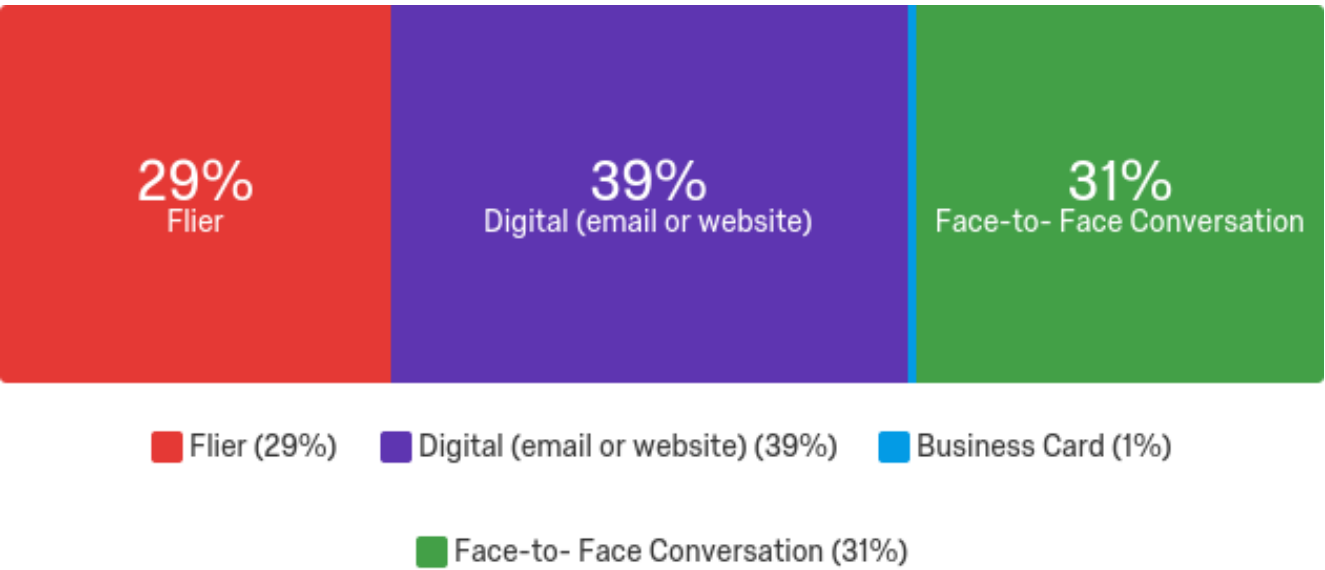
#	At a recruitment fair, what attracts you to a particular booth?	Percentage
1	Recruiters	10%
2	Name recognition	17%
3	Location	14%
4	Vacancies	36%
5	Overall booth appearance	24%
	Total	689

2 - When visiting a booth at an education recruitment fair, what information about that school district would you like to have?



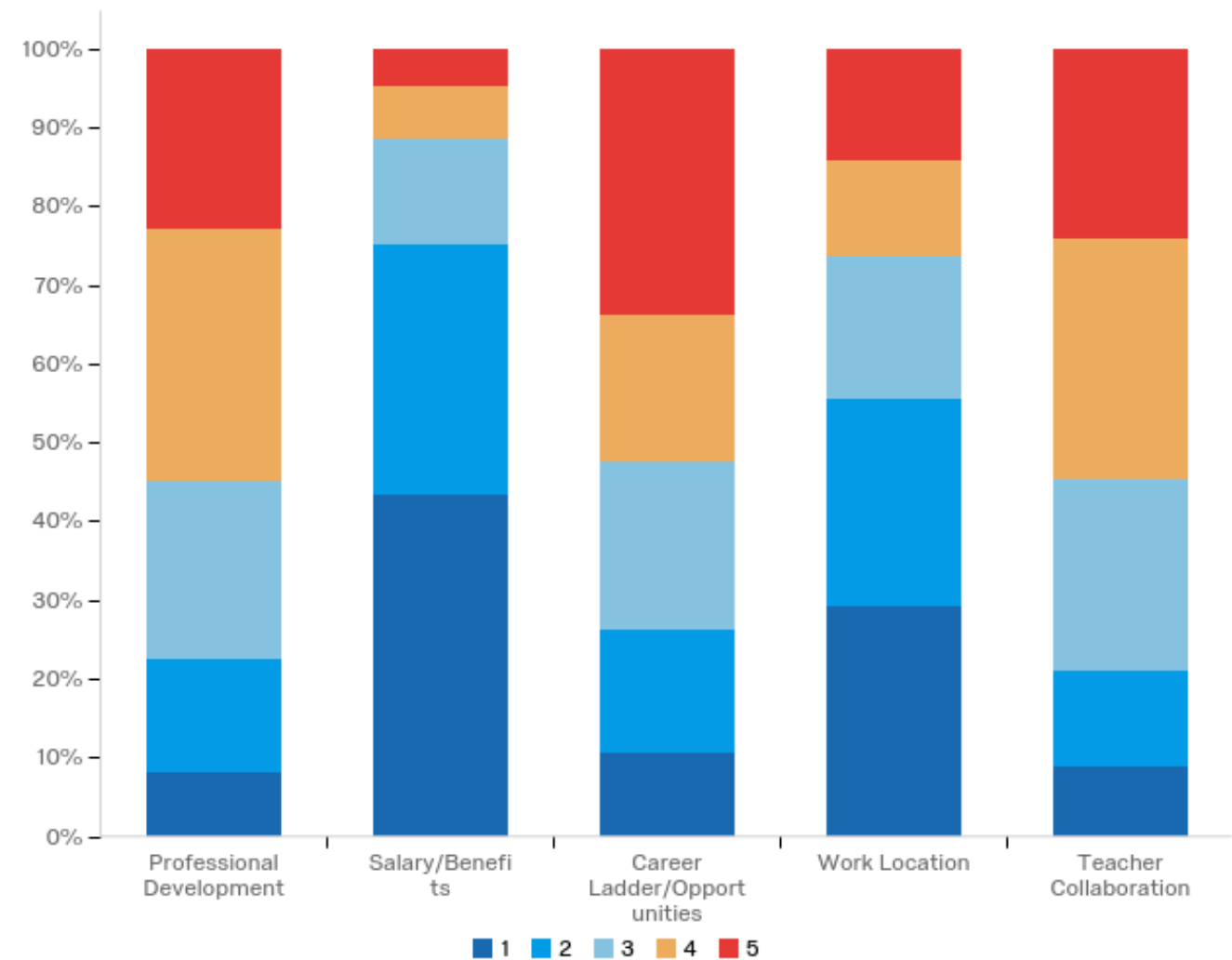
#	When visiting a booth at an education recruitment fair, what information about that school district would you like to have?	Percentage
1	General district information	9%
2	Salary/Benefits	38%
3	Opportunities/Support	30%
4	Hiring process	6%
5	Academic standards	6%
6	Testimonials	5%
7	N/A	6%
	Total	788

3 - How would you like to receive the information listed in the previous question?



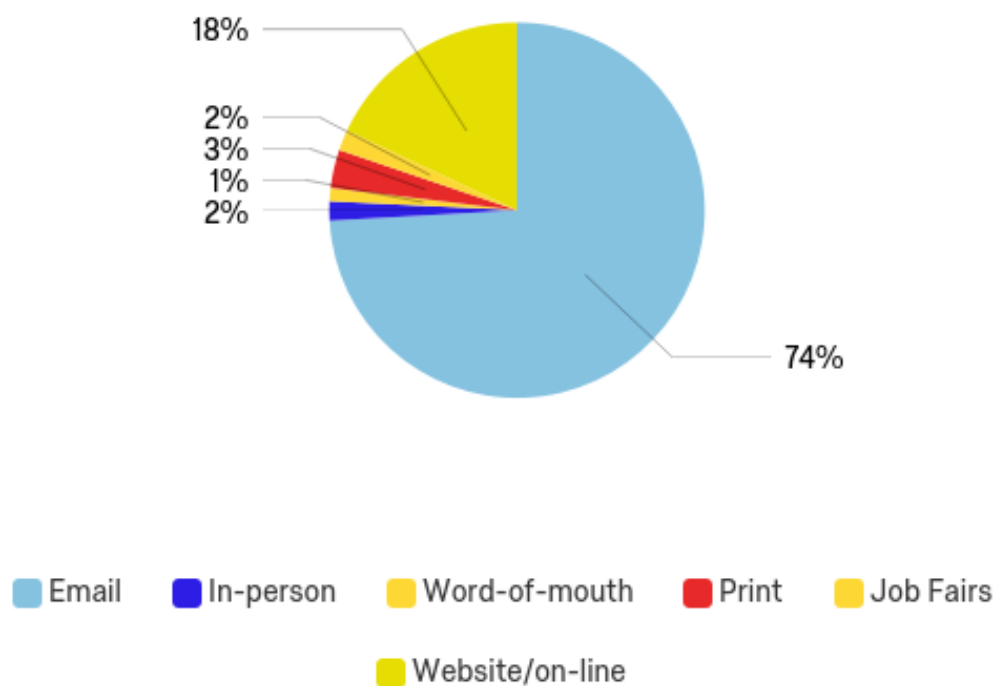
#	How would you like to receive the information listed in the previous question?	Percentage
1	Flier	29%
2	Digital (email or website)	39%
3	Business Card	1%
4	Face-to- Face Conversation	31%
	Total	752

4 - Please rate the importance of the following items when selecting a school district in which to work. Number one being most important and five being the least important.



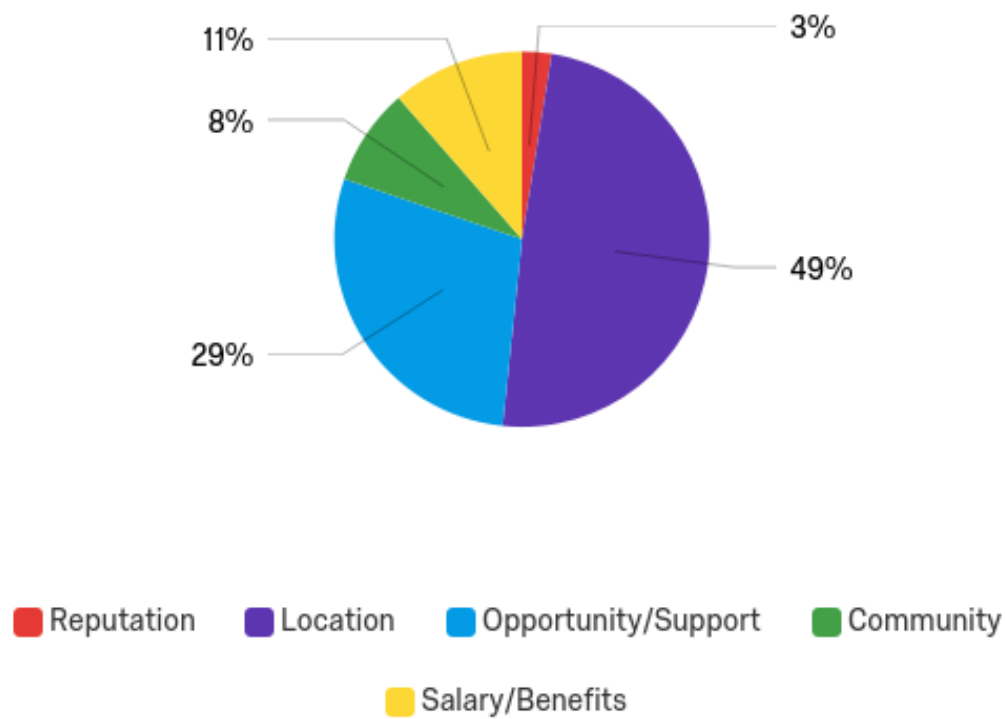
#	Question	1	2	3	4	5
1	Professional Development	8%	14%	23%	32%	23%
2	Salary/Benefits	43%	32%	13%	7%	5%
3	Career Ladder/Opportunities	11%	16%	21%	19%	34%
4	Work Location	29%	26%	18%	12%	14%
5	Teacher Collaboration	9%	12%	24%	30%	24%
	Total	788	788	788	788	788

5 - How would you like to receive information about employment opportunities in Duval County?



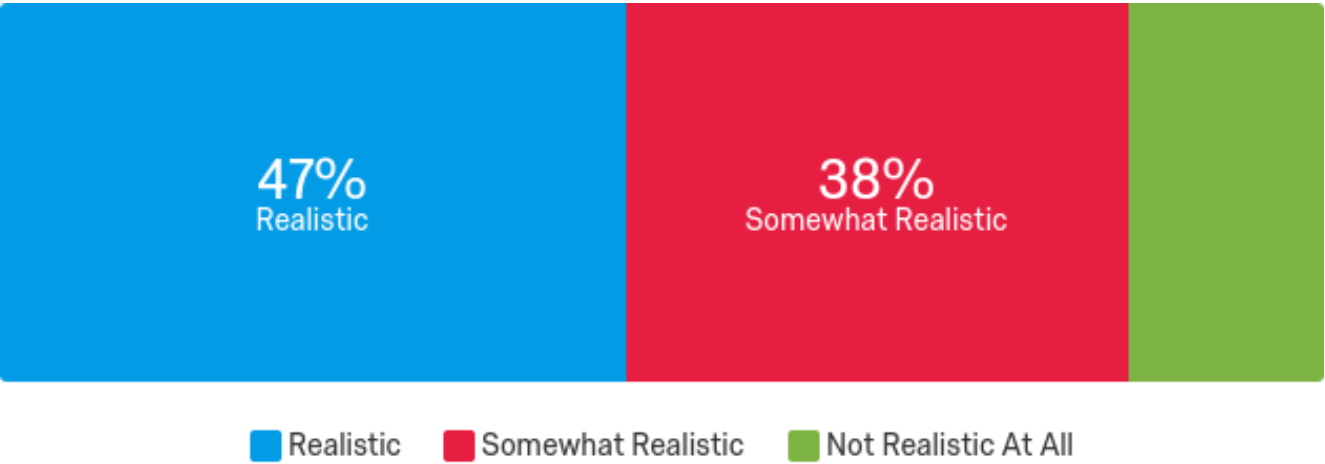
#	How would you like to receive information about employment opportunities in Duval County?	Percentage
1	Email	74%
2	In-person	2%
3	Word-of-mouth	1%
4	Print	3%
5	Job Fairs	2%
6	Website/on-line	18%
	Total	788

6 - What is the main reason for choosing to work or apply for a position in Duval County?



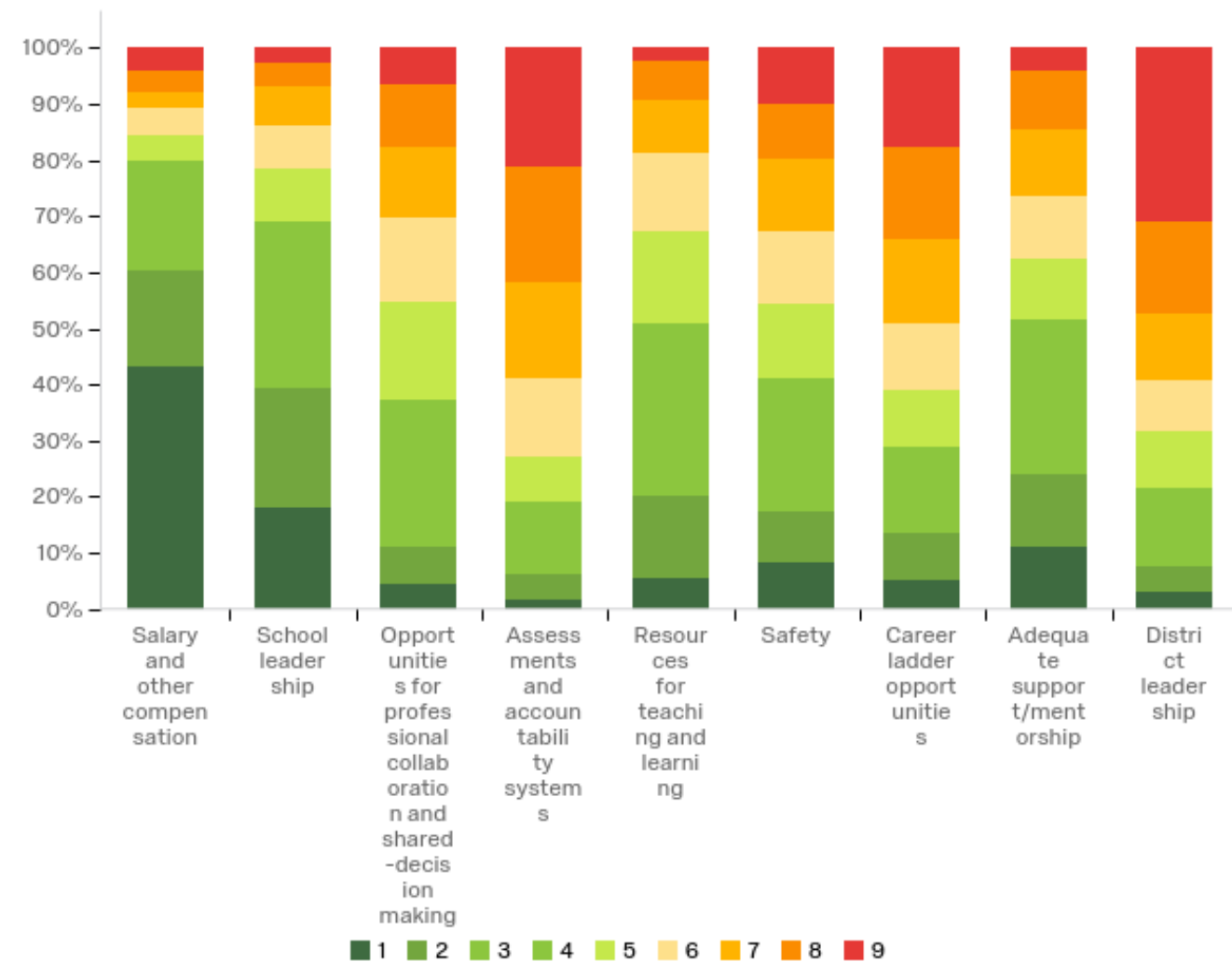
#	What is the main reason for choosing to work or apply for a position in Duval County?	Percentage
1	Reputation	3%
2	Location	49%
3	Opportunity/Support	29%
4	Community	8%
5	Salary/Benefits	11%
	Total	788

7 - How realistic was the preview of Duval County Public Schools as provided by Recruiters, Principals, Assistant Principals, and/or others sources during your interview, on boarding or recruiting event?



#	Question	Realistic	Somewhat Realistic	Not Realistic At All	Total
1	Working Conditions	47%	38%	15%	788
2	Co-Workers/Peers	52%	40%	9%	788
3	Student Population	52%	35%	13%	788
4	District Climate	34%	43%	23%	788
5	District Mission/Vision	44%	39%	16%	788

8 - What factor or factors will contribute to you continuing to teach for Duval County Public Schools? (Rate the following responses)

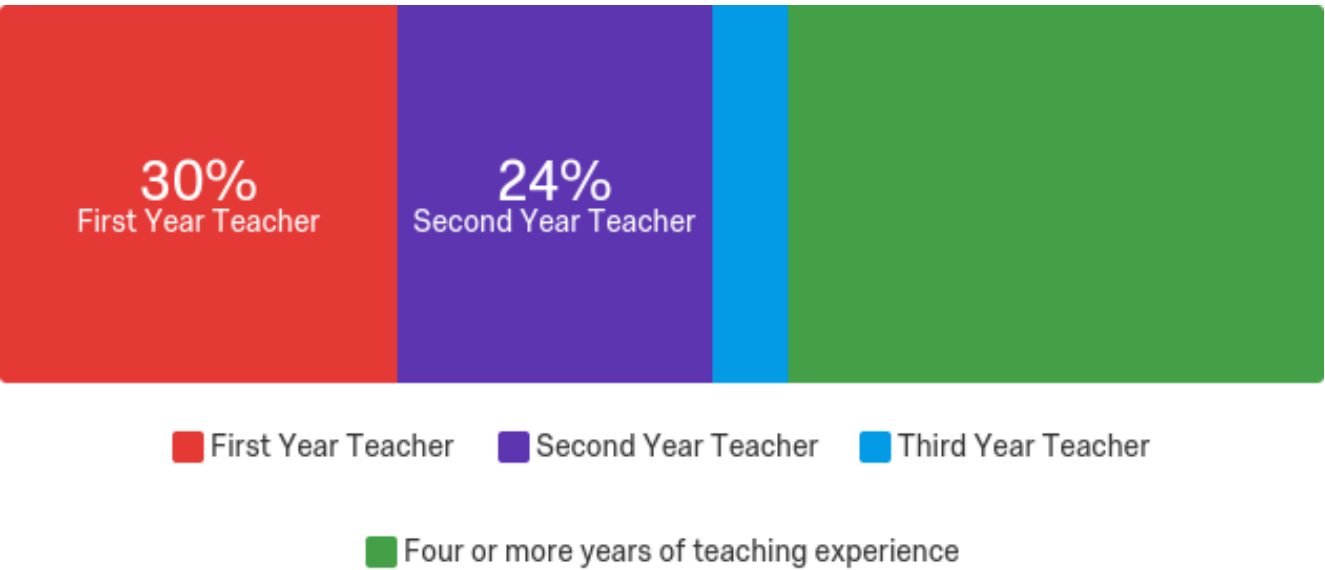


#	Question	1	2	3	4	5	6	7	8	9
1	Salary and other compensation	43%	17%	13%	7%	5%	5%	3%	4%	4%
2	School leadership	18%	21%	17%	13%	9%	8%	7%	4%	3%
3	Opportunities for professional collaboration and shared-decision making	4%	7%	13%	13%	17%	15%	12%	11%	7%
4	Assessments and accountability systems	2%	5%	5%	8%	8%	14%	17%	20%	21%
5	Resources for teaching and learning	6%	15%	16%	15%	16%	14%	9%	7%	3%
6	Safety	8%	9%	12%	12%	13%	13%	13%	10%	10%

7	Career ladder opportunities	5%	9%	8%	7%	10%	12%	15%	16%	18%
8	Adequate support/mentorship	11%	13%	12%	16%	11%	11%	12%	11%	4%
9	District leadership	3%	5%	5%	9%	10%	9%	12%	16%	31%
	Total	788	788	788	788	788	788	788	788	788

Field	Mean	Count
Salary and other compensation	3	788
School leadership	4	788
Opportunities for professional collaboration and shared-decision making	5	788
Resources for teaching and learning	5	788
Safety	5	788
Adequate support/mentorship	5	788
Career ladder opportunities	6	788
Assessments and accountability systems	7	788
District leadership	7	788

9 - Which best describes your teaching experience level?



#	Which best describes your teaching experience level?	Percentage
3	Third Year Teacher	6%
2	Second Year Teacher	24%
4	Four or more years of teaching experience	40%
1	First Year Teacher	30%
	Total	788

10 - What other information would you like to share about teaching and retention in Duval County Public Schools?

What other information would you like to share about teaching and retention in Duval County Public Schools?

Communication and professionalism across the district really needs to improve. Teachers are also leaving because of lack of support and unfair treatment.

Professional Development and framework for all courses offered even electives.

grades of the schools

Teachers are often overwhelm teaching demands and class sizes are too large

current vacancies

I have taught this year in a school environment that has not been good and if I had known this going in, I would not have moved across the country for this position. I think having support from administration would be helpful in keeping teachers. Our school has lost teachers this year. Supporting new teachers (even if just new to this county, would be helpful.

Truth and accuracy about teacher compensation.

Awesome organization just needs to pay more and offer more supports.

Are there any changes forthcoming with regards to the GKE?

I began teaching in the middle of the year. I wish there were a folder of online tutorials/information for new teachers that was easily accessible.

Students are not held accountable. Consequences need to be more severe.

The level of distrust towards teachers is pervasive and disheartening. The constant "Big Brother is Watching You" Attitude drains all the joy from teaching. Fortunately, it's the students that still spark the desire for most teachers to tough it out; however, the daily stress from always being under scrutiny

Teachers are not encouraged to stay in low income schools because the working conditions and discipline systems are not concrete so teachers get their experience become better and go to different schools. This creates a deficit of experienced teachers in low income schools.

Teachers are flocking to other counties because those counties allow teachers some freedom in their lesson planning and decision making. We are scripted all day long. If that is punishment for low test scores- eliminate those teachers, not punish all of us.

There needs to be more positive support from admin and district for DTO schools. We are very micromanaged which increases stress and alternatively creates a negative environment for the students. Teachers should be allowed to teach and not just read from a provided script.

Give actual information about the job, like number of students per class, if it is a traveling position, requirements from the county like the MINT program.

Retention is not utilized enough and students are allowed to prefer on false premises

As a first year teacher I would have liked to have had the opportunity to have times to sit in a class of a co-worker and observe their techniques and strategies as well as have my required testing days allowed to be TDE instead of having to use my limited days off to take these tests.

thank you for the support

Salary, benefits and feeling valued as a professional are the most important

Salary is important. Other counties provide better salaries and support to their staff. As far as retaining teachers, we've lost many good teachers due to the General Test. If they have a degree and passed the subject area why is General Knowledge important.

Need more planning time. Trainings mean nothing without time for implementation.

There are an excessive amount of requirements and not enough time. It is very expensive. There are too many uncertainties associated with continued employment. There are too many district and administrative leaders tearing teachers down rather than building them up. There is little to no student behavioral, accountability, responsibility and significant consequence. There are not enough text books, instruments (for band), learning resource materials, copy machines, paper, ink for printers, paper, hand soap, paper towels, toilet tissue. Poor mentors that don't have time for their mentee. Poor communication by administrative team. Safety issues in the school. Teachers are treated as a disposable commodity and with great disrespect. Salaries are woefully insufficient to the demands that are placed on teachers. Please address these issues.

More Benefits and money that accurately represents that we are professionals.

Greater administration support in behavior is needed

Student class sizes and student behavior is a serious problem

I have been a teacher for less than two school years in Duval County and in that short time I am very astounded by the large amount of poor leadership and lack of professionalism from many administrators, coaches, district specialists, the school board council, and from my subject area department head. I have had wonderful experiences with some administrators who have been helpful on my journey as a public educator in Duval County, but it is difficult for those strong leaders to make headway as their peers impede growth. I have an overall positive view of how public education works. I do believe most public educators work toward advancing themselves and their students out of altruism, but I am seeing firsthand, that the lack of funding is keeping Duval County from hiring the best professionals. The desperation to fill positions and the thick bureaucracy causes chaos and apathy among those who work the hardest. I am not sure if I will continue working in Duval County as a public educator because of the lack of professionalism among leadership that I have personally encountered at my school and from multiple interactions with the district head of elementary science.

just love to help children

Support for STEM

Let us teach

Insufficient pay for veteran teachers

Pay is low and benefits are costly

If the requirements for alternative certification weren't so difficult to fulfill the district would retain more good teachers.

Salaries are not competitive. There should be a reimbursement allowance to cover for all the testing and certification requirements. Non educational experience should count toward certification.

Teachers who the best all around

District Leadership

Teacher have more stability and do not have to search for a new school every year

There is a lack of morale amongst teachers. We could use more support (emotionally). There are so many requirements. When you start the year, there is literally no time to set up a class room.

Retention would be better if teachers would not have to take so many test that does not apply to what they are teaching or their(GK) major.

Teaching in Duval County has definitely been a culture shock for me. In my opinion, the Duval Reads curriculum does not support the demographic of students that I have this year and their academic needs. My students faced difficulty beginning the year learning poetry when there were significant gaps in phonics instruction and decoding. Coming from a district that used Journeys, I was prepared for change; however, I did not understand why the Duval Reads was structured in a format that would not support the FSA or meet students learning needs. This was frustrating to me as a new teacher to the district. I reached out to my school reading coach, district reading coach, and principal who all agreed but could not offer much support due to their lack of knowledge with the 4th grade curriculum. Overall, I think more hands on support would increase teachers wanting to return to Duval. There were many times I felt overwhelmed with the curriculum and behaviors in my school.

Spent my first half of the school yr. at SALTech and really can notice the difference between the school systems and the support.

Opportunities to transfer - Why must a person remain more than 1.5 years before pursuing transfer opportunities?

TOO often district leadership makes changes to schools without teacher/parent/student/stakeholder input; and make changes that have negative effects on our county's children! Please Ask US, Listen to Us. We work with the children every day, and can give you great input on how to help our students succeed. PLEASE.

I haven't been to a recruiting fair so idk how to answer some of this. also I'm attracted to vendor booths by free samples.

Better leadership. Better pay. Better teachers.

pay us more and not just the new teachers!!!!!!

Better Salaries would be great. Waterleaf is an awesome school. Lisa Brady is phenomenal!

We should not have to wait 3 years in order to transfer.

more discipline

Stop testing the kids so much and give teachers more autonomy in classroom.

If the schools and the district were more up front about all of the things new teachers have to complete while teaching they would be able to keep more teachers. Tell us from the beginning that the things required for MINT are integral in maintaining employment. Offer GK boot camps in the beginning of the year. Give new teachers a constant visual timeline of all of the things that are required. Give experienced teachers more incentives for becoming mentors! The lack of true mentors is a great disservice to the new teachers and the district.

Fix student discipline; Have building level administrators actually talk to you; did I mention discipline? Don't delete referrals after they are submitted!

I am amazed about the amount of support I have been given as a first year Duval county school teacher.

A lot of the kids in the district don't understand the true purpose of going to school.

This is a great school system. I have found many great mentors and colleagues. In addition the district support has been phenomenal.

Make it easier to find RELIABLE information about certification and financial compensation based on credentials. Too often do teachers get redirected to multiple departments that misinforms them before they can make a decision that affects their career and salary.

fix cast system/testing, raise salary, increase morale

scholar organization

There a lot of certification requirements for teachers who are career changers. This is contributing to the high turnover rate for teachers in Duval County \Schools.

Higher salary would be nice.

Not enough is done to keep qualified teachers within the district based on current salary scale when compared to other states. Teachers and administrators need a pay increase to remain competitive.

I do not like that I am required to work at the same school for 3 years before I can transfer. I would like to stay with the district, but want to change schools. I moved here from out of state and took the first job I was offered and I was unaware of the contract that I could not transfer.

certification is RIDICULOUS

more district support

Salaries for SLP should be comparable to contract SLP's and additional outside therapy agencies based on years of experience

Needs more consistency at the school level.

MUCH more support needed in the classroom at Title 1 schools.

1st year teachers should be able to transfer from a title 1 school or Failing should after 2 years not 2 years and 11 months

Non-existent classroom phone device policy

Teachers need more overall support through Paraprofessionals and information needed BEFORE the school-year begins.

The salary is below the national average, and the work load is heavy. Additional duties imposed on teachers are not compensated. These things cause high turnover and chronic absences.

Leadership must improve.

tech is highly disorganized for new hires

Teachers are unjustly targeted and promotions are based of favoritism rather than ability or skills.

Retention in the district should be taken into account as critical, it should be a huge reflection on the effectiveness of school leadership. If certain schools in the district loses teachers, administration should be held accountable and investigated as well as the deans/guidance counselors that does not do serve their purpose and do their jobs but leave the teacher with student behavior issues that are not resolved resulting to teacher burnout, frustration, and loss of self-esteem resulting to teacher attrition. More stringent/strict behavioral discipline systems in schools to restore order and provide a safe and conducive learning environments in the classroom.

I'm more than willing to share any information I can from my experiences, but I have never attended any kind of job fair. I worked as a Substitute and then was hired at one of the schools I worked at. I am not a College of Education teacher and have had a difficult first year. The most difficult part of my first year has been my interaction with the school principal. If the district wants to retain new staff leadership must take action to ensure they do not drive people away. I would have provided more information if I could see all the text in this box.

All student should have the same resources and support

I will be leaving the district due to the 2 year 11-month obligation. I would go to another district school but because of this I will be leaving.

My first year in Duval and the state of Florida

The GKT is a repellant to keeping high quality teachers and does not appropriately reflect or support the definition of "highly effective." The district will continue to lose adequate educators to surrounding districts if there is no advocacy at the state level for our district. Who will take a stand?

why does it take 5 months to find out what your final salary is?

I have taught for 34 years and never been to a job fair or recruited for any position. I applied on my own and did all of my research and correspondence on my own to secure my positions.

Narrow down the testing and technology variations, honor years of experience and work on salary scale, hold ineffective teachers responsible rather than moving them around or making concessions for them, focus on ALL teachers not just ones with EOCs or FSA scores. Raise the standard of expectations county wide.

In order to retain teachers, there should be training, support, and adequate resources provided to first year teachers no matter the hire date.

Teacher assessment process is too subjective, one evaluator can interpret something completely different than another evaluator that will lead to two different results on the evaluation

I believe that the first year teacher process needs to be revamped. The way in which information is presented is confusing and not appropriately communicated. This involves all the information related to MINT, Out-of-Field requirements and the alternative certification program.

I have been moved FOUR times this school year and I will not continue teaching in Duval county.

I have not attended a job fair before, reason for my answers. I feel that discipline is a real problem here in Duval county and needs to be addressed promptly.

ESE students in the general education setting need to have more direct instruction

salaries should be higher in such a large district

Students should be held more accountable than the teachers.

There are too many requirements during the first two years for new teachers. Several of the requirements should be a part of orientation, not during the school year, so that they can maximize their efforts in the classroom. It is hard to focus on actually teaching our students when we have so many administrative-type things to do. You could probably keep new teachers if they were allowed to actually teach. The paperwork is exhausting and only satisfies district personnel. When you consider a teacher's salary, the expectations are unrealistic.

where are the music teacher jobs

HIRING PROCESS NEEDS TO BE CLEARER, AND SALARY THAT YOU ARE ACTUALLY MAKING CLEARER.

This is my first job since college and Waterleaf Elementary has been amazing. My principal has been so supportive and is the main reason I chose Duval!

Too many "love grades" being given.

We need more resources to do what is expected of us for the students.

continue to provide safety, collaboration, support in the classroom with interventionist, coaches

Professional Development

I really enjoy teaching in my school. I feel that the leadership and support that I have received has been very beneficial to my teaching development.

Enough with the technology. Teachers should not be made to do 3 separate computer programs. Feel as if I am no longer teaching just watching my students on laptops all day.

Students are not performing up to academic standards because they are passed on due to I-Ready points when they fail the duration of the year. No accountability for students to pass school or come to school. Students should have to attend school the majority of the year in order to be passed on.

Offer more support to new teachers. There are a million things that are required to teach and most of them cost hundreds of dollars. Don't make me take a personal day to take required testing. Maybe offer a one-night class on what to expect for first year teachers during their first year. Give new teachers a list of all the 18000 websites we need to know in order to teach in this district. Clearly explain the ERO and Kelly Services processes so new teachers don't end up shorted in their checks over stupid mistakes because they simply didn't know. You don't need to lower educational and professional standards in order to make the transition for first year teachers more manageable. Working for the district has been unnecessarily frustrating.

too many exams to keep your position

I enjoy teaching the students and with the new program of performing arts this will give the county new options.

We need effective leadership and school administrators

A school's leadership and support are key to keeping good teachers. Teachers want to be treated with respect and want to work in a positive work environment. This will nurture the kind of environment that will attract and keep good teachers and allow them to think more critically and creatively to reach our students.

Duval County Public Schools needs to increase teachers' salaries.

Speech/Language Pathologist should have their extra fees paid, be able to work less than 5 days a week with same hourly pay.

Pay teachers more.

too much teacher turnover

More information for new teachers.

more Professional Development to meet re-certification requirements

As a first year teacher, having usable technology and supportive peers and administration to create a warm, caring environment for all parties would have better served me during this year. The many changes may have contributed to the disjointedness of the school's "team".

I have enjoyed my position but would like to get closer to home.

Instructional support and adequate resources are very important.

Ongoing Training is a plus for retention

It made me answer number 5. I love my current position and I'm really not looking for a different opportunity.

student loans

I think increasing salaries and getting rid of making teachers stay at a school for 3 years. I would stay at my school no matter what, but some people should have the option to leave if they are not happy. It does not set a good tone for how you value people.

Mint doesn't do much if you don't teach yourself to fly you will die

Would like to see the GK test have to be taken within 3 years instead of 1

I love the mission!!

Collaboration between schools

Although parent choice is nice for the parents I feel that it is unfortunate to be able to provide teachers with a stable working assignment. I was in my previous district and never experienced/witnessed surplus. This year I came to Duval and was hired in the summer. My job assignment went from co-teaching to teaching alone before school started. The first week teachers came back I was informed I was co-teaching again, only to have that teacher stay 3 days before the district assigned her permanent position at another school. Then the second week students were here I was surplussed to the West side. Then a month and a half later, given the opportunity to come back to my original assignment. Honestly, this put a sour taste in my mouth for how much the district is willing to disrupt students and teachers. My original class was split up and then some parents opted to have them placed back with me, so in their Kindergarten year they have been in 3 classrooms. The students that I went to teach experienced just as many moves as second graders. Zoning schools could eliminate these issues. Security in teaching assignment and student placement is important. I cannot say if I was a first year teacher I would be attracted to stay. Being my years of experience I have been able to handle the change although I pray next year is more smooth.

None, you would have to experience it.

I have great support

I love my job!

Salaries are way too low, especially since we have to pay for so much in our classrooms. There is no student accountability for behavior, participation, attendance, etc. Teachers don't get acknowledged by the district unless it is for areas of improvement, which to be honest, seems like the only thing we are good at- needing to continue to improve.

I am returning to the system after retiring with 36 years of service.

There needs to more salary incentives for every year to teach and the education you have and continue to pursue. Other states offer teacher salary increases for much larger for having a master's degree and then even more for credits gained after for professional development.

Professional development should be a personal interest not forced on teachers or mandatory and be rewarded with salary incentives.

No more testing.

I must stay in a school for 3 years' rule is unfair if we can be fired after one year. Teacher should be made aware of the possibility of being "surplused" and about that process.

I love my job and I love my school and I hope that I can remain where I am next year. This has been a great year for me. My students are awesome and I have seen growth in them. I would like to continue on in the same position because helping my students be the best they can be is important to me.

MINT program has a negative impact on retention. The requirements pile on redundant quality checks that are already fulfilled by the cast observations.

we are not professional as a district, we do not handle behavior problems at the heart of the problem by holding family accountable for change, lack of collaboration and administration who plays favorites and never has any positives for people who work their tails off

Overall, great opportunity and experience.

Communication within the school is still not as effective as I believe it needs to be. Often, teachers learn of things immediately before or after implementation. It would be nice to see the big picture - or goal - as we approach it.

There is a lack of trust pushed by top-level district personnel that teachers are not doing their jobs well. Too much interruptions/observations.

Friendliness goes a long way.

I have 3 years in Puerto Rico, and here is my first experience.

The lack of discipline and support from administrators when it comes to behavioral issues (ie: being told it is always a classroom management issue) is going to drive me away.

It is very difficult to be a career changer, have a family, and complete all of the requirements the district and the state requires for permanent certificate. you're losing a lot of good teachers before they can even start

Have some of your employees in HR take some professional development classes in how to treat/talk to "new" /retired teachers. Example: "Thank you for working for 2 weeks for free. Your paperwork was done incorrectly. (This was a school/principal issue, not mine. I was hired, told when to report to the school and did my job. There is no place in our school system for people who treat others with such disrespect. WOW! talk about lack of professionalism.....

getting rid of MINT program with the overwhelming amount of paperwork above what we already have in the classroom/school

More support for Media Specialists and the School Libraries

Having the opportunity to teach IB was paramount.

Salary is low and does not value highly qualified, educated, and experienced teachers/is not a motivator for staying in this district (or the education field in FL).

Salary is a big issue in my opinion. I have been teaching for 18 years. I also have a master's degree. However, my salary is just above what a new teacher makes. I may not be able to afford to continue working for Duval.

Pay raises and making sure there are adequate places to print in schools.

The administrative workload needs to be lightened for teachers.

Teacher retention is horrible and needs to improve. Teachers need to feel valued more than anything.

The school itself and principal are wonderful. However, a lack of communication and organization from the county makes teaching here difficult.

Principals set the climate and culture-please choose wisely

Teachers have so much on their workload. It's overwhelming and many teachers are leaving because of it. There needs to be support for teachers; we can't do it all by ourselves!

The entire process by which new teachers are funneled through MINT/Professional Development is both confusing and cumbersome. Many of the requirements and deadlines are difficult to find and spread out over way too many websites, databases and other specific locations. It's almost as if the district, by design, wants to make the process more difficult than it needs to be.

Retention would improve if there were actual consequences done about behavior and if there wasn't an issue getting in contact with parents.

I would like to see more teacher autonomy, less mandated testing, more progressive approaches to teaching and learning, and more flexibility with resources. I would also like improved health and education benefits and increased salary.

salary really needs to be higher to compensate for our work, time, effort in the classroom and all the work that we take home in the evenings and on weekends. The salary is not high enough, and it is very difficult to make ends meet and raise a family.

The "Out of Field" Endorsement requirement should be waived for first year teachers, especially for non-college of education grads. There are lots of new teacher professional development requirements to fulfill and an extremely lot to learn and routines to establish, General Knowledge test to prepare for, etc. There should not be an added threat of termination because of an endorsement during your first year in the classroom.

Duval county is behind in many aspects and needs to treat their teachers better in order for the teachers to continue to WANT to work in the school district

great experience

pay teachers worthy salaries and we will stay

Salary is not competitive

Communication is key, but lacking at the school and district. Things are going on and they are not communicated in until the day before if at all. Agenda for meetings are non-existent and no collaboration. Dog eat dog mentality, but expect difference from students. Really? model the behavior you expect.

Better compensation for advanced degrees and STEM teachers

When you do have hiring fairs consider allowing all people to attend. In other words, do not require people to sign up during a certain window of time. I was almost blocked from attending the Sandalwood Hiring Fair last year because of some time frame that I was supposed to sign up by and I was not on an email distribution list to find out about the time frame. It makes me wonder how many other interested people were not able to attend.

The salary is lower than other FL districts

Salary levels and benefits must be raised to national level to retain teachers.

A better path to school leadership needs to be formed. The current system does not provide opportunities for those with the knowledge, experience, and qualifications to lead. You are losing highly qualified, potential, school leadership that can help move schools in the right direction.

I think there would need to be more support and communication among all professionals in the district to make expectations more realistic and easier to understand for employees to want to stay in this district.

Administrative support at the school level is very important to teachers, parents and community stakeholders

Salary needs to be increased in order to keep teachers. There is no disciplinary support

More resources, better training on the curriculum.

First year teachers should have better mentor organizations and training. Most mentors and PLC are too busy.

pay your teachers and keep your coaches

I love Twin Lakes Elementary

Having Media and technology support would greatly benefit our schools. We need to build stronger library media programs with technology integration to support schools in the fullest sense. Reading is the primary skill students need and technology integration will help them be successful when they need to use it in a true collaborative sense in the workforce so they will be able to give back to society one day.

salary for new teachers is ok but then after a while it stinks because it's too close to what I made as beginning teacher

We need better facilities to teach in.

poor

Teacher mentoring should be support for new teachers not a portfolio and to do list to make teachers complete, it is more organic. Duval needs to strengthen its relationship with colleges and student teachers this improves professional development more than attending trainings.

You cannot keep teachers without great school morale, good salaries, and great leadership and support

I'm a new teacher, but with the county for over 10 years. The district assumes that new teacher means new employee and have seen the district make gains, but also many mistakes, especially in how the treat and develop their support staff. Their handling of support personnel is very poor in my experience. Having previously been in charge of 70+ employees as an Operations Manager for a company that prided themselves on developing valued employees, I would say that DCPS does not value their support personnel, and DTU is just as bad in their treatment and handling of UOPD employees.

School Leadership and District Leadership are two important factors that contribute to teacher retention.

I would like to see more time for planning resources and more teacher collaboration in creating resources.

Salary increase for all teachers

I don't feel that DCPS value teachers that are highly qualified with master's degrees in the field of education. I find it reprehensible. If I did get my increase for my education, MA is in Administration, \$1000.00 is beyond ludicrous. The fact that you have a small box to write in about retention says it all!

teachers need to get paid more

In order to recruit and retain the best and brightest teachers in Duval County Public School, the district must be willing to, at least, match the salary scale of other large, urban school districts, such as Orange County Public Schools. Also, provide salary stipends for advance degrees for each year a person is employed, instead of the first year teaching in Duval County. For me, this particular part of the salary scale is a reason to leave DCPS for another district.

The insane microscopic nit picking of uninformed district personnel

I would have liked to select more options for question number 2

I have really struggled with the leadership I've seen in Duval County. I have the taught in the county for two years and I've seen the problem in both schools. There is poor communication and the expectations don't keep the teachers or students in mind. They are unrealistic, they are only catering to the improvement of school grades. I've had each school say that they are worried about the bubble kids and they are who we should focus on because they will improve our grade. I've literally been told to give up on my kids who need extra help, what kind of schools encourage leaving our kids behind?

Need more compliments on what we are doing well.

I am hired through Teach For America, and without TFA I would not have been likely to find DCPS because I am from NC. I love working for Duval though, so I am grateful for TFA having placed me here!

Honest representation of what students and school is like is better than saying what you think the teacher wants to hear.

Why don't you pay teachers money for experience? Paying solely on performance is literally your biggest retention problem. If the state fixes that, you will have veteran teachers who want to be better for their students. I got paid \$5k more my 1st year of teaching.

expectations for resource teachers with 50+ students in a class are unrealistic and in many cases unsafe. Support from administration and security in these classes are lacking as well as disciplinary actions for students who are causing disturbances or creating an unsafe learning environment. The conditions in these classes create a choice for the educator to either manage the classroom behavior or try to teach these students who are willing to learn while the other students misbehave and cause distractions and safety hazards.

Mentoring program needs to be implemented pass 1st year.

School does not feel safe for teachers because there are no consequences for students.

Teachers coming from out of state, like me, have to take huge pay cuts to work in Duval Co. It makes it difficult for teachers to stick with this career. As a new teacher with 7 years of experience, I was started at \$39,000/yr. for two years. About \$10,000/yr less than I was making. Be honest with the varying levels of difficulties in the county. Duval is huge and you never know what you will get as a first year.

Communication from the district needs improvement. Support staff is a higher need than what the district can often construe. Perhaps staff/support staff could be better retained if there was better communication and more help with obtaining the requirements for certifications, required training, etc....

It has been made so difficult for a non-college of Ed recruit to fulfill the first year requirements, it can only be assumed that you are not at all serious about retaining new recruits.

Support new teachers better

More district support for first year teachers: making classroom appearances / face to face connections, making sure we are getting the support we need at our schools and that our voices are being heard.

Recruiters lied to me

Principal and staff are very caring and professional

not much

The salary bonuses for hard-to-staff areas are very important for retention

certification

Training and Support of what is expected needs to be given for the first two years of Novice teachers. First year teachers are overwhelmed and work an average of 10-12 hours per day trying to keep up and live up to the level of expectations of teaching primary students.

There is an unrealistic match between accountability of staff and family//student accountability

Other school opportunities

The teachers are amazing, leadership (school cochlea, principal, assistant principal) are awful.

more helpful MINT program, more about helping the new teacher rather than the new teacher checking off additional requirements

Under the right circumstances, a school culture fits and everyone is productive.

Iready is impractical

more support for non-state tested subjects

The DCPS system is a crazy-quilt of good people having to deal with bad policies and poor monetary support for directives. This is my second career after years in corporate - you cannot treat schools like a business without the money to back it. Students do not develop quality, analytic thinking from worksheets that are the same across the curriculum. I see great teachers give up and just teach to the tired CG without truly engaging students because whenever the teacher's show a spark of genius - they are told not to stray from the CG. The district pushes new teachers so hard and then is surprised when they leave for a corporate job that will compensate and reward them for risk-taking and initiative.

New teachers should be put in a co-teaching classroom with a seasoned teacher so that can get insight and ideas inside the culture of the school and academic learning strategies for the students. The MINT program definitely helps.

The duties of school counselors do not align with what we are trained to do. Also, the school counselor to student ratio is not adequate.

Much higher pay for lower schools

opportunities advancement

Duval needs to improve New Teacher Orientation

more support/mentoring and positivism is needed to help face the immense challenges teaching presents.

Parental responsibility

I LOVE the school I work in and I feel it was highly truthfully represented to me during recruitment. The Leadership at my school is exemplary and has helped me to grow and thrive as a second year Teacher.

improve benefits/pay

In class trainings

Mentorship should be immediate so that newcomers do not feel isolated and without help.

The process was very good mainly because of the support I received from Susan Martin. In the on boarding process the understanding and selection of benefits did not adequately prepare me for the decisions that I had to make quickly. As a result I did not sign up in a fashion that was helpful.

After 10 years of teaching experience, my salary is nearly the same as a first year teacher without experience. At this point in my career, my experience should open more leadership

opportunities and a significantly higher salary, sadly they do not. I feel DCPS does a great job at recruiting new teachers but does a poor job at retaining veteran teachers.

get paid what you are told when hired

The certification office needs to re-model their specifications and modes of operation/system. What they require is expensive, unrealistic, stressful, and a huge deterrent from the job. I am currently required to pay 1200\$ to take 2 college courses to satisfy an out of field credit for a subject NOBODY ever informed me I was out of field. I was a first time employee/college graduate and was taken advantage of to fill a vacancy. Now, on top of teaching which should be my only job, I have to jump through all these hoops and obstacles to not get fired in June? All for a subject/grade I am no longer in. It is a bs system, and I know I am not the only one in this predicament. Lastly, a college course I previously took could of been accepted but because I already took and passed it, it is not. It has to be "continuing education courses." These are the things Duval needs to tell temp certified new-hires/job seekers BEFORE they let them in the classrooms. Not just "oh you just have to take and pass you subject area test," which by the way, is also ridiculous and has no correlation to what goes on in the classroom.

I can see why this county has a retention problem.

Pay teachers that are returning to the district the equivalent salary in which they left. Not taking a pay cut when returning to school district

It's great

There needs to be more time set aside for new teachers to plan/prepare for lessons

More positive info about DTU and more separation of benefits between those who pay in and those who merely reap the benefits

The retention of teachers seems to be low. I personally am not interested in staying at my current school. I do not, necessarily, want to leave Duval County but I would love to be a school where there are more micromanagement and unprofessionalism is kept at a minimum. I want to be able to teach without having to fit another person's cooking cutter mold. I want to be evaluated on how I teach my students and how they perform based on my teaching. If, upon evaluation, there is evidence to support that my method is not working I would gladly change my methods/strategies/teaching style. But, if that method is working I would like to be able to continue down that path without having to defend my every action. In summary, I wanted to be treated as a trained professional.

get more discipline of the students in the schools

Get teacher pay closer to national average.

Duval County needs to provide teachers with a livable wage

School leadership should be improved and teachers should not be afraid to let their concerns be heard. Some principals disregard teacher's input and devalue creative thoughts, ideas and fail to reason even if they are wrong about information they are corresponding to staff. Don't ask ways to improve the school's climate then get upset when teachers speak out. Especially when you are telling them to please speak freely!!

Tests are creating anxiety for the students in Duval County and throughout Florida.

Support from Administration is key

There needs to be more communication and support for teachers new to the district. For example: How do I find a sub? How do I find my pay stub? How do I obtain a computer? etc., etc.

I do not live in Duval County, but I chose to teach in Duval to make a difference in the student's educational journey.

Teachers feeling empowered

Support teachers, real consequences for chronic behavior problems, less paperwork, pay us!!!

Higher pay would result in better retention, as would the minimization of unrealistic expectations.

A great administrative team has made all the difference for me

True District/School Support

I am a new teacher in Duval but I have worked for the county in other capacities and find that in all areas there is a lack of support for the overall initial procedures and day to day details that can be overwhelming for a new employee

Teachers are underpaid to do as much work as they do! More teacher and school resources for the teachers and students to use

I think they should do away with taking the GK test, because this is causing a lot of good teachers with a desire to teach to lose their jobs.

Love Bayview. It is just right for me.

More collaboration with other schools

Clear salary explanation

Discipline is an issue

Allowing teachers to choose what books to teach and when would be ideal.

I returned to DCPS after leaving a turnaround for a charter school because of the salary/benefits. Going back to the charter becomes increasingly appealing as the years pass.

A teacher's score should not be determined by an informal observation. It is an unfair assessment process.

There needs to be more support for incoming teachers, that happen at ALL schools. And there needs to be an accountability system that makes sure this is happening.

Accept more out of state teaching licenses!

Class sizes should be considered per class not an average for grade levels. There is no reason a first year teacher should have 29 students in one class.

Chronic absentee consequences.

I feel I like the step kid of the district and miss opportunities to gain resources for my students

Teachers' salaries continue to be low while the cost of living continues to increase; while I enjoy teaching it's difficult to sustain a family on my single income from teaching.

I would like to see more realistic and positive support for classroom teachers

Q10 - Topics



No results to show

undefined	Percentage
Total	0

10 - Topics



No results to show

undefined	Percentage
Total	0