

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

<p>Please explain why improved working conditions should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:</p>

<p>Please explain why improved working conditions should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:</p>
	<p>Our new teachers, especially women, are going to be faced with the same burnout that myself and my colleagues on the "new system" are facing. Until class size and composition is addressed teachers are going to face burnout at unprecedented rates, especially when they are unable to take a mental health day when needed. I do strongly believe that if working conditions were improved sick leave would be less of an issue.</p> <p>I am unsure how the issue can otherwise be addressed as we have been told by the NLTA that an increase to sick leave is off the table. I do believe strongly that addressing this somehow is necessary to retain teachers.</p>
<p>A mentally healthy teacher is an effective teacher. A struggling teacher struggles.</p>	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	<p>We need more sick days - plain and simple. Not sure how that will ever happen but the system we have now is not enough.</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	<p>Teachers are burnt out - why do you think so many are leaving. You cannot continue to place demand after demand on a person and expect it not to take a toll on them. Having access to days for mental health and wellness should not be a luxury but a necessity. Teachers are getting sick more, kids are coming to school (daycare service) rather than staying home when they are ill.</p> <p>Giving more sick days and family days in the contract.</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

<p>Please explain why improved working conditions should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:</p>
	<p>Increased access to paid leave, especially for new teachers on the new contract which greatly reduced access to leave days, demonstrates compassion for the needs of teachers. Just a little respect and faith that the well-trained professionals who undertake the calling of being a teacher respect their job and know best when they need to be out of school would go a long way to show teachers they are valued and appreciated. That might make some of us want to stay in this increasingly difficult job.</p>
	<p>Teacher mental health and well-being seems to have declined. But most teachers will keep coming to work anyways even when they are struggling. A 2-3 mental health days would be beneficial.</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	Young teachers need more sick leave because their mental health is at a low!

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>There needs to be consequences for violence, disrespect, inappropriate behaviours and failure to follow school rules.</p> <p>District expectations need to change that reflect the day to day lives of schools.</p>	<p>The separation of teacher leave expectations is horrible.</p> <p>Teachers should be able to access special sick leave under special circumstances.</p>
<p>See above</p>	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>Teachers are leaving.</p> <p>Make workplaces safe and respectful environments for all.</p> <p>Make workplaces environments where programs can be delivered respectfully and with dignity to all who require them.</p>	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>There are not enough spaces in schools to house classes, let alone itinerants and places to work on special programming.</p> <p>This could be addressed by adding more portable classrooms, building new larger schools in some bigger centres (such as Corner Brook), and eliminating the pre-K programming being housed in schools. I think the pre-K program is fantastic, but given that they are not affiliated the school in any way and do not take part in anything together, there is no need for them to be in schools. They are taking up valuable and essential classroom and work spaces.</p>	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>I am one big ball of stress from the moment I get to school until a while after I get home. We are all way too stressed out. We should never be worrying about our physical safety at work. We should never feel like failures for not doing enough our of endless to-do list. But here we are. Set up for failure day in and day out, but still expected to treat our students like "our kids" and "make them happy". I mean seriously, the students get to stay home for health and wellness days, but we don't get the same consideration. What exactly is that teaching?</p>	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>Providing a work life balance and not expecting that a classroom teacher can handle all aspects of a students well-being.</p>	
	<p>I should not be required to provide a sick note when I need a day off. This ties up the healthcare system and provides unnecessary stressors on a system that is near breaking point.</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	<p>I stress often about depleting my bank of days, while teachers who are on the old system use their days when needed without stressing about their bank. Please increase sick days and NOT require prior approval for family leave days. I always feel bad/guilty to take a sick day or family leave because I worry about if admin will be able to find a sub and if they can find one it is OFTEN not a sub with French Immersion, and I worry about the loss of instruction and the quality of instruction and the quality of care my students receive when I am out. We NEED personal leave days. There are often days in anyone's life when they may need a day off of work for MANY reasons. For honest teachers, if you or a family member aren't sick or have an appointment, there are no other options. However, there are so many reasons a teacher may need time off. One of many examples: If your children are involved in sports there is often travel time required. What leave would that be?</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>Teachers have become the social safety net for society. Children who don't have manners, empathy, toilet trained, lunches, proper clothing, social- emotional issues, fine-gross motor issues, etc. are sent to school and teachers are expected to solve all these issues.</p>	
	<p>Teachers need mental health and healing days. Students complex needs are taking a toll on teachers every day.</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	<p>I can use the sick leave I have accumulated. I should be able to access the days that are there for my own mental health or family childcare reasons without having to lie or find a doctor to write me a note</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

<p>Please explain why improved working conditions should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:</p>
<p>Poor working conditions are causing teachers to want and need to leave the profession for their own well-being. The lack of rewards in the profession have grown to a level that there is no way to feel content in the workplace. The level of disrespect from students and parents alone is HUGE and with that, teachers cannot maintain focus on the learning of many students who do want to learn. Students in school who do not want to be there and are disrespectful and disruptive are getting ALL of the attention and taking all energy from teachers and students and the other students are losing out tremendously.</p>	
	<p>We are in crisis mentally and our health suffers. When you are scratched and hit not to mention yelled at, constantly how are you able to perform your job accurately? When you have small children in close proximity coughing, sneezing or even throwing up on you how do you then have to EXHAUST your sick leave? This 2-tiered system is unfair. I am not saying that we should take away sick time from teachers who taught prior to 2006, but I definitely think teachers who commenced teaching after 2006 should get more sick leave.</p>
<p>One of the main reasons teachers are leaving the profession.</p>	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	See above.

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
- less demands	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	New teachers should have similar sick leave to senior teachers.

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	<p>Anyone's life could change in a moment and time off is required (personal illnesses, family illnesses, loss of loved ones, accidents, loss of home, etc.). Teachers should not have to worry about being paid when tragedy occurs. Also, teachers should not have to go to work sick because they are worried about their limited access to leave.</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
Teachers cannot deal with the high number of needs in a classroom. Reduce class size and provide more support.	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

<p>Please explain why improved working conditions should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:</p>
<p>Improved working conditions positively impact the quality of education delivered to students. Teachers in supportive and well-equipped environments can focus more effectively on instructional practices, individualized student support, and fostering positive learning environments. This, in turn, can lead to better academic outcomes, increased student engagement, and improved overall school performance. Adverse working conditions, such as overcrowded classrooms, insufficient resources, and inadequate support, can lead to frustration, stress, and burnout, ultimately driving teachers away from the profession.</p>	
<p>Violence should not be accepted in our schools. While all children deserve an education violent behaviour stops them from learning and until support is in place they should not be in school.</p>	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
Should be obvious to people involved with this think tank.	Old system vs new system of sick leave.

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>We are working in unsafe work places without proper human resources in place. Large class sizes, high needs, and the increase of violence and drug use amongst students are creating work conditions that are not surmountable. Recruitment of teacher will be impossible as students who are currently in the system are being exposed to this and do not see teaching as a viable long term career. Burnout caused by lack of substitutes for coverage on sick days and fewer teachers being willing to take on extracurricular activities are making the situation worse.</p>	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	<p>New teachers entering the profession are at such a severe disadvantage. Their sick time is limited. I feel this is a major deterrent for young teachers. This should be changed!</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	<p>Sick/family leave should be called health n wellness days with a focus on mental health n wellness for preventative medicine and should be up to the teacher to use their health n wellness days however they chose Substitute teachers should get the same shouldn't have to come into work on leave but should just call in n should be paid the same as they would if they worked the sick days they shouldn't have to wait months to be paid for their sick days</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
We are losing teachers due to the poor working conditions.	
	Teachers have families and their own medical needs- specifying how many days can be taken for what can be hard when things come up (appointments, illnesses, etc.). I can't always send my child to their sitters when they're sick, so what am I supposed to do with them when I have no other childcare available? It's frustrating and the stress can negatively impact my mental health.

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>Education needs to take a higher importance in society. Many kids are missing school because there are very few consequences to not being in attendance and not completing work. Even the younger kids in Primary/Elementary have it figured out that "They are going on anyway" - Their words.</p>	
	<p>Teachers should have increased access to mental wellness days.</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

<p>Please explain why improved working conditions should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:</p>
	<p>Teachers since 2006 do not have the same access to leave as teachers before them. They cannot take mental health days or sick days, due to running out of days.</p>
<p>Too many needs in the classroom to be met by one teacher. Need more IRT support, student assistants and TLAs.</p>	<p>We are unable to take a day to go to appointments for ourselves or with family members without fear of repercussions from our employer. Our days should be labeled as personal and used with our own discretion.</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>Many young teachers start in education and after being in a school realize that the work demands and work life balance are not what they are signed up for. They have no issue taking another job or retraining so they can do something that provides them job satisfaction. Wanting to make a difference in the world will only bring you so far. Young teachers value their free time and do not want the excessive work that happens after 3.</p>	<p>Time needs to be provided after major incidents that does not take away from own sick leave. Teachers need paid leave to upgrade their skills without putting them in financial trouble.</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>When a smartboard dies or a computer we are months just getting approval and the materials re-ordered. Once they arrive it is another 4-6 months to be installed. How can we expect to provide engaging lessons without technology? Not to mention, a huge amount of my personal time has been wasted to create engaging, technology rich lessons. If technology was out at any other government department IT would address it immediately.</p>	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>Working conditions for all teachers, rural and urban, need to be improved if we want teachers to stay in the profession. Many working conditions and work load expectation are higher for rural teachers when support is limited, multi grading is the norm, and resources are limited. When I worked in rural communities there were times that: 1) We did not have a guidance counsellor 2) I had to teach courses like Technology Education without the proper tools or space 3) I had many grades within one classroom and the planning time required was intense.</p>	
<p>And wants.</p>	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>In our classrooms, safety is not the first priority. The right to an Education for all children is. Currently- we have students in our classes that put every other child's health, safety and well-being at stake. This has to change. Other children are scared, fearing coming to school because of another student? Should never be. Things will not change until the right for every child to have access to education comes after the safety and well-being of all children in the classroom as well as teachers are prioritized.</p>	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>Teachers are drowning, not only are we getting new people interested in the profession but we are losing amazing teachers because we are not trusted by our employers, we are being pulled in 100 directions, are receiving abuse from parents, students and coworkers. I think we need to consider how to maintain teachers rather than focusing on recruitment.</p>	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	<p>As a teacher who is only halfway through her career I'm very worried about becoming critically sick and what will happen to my family as I only have 10 days left into this teaching year and wonder how we will survive if I ever need to take a significant amount of time off due to illness. Being on the new sick plan your days are used up very fast when you are a mother or have to care for your elderly parents. Many of my sick days are often used for others and I'm often very hesitant to take time off for</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	<p>Teachers won't take time off if they are afraid of being limited in their use of sick leave. We need more time off so that we are not afraid of running out of it.</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
Working conditions are student learning conditions. I am free to leave my job but students cannot leave school.	
	Increased access to paid/ sick leave should be prioritized as many teachers are struggling after the COVID-19 pandemic. Many teachers lost sick time when they had to isolate repeatedly after they, or a family member, were exposed to the virus. This has left many teachers on the new system with very little days available to them if they are ill during the current school year. In addition, the two-tiered sick leave system is not fair, as many teachers on the old system have banked more days than they could ever possibly use. I think both systems should be revamped so that all teachers have the same or similar access to paid leave. Twelve days a year is simply not enough time, especially now that respiratory illnesses continue to be on the rise.

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	<p>Can so many sick leave days be named as personal/paid leave? Not everything happens in a teacher's life during scheduled breaks throughout the year. Sometimes a teacher needs to travel, or wants to take part in an event where leave is needed. Three family leave days is not a lot when children are sick or have appointments, such as with a specialist.</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
<p>Recent graduates remember the conditions of their school environment. They hear people in their communities and families express their frustrations and concerns and many are not interested in a four year degree that will put them into this work environment.</p>	

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
	<p>More extreme illnesses on the go that require longer recovery times. This should be taken into account as well as the fact teachers have families who are being hit with these illnesses as well. These are children that require a parent to be with them. More time should be there to help support the teacher to deal with recovery of these illnesses</p>

Please explain why improved working conditions should be prioritized, and how the issue can be addressed:	Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:
Happy staff makes for better school communities.	

<p>Please explain why improved working conditions should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why increased access to paid leave (including sick leave) should be prioritized, and how the issue can be addressed:</p>
	<p>15 days is not enough. We should have leave that is comparable to that of the government - personal leave, family leave, and sick leave that is accrued over time and bankable with no caps.</p>
	<p>I think this reduces our stress, allows us prioritize our mental health, and generally increases our quality of life. Who wouldn't want that?</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>Although violence in the workplace is not prevalent in the school I am currently teaching in, I have been witness and subject to physical, psychological, and mental violence from students in the past. This was further worsened by the lack of support from administration and these same students often being rewarded for their behaviour. This tactic did not work for these students and the behavior continued and worsened. I have physical and emotional scars from these such situations with violent students and no support from admin. I was also told that if I were to go any further with my concerns (such as to the NLTA) I would be reprimanded.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
See above answer	

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	Teachers need to feel safe and happy. Teachers are not! Students are verbally abusing teachers every day and it should not be!

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>Schools have to enforce rules and proper punishment for unsafe behaviour. Administrations cannot do very much and there will be no one left wanting to enter the profession if they are physically and mentally assaulted every day at work.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>If teachers do not feel safe while at work, then cannot perform their job. Teachers should not be continuously subjected to violence in the workplace, with very little support available when it happens.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>There is evident violence and aggressive behaviour present in the school. I have fears I could get hurt again. There are limited resources that we have to deal with feeling safe and preventing injury.</p>

<p>Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>Many teachers across the province are being physically harmed daily by students in their classrooms. The students return to school the next day. Many RT staff are being physically assaulted by students who may not know the difference based on their disabilities. Access to healthcare supports are extremely limited and hard to come by. Resources to meet. The student needs are even harder.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>We are not safe. Our children are not safe. It affects everyone both physically and mentally. Burnout and mental exhaustion as well as physical injuries are all too common - and now considered "part of the job" by so many.</p> <p>Suggestion: More supports in the classroom. There are too many needs in a mainstream classroom for teachers to address. We are educators - not doctors and certainly not psychologists. The idea of having a child receive an education and have his or her needs met outside a regular classroom needs to be brought back once again. The current equation is helping no one. There is no dignity for a child who is struggling to self-regulate with other children witnessing it. There is no security for children who witness abuse and unsafe conditions on a near daily basis. There is no protection for a teacher who has to place herself / himself in a violent setting on an almost daily basis. Waking up in the morning already feeling anxious and defeated before even heading to work/school is completely unacceptable.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>All students and staff should feel safe at school. In order for that to happen some consequences need to be put in place for violent behaviour and aggression.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>A safe working condition provides an environment where teachers/students can work without having their mental state compromised and all of their focus is directed towards engaging the curriculum and activities in a positive environment.</p> <p>Provide the appropriate behavioural support to staff and students which would include a social worker and psychiatrist. This would help to provide staff with appropriate strategies to engage and manage student behavior as well as empowering students with appropriate support to navigate through their needs.</p>

<p>Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>Working conditions are causing burnout and undue stress. No one wants to work under those conditions. Increases in student assistant and IRT allocations would be very helpful.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>Safe working conditions and supports for teachers are paramount. If teachers feel valued and that their working conditions are safe, it leads to feeling more positive about their workplace and work as a whole. It should be a high priority. Addressing the issue by ensuring cleanliness and safe conditions of all buildings would be an excellent way of maintaining teacher morale.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>Teachers need safe working environments, both physically and mentally in order to be efficient at our jobs. Students who are unable to handle a classroom environment and are violent need a different space than a regular classroom.</p>

<p>Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
<p>For professional learning to be meaningful we need teachers to buy into what they are learning. I believe strongly that a major issue with our current PL system is that teachers are given a half day of information and then there is no follow up, no chance to reflect on implementation. Teachers are tired and are unable to see the bigger picture. I have given several PL's this year and the comments always come back, "this is all lovely but it won't work in my classroom". Class composition is a major issue but when it is out of our control we need to support teachers in finding ways to support the learning in the classroom through meaningful PL around universal instruction, science of reading, self-regulation.</p> <p>*We also need to be okay with throwing away all fountas and pinnell resources.</p>	
	<p>For teachers to be confident and effective they need confidence that NLTA , administrators, and district have their back.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	Self-explanatory. Outside agencies involved in our school curriculum development - Relationships First?

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>As an IRT teacher, I have had many positions in past years where my safety was at risk. I have been bitten, had objects thrown at me, had my hair pulled, my glasses thrown across the classroom. I have had students in the past with extensive anger issues and emotional needs way beyond my training as a teacher.</p> <p>Administrators are now told/responsible to keep students at school, even when it's unsafe for everyone involved.</p> <p>The Department of Education needs to do better to provide safe working conditions for teachers and safe learning environments for all students.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
<p>With every new initiative, policy, idea, etc. there needs to be strong, meaningful PL associated with it. One and done PL DOES NOT WORK. IT is not effective or impactful. We need more. For example, the RTL policy has been in the implementation phase for 5-6 years. This is a shift in thinking and doing in every single classroom - where has the PL been on this? We have been introduced to 5 frameworks in the teaching to diversity document (along with RTL) but there has been no PL on these. It is assumed that everyone knows, understanding and is doing all these things (Universal design for learning, differentiated learning, Tiered approach etc.). Assumptions are dangerous. And so this this one. RTL is now being looked at closely as to its effectiveness. We all know what will come from that. And it is not the policy that is ineffective, it is the lack of PL and understanding about how to shift mindsets and practices that align with these policies. We need dedicated people who are well versed in these areas to be leading this work. WE need dedicated professional learning on these topics and supports to implement it in the classroom.</p>	

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>Does this even need to be answered? Teachers are being attacked or injured or verbally abused by students, and administrators' responses are to "conference with the child" then send them back to our classes. Worse still, a student brings a weapon to class and is threatening towards the teacher and classmates, and because a parent or relative complains enough or has enough political sway, our department/district requires the school to allow this same child is back in the same school wherein he/she has been a proven threat, and provides ridiculous supports for them to be here with minders. The absurdity is unconscionable. STOP DOING THIS. Consider the rights of the many sometimes. Consider the safety of the many. Yes, we are required to provide the offender with an education, but there is no requirement that it be in the same school where the offences were committed. INSANE. If you want to retain teachers, stop subjecting them to abuse.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>What is to be explained!? This would be a top issue of any employer!</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>Teachers mental and physical health are at risk.</p> <p>Make certain schools are safe places to work.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
<p>Administrators are denying teachers PL based on their discretion. This should not be happening, and teachers should have access to a certain number of days they are allowed per year to do professional learning that is meaningful to them.</p>	<p>We need to stop ignoring that behaviours exist and need specific support and spaces to help students develop skills outside of the regular classroom environment. Teachers also need PL in this area of how to support students with behavioural skills development through a trauma-informed lens. There is often not enough infrastructure or resources to support this, leading to unsafe working conditions and small children's exposure to violence.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:</p>

<p>Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:</p>
	<p>We send our children to school to learn in a safe and caring school. Young children are seeing and hearing things in Primary that they should never experience from peers.</p> <p>Teachers take undeserved abuse from parents and students daily.</p> <p>Any child acting out or unable to follow routines without interrupting learning and/ or intimidating others whether a teacher or students should be in an alternate setting.</p>
<p>There is lots of professional learning however, we do not have time to do it because of all the other things that has to be done. More professional learning days would help with this.</p>	

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>Less stress, less injuries = less time off, less recharging needed. Greater supports = less 'tolerating' of inappropriate behaviour. More admin, student assistants, special services supports, ed psych/guidance.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:</p>
	<p>Provide more support within the classroom and access to guidance councillors, social workers, etc.</p>
	<p>No one should go to work expecting to be hit, spit at, threatened, and students should not get used to seeing and/or hearing these types of behaviors from other students. More support needs to be put in place for these students, as well as working with home. Sometimes it is a medical piece but sometimes it is also lack of consistency between home and school, lack of consequences, etc.. I would not recommend anyone at this point in time do an IRT degree if it means potentially being assigned to be a human punching bag (whether physical or verbal) for the rest of their career.</p>

<p>Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:</p>
	<p>As stated before, society has changed. Children are not held accountable for actions anymore and parents often don't know how to help either. Teachers are becoming targets of aggression and it's not okay. I do feel that we need more support from the district on children who misbehave and the consequences that are put into place.</p> <p>On a different note, schools have also had to deal with traumatic events (student/staff illness or death). There appears to be little in place here to help teachers cope. In our experiences with this, there hasn't been much support for teachers. No follow-up to ask how teachers are doing or how they may be helped to move forward. The message is often that you are supposed to just come to work, do your job, and move on. This is difficult for people to do. Teaching is not like other jobs. If you become sad, you can't just leave your classroom full of children. Teachers need to be contacted and a plan needs to be put into place for them. Something that helps them feel like they have a voice and a plan to help them get through a difficult time. I know counseling is available but that doesn't help at the school level. What other supports can be put into place for teachers to help them move past traumatic events.</p>
	<p>Staff need to feel supported and should not have to deal with aggression.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	Violence should not be accepted in our schools. While all children deserve an education violent behaviour stops them from learning and until support is in place they should not be in school. No teacher or child should be exposed to violence that in turn traumatizes the others.

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>If we do not have safe working conditions, people will leave the field and further shortages will be created.</p> <p>Changes need to be made so that expelling of students from physical building is possible. Current treatment of serious violence, bullying, noncompliance, drug use involves suspensions which is not a solution. Schools outside of metro St. John's need an alternative option to schooling. An online option for completion of classes must be made available to these situations.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
<p>This will decrease gaps found from position to position and school to school. Not only is professional learning not often meaningful, it is often not directly applied to our current work, and moreover it is often non-existent. For instance, my master's program did not prepare me for counselling children and youth specifically, even though it was in the education faculty. I only had high school experience in my program, because there is one placement at one school and there were no courses specifically targeting therapies for children and youth. It would be hugely impactful if either the education faculty or NL Schools gave learning on play therapy. This is something that would transform counselling services in schools and I have not been privy to any such education. In addition, new hires are not given PL as they begin their careers, so they have to pick up what they can informally from their colleagues. There should be lists of PL that need to be completed by new teachers and perhaps they need more PL days in their first couple of years to be able to catch up to seasoned teachers who have had years of learning completed.</p>	

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>More and more student behaviour is at the forefront of our concerns. Only last week I was told by a student to F off and they came towards me in an aggressive way.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>Everyone deserves a safe working environment. We need more professionals in the school outside of just teachers. We have students who are being traumatized by what they are seeing in the classroom and teachers struggling to work in this environment.</p>
	<p>Burnout is real and it's happening much earlier this year than it has in previous years. Having to evacuate my classroom several times a day is stressful for the adults and the students in my classroom. I want everyone to feel safe and happy coming to school and want to be able to help this other child find coping strategies that work for them.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>How can anyone do their job well when they don't feel safe and supported? I NEED a full time SA in my classroom. I have two students who need built in breaks to get through their day, I can't just go with them and leave the other students unattended.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	If we do not feel safe and supported, we are will be unable to give our best.

<p>Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:</p>
	<p>Teachers, young and experienced are feeling burnout, unsafe and unsupported. We are continually being asked to do more, and all responsibilities for learning are heaped on the teachers.</p> <p>Tougher and consistent consequences for poor behaviours and dangerous behaviours. Administrators who are willing to support their teachers, and follow through on expectations with regard to behaviours.</p> <p>Responsibilities for learning being put back on the parents and the students rather than constantly finding fault with the teachers.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>There is too much violence in our schools and it needs to be addressed and there needs to be consequences for student's actions.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>No one should be working or learning in an unsafe environment. No one learns and excels this way. Again, prioritize the safety and well-being above the right to all having the education.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>There are teachers and students being mentally and physically abused and there is no support. I feel terrible for the students that have to do room clears frequently. Our guidance counsellors no longer have time to work one on one with students that need guidance. Any classroom that has a student who is violent should have access to support.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
<p>In my opinion, the PL opportunities presented to teachers is often not beneficial to our teaching. We often have PLs for rolling out new models, policies, etc. but not given enough PL to collaborate with peers to generate new ideas and learn from each other. Every school and department within each school does things differently, and schools should be provided with opportunities to collaborate between schools. In my experience, new ideas in schools often come about because a teacher who had a replacement at another school brings a new idea from that school with them. Our PLs should include opportunities to meet with teachers from other schools and learn from each other, it would be mutually beneficial.</p>	

<p>Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:</p>
	<p>Teachers go to work to teach and not be abused. No other workplace would this be allowed. A teacher should not be attacked by a student, call admin for help and get no response.</p>
	<p>Being told "it's part of the job" to work in an unsafe working environment is ridiculous. Our mental health needs to be considered when we have to deal with irate parents, the increasing work load, bringing work home, stressing about driving to work in unsafe road conditions, putting safety at risk to open school for two hours with few students. The concerns of current teachers need to be considered, and they should be the ones making the suggestions, not people in the board who have been out of the classroom for years.</p> <p>Our physically health needs to be considered. Just because I am an IRT does not mean that I should have to put up with being physically hurt every day. The working condition of a teacher is just as important as the learning environment for students. We are told to give the best optimal learning environment for students, why are teachers not given the best teaching environment? There should be a zero violence policy, there should be smaller class sizes, we should be able to easily contact itinerants and get responses and them come to the school to see what we are dealing with, and actually help, not just give suggestions.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
<p>Providing positive and good learning is important to every school community and every teacher providing relevant PL is important. We have so many different behavioural issues and classroom breakdowns that are happening every day. We need relevant and effective strategies and training to help us to recognize those red flags, to address them in positive ways, and to help us to be able to help each other as a full unit! Efficiency!</p>	

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	Aggressive students in the regular classroom and not enough S.A's to support needs.

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>Because everyone deserves to feel safe and respected at their workplace. We are shaping the future generation and need the support, both from home and school. Having a full time guidance counsellor who is present in school (visits classrooms, does activities with kids around the school) and CONSEQUENCES for students when they disrespect teachers (or even if teachers are disrespecting each other)- i.e. detention, loss of privilege, or communicating with parents in any way would be something that needs to be consistent. Also, teacher wellness and recognition and being given opportunity to see the changes we deem necessary would be a start.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:
	<p>Teachers are afraid and hesitant to be working with students who have violent tendencies. Many teachers are experiencing injuries that change their lives forever. You should not be going to a job in fear. Supports need to be there for the teacher and in some extreme cases, the student may be unable to attend regular school until supports are in place. Needs to be more support from the Board and help provided by knowledgeable people.</p>

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why increased access to meaningful professional learning should be prioritized, and how the issue can be addressed:	Please explain why safe working conditions and supports for teachers should be prioritized, and how the issue can be addressed:

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	<p>Linked with class size limits and improving working conditions. Needs in a classroom should be directly examined and enforced. When always addressing particular problems, or spending time with one section, the rest of the class often gets overlooked. An optimal learning environment can take many forms but class size and composition is often at the forefront. You cannot do the same with 15 as you can with 30.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>See above answer.</p>	
<p>The idea of a soft cap needs to be eliminated. What is the purpose of a cap if it will be ignored. As well, these rules shouldn't be further bent for French Immersion. The French Immersion program should not be happening if there are not enough resources - there are no incentives for early French immersion teachers, so there shouldn't be different rules.</p>	
<p>This should be prioritized for the sake of students best interests and so a teacher can do their intended job. Allocation of more resources and teaching units.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>We need to re-evaluate the class size caps and ensure that we can provide smaller class sizes to teach to ALL learners equally and help resolve the issue of teacher burnout, student stress and anxiety.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>Teachers cannot get to students who need support when class sizes are large. My own daughter has been in large class sizes and [REDACTED] now and she has always disliked school because of the large classes. You ask any student in grade 7 and up in this province and they will tell you they hate school. There would also be less bullying happening in smaller classes.</p>	
<p>With the diverse needs within our classrooms today, and so many students requiring support in various areas, the large class sizes have become impossible to manage.</p>	<p>Each year it seems that more and more unique needs are present within our classes. On top of large class sizes, the depth of need has become impossible to manage with very little to no support for classroom teachers.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
A lot of the above issues would be resolved with reasonable class sizes.	Same as above, fixing this would alleviate a lot of other issues.
Small class sizes are needed to address the variety of needs we have in our building. Staff according to need. Get rid of soft caps. More human resources.	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>Smaller classes means we can help more students. It means we will not be beyond exhausted at the end of every day. It means we will not feel like a failure at the end of every day because we had to turn away students that needed our help.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>The kids deserve better. The teacher can't get to everyone when there is too many kids, too many behaviors and too many needs! The teacher is only human.</p>	<p>Ask the politicians would they want their kid in a class in the east end right now. I bet they wouldn't.</p>

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>Class sizes - We have classes of 27-30 students. French immersion classes are maxed at 27 in grade one with one teacher and no support. These children are simultaneously learning a second language and learning to read in that language. The English classes have similar numbers and higher needs. We have a classroom with over 30 elementary students, several with autism, several with LDs, several with behavioural concerns. One teacher about to go on stress leave. What substitute teacher is going to want to stay in that classroom on a replacement?!? We need to keep class numbers smaller, especially in K-3. All the scientific research on reading points to the positive effect of strong tier one instruction. If we could meet the reading needs for all students, this will have an impact on all achievement and also on behaviors. We also need clear consequences - and the ability to enforce them - for students who are disrespectful to classmates and teachers. Lower class sizes would lead to better academic results which in turn lead to increased social and emotional wellbeing of students. Students who are successful act out less, are less anxious and less depressed.</p>	<p>We are dealing with higher class numbers with higher classroom needs. A child who is volatile and needs constant supervision and support shouldn't count as one of 30. A child with severe autism who needs constant support shouldn't count as one of 30. The best money that could be spent in the school system would be on more teachers in the lower grades so that we can support and teach these children. No teacher can sustain the high needs and the high numbers. Perhaps certain diagnoses should count as 2 children. Aggressive behaviour should count as 2 children. K and 1 should be maintained at a cap of 18 at the most. Even grade 2. As children age and are diagnosed, adjust the classes.</p>

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
	<p>Class size cannot be one rule fits all. Inclusion is a model where in order to meet the needs of our students we need to have low floor high ceiling. In today's classrooms, class size doesn't allow for adequate representation of this. If we take Class composition into consideration, student needs are more likely to be met, staffing allocations would better fit the students in the building and this will improve student and staff wellbeing. feeling overwhelmed and feeling like you can't 'get To' particular students because others require much of your time isn't fair to the students who are below, at or above grade level contractions.</p>
	<p>The current formula hurts everyone. Again, there's no dignity for our neurodivergent children. There is no security for children witnessing these outbreaks. There is no safety or respect for teachers who are made to work in these unfit conditions. Suggestion : Put more supports in place. Practice the philosophy that every child deserves to be taught and to learn in a way that adheres to their individual needs and styles. Not every child is going to thrive in our current situation - and throwing everyone in the same "pot" with little to no support is borderline abuse and neglect. Suggestion: When a child with exceptional needs transfers to a school, or it is identified throughout the school year, that a particular child has needs that were initially not identified at the end of the previous year, there should be more supports made available to the school. As it stands now, when this becomes the case, supports are taken from other children and divided up, resulting in less and less supports. The logic behind this does not exist.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>There should be no soft or hard caps for class size. No class should have more than 20 students and that number should be even lower for primary grades. If there are more than 20 students in a class then there should be a full time TLA also in that can to help support to wide variety of needs.</p>	
<p>Spend a week in a class with 25 students and then one day when 8 of those students are out sick. Watch what you can do. Watch the energy in the room change. Watch the children who often get overlooked because they manage on their own now excel because you have time to challenge them.</p> <p>If there were better working conditions, more incentives, etc. you would be able to create more positions to fill and lower class sizes. But if you don't improve the conditions, you won't be able to fill additional positions anyway.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>Teacher retention and everything said in this survey. The mental and physical health of students and staff. The education system is in disrepair. We have been lead in the wrong direction for a number of years. Youth depression, violence, etc. is a result of this disrepair.</p>	<p>Teacher retention and everything said in this survey. The mental and physical health of students and staff. The education system is in disrepair. We have been lead in the wrong direction for a number of years. Youth depression, violence, etc. is a result of this disrepair.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	<p>Working conditions are causing burnout and undue stress. No one wants to work under those conditions. Increases in student assistant and IRT allocations would be very helpful.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
Evidence shows that one of the positive factors to enhance student learning is small group instruction. It is challenging to meet the needs of all students when the class sizes are too large.	

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>There should be a strict limit put on the number of students in a class and once the number goes over that limit, an additional class should be provided immediately.</p>	<p>The class composition across a grade level should be even. Some classes have more needs than others because the students with needs are being grouped so that one student assistant can work with them, while the other class does not have students who need a student assistant. A student assistant should be hired for each student that qualifies for the time.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>Enforceable class size limits would be a great first step in solving a wide range of issues in schools including behavioral challenges, lack of support and resources, and overall wellbeing for teachers and students.</p>	
<p>Smaller class sizes gives us the time and space to work with students more efficiently, and to feel like we can actually reach them in all ways.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
Maximum 20 kids. Less when there are extreme needs, unless there are multiple student/teaching assistants available.	When these parameters are not met, students are not learning.

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>Won't scare away new teachers. Walking into classrooms today is overwhelming and they can't handle it.</p>	<p>Won't scare away new teachers. Walking into classrooms today is overwhelming and they can't handle it so many needs only one of them...no way can they see this as a safe and workable environment.</p>

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>I chose class size but feel strongly that class size and composition needs to be addressed. I am a firm believer in inclusionary practices but what we are doing right now is not inclusion. Our classrooms environments are not staffed well enough for inclusion to be meaningful. We need to have firm class size caps that are adhered to and we need appropriate IRT support/ SA support for students with complex needs. Many classroom teachers are currently expected to deliver all of the intensive and targeted interventions in their classroom, deliver strong universal instruction and meet the complex needs of students with diagnosis¹.</p> <p>A smaller class size will reduce teacher burnout and increase student achievement. The NLTA has stated this for years. Class size and composition MATTERS! We know this.</p>	
<p>Less students in a classroom means a better work environment and allows teachers to actually assist more students; less distractions and noise as well.</p>	
	<p>The level of acceptability is gone off the charts. The number of mentally challenged students have gone off the charts. The individual student program customization has gone off the chart. The overall demands on a teacher has reached its breaking point.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>There would be less class behavioral issues. Teachers would actually be able to teach and help students in more effective time frame.</p> <p>If a class is 60 mins, we have 30 students, 2 mins per student for help if they are working on a concept. It isn't adequate. Can this be addressed by our 'board' actually understanding the value of a class size and a working group.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>I have addressed this in previous questions. Academics, Behaviours and Social Wellbeing of students are affected with high class sizes.</p> <p>Lower the cap limits.</p>	
<p>A classroom should not exceed 20 students in order to meet the academic and emotional needs of students.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>There should be HARD caps in schools, no soft caps, no excluding students if they are in your school but not living in the zone for your school. Once the class meets the hard cap + 1 then the class needs to be split. Hard caps for (Kindergarten) 18, (Grades 1 - 3) 21, (Grades 4 - 6) 25. Students identified as Special Needs or diagnosed should count as 1.5 students.</p>	<p>Class composition is a major factor in the ability for the classroom teacher to deliver a quality learning experience for the students in their class. I have witnessed students who want to learn and can learn but are overshadowed by several students in the class that take the majority of the energy from the teacher. It becomes exhausting and demoralizing for the teacher if they are not able to deliver a quality learning experience for all the students in their class.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	The smaller equally diverse class is easier to make relations with students that are more impactful.
Full stop.	????

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	<p>The soft cap idea is ridiculous. We keep adding more and more.</p> <p>General education classes need to have smaller cap sizes. Having more than 18 in those is extremely stressful due to behaviors and academic skill abilities.</p>

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>When a class cap is set, it needs to be enforced. Having a 'soft' cap is pointless. Too many students in a classroom leads to inadequate resources, teacher burnout and student behaviour. Primary class sizes need to be reduced and the cap needs to be a hard cap.</p>	<p>When looking at the composition of a class, adequate resources need to be allocated to meet both behaviour and academic needs of that room. Teachers go above and beyond every day and constantly feel like they are failing because the needs and the time just does not coincide. These needs to be taken into account when creating class sizes and allocating resources.</p>
<p>Hire more teachers and decrease the class sizes.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>Having a decent number of students in a class has such a positive impact on the working environment. I would be happier as a teacher with a smaller class since I would feel like giving everyone what they need would actually be possible. Students would be receiving a better education overall in a smaller class.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	<p>Teachers are reaching a point where the expectations are exceeding what they are able to complete in a work day. With the needs that are now arising within the classroom and the increasing parental contacts the workload is becoming more and more stressful.</p> <p>The issue can be addressed by implementing smaller class sizes or having teacher and learning assistants in each classroom.</p>

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
	<p>Years ago, classes were massive. That cannot be denied. The behaviour of those students however, was completely different than it is now. We have to consider the personalities and behaviours of children today when determining class size and composition. With inclusion having every student in the classroom regardless of exceptionalities, and access to technology majorly affecting behaviour and attention spans, we can't have the same number of students. It is not possible to meet the needs of all students. Not even close!</p>
	<p>Class composition parameters would force government to provide the human resources necessary for all needs to be met. It would also force them to look at school infrastructure and update it.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	<p>The significant diversity we see in our learners is impossible for a teacher to address. We are seeing students with greater academic and emotional needs than ever before and absolutely no supports! Hire TLA's or more student assistants so our IRT's can actually support the needs of students.</p>
	<p>Composition matters now more than ever. Teachers are expected to teach curriculum, modified courses, provide accommodations, and collaborate with IRTs to provide instruction to students who are completing alternate courses in the regular classroom because IRTs are not available to deliver adequate instruction.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
Having a smaller class size will enable us to get to each student appropriately and help them succeed.	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>As a teacher, if I was guaranteed hard cap class sizes, that would be a massive incentive to go/stay in a province that respects my needs as a teacher to help meet the needs of students.</p>	
<p>Too many children in a class means you can't meet their needs.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>26 children in Primary with zero special needs still means teacher 1/1 small group instruction, guided reading/writing/math groups cannot run without interruption. They are too young to work and sustain attention independently. If you have 2 guided reading groups a day 6 per group with 12 students it is manageable. Try 4 groups of 6 a day.. that is 80 minutes.. no 6/7 year old will stay at independent learning that long without seeking out an adult. So want you want to accomplish once again can't get accomplished.</p> <p>Add behaviour or special needs to that mix with little to no support and learning is less.</p> <p>Severe needs (behaviour/ nonverbal/ medical needs) these students need a support person all day 1/1.</p> <p>I have taught in classes of 12 and 26... the classes of 12 were happier, more adjusted, ready to learn and got more time with me. There were no students falling through cracks.they all got me. In a class of 26 it is not the top student or the Special needs student that the Gap widens for. It is the average student that needs attention, reteaching, redoing and clarification. The "average" student is the students that could be productive post-secondary students that are losing out year after year.</p> <p>IRT allocations are not enough, so now behavioural students get all the time. The teaching and reteaching is now on the shoulders of the classroom teacher. We are expected to teach curriculum, and reteach curriculum to those who never got it the first time. Let's not forget the enrichment for those at the top.</p> <p>In Primary class size should be max. Hard cap 15 students. Every special needs child should be considered 2 children in the formula.</p>	<p>A child that cannot sit without wandering around a classroom, without screaming, falling to the floor and/or refusing to transition, is a risk to self or others should be in an alternate setting during core subject teaching for their learning and the learning of others. For purpose of socializing and inclusiveness they should be in class during recess, lunch play, art, health,</p> <p>Whenever in the room they should never be the teacher's sole responsibility. They should have a support worker at all times. Whenever unhappy in class that student should have a safe place other than the regular classroom to go.</p>

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>This affects all teachers for retaining even seasoned teachers.</p>	<p>This affects all teachers to try to retain even seasoned teachers within the teacher profession.</p>
<p>The class size limits need to be lowered. That is it. Period. This may be an issue only affecting the bigger centres but we are struggling. We have a dynamic group of students coming to us, different needs, EAL learners, we need more time with each student. If students are struggling to read, they often don't have access to more support than their classroom teacher and how is a classroom teacher supposed to offer the extra support in a class of 27? And we wonder why Newfoundland is performing so poorly on the national level? LOWER THE SIZE LIMIT ASAP.</p>	<p>Inclusion is not working. There are students who are eating up all the resources. Why does a school full of behaviour needs not get to use their IRT teachers to help struggling learners? They are glorified student assistants. These students with behaviours and complex needs need an alternative. There are kids who are struggling to read who are not getting supported because someone else is running away or hitting kids/teachers. Why do their needs trump another's? And then why are we trying to make students stay in a classroom that clearly isn't meeting their needs?? If composition was addressed this wouldn't be an issue. The system we have right now is failing everyone.</p>
<p>More attention to individual students, more time in class to connect/check in with them (instead of recess/lunch time), more opportunity for hands on activities (enough resources to use and manpower to execute), hard to do a lab with 35 needing help. Hire more teachers</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>A student with extreme needs requires more support and intervention, usually at least 30 minutes a day every day. Not to mention the potential for acts of aggression both verbally and physically, class composition matters.</p>	
<p>The needs of each student cannot be met with current large classrooms.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>With smaller class sizes, it is easier to handle a multitude of issues - behaviour, preparation, correction, evaluation, methods of teaching, etc.</p> <p>Clearly, addressing this issue should be done through an increase in hiring. Smaller class sizes will encourage hiring, will improve workload issues, reduce teacher stress and should see an increase in student achievement.</p>	
<p>See above.</p>	<p>See above.</p>

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>With the increase of needs in our students, class limits must be prioritized and they must be enforceable. Numbers are not the only issue, but they are one of the ways that we can help monitor needs and pressures on teachers. While EAL Itinerant caseloads are managed differently, it is unreasonable to expect itinerants to be able to successfully teach and support more than 50 students each week.</p>	<p>With the increase of needs in our students, class composition parameters must be prioritized and they must be enforceable. Numbers are not the only issue, but they are one of the ways that we can help monitor needs and pressures on teachers. While EAL Itinerant caseloads are managed differently, it is unreasonable to expect itinerants to be able to successfully teach and support more than 50 students each week. In our school, we have multiple classrooms with complex student needs (ASD, ADHD, ODD, multiple ELLs, pervasive needs, newcomer students with significant education gaps, issues of racism, bullying, etc. - this currently describes only ONE of the many classrooms in our school) and it is simply a non-enforceable numbers game. We need parameters around class composition and class size.</p>

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>The need within the classes (in larger schools especially) is too much...not just academically, but behaviour wise. Under any model, one person cannot provide proficient support to a class of 23 or 24 with 12 different diagnosis and programming. More in class support needed (TAs).</p>	
<p>Implement it.</p>	<p>So teachers can successfully meet the academic and social emotional needs of all students.</p>
<p>Class size caps should be enforced and not just be soft caps. Students cannot learn as well with large class sizes.</p>	<p>Class composition should be reflected in the amount of teaching and extra support given to each class</p>
	<p>Having complex needs students ride the regular school bus with a SA is one thing; putting several complex needs students in a classroom (varied needs at that) with little to no support in a class of 30 and expecting everyone to learn to the best of their ability is not possible.</p>
<p>As I said last year I had 14 and it felt like 30. I get like I didn't give the students the education they deserved because the needs and behaviours were tremendous. If my class size were any bigger it would have been worst.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	<p>Classrooms should be composed on a matrix model. This means that every student should be assigned a number. If more supports are required then the student would have a higher number. I classroom with one teacher would have a maximum number that would be assigned to them. So one teacher may have 25 students but another may only have 20 because there are more needs.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>It becomes more manageable for the teacher to help students with social emotional needs or exceptionalities.20 should be the limit from K-3.</p>	
<p>With high class sizes students are not able to be seen and have their needs met. Expectations are being lowered because students are not getting the supports at school or home to meet previous expectations. With lower numbers, students can access better schooling. Hire more teachers!</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>This answer is covered above in the improved workload conditions section.</p>	
<p>They say well, you can have 27 if the class size cap is 25. No it should be only 25 not 27. 25 is way too many students in a class.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
Hiring of more staff, and decrease cap in class size.	
	Children who are violent should not be in our classrooms without a person to support them and a place they go when they are violent. Check out Alberta! Every child with issues gets an educational assistant

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>Hard cap, soft cap, useless cap. If it is not enforced then why have them? 28 students in one classroom who are diversified in their learning over 4 grade-levels or more is impossible to teach effectively. Smaller class size makes a difference. Either reduce the class size or reduce the diversified composition of the class.</p>	<p>28 students in one classroom who are diversified in their learning over 4 grade-levels or more is impossible to teach effectively. Composition parameters, when done correctly, allow an environment that works for all students because "meeting them where they are" can be done when the vast range of understanding is reduced. Either reduce the class size or reduce the diversified composition of the class.</p>
<p>Should be obvious to people involved with this think tank.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	<p>Class composition of high needs students within an already high number of students in a class is incredibly difficult to manage. A teacher with many years of experience can attest that the Inclusive model does not work unless the human resources are in place for it to work.</p> <p>New teachers will not have the skills necessary to survive the challenges. It is not possible to learn these skills in a Teacher preparation course. The experience will leave them feeling burned out and helpless. More human resources in classes; TLA's with a teacher preparatory course suitable to the requirements, student assistants with the training to deal with students behavioural needs could help remove some of the strain on the classroom teacher.</p>

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>It is impossible to effectively teach students with diverse learning needs in a classroom with over 30 students. IMPOSSIBLE! In a class of thirty +, with English Language Learners, mental health issues, various learning needs, tech issues and so forth, teachers are unable to meet the demands. It is the most ridiculous expectation, and I'm sick to death of the government throwing out the "average class size" statistic in the media to cover up the truth.</p> <p>The only way this can be addressed is with transparency and due consideration.</p>	
<p>Keep class sizes at 20-22 students in grades 2-6</p> <p>Keep class sizes at 15-18 in K - 1</p> <p>Having smaller class sizes allows teachers to address SEL, Behaviour and learning needs effectively.</p>	<p>Having all students with identified or diagnosed exceptionalities all in one class so that SA coverage can be assigned to one room does not maximize services it only compounds it. Teachers cannot continue to be expected to provide individualized programming to half their class along with being a SA. It's crazy to expect this!</p>
<p>Teacher burnout is more common today due to the fact that children are different these days and they require a lot more time and energy and class size plays a major part in burnout.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>We have class size limits now but they are not enforced. A couple of years ago I ended up with 28 grade two students in Sept. Sure they split them in November after they had gotten to know me and my routines, had made friends and didn't want to switch classes. It was so hard on everyone. Every class in primary school have an enforceable number of 20. No exceptions. Any more than that in today's society is unmanageable for one teacher.</p>	<p>We are seeing a major increase in students coming to school with social and behavioral issues now. We as teachers are not equipped to deal with many of these issues alone. In our school we share a guidance counselor with two other schools. It should never be. There should be one in every school no matter the numbers. When you get a new class now, we are looking to see how many "issues" are coming your way. These should be dispersed among classes and if we have smaller class sizes which would mean more classes per grade level, then this could be done much more fairly for everyone involved.</p>
<p>I feel if class size changed and there was a firm cap of 20 at the primary level we would see results! The teaching profession is not what it was years ago and class compositions are not what they were years ago. Teachers cannot adequately teach and it is impacting their mental well-being. It's impacting our children as well. Everyone is at a disadvantage! Children in this province are not receiving the education they are entitled to!</p> <p>Cap class size!! We are in crisis!!</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>Teachers cannot manage the class sizes they have now. They are not meeting the students' needs because there isn't enough time to help each student. Students are falling behind with curriculum expectations.</p>	
<p>The amount of work I can accomplish with a normal size class is so satisfying and beneficial to all compared to a watered down version with large classes.</p>	<p>The formula that is used to assign IRT and TLA positions should be based on individual school needs and student composition instead of numbers.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	<p>One students could require 2 on 1 while another can sit in a classroom of 30. It's not about numbers. It's about the needs of each child.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	<p>Adding soft caps and not taking into consideration the number on programming requiring extra supports is making for an impossible learning environment. Students often have trouble regulating in the large environment one disruptive student affects the learning of all.</p>
	<p>Having higher needs students with no supports puts a strain on all; students need to be put in a situation where they can be successful.</p>

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>There should be a cap (not a soft cap) a cap! And "who" these children are matter! Students with ADHD, ODD, Autism, etc. do not count as one student. The cap should be based on needs and not numbers.</p>	
	<p>We often talk about class sizes being capped, which is a farce. When questioned , the higher ups quickly say that it is a "soft cap". With so many kids with needs presenting in the regular classroom, ALL STUDENTS are not getting what they need. All the teacher's time is spent trying to get the basics done. Enrichment is not on anyone's horizon at this point.</p>
<p>There are too many issues in the classrooms and classroom teachers have too much on their plates .</p>	

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>In large classes, student needs slip through the cracks. Teacher workload balloons. Resources are strained. The number of students with disruptive behaviours increases. All of this makes it impossible to teach effectively and degrades overall working conditions.</p>	
<p>Set a reasonable cap and stick to it. No having to fight to get it. With all the needs children are presenting with have reasonable expectations. Right now education is watered down and the future students will not have skills needed for society to run effectively and financially we will be looking after these students.</p>	
	<p>Classes today are highly diverse- you may have a class of 28 with no behavior issues or few academic needs however, you may have another class with most on RTL's, behaviour issues or exceptionalities. A certain number does not reflect the actual needs in any given class.</p>
<p>Increased student achievement. Hire more teachers and TLAs.</p>	

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>Size limitations will allow teachers to establish connections and a true understanding of the students' abilities.</p>	
<p>It is obvious that teachers are better able to reach each child if there are less children in the class. Anyone who claims that class size does not affect learning has never taught 32 grade 8 students for five periods a day, and quite possibly hasn't taught at all, or were not very effective at it. In order to address the issue, we need lower class caps obviously, quality applicants, better pay.</p>	
<p>Too many students in the classroom mean that needs are not being met.</p>	

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
	<p>Issues with class composition directly lead to classroom violence. Cramming too many students with diverse needs into one room with the current level of supports is dangerous. Often times a student will have an outburst and the assigned SA or IRT will remove the child from that classroom setting, but in the process leaves 3-4 other children they're assigned to help in the classroom on their own. This creates violent encounters daily.</p>
<p>This is a big problem in large schools. My large primary school often has classes of students in grade 1. That is unacceptable. The "special rules" for French immersion is also a huge problem. These students are trying to learn a second language and we are being told that their class sizes are allowed to be even larger than the English stream. Why? This is not right. We need actual class size maximums, preferably in our collective agreement, that are actually enforced. Consistently enforced. Right now this is not happening. And our student's academics and well-being are suffering. As well as staff well-being.</p>	<p>Grouping many students who are approved for SAs into one class so they can "piggyback" off each other is a huge problem. It needs to change. I think our union could look to BC as an example of class composition parameters, as they allow for certain students to count as 2 students, for example, based upon their needs.</p>
<p>It is extremely difficult to meet the needs of learners when they are sitting in a class of 30!!</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>Provide the human supports, class size lowered, class splits happen in a timely manner and provide SA time. I am a bathroom attendant every day. This will help alleviate teacher burnout, help with retention, help the students be successful. Happy people are better learners.</p>	

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>We are in CRISIS MODE....we need less bodies in our class to manage the massive amount of needs!!!! This HAS to be dealt with over any other issues right now.</p>	<p>More support needed for children with needs.....sadly half of the TLA and SA are not trained or even fit to be in the classroom and end up being more work...while this may sound harsh...I am being HONEST!! Teachers need real support.</p>
	<p>We need to look at not only class numbers, but the needs of the students in the classroom. There are currently too many needs and not enough resources.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>Because it is manageable - you can teach and make a difference. Reduce class size. THIS IS WITHOUT THINKING ABOUT COMPOSITION</p> <p>K - 3 should be no more than 20. A HARD 20 4 - 6 should be no more than 24. A HARD 24</p>	<p>Composition is very important as some students take up the time and energy of multiple students. When these students are to be factored into class size then they need to account for multiple students.</p> <p>It is not fair that I do not get to even speak to some students in my class during the day because someone else is taking up ALL of my time due to behavior and needs.</p>
<p>The cap size is never adhered to! In all of my years teaching I have been told, "there is a soft cap and a hard cap. It is not teaching when you are only trying to manage the behaviors that are in the classroom. It becomes SURVIVAL for that day! Having 30 Grade 1 students in a class with one teacher is wrong! No matter how structured you are, you are not meeting the needs of all of the students in your classroom! It is not fair to them, especially if the teacher is dealing with student behaviors and not able to teach!</p> <p>Lower class sizes!</p>	<p>The cap size is never adhered to! In all of my years teaching I have been told, "there is a soft cap and a hard cap. It is not teaching when you are only trying to manage the behaviors that are in the classroom. It becomes SURVIVAL for that day! Having 30 Grade 1 students in a class with one teacher is wrong! No matter how structured you are, you are not meeting the needs of all of the students in your classroom! It is not fair to them, especially if the teacher is dealing with student behaviors and not able to teach!</p> <p>Provide adequate support for students!</p>

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
	<p>A teacher is only one person, and in a sixty-minute period, they cannot effectively deliver instruction and meet every student's individual needs. Placing the right supports in classrooms, especially large and diverse classrooms, is essential to preventing teacher burnout and ensuring the success of all students.</p>
<p>Class sizes need to be lower to be able to meet every student where they are and enable them to progress. Students with learning disabilities have no support and I have not had Special education raining but it's falling on me to help them move forward. I would love to be able to work with the kids in the middle or the stronger kids but that doesn't get done. Lower the class sizes.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	<p>Class composition is adding to teacher burnout and impact the amount of time and attention that students receive.</p>
<p>The idea that teachers can handle anything in the classroom cannot be normalized. Students are being turned off from school and teachers are leaving because of behaviours in the classroom. Large class sizes are simply unmanageable even by seasoned teachers. If class sizes in junior high are not reduced by 5-6 students per class, it will become even more difficult to retain and recruit. Even capping these classes at 27 as in the Williams era would help the burnout.</p>	

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>Class sizes impact both teachers and students. I believe that class sizes (and class composition) must be prioritized as it impacts both teacher workload (grading, planning, correspondence with home, etc.) and our interactions with students (fostering meaningful relationships, providing support and feedback, etc.). I think lowering class sizes is the first step.</p>	<p>Class composition should be prioritized because it is important to student success. The current model of inclusion is not working. It is under resourced and students are not receiving the support they require, which further exacerbates attendance, behaviour, and student achievement. I believe a reimagining of the inclusion model is needed. We need to acknowledge that our students are individuals and offer more choice to students that align with their plans for post-graduation, perhaps bringing back co-op programs with local trade schools and colleges.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	Teachers are overwhelmed with the various needs of students and are unable to meet all their needs on their own.

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>That way teachers know they are teaching and not just doing crowd control. It is very difficult to keep the attention of 25 plus students, especially when you are teaching.</p>	
<p>Please see comments above, about how the large class sizes are negatively impacting the education of our students and the mental health of our teachers.</p>	<p>Pease see the comments in the question above about how, with the increase needs of our students, that class composition parameters need to be prioritized.</p>
	<p>The diversity of needs in the classroom are difficult to manage for a seasoned teacher. There is only so much we can accomplish. Decrease in classroom diversity is needed and if this is not possible then much smaller classes are needed to manage the diverse needs.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>Class compositions have become so complex and diverse it has become impossible to meet the needs of all students with such high numbers. if class sizes were at a strict cap of 18 for all Primary and Elementary students you would see positive correlation of learning and growth able to happen within schools. When you have a class of 25 grade 1's and you have over 34% receiving twos on their report card in literacy you are unable to meet the needs of all students and creating a rich learning environment</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	Unless class composition parameters are prioritized, student achievement will continue to drop as teachers cannot effectively teach as classes are currently composed.
Hire more teachers, and reduce the number of students in the classroom. We have students who's needs are not met due to numbers, and therefore we see sever behaviors. This dynamic does nothing for teacher or student self-esteem. neither feel respected or valued.	Students and teachers deserve a work environment that values, respects and prioritized their needs.

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>Much easier to teach and manage a smaller class. Kids would benefit much more.</p>	
<p>If more teachers are hired, class sizes can be reduced and the composition of them will directly be improved as well. Primary should have no more than 20 students!</p>	

<p>Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:</p>
<p>Teachers cannot attend to the needs of all the students with class sizes the way they are. The teacher gets burned out and feels like a failure and this in turn affects their ability to teach effectively even further. And students cannot all get the assistance they need and deserve. Then you throw inclusion or multigrade situations on top of it and the problem compounds.</p>	<p>Some courses are conducive to multiaging - teaching one course to multiple classes. For instance, social studies can be taught to grade 7 and 8 at the same time where they are doing one course and they flip flop them from year to year. MATH should NEVER EVER be multigraded. First of all because of prerequisite requirements, you cannot teach 2 grades one course and 2 courses at the same time DOES NOT WORK!!!!!! I have done it for 9 years, sometimes every class of the day being multigraded and sometimes 3 courses at once. The teacher cannot focus on any one thing and the students get half the time and very little help.</p>

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>Simple... more teachers, less kids. the end results will pay for themselves in society with far less problems than experienced by the kids we are leaving behind currently.</p>	
<p>Because every student deserves to have an education, and in classes with 25+ students with the behaviors we are seeing nowadays, this is very challenging. As I said earlier, hiring more TLA, IRTs for each classroom and even more classroom teachers so classes aren't so big is what needs to happen.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
<p>Currently, class size caps are too large and in many cases are only soft caps and are not always enforced. Class sizes are often too large or have too many grades in one room for teachers to effectively teach the curriculum. Teachers are becoming overworked and students are not getting what they need. Class sizes need to be reduced for all classrooms, multi-grade and otherwise. Cap sizes need to be hard. Schools should not be allowed to create class sizes that exceed the cap.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
	<p>I wouldn't feel so overwhelmed and hopefully have the time to spend making sure I was meeting all my students needs.</p>
<p>Happy staff makes for better school communities.</p>	

Please explain why appropriate and enforceable class size limits should be prioritized, and how the issue can be addressed:	Please explain why appropriate and enforceable class composition parameters should be prioritized, and how the issue can be addressed:
I feel that if class size limits were enforced, many of my concerns with mental and physical health, behaviour management, lack of supports, etc., would be positively impacted.	

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:
Reduction in class size. Perhaps listening to teachers instead of establishing a committee.	

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Empty response area for the first question.

Empty response area for the second question.

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

--

--

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:
	<p>They aren't being heard nor listened to. New grads are very learned in the 'new' ideologies in our professions and are having a hard time being supported by their own 'leaders'. They don't feel valued.</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:
	<p>"You don't know what you don't know". This is what I hear new teachers say all the time. "I know how to teach it the way I was taught. It is not working, but I do not know any other way." We need to fix that. Which comes back to more meaningful PL for all teachers. Especially our new teachers. Mentorships are needed. Ensuring internships are set up with teachers who exemplify and model good teaching practices are also necessary. New teachers are being set up for failure. Survival of the fittest in some cases. We need to dig in and get our new teachers the support they need early. Again, maybe have designated people (program specialists) who work exclusively with new teachers. Or one of the two program specialist in each of the FOS be responsible for ensuring the new teachers are supported. Cohorts, in class support... but it all comes down to more resources (time and money) to offer these opportunities.</p>

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>
<p>It might keep teachers in the profession longer...until retirement. I hear a lot of teachers wanting to leave the profession and I do not think I would encourage any young adults to pursue this as a career right now.</p>	

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:
More school psychologists. Stop putting this on the classroom teacher.	

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

--	--

--	--

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>
<p>Teachers are reporting every day that they are ready to move on to a different profession. They are unable to create the "work-life" balance!</p>	

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p> <p>There needs to be work in incentivizing people to become teachers at the university level and to also keep beginning teachers here. There are not enough people doing education as a degree to cover those who are leaving the profession.</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:
So teachers can easily access talk therapy as it is known to help people.	

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>
	<p>New teachers should be assigned a mentor at schools they are working at so that they have moral support and are comfortable expressing their stressors and asking for help. Collective efficacy!!!!</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p> <p>Brand new teachers, like myself, need a lot of support, and my first year of teaching, I received the most support through other teachers in the school and got resources from other teachers. I think that schools need to be more mindful of newer teachers, and do check-ins.</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>
	<p>In one's first year teaching, first year in a new position, and first year in a new school, a teacher has additional work to do in learning all the spoken and unspoken rules of the building, mastering new tasks, and developing a routine. This is on top of the already excessive workload teachers usually take on. Teachers are not eased into the profession, they're forced to work their hardest years first. It's discouraging and sets them up for failure.</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:
It's like the airplane analogy. You have to take care of yourself first before assisting others. Without healthy teachers our students will not thrive either.	

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>
	<p>People like to feel supported. Provide new teachers with a mentor, check in with beginning teachers.</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:

Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

--	--

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>

<p>Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:</p>	<p>Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:</p>

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:

Please explain why improved access to well-being and mental health supports should be prioritized, and how the issue can be addressed:	Please explain why improved on-boarding and supports for beginning teachers should be prioritized, and how the issue can be addressed:
<p>I think these supports would be imperative and highly desirable for an employee, but I'm referring specifically to proactive measures. While an additional EAP worker is nice, I think it's to help us manage the enormous stress placed on our lives. I think employers who have the appearance of caring about us goes a long way, allowing us more autonomy in our jobs, such as working from home on certain PL days, less duty, smaller class sizes, more sick leave, etc. would have a big impact on our well-being and mental health. I'm really just scratching the surface.</p>	

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Meaningful PL opportunities.	My current admin is wonderful and very receptive to the suggestions and concerns of teachers.
We are compensated well; just not to the pace of inflation which currently is a provincial, national and worldwide issue.	Collaboration an culture of the staff here at the school is quite positive.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.

I enjoy working one on one with the children because I feel like that I am making a positive difference in their education. I like how a child can offer input and their creativity into our session. The child is heard and can be themselves in this setting.

Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.

I like that I am able to create my own schedule (most of the time). There is some flexibility to my day . I do enjoy the small one on one settings, some in class support, virtual meetings with colleagues and sometimes virtual sessions with students if weather conditions are not favourable to travel.

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>At the schools I have a substituted at I have always valued the support and encouragement I have received from the administration. They offer assistance when dealing with classroom issues.</p>	<p>The staff's at the schools I sub at have always been welcoming and supportive. They have been willing to give guidance when dealing with problems, they offer suggestions to improve work, and always have been kind to me. Every day I go in, I look forward to seeing those I work with.</p>
<p>This is not in my work environment but I have seen them work in school work environments. A supportive administration who ensures teacher support and autonomy in growth and learning.</p>	<p>This is not in my work environment but I have seen them work in school work environments. A staff that is a team, with opportunities to work together and collaborate and support one another.</p>
<p>Supportive colleagues.</p>	<p>Quality students</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Nothing positive anymore. Only thing making me stay is I am too deep financially to do something else right now! So sad!	Nothing
The overall collaboration between teachers and staff and sense of community in our school.	Student success.
Support from other teachers.	

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.

Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.

None.

none

None.

None.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Strong leadership from principal and assistant principal.	
After 25 years, I cannot say there is anything currently positive about my work environment. My parents were both teachers and they had wonderful careers in the teaching profession and they encouraged me to enter education. Today I would not recommend to any young person to enter the profession which makes me so sad.	
Teachers supporting one another.	Supportive administration

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
<p>The staff at my school are amazing and supportive. I would be long gone if it wasn't for the camaraderie.</p>	<p>The kids are awesome, getting to work in smaller groups as an IRT I can really get to connect with my students.</p>
<p>Collaboration with teachers. Common preps scheduled in.</p>	
<p>Staff climate - when teachers feel safe and supported, they bring everything to the table and want to staff in that school.</p>	<p>Students - although not every aspect of this is positive, this is why we have become teachers. We want to help students and we want to make a difference. If we were not overworked with impossible expectations, teachers can get back to doing what they love (teaching and supporting kids).</p>

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>Work family. The teachers and staff feel like a family.</p>	<p>The students: creating a classroom family</p>
<p>Strong administration that support their teachers.</p>	<p>Staff members that you can collaborate with for teaching ideas and sometimes just to have someone to talk to who understands what you are going through too.</p>
<p>Camaraderie of staff.</p>	<p>The salary isn't bad but still needs increases</p>
<p>My administration is incredibly caring and supportive. My colleagues are always there if I need advice and guidance. My staff genuinely cares about what we do and our students.</p>	<p>I love what I do and am passionate about supporting students as they grow and develop.</p>
<p>The students! They brighten my day. Seeing them grow is the best part of the job.</p>	<p>I do feel like I make a difference in the lives of my students.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.

10 years to retirement.

Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.

My colleagues who also work hard who are also mad that classroom teachers have x100 more work than others

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
<p>I work with a great staff. In general, teachers are hard-working and are supportive of each other. That's the only thing that gets us through the day.</p>	<p>I think we are well paid. Teachers will make over \$100K at the end of this contract. Often the complaint is that it isn't enough money for what we do. If we could make changes to the class sizes, compositions and working conditions, this would be more than enough money.</p>
<p>Great administration who try their best to help.</p>	<p>Fellow staff members who are there to try and pick up the slack from the government side</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Staff support and appreciation from administration.	Resources available and working (paper, art supplies, photocopier)
Teaching can be wonderful! When supports are in place, and needs are being met appropriately, teaching is by far one of the most rewarding careers.	It is one of the few careers where everyone is in the same situation. We understand one another and we "get it". Having the support of other colleagues is monumental in helping to make teaching such a pleasure to be a part of.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
The students that want to learn is the main reason that I am still a teacher.	Getting to work with a wide variety of culturally diverse students and families.
My-coworkers. The comradery is the only thing keeping me going. And the little 'moments' here and there.	

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>A competent staff in their subject area.</p>	<p>A staff that communicates/collaborates well with each other.</p>
<p>Interaction with students and staff.</p>	<p>Social Emotional Learning course and activities involved in the school.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.

Teachers and school staff put their heart and soul into their jobs. We put up with these high demands, because ultimately we love our students.

Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.

Connecting with families and having them entering our building to be part of our school community really increases community involvement and fosters wonderful working relationships.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.

Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.

When you are lucky enough to come across a school with IRTs who have the correct training (many in Labrador do not) and with enough IRTs, this can be a game changer to the school/work environment as a whole. When students are supported, both students and teachers can do their work in a more positive and effective way, and this contributes to a much more sustainable and enjoyable position.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
<p>For me, I do this work and stay in these challenging conditions because I love the work I do. I want to make a positive impact on students' lives. But to be honest. I would not choose this profession again with the existing challenges and working conditions as they are now. Something has to change.</p> <p>The work environment is very challenging.</p>	
<p>Support from the school level.</p>	<p>Positive rapport with colleagues.</p>
<p>Collaboration and overall relationship building.</p>	<p>Less paperwork.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Staff and students take pride in the building. It is clean and comfortable.	Staff are encouraging and helpful.
Trust.	Relationships with students, staff and admin.
Staff and colleagues.	Safety conditions of the building/grounds.

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>My co-workers are amazing and we support and help each other every day when things are tough.</p>	<p>My co-workers are very knowledgeable and we share information and the limited resources we have.</p>
<p>The teachers and staff at my school are wonderful and very supportive of each other. They work very hard and doing the best they can every day.</p>	<p>The students are amazing and it is a very rewarding profession.</p>
<p>The school administration team is supportive and encourages dialogue, diversity and creativity among their teachers.</p>	<p>Teachers support each other in their instruction. Resources are naturally shared, and grade levels plan well together.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
<p>A great staff and supportive administration. Our staff works great together in order to support one another and meet our students' needs. If I were to leave my school, I would miss the staff, including the administration, as much as the students.</p>	<p>We have a lot of extra-curricular activities and groups for students to join. I believe this helps contribute to a positive school environment despite the challenging behaviours.</p>
<p>A supportive administration team.</p>	<p>Good working environment with colleagues who support each other.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Strong and supportive administration team.	Flexibility and autonomy as a teacher in my classroom.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Nothing.	Nothing.
Having a teacher friend who gets the struggles of the job.	A strong administration team that has your back.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.

Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.

Working with strong teachers, knowing you can laugh with them and know they have your back.

Money is good and you having the summer to let it all go actually makes you look forward to a new school year.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
<p>My team at student services are very student centered but we also understand the value of teacher voice. When I deliver a PL or visit a classroom for student observation I am a firm believer in noticing the good that is happening in the classroom and in providing support where needed.</p>	<p>In a school a strong administrator can help to create a warm and welcoming environment where teachers feel valued, heard and appreciated. My last school had a very strong principal who ensured we all felt this way.</p>
<p>Very supportive administration!</p>	<p>Our school has access to the most current technology available in our classrooms.</p>
<p>Financial contribution is quite attractive for new and old teachers.</p>	

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
A good administration.	Students who are not violent and not working in an environment that negatively affects my mental health.
I think the few of us "old hands" here at our school have tried to step up and lead where needed but it's just not enough. We try and support the younger teachers as best we can.	NA

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
My colleagues. Finding a good school with a great staff who support you and get you through the bad days.	The students. We have amazing, fabulous kids who could someday do amazing things. However, I feel like we are failing them.
Knowing that I'm helping students learn and grow into kind and responsible citizens makes me want to continue teaching. It's the children that make me excited to come to school every day.	Being appreciated by my admin and receiving positive feedback and constructive feedback as well make a difference. Also, knowing that I can go to them with my concerns and they are willing to listen makes a huge difference.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Collaborative Staff.	The students.
Positive, supportive working environments.	
I love my job. I feel rewarded and I see the impact of my work daily.	My team is supportive and I know who my go to's are.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
The students.	Some of my fellow colleagues.
Positive and supportive administration.	Some supportive teachers on staff
I have a wonderful administration. They are very supportive where they can be. However, sometimes policies such as the assessment policies don't allow the flexibility to put things in place to avoid teacher burnout. I know teachers that are spending four-five hours making up three-four different copies of test and assignments because students miss them.	Being able to collaborate with other teachers. Again our administration will do everything possible to help give us this time.

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>Staff, could not get through this without supportive colleagues.</p>	<p>The students, they are a light when you're given an environment that promotes positive relationships.</p>
<p>Healthy administration.</p>	<p>Vacation.</p>
<p>Support from colleagues.</p>	<p>Lots of resources ... books, etc... not bodies.</p>
<p>Mindset of staff are similar and seem to get along, making for a positive work environment.</p>	<p>Community and parent support or the school. Open lines of communication.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
<p>Having other staff who feel the same so you can bounce ideas off of and express your concerns to.</p>	<p>The reading specialist role does not have homeroom. That adds more duty unfortunately so it's a double edge sword.</p>
<p>Fellow teachers: this is not the case with every staff, but with my current staff; they are the ones that help me get through a day. We all realize what a terrible situation our education system is currently going through, and we commiserate to get through it.</p>	<p>There are some benefits to being a full time teacher in NL, our insurance is somewhat descent.</p>

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>The schedule - Monday-Friday, holidays.</p>	<p>Contribution - the feeling you get from making a difference in the life of a child.</p>
<p>An administration that is supportive and recognizes their staff's contributions.</p>	<p>Feeling supported in terms of discipline issues in your classroom.</p>
<p>My current role is interesting and rewarding.</p>	<p>I am usually treated with respect by other educators and staff.</p>
<p>I enjoy working with the people on staff. We have a fantastic administration and school.</p>	<p>It's often rewarding (and challenging) to see students achieve success.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Holidays. Seriously the only reason I stay in this job is so that I can have the same holiday's as my children.	I really enjoy the people that I work with.
Student attitudes towards education are better than in many schools I've been in.	Parents are relatively understanding of difficulties faced by teachers in the school and work with them.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
<p>Most of my colleagues are very friendly and work hard. I enjoy helping them and supporting them. I like learning from them. I love seeing their success and hearing about things that didn't go well. My administrative partner is exceptional. "The students are first" is something previous administration constantly repeated. But there should not be a first or second when it comes to this. The staff inside the building are important and should not be relegated to second. There is only one thing that will keep young teachers in the system and that is a sense of belonging and that happens through communication and building relationships.</p>	
<p>Willingness of teaching staff to do what is necessary to make the school operational.</p>	<p>The location of the school.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Teachers are wonderful people! We adapt when needed and make do with very little. It's so meaningful to spend my days with such talented educators. Any time spent communicating or planning together is positive.	
The support of my close co-workers who make the best of what we are given.	

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
The connection that we have without students.	The relationships we have and the respect that we have for each other.
My IRT and SA team make my days enjoyable - we work well to keep things running smoothly.	I love my students and get so proud of them when they achieve outcomes!

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Support from the administration. Even though their hands are tied because district (now government) policies that are in place, my administration support me and have my back!	When you help students through problems and see an improvement in their academics.
Supportive co-workers.	Supportive administration.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
The children.	Colleagues.
Teachers supporting each other.	
None.	None

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.

Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.

I have two great grade level partners that collaborate well.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Colleagues and Administration supporting each other as teams, divisions and whole staff. Facing challenges and celebrating successes together.	The strong sense of community we have as a school. If a school does not come together to build its community spirit and support one another including all students and staff and accepting differences, respecting all.
I feel safe at my work environment.	I feel that my opinion counts.

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>Administration support for having autonomy in your classroom and for striving to do engaging and "out of the box" ideas. Administration support for dealing with difficult students and parents as well.</p>	<p>A positive school culture with students and staff. I feel this is also connected to a positive and strong administrative team.</p>
<p>My colleagues. The people I work with.</p>	<p>The kids. I teach because of the kids.</p>
<p>We have amazing administration who have our backs, shield us from unnecessary b.s. who trust us, do not micromanage, and consult with us, recognizing we have inside knowledge on students and school environment. I feel valued.</p>	<p>Our students are beautiful, they enjoy our efforts of building relationships, want to have positive experiences with us, enjoy a good laugh, appreciate our efforts to offer them variety and fun.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Very supportive administration at the school - however, administration is so busy that they also need support!	Great working relationships with colleagues and positive students.
My colleagues. My colleagues are amazingly supportive and are there to support you when you break down. Only other teachers know the demands that are placed upon you and they have your back.	Our ability to pull ourselves together and be social by planning get always just for our staff so we can relax. We have a wonderful social committee, it definitely helps our mental health.

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>Encouraging teachers to participate in activities which they find make a connection with the students. I enjoy travel in order to discover new locations and to show parts of the world to students who have often never been outside their own communities. It is a little complicated to organize through the school system, however, with encouragement from the Department, it would be easier and more educational to show the world to students.</p>	<p>Encouraging students to participate in community-related activities which help in the local communities. Fund raising for local non=profits and charities, as well as community functions, show youth how they can make a difference to the world around them.</p>
<p>Good salary when you have reached the highest level of certification.</p>	<p>N/A</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Great staff.	Communication with others.
Having a supportive and communicative administrative team.	Camaraderie and support amongst staff members, when you're lucky.

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>Teacher work schedule.</p>	<p>Rewarding that there is a sense of hope from the students. Watching the students grow and learn is a reward in itself.</p>
<p>Positive, reliable and consistent administration at our school do everything they can within their capacity to support students and teachers. We are blessed at our school in this area.</p>	<p>Our staff are tenacious, positive and selfless.</p>
<p>The experienced teachers who still want to do their best, learn new things, and work hard to teach to the best of their abilities despite the challenges.</p>	<p>The ability to praise the good work we see happening in our school.</p>
<p>The staff. They are collaborative and supportive.</p>	<p>Positive parent involvement and volunteering.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Hard, devoted working staff who put the needs of their students ahead of anything else.	Teachers and staff are willing to jump in when someone needs help.
Our union is trying their best to support their teachers by financially supporting professional development through their special interest councils.	If a teacher is going through personal trauma or sickness, the staffs rally around them to help support them in their time of need.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Supportive staff who work well together.	Supportive administration.
Working with students in and of itself is rewarding.	My colleagues are awesome for the most part.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
<p>I love my job and I am lucky to work with some amazing like-minded people who love to learn and work with children. I feel a large amount of respect among my colleagues.</p>	<p>I feel like we are a supporting staff to each other and individually, we have a beautiful staff who all work to help children in the school. There is a genuine care and concern for each student. We still have many original staff members and that says a lot. Teachers who left did so to better themselves.</p>
<p>The student who you help daily.</p>	<p>Collaboration between our staff.</p>

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>My staff is collaborative and positive.</p>	<p>My support team is strong and very helpful.</p>
<p>Supportive administrators.</p>	<p>Supportive staff and collaborations.</p>
<p>Providing a healthy work-life balance is essential for retaining teachers. Schools that prioritize flexible scheduling, reasonable workloads, and supportive policies for parental leave, personal time, and professional development help teachers maintain a sustainable balance between their professional responsibilities and personal lives. When teachers feel supported in achieving a healthy work-life balance, they are more likely to remain in their positions for the long term.</p>	<p>Providing ongoing opportunities for professional growth and development is crucial for teacher retention. When teachers have access to professional learning, training sessions, and resources that enhance their skills and knowledge, they are more likely to feel valued and invested in their careers.</p>
<p>The children are my positive. Working with the children keeps me going.</p>	<p>Nothing else.... Younger teachers are constantly complaining, staff room is toxic, teachers are attacking teachers, I am left doing others works as they refuse.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
The community feeling within my school with the other teachers. We are there to help and support each other.	When I feel the administration is there to support, encourage, and respect me as the highly-educated, experienced teacher that I am and do not make me feel micro-managed.
Co-workers.	Some students (lower percentage than when i began teaching).

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
<p>Supportive administration: an administrator who has spent their career teaching and is visible during the school day will retain staff. They understand the issues that teachers experience only when they have spent time in the trenches, so to speak.</p> <p>They must deal with discipline issues amongst students in a firm manner and always make staff feel supported.</p>	<p>Supportive senior teaching staff that mentors beginning teachers.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
My staff is a big part of my environment. I value my co-workers and want to spend time with them.	For the most part, my students are a huge plus in my workday.
I have supportive administrators.	I'm included in problem solving.
Effective leadership. Leaders who have a spine and take action/make tough decisions when necessary.	Protection of teachers. No one wants to be a public punching bag.

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>The current staff at my school seem to get along well and I haven't felt left out of anything that is going on at the school. It is a very pleasant environment to work in being a new Teacher.</p>	<p>My current School is a pleasant and inviting place to work and the children are very nice overall. I can see why people want to spend their careers there.</p>
<p>My colleagues support.</p>	<p>We have resources.</p>
<p>Strong leadership within the schools - which I am lucky to have.</p>	<p>Positive school environment.</p>
<p>Most staff that I am working with want to be there and help the students- are welcoming and supportive- but the struggles teachers are facing now and the challenges faced are making it harder for these teachers to stay.</p>	

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.

Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.

We are very open and honest with all individuals who come to our school. We share our individual teaching philosophies and experiences with them so that they are able to consider options that become available.

At our school, we are very welcoming to all who enter the building. It is important for staff members, substitutes, etc. to feel like they are part of a staff. We include them on staffroom talk and personal conversations so that we can make meaningful connections with them. This allows them to understand that they have a voice.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Collaboration and support among grade level teachers and school administration.	Positive work environment throughout the school.
Staff supporting each other - teamwork.	Focus on positive achievements.
A very collaborative staff. We love each other like family and we support one another.	A staff who is always eager to learn and grow.

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>Sharing learning experiences with students and learning cultures from around the world.</p>	<p>Supportive, encouraging and inspirational professional teachers/admin especially respectful with substitute teachers treating them with equity.</p>
<p>Our school is smaller and have manageable class sizes.</p>	
<p>Small school.</p>	<p>New school.</p>
<p>In my school, colleagues are willing to collaborate, share resources and offer help on anything. This helps me get up and go to work every day.</p>	<p>In my school, substitute teachers are welcomed and made to feel a part of the staff.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.

Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.

Many of the people I work with at the school are the most caring, supportive and outstanding individuals.

The students and the positive impact that you do have is very rewarding.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
<p>There is a reasonable workload at my current position and I believe this is the main reason why teachers like to work here. Class size is small here, there are few safety concerns here, and students are generally hard working, despite their academic deficits.</p>	<p>Good relationships amongst staff, students, and families is also another important reason why teachers like to work here. Students and families are generally very respectful and this makes teachers feel valued.</p>
<p>Smaller class sizes.</p>	<p>Positive staff relationships with students and colleagues.</p>

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>The first aspect is that teaching as a profession typically attracts good people - every school staff I have worked on has been wonderful.</p>	<p>The support from my administration at most of the schools at which I've taught.</p>
<p>Making connections with students who care.</p>	<p>For me, luckily, I am able to coach sports that I love and connect with students through that avenue.</p>
<p>Unsure.</p>	<p>Unsure</p>
<p>I love working with students. I love the connection and relationship you have when there is time to develop this.</p>	<p>When there is a good positive relationship with your colleagues makes all the difference in the world. Unfortunately, everybody is so busy that the camaraderie on staff has been depleted.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
My teacher colleagues are amazing at my school. I feel very welcomed and supported. I feel comfortable asking my colleagues any questions about teaching ideas or issues.	My VP is very understanding and is very good with getting subs last minute and is able to diffuse situations. I feel comfortable going to her office to ask her anything.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Our staff are generally supportive of one another.	Getting involved with activities of interest such as student groups.
A cohesive staff that works together to solve issues that come up.	
Administration support and trust.	Peer support from other educators (physically, emotionally, etc.).

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>I have a supportive administration team - this is vital.</p>	<p>I have a work family that supports me and my family</p>
<p>I enjoy the rapport that you develop with the students over the year.</p>	<p>I have many great colleagues that go above and beyond for the students each and every day and are great to work with. Just wondering how long they will last.</p>
<p>Having the same schedule as my kids, rather than shift work, allows me to spend more time with my own children, which is very important to me and one of the main reasons I continue to teach.</p>	<p>The students are sweet and loving and their innocence and desire to learn keep me going.</p>
<p>I feel that our school environment is very inclusive and welcoming.</p>	<p>A very supportive staff.</p>

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>A livable salary.</p>	<p>The satisfaction of having a positive impact on students.</p>
<p>Increased pay.</p>	<p>Permanency.</p>
<p>When there is subsequent time for preparing for class.</p>	<p>Teacher appreciation days/gifts.</p>
<p>Mentoring and supporting new teachers.</p>	<p>Have social events and have new teachers have a sense of belonging.</p>
<p>The salary is livable.</p>	<p>You do make a difference in the lives of many children.</p>
<p>Love of working with children.</p>	<p>Time off during summer so we can recharge.</p>
<p>Team approach to learning/engagement.</p>	<p>Student-centered but appreciation for staff as well.</p>

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>A supportive staff environment being provided from existing teachers for new teachers.</p>	<p>New, young teachers bringing new ideas and enthusiasm.</p>
<p>A pension is a strong contributor.</p>	<p>Better than most holiday schedule.</p>
<p>Interaction with colleagues, however not always time during the work day to collaborate.</p>	
<p>Respectful and involved administration.</p>	<p>Coworkers are very professional.</p>
<p>Salary.</p>	

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
My administrative team at a school level are strong.	My coworkers band together to console one another after severe incidents of violence and trauma that occur daily in our school.
Good co-workers that are in this mess with us. At least we have each other for sounding boards and others who can understand what we are going through.	I feel like our salary is good.
Fantastic Staff....very respectful of each other.	Supportive admin.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
We have a wonderful, caring staff who constantly helps others. It is the people around me, who support me, that I am able to come to work. I love my students, but this is not a job you can do alone.	Health benefits are good and a well-funded retirement plan.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Supportive administration-essential.	Supportive teachers- we are friends and take care of each other when needed.
Teachers I work with support each other.	Administration is supportive.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
<p>With the current salary increase in the new collective agreement our salary became competitive with other provinces. We need to work on ensuring that working conditions are comparable to other provinces as well.</p>	

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>My co-workers. We are all in same boat and can support each other.</p>	<p>Students. The reason I became a teacher - to make a difference.</p>
<p>Honestly I'm not sure there is much I can say that is positive other than the teachers support each other as best we can in this failing system. This is the only positive in my work environment.</p>	
<p>Fellow teachers.</p>	
<p>I love my grade level partners! They are a great group of people and we try to support one another as much as possible!</p> <p>Offer inner city teachers a bonus, like they do for northern or isolated teachers!</p>	<p>I love teaching! I have always wanted to be in a school where I know I can make a difference! Having a positive attitude toward teaching and learning is essential!</p> <p>I don't have anything to say here! I know if things don't improve soon we are going to lose a lot of great teachers!</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Strong administrative leadership that promotes a team environment and mutual respect.	Open and productive strategy sessions among colleagues to discuss struggling students.
I have made supportive relationships with my grade level partners and have a team to help me get through the day.	Leadership is supportive for the most part and understand my struggles.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
My co-workers are amazing and are part of the reason why I stay at that school.	I love the students!
Most students and teachers are a pleasure to work with. The community feel of a school is important. I feel that we have gotten away from this in the current corporate model of education. Teaching students is a vocation. The value is in seeing them succeed.	Having a supportive staff is key. If staff are happy, they are willing to be supportive to all stakeholders.

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>Colleagues. Although this may be variable, having a good group of colleagues to collaborate with are a positive force in the work environment.</p>	<p>Students. For the most part, the classes and students within them are the highlight of the work environment. I often feel that I cannot do enough for my students because of the more negative aspects of the work environment, but I feel most teachers stay because they really do want to work with students and make the school a good place for them, despite the challenges.</p>
<p>Working with others that are there to support and encourage each other day in and day out.</p>	<p>The love of children and seeing children accomplish goals.</p>
<p>Supportive colleagues.</p>	
<p>Good working relationship with regular staff.</p>	<p>Usually teachers leave good daily plans for subs.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
When I get to leave school.	Snow days because if I'm not at work I won't experience abuse.
The only positive thing I have is the progress I see students make, and the smiles on their faces. That is what keeps me in the career. I do not feel anything else is a positive of teaching, and the students are probably the only thing that will retain teachers, which is unfair.	See above

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Great colleagues that you can laugh with.	Fun activities being offered by our social committee.
The group of colleagues that I work with is a wonderful and supportive group of teachers.	
Staff connections: We find the time to gather together during the day when we can to have a laugh and to share in the struggles. During break times the staffroom will be full.	Having each other's back: Staff is always available to provide a listening ear and to offer support. Teachers are readily available to help and support neighbouring classroom teachers when issues arise.

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>Positive impact that teachers have on students' lives. Teachers change students' lives. Promote teachers change lives NLTA commercials. Although there are always teachers with negative experiences, promote the positive feeling that teachers have with making a difference.</p>	<p>Although you need to work within the curriculum, teachers do have considerable autonomy. School can be enjoyable for the student and the teacher. Most teachers are proud of their classroom.</p>
<p>We have excellent staff and community engagement! We talk to each other daily. We engage in conversations and PL that better everyone and we share new things all the time! We have an amazing staff that never just focus on individual needs but the needs of the whole school family! We have excellent Team work!</p>	<p>We partake in professional learning together we do staff engagement projects and we take a time out where we all get together and just talk about how we're doing! that might include a social supper or an activity where We learn a new skills that we can bring into our classroom like yoga or meditation!</p>
<p>I am fortunate to be part of a staff that has like-minded individuals that are willing to learn and execute the latest research and learning styles that have been proven to work for students. However, we are all very tired and frustrated with a lack of support being provided from the top down, especially from our newly formed NL schools, we are shown little support or autonomy from department personnel and it becomes more apparent every day.</p>	

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.

Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.

I'm in a great school with great students. Honestly - I'm here because I love my job so much - so I've had to be okay with just dealing with the issues. I'm lucky to have landed at a school where I feel comfortable but there are still issues. I've been at other schools where I would probably have left.

This is a difficult thing to answer. Even though I love my job, I'm very defeated and it's hard to see the positive. That makes me sad.

The good supportive teachers around me.

Supportive administration that listen to and address our concerns.

Sick leave is available.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Positive school environments.	Open and positive admin.
Supportive, conscientious colleagues.	Seeing students succeed is incredibly rewarding.
Staff try their best and we support each other.	
I feel that our current administration strive to highlight individual accomplishments which make teachers feel valued in their workplace.	Seeing students succeed makes the work worthwhile.

<p>First aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>
<p>Supportive administration who acknowledge challenges.</p>	<p>Co-workers who are understanding and provide a listening ear.</p>
<p>A wonderful staff!</p>	<p>Collaboration among colleagues.</p>
<p>My staff is generally positive, Teachers share resources, collaborate and support each other. They genuinely care about students well-being (emotional and physical) and academic progress. They coordinate events to ensure student and staff positivity and well-being.</p>	<p>Supportive administration who values teacher wellness, a positive environment and workload.</p>
<p>Prep time with grade level partners to discuss planning and intervention/student support options.</p>	<p>Prep time to plan lessons... I get 5 half hours in 7 days. However in that 30 minutes, I have to bring my students to class and pick them up resulting in only about 25 min. Also, there is duty to be completed by teachers which further cuts into time for planning during the day. I have duty 3 out of 7 lunches (leaving 15 min for the washroom and eating) plus recess and morning duty.</p>

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.

Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.

Absolutely the structure of the year whereby you get all weekends, holidays, and summer off. That is attractive to many.

When morale is good in a school, there is an attractive social aspect to the job and many opportunities for socialization with colleagues and students alike.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
Very supportive administration.	Two stream school, provides support for new teachers as they have a mentor, and many colleagues to use as resources for information, tips and survival skills.
Supportive administration.	Supportive team members.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
The feeling of accomplishment. The feeling you get when you know a student is learning and is engaged.	Teachers support one another. They are collaborative and work together. You feel like you have a support network within your school environment.
The staff do their best to support each other. Often it is only just a quick check in or chat but it helps give a sense of community.	Newer school building. Nice physical surroundings help to make the day a little more bearable.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
When I feel like I have helped a student be successful in an area they have been struggling with.	When I feel supported by IRT teacher, my admin and other teachers.
Staff Collaborative Opportunities.	Most of the teachers feel the same way regarding the system. We all have our personal priorities be all agree the system needs to change and we all want to be a part of that change.
Our school has an incredibly close staff that are fun and love working here, this is the number one reason teachers stay at our school.	People are encouraged to take part in extracurriculars and it is a team effort.
The students.	The love of what we are doing.

First aspect of your work environment that is positive and you feel contribute to the retention of teachers.	Second aspect of your work environment that is positive and you feel contribute to the retention of teachers.
N/A.	N/A
For me, I appreciate the predictable and family friendly work hours.	I appreciate the safe building and work space or classroom.

<p>Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.</p>
<p>Many activities within the school to connect with students and their families.</p>	<p>I love teaching. I enjoy showing students a new concept and watching them be able to apply it. I enjoy collaborating with other teachers (when time and supports allow) to create engaging lessons that students will enjoy. I feel that as each year passes, the parts of teaching that I love are being taken away. We are expected to do more with less and eventually there will be nothing left.</p>
<p>Day to day interactions with most of your classes and students.</p>	<p>Seeing a student's eyes brighten up when something finally clicks, or they make a connection to their life, or they find me to tell me a story about something we've discussed in science that they encountered outside the classroom. Relationships I have built with my colleagues, and my students.</p>

Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.	16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.
<p>I do enjoy meeting other professionals at different school settings. It makes my day interesting and I do learn a lot by collaborating with other professionals.</p>	

<p>Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.</p>
	<p>When a student tells me that I really helped them out or they really enjoyed what i taught that day, lifts my spirits especially when it's a hard day. I love teaching, and I don't want to do anything else for my career.</p>
<p>This is not in my work environment but I have seen them work in school work environments. Clear communication of opportunities for professional learning, growth and more.</p>	<p>Being a teacher is not a job, it is a part of who I am.</p>
<p>Good environment.</p>	<p>Helping students achieve their goals.</p>

Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.	16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.
Nothing.	I love working with students. I love seeing them succeed. I love building a rapport with my students and learning about them. Sadly this is less and less of my job!
Supportive Administration.	I love helping student learn and grow and collaborating with colleagues to try new things to reach each students fullest potential.
	When a student is able to improve in their abilities and make progress in their learning.

Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.	16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.
None.	I enjoy seeing their faces and seeing the ahh moment when they learn something.
None.	I thrive when I am with students in need who feel safe and cared for due to the relationships I have built up with them over time.

Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.	16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.
	The feeling of knowing that you were able help a student, by supporting them when they needed it, and helping to improve the quality of their life.
	I enjoy students saying thank you for your help.
Meaningful PL.	Positive relationships with students and families, and celebrating student progress.

Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.	16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.
Pay, benefits and summers off are major bonuses.	Getting to connect with students in small groups as an IRT is something I enjoy. Seeing growth over years is awesome.
	Working with young people makes me enjoy my job. Seeing the light bulbs come on makes it worthwhile.
Supportive Administration - When administration are supportive, you want to stay. Although the increasing demands on our administrators is often leaving them unable to do this. They need help as well.	Supporting kids. When you have the ability to teach and connect, that is what is rewarding. I am proud of the work I have done with students and families.

<p>Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.</p>
<p>NA</p>	<p>I love seeing the students' faces light up when they do well on a project. I love how the students are excited to tell me about good things that are happening in their live. I also love how students feel like they can come to me with their problems and I'm someone they feel that they can trust.</p>
<p>Supportive parents and seeing the progress that students are making. The knowledge that what you are doing really does make a difference.</p>	<p>Knowing the difference I make in a child's life.</p>
<p>Summers off. It's the only perk we get.</p>	
<p>I feel like I can impact some positive change.</p>	<p>I've had former students reach out to tell me the impact I've had in their lives.</p>
<p>There is always something new to learn/try. Teachers are always growing and getting better. That is very motivating.</p>	<p>I am able to support students and their families.</p>

<p>Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.</p>
<p>I don't know.</p>	<p>I did my best today with the limits that my employer has put on me.</p>

<p>Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.</p>
<p>Student success! In general, my students do well. They learn to read, they learn to speak French and they see the value of school. I usually have supportive parents who appreciate the efforts I make for their children.</p>	<p>I love the look in their eyes when they know they have learned something. The joy I see when they do a happy dance because they can now do something they couldn't before. The wonder I see when we do science or play outdoors. A high five at a job well done. The pictures they draw of them and me together. The confidence that builds. It's the best job in the world. But we are drowning in political correctness and fear of bad press. We need to put teachers in classrooms without fear of violence, of being posted on the internet, of emails that question our judgement and professionalism. Teachers in classrooms to help make joyful, confident, curious children.</p>
<p>Helping students.</p>	<p>Helping students, and knowing that you created a positive impact for them and their family. Having parents or family members reach out to thank you.</p>

<p>Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.</p>
	<p>Connections made with students. The glimmer of joy when you feel appreciated and valued.</p>
<p>Every year is a whole new chapter. It's a different group of children and a brand new set of families. It's getting to know everyone again and enjoying learning together. It's experiencing challenges and excitement with a whole new family every year. We just want to be supported an safe. We want that for ourselves and our children!</p>	<p>I truly love teaching. Your classroom becomes you home away from home. Doing things that excites your students, and watching them learn and grow together helps you feel like you've done something right. You've left an impact on someone. As a kindergarten teacher, I'm the first teacher for my students. They remember you. We have such an influence over them. We set them on their path, and we help create their story from the beginning. Please allow us to ensure that story is a happy and safe one.</p>

<p>Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.</p>
<p>The fact that school is a safe haven for some students and that they hate for weekends or the break to come. They need us.</p>	<p>Seeing how far some students come and how proud they are of themselves. I am proud to be a part of that. I had a EAL student thank me for teaching them how to read one year and those are the kind of reasons that make me want to continue teaching.</p>
	<p>When I run into a former student and they share a memory with me that makes them smile...or tell me how much they enjoyed being in my class...that makes me proud. It feels good to know that you made an impact, no matter the size. I simply enjoy being able to actually teach and connect with my students...to have fun with my students and see them having fun while learning.</p>

Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.	16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.
A staff that is willing to help each other to deal with the day to day challenges.	I feel competent delivering the curriculum to students and comfortable communicating with students.
Fun, outside curriculum, activities with students.	Love when I am able to make a student, teacher smile.

<p>Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.</p>
<p>Working with consistent colleagues year after year allows for the building of great work relationships, and can ease the burdens in many cases. When my grade level colleagues remain the same for multiple years, it has a much more positive impact than when new substitutes and replacements are constantly circulating through.</p>	<p>I love making connections with my students and my families. These positive connections are sometimes the only reason I continue to do what I do. I still love showing up for my students.</p>

<p>Third aspect of your work environment that is positive and you feel contribute to the retention of teachers.</p>	<p>16. Please briefly describe something that makes you proud to be a teacher or something that you enjoy about being a teacher.</p>
	<p>Though it is hard to try and focus on the small wins, and not just the bigger picture, I am lucky that I get to see individual students and watch their growth. The most rewarding is working with a student and providing them with a skill... then seeing them in their classroom being allowed and able to use this skill to engage and participate in the classroom.</p>