

BPS Faculty Feedback

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Beth Benoit-Davis School Principal
Rob Ackerman-Lane School Principal
Kevin Tracey-JGMS Principal
Heather Galante-BHS Principal

AGENDA

- Introductions
 - Opportunities for Feedback
 - General & Consistent Themes
 - Main Areas of Focus
 - Educator Voices
 - What Has Helped?
 - Q&A
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Opportunities for Faculty Feedback

- Reopening Surveys
- Reopening Team Meetings
- School Council Meetings
- BEA/Administrative Meetings
- Faculty and Department Meetings
- Leadership meetings
- Building Walks
- Emails, phone calls, emails, texts
- General Availability of Administrative Teams



Areas of Feedback & General Themes

- Health & Safety
 - Teaching and Learning
 - Staff Expectations and Workload
 - Faculty/Staff Self Care & Wellness
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Consistent Patterns or Themes

- Concern and fear for the emotional and physical health and well-being of students and staff- anxiety, loss of sleep, exhaustion.
- Recognition of tireless commitment and professionalism of staff.
- Recognition of challenges and the reality of teaching and learning in this model with fidelity and the impact it is having on learning.
- Concerns regarding time and one's ability to "keep up", "turn off" or sustain. In giving student feedback and communication. "This is taking its toll"
- Staff concerns around not "doing good enough".

Other Top Concerns

- Cohort expansion concerns, staff input and exhaustive and exhausting process
- Student impact- Loss of learning, emotional and social negative impacts
- Impact on instruction, student engagement
- Teacher/Student Fatigue and Burnout
- Increased workload- not doing a good enough job versus an inability to balance/catch-up
- Frequency of assessments and reliability/validity of data for progress monitoring given the remote/hybrid/one-school model.

Health and Safety



Majority
Staff Feel
Safe

But....#1 Staff
Concern:

Contracting
Covid

Health & Safety

- Faculty and Staff have an increased concern about contracting Covid
- Worried about exposure and keeping family members safe
- Ongoing challenges with 6 ft distancing (especially at Elementary)
- Majority of faculty and staff feel safe at school with the current safety protocols in place and are thankful for the careful planning

Staff/Faculty Expectations and Workload



Workload

- Significant increase relative to past years
- All models require more work
- Planning is challenging
- Unable to collaborate with colleagues informally to share best practices
- Differentiating based on the needs of students takes time
- Feel like a new teacher all over again-trying so hard, but experiencing sense of failure

Faculty/Staff Self Care & Wellness



Faculty/Staff Self Care & Wellness

- Majority of staff feel an increase in stress
- Headaches, trouble sleeping, fatigue, and anxiety.
- Worried about their own and families' health and safety and their students health both physical and emotional
- Absences and coverage issues adds an additional challenge this year

What Has Helped?



What has Helped?

- Clear Communication
- Colleague and Building Administrator Support
- Common Prep and Planning Time
- General Feeling of “We are all in this together”
- Appreciation and Understanding from Families and Students

Educator Voices

"Teachers' physical and mental wellbeing is as important as students. We are doing so much behind-the-scenes work that people don't see."

"While education is very important, health and safety should be the number one priority right now. Sometimes it seems that the health (physically, and mentally/emotionally) of students and staff doesn't matter, and the focus is solely on getting more kids back in the school building."

"Our plates are beyond full and we are all doing the best we can. Asking us to do more when our plates are overflowing will cause something/someone to suffer or lose out. In many cases it's our own mental health and our families, which the school committee will never see, but they should be aware that the "more" always comes at a cost."

Educator Voices

"It is truly all hands on deck and we are working more and different than ever before. Staff and students have been incredibly patient and kind. Unfortunately, despite all of our efforts, it feels like it's just not enough. As someone who really wants to do the best for all kids, this can be demoralizing."

"The faculty and the students are drained. I am so proud and blown away by the level of accomplishment we have been able to demonstrate. While test scores may drop, attendance has been tricky, etc... I find I have to remind myself, my students and their parents that we are surviving a pandemic. Being held to the same level of excellence just isn't possible and if anything, we are redefining what excellence is in the form of resiliency. This has been hard on a lot of students who expect perfection from themselves. Any opportunity we have to take a break or breath (i.e. snow days) is so appreciated."

Educator Voices

“Everyone in the buildings, administration, teachers, specialists, support staff, lunch staff, custodial staff are working incredibly hard to support families and educate students through a global crisis. I’ve watched the school committee meetings and heard about the concerns of the number of students in a building. I’ve heard the discussion of comparisons to other towns, but I have not heard discussions about what we are doing that other districts aren’t. Are other districts providing monthly bags with supplies for remote learning to students as we are? Are other districts providing the same amount of quality live instruction that we are while adhering to the district curriculum? Please recognize the time, energy, effort and resources that goes into what we are doing for students. Please know that we want students in the building, but we want to do it safely. I’m thrilled to have more Kindergarten students coming back but it makes me nervous to go beyond the 6 feet. Please do not let this decision be made by people who are not working in the classrooms right now. Please let us be the experts on our jobs and kids, that you have hired us to be.”



Thank You

Q&A

