

SURVEY COMMENTS

Any Comments on your original preference/selection and the actual method to which you were assigned.

POSITION	COMMENT
Elementary School Teacher	LaunchED to F2F
Elementary School Teacher	I was transferred to a new school without my approval.
Elementary School Teacher	I am doing what I asked but I don't feel trusted that I am doing my best at it. The District does not seem to trust that LaunchEd can be done.
Middle School Teacher	Virtual
Elementary School Teacher	I picked NA due to starting online, being switched to hybrid, changing grades, continuing with hybrid, switching to full online, and then finally switching to face-to-face.
Elementary School Teacher	Launch ed was a total failure. Way too hard to expect average students to pass and way too many rules from admin. Such as you can teach the main standard more than 20 minutes because we have to MoveOn and you can't call out a child's name who didn't pass to work with them one on one because of privacy issues a lot of red tape a lot of nonsense.
Elementary School Teacher	Teachers that are the only teacher of that subject had no choice. We had to come back Face to Face.
Elementary School Teacher	VPK was only F2F. Our classes are getting too full. At first it was manageable, 12, now I'm at 15 and new students are arriving weekly this semester. Our classroom is small.
Middle School Teacher	I selected LaunchEd and was called and asked to be F2F. I agreed with the condition/understanding that I would have smaller class sizes than a normal school year. I've had 20+ in most of my periods since 1st quarter.
Middle School Teacher	My administrator tried. I have Ada, I was teaching my preference LunchEd@ Home, but the district forced me to go back. They have called the attention to my administrators. They were trying to protect my health and my daughter health that is at risk. The district will force me to be in my room just with one student. I am doing the best as I can with Hybrid .

Elementary School Teacher	My principal is doing everything she can to help the staff, but due to being young and inexperienced, I feel like the district is bullying her into making decisions she would not make on her own.
Middle School Teacher	Started with ADA accommodations and was all at home until October. Now I have 1 launch class and 5 hybrid. One class has 29 kids in it. It's difficult to manage 29 kids in a hybrid class
Middle School Teacher	This year has affected my mental and physical health with no support or compassion from the district.
Middle School Teacher	For Quarter 1, I was granted my choice of LaunchEd at Home. That ended at the start of Quarter 2 and now all of my classes are hybrid.
Elementary School Teacher	I chose launchEd because not only is my Masters is on e-Learning, but my son was struggling with LaunchEd. I would have been able to help him, but had to send him to F2F.
Middle School Teacher	ADA accommodation is not being honored and I am teaching students face to face. My class sizes keep increasing, they have me teaching two separate courses simultaneously (I was never asked about this just told), and I'm completely overwhelmed. I feel as if I cannot effectively perform my job duties this year.
Elementary School Teacher	I asked to do only launchEd. But I was told to return in January
Middle School Teacher	I was given ADA accommodations and have been teaching launchED at home. Recently I was contacted asking my comfort level with coming back to the classroom due to the number of students that returned f2f and in person classes being overcrowded. I said I was not comfortable at all. I received an additional email stating they want me to be comfortable, but they really need me since the majority of students are now f2f. I have not responded to that email and just keep going about my business of teaching launchED at home. Another teacher in my school had ADA and received the same message, she felt compelled to return for fear of not being asked back next year.
Elementary School Teacher	Initially my preference was launchEd and I was placed that way, but now I am hybrid with 4 students in my classroom. I believe it was possible to keep me as launchEd but our interim admin did not choose to honor my request. I believe it was because they needed to move a behavior problem out of a f2f class and I had the lowest numbers and less kids f2f. I also believe they did not want to continue to make class changes because "it's a lot of work"
Elementary School Teacher	I was assigned LaunchEd at school during preplanning, then found out by text from a work friend that I was moved to hybrid w/o being consulted. I ended up moving to another class, also hybrid,

	during preplanning but I thought it would be a better fit and I was given a choice. My first choice was face-to-face.
CTE Teacher	Can't even get FMLA processed and my mother has been very ill. Admin is not trying to work with me and has been argumentative about my needing time for her appointments and care.
Middle School Teacher	I teach the method I asked but I ask had to get ADA. I am constantly worried this will change due to numbers of students returning. The school always tells teachers last second if they are returning as well, never in advance, so I'm always worrying.
Elementary School Teacher	I have 22 students in the classroom during a pandemic when in regular years I have had 18 or 19 for many years. In addition, there are 17 males and only 5 female students with no social distancing.
Psychologist	My job category was not given any choice we are all 100% face to face with no work from home even for report writing
Elementary School Teacher	Whatever parents chose is what we're forced to teach.
Elementary School Teacher	I asked to remain launch Ed for 2nd quarter and was not granted that option.
High School Teacher	Requested virtual, was instantly denied
High School Teacher	I was told since I am the only person who teaches a certain class at my worksite, I had to teach all modalities.
High School Teacher	I feel trapped, forced to work in unsafe conditions. NO ONE that I know received original preference/selection, because the district never intended us to have a choice. We do not have the staff to allow everyone who wanted to stay home, to do so. Because there are still warm bodies of students coming to school that also have to be taught. The district knew teachers would be teaching two groups at once, they just didn't tell us.
Middle School Teacher	I need to work from home due to medical issues, but it's so difficult to get support to do so.
Elementary School Teacher	I was Assigned online but then of course that changed because of parent choice rather than safety.
High School Teacher	I was already working for OCVS when the pandemic started. I work for the credit recovery program which requires me to be out in schools during this horrible pandemic unfortunately.
Guidance Counselor	I was approved for ADA accommodations but all counselors were told we had to be on campus full time
High School Teacher	I receive very little timely communication from my administration as related to teaching assignments and room changes.

Elementary School Teacher	Specials teachers did not have much of a choice. We had to return face to face or transfer.
Middle School Teacher	I did receive my preference at the beginning of the year. However ALL teachers were required to return f2f in January. Most are teaching hybrid classes all day. It is exhausting!
High School Teacher	I requested LaunchEd but was assigned F2F, citing that I am the only teacher of my subject. Yet two other teachers in my department alone, also the only teachers of their subject, were granted LaunchEd due to age or increased risk.
Elementary School Teacher	I started launched@home which is what I selected. In October I had to report to school for the hybrid model. I currently have 13 f2f and 7 launched.
Middle School Teacher	Preferential treatment is given for their selection.
Middle School Teacher	I was originally LaunchEd at home, but was informed in October that I would be recalled to school to teach hybrid (virtual and face to face at the same time). However, I am on leave through FMLA until February 4th.
Psychologist	Several members of psych dept asked if we could discuss options for hybrid work model to reduce exposure - designated school service/testing days and designated remote work days - this option could not be discussed for those interested. We also have employees who qualified for ADA accommodations then told they must work in buildings full time with no accommodations.
Middle School Teacher	After the start of the year I wish I had been offered the opportunity to change my preference but understand what a scheduling nightmare that would create.
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Middle School Teacher	I hoped to teach from home. Face to face numbers did not support that after Q 1. I am having to take leave without pay until a vaccine makes it safe to return.
High School Teacher	Teaching both is a nightmare on multiple levels. The district was not prepared and even though I understand there are unprecedented challenges in place, the district has failed all of us. I don't understand why we couldn't have had a schedule of alternating F2F and LaunchEd. Teaching them at the same time is not working model.
High School Teacher	Preferring (by contract) to complete that survey during work hours from school, the survey was closed on the 1st day of preplanning and I was not able to choose a preference...but I notified my admin promptly with my preference for Launch-Ed from

	home...denied. In fact, they ensured that I would be the only teacher of my course and thus guaranteeing I would be denied (previously 3 teachers of the course, down to just me this year).
Elementary School Teacher	I requested virtual, but with the number of students returning f2f, we were told that we had to have students in the classroom.
Elementary School Teacher	I requested virtual, but with the number of students returning f2f, we were told that we had to have students in the classroom.
Elementary School Teacher	I was approved for ADA accommodation for work at home but have been teaching both face-to-face and launched all year. I strongly believe that all of us granted ADA accommodations who have been forced back should have already gotten the vaccine. 65+ already had access to vaccine so Sunday event was repetitive. Seems to me if district acknowledges my need for at home work, and refuses to grant it, then the governor (who kept saying in press conferences that teachers have a choice) is responsible by not allowing us to get the vaccine.
High School Teacher	LaunchEd with an ADA accommodation. Admin, rather than let me teach remotely when quarter 1 was ending; they dissolved my classes and I had to take a leave of absence
Middle School Teacher	Hybrid does not work!! It's exhausting. I teach 166 students and I am constantly hounded about data and the school grade.
High School Teacher	I asked for first preference LaunchEd@Home due to having an over 70 parent living at my home. I was given Face2Face with simultaneous distance learning instruction.
High School Teacher	My preference was for launched at home, which I did for the first quarter. After that I was told to do blended for the rest of the year.
High School Teacher	None of our teachers got to keep ADA accommodations and work from home, too many parents chose face to face.
Middle School Teacher	Impossible to teach my content 100% virtually.
High School Teacher	I basically had no choice. Although I have ADA exemption as high risk, the only option I had was to teach a hybrid class of face to face and LaunchEd simultaneously.
Middle School Teacher	When students transferred from LaunchEd to Face to Face at the semester break, the hybrid teachers got more student and the LaunchEd teachers lost students. There was no balancing done. We have more work load and more students and no one is doing anything to help us. We asked administration and have received nothing in return.
Elementary School Teacher	My preference was LaunchEd from school. I have a letter from my doctor due to contributors but I did not file for an ADA. Without

	notice, I was moved to blended the 2nd 9 weeks. Without notice, I was moved to face to face 3rd 9 weeks. I got 5 new students in 3 days and have 18 students which makes it impossible to socially distance as should be. We were also told that we would not get any more kg teachers and the numbers can continue to climb.
Elementary School Teacher	When the school year began I was launched at school which was my first request. 2nd 9 weeks I taught hybrid and was not given any warning whatsoever, students were just brought to my classroom. I had 13 students online and 4 f2f. At the start of the 3rd 9 weeks, I became the only launched teacher. currently have 18 students online. At our last team meeting, kindergarten teachers were told that there is no magic number of students and that we would not get another teacher to relieve the overcrowding for f2f or online students and that we would continue to get students as necessary. Teachers are currently at 18 including online. As the only online teacher, whenever kindergarten students have to quarantine they move them to my launched class even though I am not their teacher.
Elementary School Teacher	Yes, but then I was asked to go face to face to take over another position
Middle School Teacher	I wanted F2F, but since I am the only teacher at my school that teaches these subjects, I had to teach hybrid.
Elementary School Teacher	My presence/selection was launched@home. I was thankful to get my preference in August, however in October I was told to report to work for the blended/hybrid model. In October I had 5 f2f students. I currently have 13 f2f students and 7 launched@home students.
High School Teacher	The first quarter, I was told to report in person for one face to face student because I was a "singleton" teacher based on what I taught. Then, I was given a full face to face class, and gradually more students have returned f2f so 4 of my classes are now hybrid, one is all f2f, and one remains all Launched.
Middle School Teacher	All of us except those who are favored were forced into hybrid, including those of us who are high risk. There is no social distancing as more teachers quit and more teachers are forced to teach more students.
High School Teacher	Asked to do all virtual due to family medical issues and was denied.
Elementary School Teacher	Should be LaunchED without children. I have several students in class.
Speech Pathologist	Was approved for ADA work from home due to my care for elderly parents. But was told shortly after the start of the year to return to the office.

High School Teacher	Because I have been caring for elderly parents I asked to teach strictly virtual. They could not accommodate me. They said I would have only 2 classes with in person students, but I have face to face students in all my classes. One has 13. I do not feel as though the room is thoroughly sanitized on a daily basis.
High School Teacher	I wanted to teach all virtually from any worksite. I believe that the blended setting is too much for a teacher.
Elementary School Teacher	I did receive my original selection, for which I am very grateful; however, I have more students in my classroom than is recommended by the CDC - currently 16 students.
Middle School Teacher	The other reading teacher and I were told that one of us could teach the online and the other could do all F2F or we could do the blended. Neither of us were comfortable with the idea of having a lot of students F2F so we both agreed to the blended.
Elementary School Teacher	It wasn't kept confidential. The principal made comments to other staff about me being high risk
Social Worker	We are being told to keep quiet if you have been exposed to covid. Quarantine if you want but don't share
CTE Teacher	I have only 3 students in the morning and same in the afternoon F2F and 21 LaunchEd and i'm still required to teach from work even though i had a case in my classroom and i got covid 19 from that case
Elementary School Teacher	Originally I was assigned to what I chose but as more students changed to F2F, I was then changed to hybrid. 17 F2F and 7 LaunchEd.
Middle School Teacher	I originally picked "LaunchED at Home" as my 1st choice and "LaunchED at School" as my 2nd. I did not want face-to-face students.
Elementary School Teacher	I wanted to stay LaunchEd but was forced to teach Hybrid.
Middle School Teacher	ESE and ESOL teachers were told that it was necessary for us to return F2F because there is just 1 teacher per grade level. I currently have 5 F2F classes and 1 hybrid.
Middle School Teacher	If School Board Meetings are virtual why isn't teaching 100% virtual. Where is District Personal?? Visiting our schools??
Middle School Teacher	There is absolutely no care for the teachers from either party.
Guidance Counselor	I was never given a choice because I'm non classroom based.
Middle School Teacher	All my classes are hybrid and this principal at Conway MS wants all teachers to teach hybrid and says teachers are lazy and just making excuses as to the extreme difficulty with hybrid

Elementary School Teacher	I was moved to a different grade because the number of students in my original appointment was lower. So, I was originally positioned where I wanted, but when I changed to my new grade, I did have a discussion with my principal about the move first.
Middle School Teacher	I was issued an accommodation as I am type 1 diabetic and asthmatic but had to return due to the number of students returning.
Elementary School Teacher	I started virtual, then switched to hybrid so I didn't have to shuffle my students around on the grade level.
Elementary School Teacher	Get out to the schools to get the real picture!!!
Elementary School Teacher	Wanted LaunchEd but was told too many students were coming back in August that as a team we had to have two blended teachers. I was worried that I would lose my position if I didn't come back. It later transitioned to 2 face to face teachers 2 weeks later as more students continued to come back.
High School Teacher	I was launch Ed through Christmas. But was informed Friday afternoon before break that I was expected to return in January and though I have some small classes others are growing. It makes me very uncomfortable
Middle School Teacher	My fear happened where I have too many students that had switched face-to-face and there is not 6 feet distance between them
High School Teacher	I transferred to OCVS because I did not receive the teaching preference I requested and because of my health and family health concerns. I am blessed to have the online teaching position that I currently have.
Middle School Teacher	I would have liked to be at home, but I knew as the only ag teacher on campus that wasn't going to be an option.
High School Teacher	We all wanted one group (face to face or online)... we were told we had to agree to hybrid or they would put 25-30 face to face in a class bc they aren't required to enforce social distancing... so we all got stuck with hybrid
Middle School Teacher	I originally wanted all launch ed. Quarter one I received that. Quarter 2 the admin brought back every teacher when I could have still been doing virtual. They threw kids into my room to do both. Most of my classes have about 35-40 students, with half face to face and half virtual
High School Teacher	I waited 33 days for district approval for remote work. My principal, knew I was waiting for accommodation to teach online for the first month of the school year. She waited until I received my approval to say that it would be impossible to accommodate me. Couldn't have had the decency to tell me that 33 days ago?

	When you directly asked me if my goal was to work from home and I told you “yes?” I have never been treated worse by another organization and its members.
Middle School Teacher	Teachers have no choice in the matter. Parents and administration dictate what teachers have to do.
Elementary School Teacher	I requested fully virtual to work from home. I was given fully face to face. It seems our school is encouraging students to come face to face when it should be the opposite!
Elementary School Teacher	I am a Special Area teacher, so because I teach all K-5 students in the school, I do not have the option to select Launch Ed and still stay at my current work location.
Middle School Teacher	With so many kids back now, it's impossible to teach online at same time. They need to collapse the online classes so teachers with full face to face rooms can focus on those.
High School Teacher	I had an ADA approved but was denied Telework.
High School Teacher	I requested EITHER face to face OR LaunchEd. I do not have medical concerns or ADA paperwork, so I did not request to work from home.... but I have been teaching both models simultaneously since the school year started.
Elementary School Teacher	Asked virtual. I am virtual but we rotate students across classrooms for extra hour as requested by district. This does not reflect the seating charts of those in the original classrooms and I teach hybrid during that hour. I have confirmed knowledge of a student who tested positive in my room during that extra hour and never received a call. I personally had covid, and asked my close contact coworkers if they received calls and all have reported that they did not receive any calls regarding close contact. The school was not reporting to parents or teachers at all until my last email to the union.
Middle School Teacher	I was assigned the blended model teaching but selected to teach at home because I have asthma.
Elementary School Teacher	I received my preference for the first nine weeks. After that, I had to switch to blended.
Middle School Teacher	I requested face to face expecting responsible safe classroom sizes and procedures. I asked for no hybrid classes for pedagogical reasons! I began with 2 F2F, and 4 online classes- the 4 morphed to hybrid classes. I manage, however bumpy it goes for students. I don't comprehend why we test high stakes courses in this pandemic climate.
Elementary School Teacher	I went from teaching 6th grade math to teaching kindergarten

High School Teacher	I requested full LaunchEd. But as an ESE teacher I was unable to be accommodated.
Middle School Teacher	Yes, I received my original preference initially. However, it changed when more students were allowed to switch to f2f after the deadline.
Elementary School Teacher	No one on my team wanted face to face, but we needed people to volunteer to go back. I volunteered because I am single with no kids and if I got sick it would only be my life in danger and not my family's.
Middle School Teacher	After not given my choice, I was told to email administration to say I was comfortable with hybrid teaching.
Elementary School Teacher	We are at 11% positivity rate for Covid 19, all teachers should be at home.
High School Teacher	I am high risk due to my pregnancy! I was approved to stay home by ADA, but the school did not give an option. And I actually got Covid, being pregnant, at school, since CDC guidelines are not followed
Middle School Teacher	As more and more students return to face to face, schedule changes are a daily thing now. Hard to maintain consistency. Hallways and lunchrooms are scary.
Middle School Teacher	I was all virtual the first semester, which was my preference. Now I have been forced to return to teach hybrid.
High School Teacher	<p>I waited 33 days for district approval for remote work. Ms. Bellinger, my principal, knew I was waiting for accommodation for remote work for over a month.</p> <p>She waited until I received my district approval to say that it would be "impossible" to accommodate that request citing no available online jobs and "too many face-to-face students."</p> <p>You couldn't have said that 33 days ago? You had to make me wait for the denial you knew you were going to give me 33 days ago? I have never been treated worse by an employer than I have been treated by OCPS.</p>
High School Teacher	I would have preferred working from home but I did not want to take that spot from someone higher-risked.
Elementary School Teacher	I received my original preference of virtual, but when more students came back face to face in the second quarter my team decided to go blended.
High School Teacher	Teaching in person is unsafe and a huge health risk

Other	Don't meet criteria for exemption to work from home
ESOL Compliance	I am a staffing Specialist. All of my job duties I can perform at home. I didn't mind coming in for testing or even once weekly. I have the ADA accommodations and it means absolutely nothing. OCPS does not care about their staff or student health. They only care about money. Making sure there are enough bodies and numbers don't go down. It is a joke.
Elementary School Teacher	I was called back into the classroom because 3 students were coming back in October. Now, I have 11 in person & 13 at home.
Middle School Teacher	I teach all models, face to face, blended/hybrid, and launched throughout my 6 class periods
High School Teacher	I would prefer all virtual but it would required teaching more than 2 preps.
Elementary School Teacher	I initially was given LaunchEd-Home for the first marking period. Then, after January more students were going back F2F I was asked to come back F2F to teach. I said no due to not feeling safe right now with Covid so I took a Leave of Absence.
Middle School Teacher	don't have a choice.
Middle School Teacher	ADA status, requested to do launchEd home, was denied.
High School Teacher	Some asst principals act all crazy serious about social distance and then eat at tables together. They also flip out on the kids with rudeness and then when a teacher seems concerned they brush off and act bitchy that anyone asked or showed concern.
High School Teacher	I felt more comfortable teaching from home, but because my PLC is limited with teachers I decided to do blended to help them out.
Psychologist	Unable to provide a preference/selection in my role - which is unfair since we could be hybrid.
Speech Pathologist	I was granted ADA Accommodations by OCPS Legal and then required to return to work despite my doctor's note. The custodial staff is overwhelmed and unable to properly clean my room other than empty trash. I have attempted several times to have my Principal add me to the school's ConnectOrange call list so that I am aware of positive cases at my school. To date, I have not received confirmation that I have been added and I am not getting calls although there have been positive cases confirmed at the school. The school has done a great job providing PPE and cleaning products. The school nurse is exceeding my expectations by emailing all faculty of students that are being quarantined. I do not feel that the contact tracing is diligent, therefore I take extra steps

	to protect myself against exposure (especially as I am high-risk) by limiting my treatment group size, utilizing outdoor tables for tasks, and reducing movement throughout the school as much as possible.
Elementary School Teacher	I originally Wanted to stay in launchED but they needed two teachers to be face to face at my school and no one else would step up and do it on my team.
High School Teacher	No choice. All blended.
Psychologist	I was ADA. But then in September was told the the district no longer supported psychologists working from home as they need to be face to face. I offered to come in for assessing students and then working from home for the rest but was told that was not an option.
Middle School Teacher	Worst principal I have seen in 23 years , should not be on a school campus
Elementary School Teacher	I chose Launched but was told I had to b blended because I am a gifted teacher.
Elementary School Teacher	My administration worked with me to be able to be Launch Ed. I am very fortunate and appreciative of this.
Social Worker	SWs are not offered a preference. I would prefer to work from home but do not have a choice.
Elementary School Teacher	I think the district plan to follow the flow map is broken. We wait for the health department but they are not making contact until weeks later, nor are the doing contact tracing as stated
Elementary School Teacher	Asked for in person, then launch ed came along with it soon after. Teaching as if you are two human beings is no effective.
Elementary School Teacher	In order to stay with my grade level I had to go face to face.
Elementary School Teacher	I was originally fully launched and then went out on maternity leave. When I returned from leave, I was told I would be teaching a blended model. Instead of placing my one student who is face to face in the other face to face classroom in our unit, I was changed to blended with ONE student in person and 3 online. This forces me to come in to the building for one student. If I could have stayed launched, it would have limited my possible exposure and by default my newborn's exposure.
Middle School Teacher	My preference was not taken into consideration. I did not want to be teaching face to face because of family members who have underlying issues, but I was forced to teach face to face and launched when I did not choose this preference.

Behavior Specialist	I feel like the district leaders and employees should have to fill sub positions in schools when positions are not picked up. Also, stop taking from ESE classes, specifically paras, to fill positions because then those ESE classes suffer.
Elementary School Teacher	We get a call that someone is positive, but have no clue if I came in contact with them.
High School Teacher	Was able to teach launched at home with ADA during first quarter, but brought back
Elementary School Teacher	Launched at home
Middle School Teacher	I requested to do launch Ed only but because I'm the only teacher in my position I had to do both launch Ed and face to face.
Elementary School Teacher	I submitted the necessary paper work from my doctor to the district and they denied my request because the doctor was not specific with what my underlying condition was even though that information is protected by HIPA law. Even after I wrote them an email, they still wanted the diagnosis being disclosed. I spoke to my doctor but they are not allowed to disclose that information.
High School Teacher	I was LaunchED@Home for first semester and was called back into the classroom for second semester causing both of my kids also in OCPS to go back face to face.
High School Teacher	Student choice was favored over teacher preference so I have to come to work. It is easier for me to work from school, even if it's slightly riskier.
Middle School Teacher	I taught Launch Ed first nine weeks as I have ADA accommodations. I was called back second 9 weeks as I am the only teacher in my school that teaches my subject
High School Teacher	I was given ADA accommodations approval by the district but was denied those accommodations by my school administrator.
Elementary School Teacher	I originally was launch ed from home with ADA accommodations. I was made to return in January to teach hybrid.
High School Teacher	I was made to teach both even though I am high risk for covid. And classes are only able to sit a foot apart. Plus some of my classes have over 25 even though it is Algebra 1
Elementary School Teacher	Took an unpaid medical loa because I was asked to switch from virtual to hybrid. My ADA Accommodation was not met, so I have lost thousands of dollars of my salary. I am in the grievance process, but it has been months and I am still waiting for mediation or arbitration to be scheduled. In the mean time, I have no salary from OCOS, and on top of that, I am now paying out of pocket to maintain my insurance.

Other	I have ADA and my mother, myself and my 5 yr old are all high risk. My school tried keeping me virtual, but needed to add several F2F kiddos. My husband is also a member and got no preferences until I emailed the school board & had to go back hybrid with some classes at 20+ F2F kids.
Middle School Teacher	I was assigned face to face but did not chose to be blended. Ended up blended after the first call to return to campus.
Middle School Teacher	I have been informed of student who are virtual that they are positive, but because they are LaunchEd, they "don't count." We are not informed of suspected cases and are not encouraged to get tested for possible exposure.
Elementary School Teacher	told -not given a choice
Middle School Teacher	I was virtual for the first two months, but requested to come back face-to-face.
High School Teacher	I currently have nine face-to-face students quarantine at home, and that hunger changed every day. Not once Have I been personally notified as their teacher. No other students in my class have been asked to quarantine. The only thing we ever get is the direct add call that is generic, script written by the district, and gives us no information as it is sent to every single employee and parent.
High School Teacher	I wanted online, but they said it was only for individuals with documented medical conditions so they gave my hybrid - and did the same for almost every teacher on campus.
Middle School Teacher	I preferred LaunchED, but it was not possible since I am the only one who teaches my subject at school.
Elementary School Teacher	I requested launched at home since my kids were at home as well. I was forced back to work to keep a roof over our heads . My youngest back to school abs there have been several cases in her class
High School Teacher	I wanted face to face only not both at the same time
Elementary School Teacher	I was teaching kindergarten HomeEd for two weeks in August. The kindergarten enrollment numbers were low. I was placed as a Face to Face VPK teacher.
Middle School Teacher	We can all see the dashboard changing information for our schools. We KNOW how many kids are quarantined or out. The dishonestly from the county is shameful.
Elementary School Teacher	At the beginning yes, but the AP told me that I had to get back to school for F2F

High School Teacher	I would prefer either all face to face or all launch Ed but schedule wise it's not feasible
High School Teacher	They said that my position was not available on line
High School Teacher	Teach from home or school Launched with no f2f students
Elementary School Teacher	But switched at 2nd quarter because 3 students wanted to return face to face.
Middle School Teacher	I really love the school that I work; however, I feel that COVID 19 cases were not informed because I had 2 co worker next to my class tested Positive.
High School Teacher	ADA
Elementary School Teacher	I managed to get a paper that said that since I am caring for my aged parent, I should be launched. Other teachers at the school that didn't get one, didn't get to stay on launched ed. I am teaching one hybrid class.
Elementary School Teacher	I wanted to teach at home, but felt that for the first 9 days I could of used tech support. I was not allowed to teach from home.
Middle School Teacher	I was approved for LaunchEd in August 2020 and taught all launched through December. In the middle of second quarter, I received an email that I likely would have to go back to school in January and 2 weeks before Xmas break I was sent a new schedule with 9 students F2F (3 in 3 different periods). On January 4th I sent an email along with my Doctor's note stating that I would not be returning to school. My AP called and said that they would have to hire someone and asked if I could continue to teach launched until a replacement was hired. On January 12th, in the middle of my PLC meeting I was told by my AP that I would not be here so not to bother signing up for an observation and when I expressed surprise she told me they had hired someone and my last day would likely be the next Friday. By this point I had 5 students in F2F, all in first period, and 96 students on LaunchEd. Friday, 1/22 was my last day. The secretary has been "teaching" my class this week. On Tuesday, 1/26, I received an email that one of my 5 F2F students would be "learning on LaunchEd until 2/2", indicating that they either had covid or had been exposed to covid. I was forced to take FMLA, even though I was more than willing to continue to teach LaunchEd.
Elementary School Teacher	Hybrid-style teaching is exhausting and should receive double pay for the double work.

Elementary School Teacher	I transferred to a new location due to issues at Independence Elementary regarding being changed during my maternity leave.
Curriculum Resource Teacher	<p>I am a CRT who is currently working remotely because I have ADA approval. I am glad I'm home because I hear about situations at work that are alarming.</p> <p>I stopped checking the OCPS COVID dashboard a long time ago because I think it's woefully inaccurate.</p> <p>I am not currently looking for another job but I would love to leave for the right opportunity.</p> <p>If they start making people with ADA approval come back to work, I will consider other options.</p>
Elementary School Teacher	I selected LaunchED@Home, but in January our Principal required everyone to report to campus.
Elementary School Teacher	I was home until October 13th, I became a hybrid teach until January 9 and now I'm fully face to face. It's a true struggle they are consistently requiring more and asking us to do way more than we should. I'm exhausted and have no personal life with my family.
Elementary School Teacher	I was originally assigned to LaunchEd then was required to switch grade levels to teach hybrid. At the time, I was caring for an elder relative with a documented illness and had received approval for an accommodation which wasn't honored. I wasn't in a position to take an unpaid FMLA leave.
Elementary School Teacher	I asked for ocvs and was placed there
Elementary School Teacher	Yes, at first I was virtual but had to come back and do f2f, and virtual. Then more students came back and now I am blended and f2f.
Elementary School Teacher	Seems determined by student numbers.
Middle School Teacher	I was in a non-instructional position and was told that the position was cut due to student count. I had to begin teaching.
Middle School Teacher	ADA approved for 1st quarter then had to return 2nd quarter and remain
Curriculum Resource Teacher	I was told that the district would not support resource teachers doing LaunchEd from home
High School Teacher	I didn't realize how exhausting it would be juggling F2F and Launch.Ed
Psychologist	The psychologists were told that we have to work full time in an OCPS building; however, on our office day we are not all allowed to be in our office due to social distancing. We have to find another location to office which of course is a school building. We

	asked if we could take our office day from home to reduce our exposure to virus and not be another person in a building. We were told no.
Middle School Teacher	I did receive my original request but was called back to school by my administrator
High School Teacher	At home doing LaunchEd. I had to return to campus because I had 1 face to face student. Once there, I was given a full f2f class. Now all my classes are hybrid except my all f2f class and 1 remains all LaunchEd.
Elementary School Teacher	Launched now blended model- preferred Launch Ed but with students returning they need teachers
Middle School Teacher	I was launch ed until the amount of students in 2 F2F classes were to large; I came back as hybrid.
Elementary School Teacher	I don't like the fact that if a student goes home on quarantine, I have to be hybrid while they are out. They should have to go under a virtual teacher if it is necessary, but if they have covid they should not even be online. They should be sleeping, recuperating, not looking at school work, attending doctor appointments, etc.
Elementary School Teacher	We were told that was the only position available and if we didn't take it we did have a job.
Middle School Teacher	I was given LaunchEd classes at first but this quickly turned into all hybrid as new students enrolled or Launch students returned. I am 100% hybrid and struggling to help keep kids at home progressing.
Middle School Teacher	Considering the risk of death each moment I am teaching, the only safe method of teaching until vaccination would be Launch Ed. The face to face should never have started
Elementary School Teacher	I requested F2F only.
Elementary School Teacher	My original choices were launched at home and launched at school. I was forced to do f2f. When admin said that she chose me because my room was ready(I had boxes on every flat surfaces plus on the floor. WTH!) I asked what would be done for my students and myself to be kept safe: the response was you will only have 10 students because it would be hard to keep them 6ft apart.
Middle School Teacher	Fine.
CTE Teacher	Open enrollment allows for more and more students to overflow classrooms. We are told that they cannot afford to hire another teacher.
Elementary School Teacher	I was assigned launch but worked at school until November when I realized that wasn't necessary. I was able to remain launch into

	quarter 4, until 3 weeks in when I became hybrid. Totally took me by surprise, was not prepared. Day 3 and it's a nightmare. If the plan is to improve scores and grades it is backfiring in a big way.
Elementary School Teacher	I enjoy teaching face to face. The students want to come to school, I have full attendance almost every day. My students are below grade level but all have had gains to date this year.
Other	I urge the union and the school district to speed up the vaccination for teachers. We are also front line workers.
Middle School Teacher	I filed for ADA and received approval. I was able to work from home from March until 2 weeks again when I was forced to come to work, even though my students were all online. They currently have the students in my class who are online with me. They have been sending me the new students that are coming into the school and placing them online with me. We received an email today stating that we can expect to receive more students in the classroom. I am concerned for my life as we have had 35 students that have been in contact with Covid a week or two ago. One of my student's grandfather died from the Covid a couple weeks ago she happened to be one of the students on the list to be quarantined. This is frustrating to say the least. If I did not come back to work, it would be considered job abandonment. Just waiting for the vaccine.
High School Teacher	I have not gotten a response back to my request for FMLA
High School Teacher	I opted to teach from home and was not accommodated to do that. Evans leadership stated the District would only approve a person if they had extensive documentation regarding medical need and that not everyone would be allowed to work from home.
Middle School Teacher	I was given more f2f students since day 1 because I'm younger than the other teacher on my team. The other teacher does not have an ADA accommodation. This decision was made purely based on age and without my support.
High School Teacher	I choose to teach LaunchEd at home, and was denied. The principal told me I needed to be at school and teach Virtual and F2F. The choices she gave me was a leave of absence , transfer to another school..
Elementary School Teacher	Lately, a push has been made to force parents back to face to face,
Guidance Counselor	I was given telework rights but was told that my school could not accommodate it. I chose to return 8/20 instead of wondering if I'd be one of the few counselors transferred to virtual or taking medically leave. I'm currently the only income in my household

	due to the pandemic and can't afford to be on leave/not have insurance.
High School Teacher	I ask to teach Geometry or Alg. 1
Instructional Coach	I provided documentation from my doctor to work from home because I am immunocompromised. I basically was given no option other than moving to a classroom, which is worse than my current situation.
Middle School Teacher	I teach F2F and blended. I voluntarily agreed one of my virtual to become blended but I didn't want it to. They did ask though. Parents should not be allowed to keep changing their minds Too much movement, schedules keep changing
Elementary School Teacher	My preference was Launched and after two months I was asked to come in and do blended. Three months later a student tested positive in my class. So I'm back to launched for a bit.
High School Teacher	I joined the school year late so this was not applicable to me. However, I would prefer to only teach Face-to-Face or Virtual. Blended/Hybrid classrooms are very difficult and make some days impossible.
Middle School Teacher	I'm very happy my administrator made sure I had all face-to-face.
Elementary School Teacher	I asked for f2f or launched at school. I was given blended in both of my classes. Then I had a f2f and a launched class. Now back to 1 f2f and 1 blended. This is too much change.
Social Worker	ada was rejected
High School Teacher	I chose F2F but was given the Hybrid. Had I known, I would have chosen LaunchEd and stayed home for the first half of the school year.
High School Teacher	I am working virtual and I have to take the certification test not so that I am not out of field next year.
Middle School Teacher	I understood the need to provide both styles, but requested one at a time. Teaching both simultaneously every period of the day is crushing my soul.
Elementary School Teacher	Had to go hybrid starting second quarter
High School Teacher	I wanted to teach from home and was assigned to teach hybrid.
Elementary School Teacher	However I was teaching hybrid third nine weeks which I did not want

Middle School Teacher	I started the year at home teaching LaunchEd, which I preferred. I was called into the building in October ahead of a college with lower seniority and no pre-existing conditions.
High School Teacher	For the first nine weeks after that I have had blended class.
Elementary School Teacher	I was told that if I didn't teach face to face I wouldn't have a job.
Middle School Teacher	We were told electives have no choice
Elementary School Teacher	I was originally in brick and mortar and wanted 5th grade
Middle School Teacher	I preferred launched in the classroom
Curriculum Resource Teacher	My admin has worked with me to make sure I feel safe and comfortable. The district leadership is failing us. We didn't need swivl sets, we needed bonuses.
Middle School Teacher	I originally chose to be face to face but have now been given multiple blended classes.
Elementary School Teacher	Extremely disappointed in how all school employees are expected to do more this year than in any other year I've worked in OCPS. Teachers that are hybrid are not getting additional assistance/ accommodations as needed. There are so many tech issues that no less than 5 teachers daily, leave the school site crying from being over worked and stressed to the max.
Elementary School Teacher	I teach special area so it was a false choice
High School Teacher	All we hear is how we are supposed to be caring and compassionate to the kids, yet the school board and superintendent shows no mercy and continue to pile on on teachers. It has come to be apparent that they don't want veteran teachers to stick around to save money. Looks like they're getting their wish.
Elementary School Teacher	I initially requested LaunchEd, which I did until November. I was then placed hybrid with fluctuating class size. Now I have been made completely face to face.
Elementary School Teacher	I'm a special area teacher so I didn't have a choice
Elementary School Teacher	I asked for LaunchEd and was told I had to be blended because I'm gifted endorsed.

Elementary School Teacher	I had my original preference but then had to return as they did not want to disrupt the classes by changing students around. However, students have been changed around since.
Elementary School Teacher	I originally selected Launch-Ed. I did receive it the first semester. Some of my students came back F2F in January. So, I am teaching hybrid now. Very difficult in Kindergarten. We are being told about most of the cases, but not until two weeks after the case first appeared.
High School Teacher	I chose and was approved to teach from home because I'm high risk but I was made to come back to school.
Middle School Teacher	I was launchEd & home for 1st semester but forced back to the building in January, despite ADA waiver.
High School Teacher	I chose F2F because I knew they wouldn't give me any other selection. My second was LaunchEd from school. I didn't even bother to try for the ADA accommodations because I heard through the grapevine that the county was going to find a workaround for their principals to deny those accommodations unless it is life/death situation (only 2 people with ADA accommodations are still working LaunchED from home, all others have been given the choice to return or retire/resign.
Middle School Teacher	All virtual
Elementary School Teacher	My principal accommodated my requests.
Psychologist	I was not given a choice or any flexibility
Elementary School Teacher	I was launched then hybrid then launched again, and now hybrid for reading and math interventions
Elementary School Teacher	I would like to know why are students returning to school when we are supposed to social distance and teachers are being denied the vaccine at this time?
Elementary School Teacher	I wanted LaunchEd. I was originally given LaunchEd. Then forced hybrid. Then forced full face to face with my virtual kids moved to the other LaunchEd teacher. I've had 3 new students added just this week.
High School Teacher	I was initially assigned to LaunchEd at home, but was called back to campus after the first quarter.
High School Teacher	I have two sick elderly parents at home, I have several family members who passed from this virus. It is really hard for me.
Elementary School Teacher	I asked for launch Ed and now hybrid.

Middle School Teacher	I don't understand how people who are not on the frontlines make decisions and conduct evaluations for something they are n to doing nor have they ever done!!!
Other	My job doesn't require me to be on campus but I was required because I am on leadership team
Elementary School Teacher	Launched at school but got the hybrid at school
Elementary School Teacher	LaunchEd at home was what I originally selected and I was assigned hybrid.
Elementary School Teacher	Nobody cares that teaching hybrid is like teaching 2 jobs at once I put in 16 hour shifts daily and work weekends I hate my job and I love teaching and I want to quit so bad but my degree is in teaching and I have to pay bills. I honestly show up for the paycheck good luck everything else you get what you give and ocps just takes and throws you away when it is done.
High School Teacher	Received ADA accommodations but have been in campus since start of this school year.
Other	People without medical conditions did not have a choice. If you did not report to work, you are fired. Please do not consider being fired a choice.
Elementary School Teacher	I chose to move to Orange County virtual school because I didn't trust the district.
High School Teacher	No support getting students to comply with mikes and cameras
Elementary School Teacher	I guess. I volunteered to do F2F after no one would
Elementary School Teacher	I chose Launch. I was only Launch first quarter. I went Blended for 2nd quarter.
Elementary School Teacher	Wanted to work from home or virtual only. I was assigned F2F and virtual.
High School Teacher	I feel like the superintendent hates teachers. Her public statements during the sb meetings are gross.
Elementary School Teacher	I wasn't really asked because, as a specials teacher, I was expected to see everyone including F2F.
Testing Coordinator	Was told I did not have a choice from the start.
Middle School Teacher	I wanted all LaunchEd, due to pandemic. Don't think we should have any face to face students.
Elementary School Teacher	I was a second grade teacher, but right before the school year began, I was moved to 4th grade because of my ADA, so I can stay home. In December, I received an email from my principal that

	he needs me back in the building. He said he couldn't keep my home. So I took some personal time off and I can back in the building this week. I
Elementary School Teacher	I originally asked for F2F but was willing to do LaunchEd at home to help out. I will be returning to F2F in another week.
Other	Home vs required face to face
Elementary School Teacher	I requested virtual and was assigned launchEd. However, as students have come back face to face, I was flipped to blended simultaneous LE & f2f. It has been challenging. At this point I'm managing but for a very long time it was a struggle and tears multiple times a day.
High School Teacher	I was told I was not allowed to be virtual because I'm the only teacher of my course and f2f students require a teacher in class.
Elementary School Teacher	I have a son who is compromised. Initially I was F2F, But he switched me to hybrid. It doesn't matter because the teachers are at the parents will.
Elementary School Teacher	I didn't realize how hard blended/hybrid model would be. It is the most challenging experience.
Elementary School Teacher	My original preference was full face to face but with more students coming back I had to change to one class face to face and the second class as a hybrid class. I have to prepare for my afternoon class during lunch time and I barely have enough time to even eat.
Elementary School Teacher	I was assigned LE and my principal told me in October that I have to return to teach hybrid
Elementary School Teacher	Hybrid was not an option on the survey.
Middle School Teacher	I wanted to either teach from home or teach only F2F.
Middle School Teacher	I wanted to go back to school face to face not hybrid.
Elementary School Teacher	I requested all virtual in the beginning of the year, which I was given at that time. However, as more students have returned to school my classroom has become a hybrid classroom.
High School Teacher	I chose F2F because I knew I'd have students choose F2F and I'd have no choice but to go back. I'm high risk.
Middle School Teacher	I was told that I would be teaching hybrid classes temporarily. That has now changed to permanently.
Elementary School Teacher	Initially I was given my choice but then as parents had the choice to change, I did not. I had to come back into the building.

Elementary School Teacher	I have been flipped flopped from Launch Ed at home to F2F, when students had to return. I am ADA approved but I have to go back and forth, depending on the needs. So overall I have not received my preference because I want to be at home for the remainder of the year.
Elementary School Teacher	I preferred to have virtual students but more and more students are switching to face to face model each week.
Elementary School Teacher	I have 20 years of experience and only make 47,775. That is shameful. As soon as I can leave this profession, I am taking my highly effective master teacher self out.
High School Teacher	I was launch ed for Q1 then forced back for less than 20 high school students.
Elementary School Teacher	I had been approved for ADA accommodations and was told that I was required to report to campus because my position could not be completed from home.
High School Teacher	I wanted at home since I am high risk however my high risk approval was not granted until after we started the school year. My admin did the best they could but I was informed at the time that no at home positions existed in my subject area. I was told there are other avenues we could have explored like moving schools or leave of absence, but none of them were options I wanted and we had already started the school year.
Elementary School Teacher	I was LaunchEd@Home until January. I had to comback to school due to the amout of students switching f2f. The school was contacting parents to ask them to swith to f2f due to poor performance. Ilmy class has the lowests kids from 3 classes. It has been a real struggle.
Elementary School Teacher	I have 26 students in my classroom they took away my shelves and storage cabinets. They are asking to do small groups, the behavior of students is horrible and the district only cares about testing and data. They are pulling out students at different times the district doesn't care about social distance the STO keep asking and overwhelming us but they don't allow our principal to open a new group the classes are overcrowded they dont care is chaos and they only care of testing and data. The absences of students are ridiculous and the county just care about data. This is horrible.
Middle School Teacher	Thankful my principal worked with me.
High School Teacher	I'm the only teacher of my subject. I had no options. I'm tired of the OCPS policy of hiding COVID cases. They seem to support the "if you don't test, it never happened."
Elementary School Teacher	I did have to teach hybrid for a few weeks

High School Teacher	I would like the district to stand firm on previous decisions. For example, all of a sudden students flip between learning modes at will. It is no longer limited to the nine weeks. I would also appreciate being notified ahead of time when I'm going to get a new face to face student whether new to my class or new to the learning mode. Being surprised the morning of is not ideal.
High School Teacher	I wanted all face 2 face and not be hybrid
Elementary School Teacher	I was launch then has to come back f2f for one child. Now I am half online half in person with little to no support.
Middle School Teacher	I am the only teacher that offers my course so it is necessary that I am on campus for face to face instruction. It wasn't necessarily my choice but I would have offered to make sure the program stays in tact.
Other	I previously requested to work LaunchEd@School. I am now servicing students Face to Face.
Elementary School Teacher	Asked for face to face and received LaunchEd, then switched to blended.
Elementary School Teacher	I started out as hybrid and I just recently went to all face to face which was my first choice.
Elementary School Teacher	I teach K/1 ESE students with mask waivers that do not understand social distancing. 8 students face to face and 2 online. (Supposed to have 2 paras but only have 1 due to "funding")
Middle School Teacher	ADA and should be virtual but told unable to do this when I know other schools are allowing teachers to choose (including non ADA) to stay virtual.
High School Teacher	My choices were LaunchEd at home OR face to face, but certainly not both at the same time, which is what I am doing. It is not fair to me as a teacher, and not fair to any of my students either
Elementary School Teacher	I originally had an ADA accommodation to teach from home but I had COVID-19 in December. I began teaching the blended model after winter break. I basically was told that if I didn't teach in this instructional model, having only 10 students wouldn't be feasible given the circumstances.
Middle School Teacher	I began launched@home and then was forced back to hybrid/face2face when OCPS gave up their pretense of honoring ADA's. I was back 2 weeks and now am home at the end of 2 weeks sick with COVID-19 that I contracted through OCPS.
Elementary School Teacher	I am a VPK Teacher so the only choice we had was to be face to face
Elementary School Teacher	My position is only available face to face

High School Teacher	I received ADA accommodations and able to stay home quarter 1. I made it clear I would resign if I didn't get to continue for quarter 2 because I have had a stroke a year ago and was, at the time, recovering from Bell's palsy and had a paralyzed face. I was told I had great coworkers who made it possible for me to stay home despite the fact that only 5 of my kids returned face to face. I was not told about returning semester 2, I had to ask for clarification and in the week before semester 1 ended I received a short email saying basically just yes you need to come back. It left me wondering if I was going to be contacted if I had t independently reached out.
Middle School Teacher	Wanted only LaunchEd but was told all electives were Hybrid
Elementary School Teacher	I wanted to stay at home but they requested teachers to come back.
High School Teacher	My school could not accommodate the manpower (teachers), because they way the school 's program is designed. Usually one teacher for that specific subject.
Middle School Teacher	My school assigned me LaunchEd@Home and after the first 9 days I was told to report to the school. I have since worked from the school everyday while retaining 100% LaunchEd students.
Middle School Teacher	I asked for LaunchEd since my own children were doing LaunchEd. Plus I work in a self contained classroom and I know my students were going to have a hard time with social distancing and wearing a mask.
Elementary School Teacher	I requested F2F but not enough students came back in August so my students were moved to another teacher. I was then given students from 2 other classes for my LaunchEd class. In October I lost 1 student who went F2F but remained LaunchEd. Now in January I'm on my 3rd set of kids and I am F2F..
Elementary School Teacher	Face to face is the only option for what I teach.
Middle School Teacher	My teaching preference was Launched at home or school. I got face to face.
Elementary School Teacher	The method I selected lasted one 9 week term. The 2nd 9 weeks it was involuntarily changes to hybrid. The 3rs 9 weeks full face 2 face when I contracted covid
High School Teacher	Agreed to hybrid If class-size was kept below 10. Class-size is now above 10 and many classes classes
Elementary School Teacher	I wanted to do launched at home to keep my newborn baby home safe (with in home childcare) and having exposing myself because I have asthma. I was sent back face to face and admin didn't even

	tell me I was face to face and didn't get my wish. My teammates did. Also, the young college grad with no medical condition or newborn at home was assigned to teach LaunchEd on my grade level instead. It hardly seems right.
Elementary School Teacher	I was hired for a Reading position but was asked to take on a classroom position for the rest of the year.
Middle School Teacher	As an annually contracted employee, I felt compelled to let the school know that I would work however I was needed so that I would have a job.
Elementary School Teacher	I got my teaching preference but was forced to work from school to teach LED students. And now I have changed grades, modes of teaching, and roster so many times.
High School Teacher	Requesting at-home, assigned in-person. Was approved for at-home ADA Accommodations due to increased risks, accommodations were denied out of hand (see below).
Elementary School Teacher	I wanted either all face to face or all launched. I've been hybrid with 2 classes.
Other	as a district resource teacher position, we were never give a choice. ESE leaders said that if they have to be in the building, so does everyone else.
Elementary School Teacher	I was assigned to launched at home which is what I requested. It is like being a first year teacher but more difficult. I struggle to help the below GL students. Students are constantly distracted. Lanschool air doesn't work and I am exhausted at the end of every day
Guidance Counselor	I transferred to OCVS because of my ADA accommodations and was told I would be working virtually. After Christmas break they are now having us come to campus once a week and want us to go more days eventually to be in the same room as other employees to do things we can do virtually.
Elementary School Teacher	I was originally employed at Lake George Elementary and I was forced transferred.
Middle School Teacher	I selected face to face but was given 6 periods of blended face to face plus launch Ed. My face to face classes are full AND I must run concurrent online classes. I have 7 periods worth of students and I feel like I am being used to teach an extra period without pay by placing the additional students in launch Ed . I feel I am being used and cheated out of pay by OCPS
High School Teacher	Originally I received my teaching preference (Launch Ed at home), but then told to return as a Blended/Hybrid at the School.

Elementary School Teacher	My title was changed without my knowledge due to funding and I became essential. Working from home wasn't an option even if I filed for ADA.
Middle School Teacher	I asked for face to face. At the time, I was very naive about the way all of this would be handled. It seem like it would be more stressful for me to be home with my school aged kids. However, seeing how face to face is managed now and how well I have adapted to launched, I would now prefer the opposite. We had to make the decision with very little information.
Elementary School Teacher	I was originally LaunchED in 1st grade but was moved to face-to-face in 4th grade due to teacher transfers back in November! Not happy about this!!
Middle School Teacher	The county and school board were not prepared and did not give schools adequate time to come up with a real plan that could work. The county and school board also refused to give adequate support to the teachers and schools so we can effectively support our students.
Elementary School Teacher	I was fortunate enough to be pretty flexible between LaunchEd and F2F. I stayed LaunchEd a few weeks after the original 9 days but then we had several students decide to do F2F so my principal asked if I would switch which was ok with me. I know not everyone has been so lucky.
Elementary School Teacher	Requested F2F and was changed three days before school started.
Elementary School Teacher	I asked for launch ed at home or in class and was put in face to face.
Elementary School Teacher	I have 26 students in my classroom, that means no social distances between the students and also me. Is not a safety environment. Also I have 24 launched students too.
Elementary School Teacher	I am a face to face elementary classroom teacher with a FULL classroom. It's a tight fit, but we manage. I am very worried a new student will enroll any day and I'll be forced to make one more fit. I asked for Face to Face and was granted that at the beginning and have been able to continue that. BUT when a child in my F2F class is out to quarantine they must attend my class virtually....making me blended. I have no choice in this. I am trying to be flexible and so far the parents and students have been flexible with me. It's definitely hard.
Elementary School Teacher	I was told that I have to teach the way that the primary teacher of a class teaches.
High School Teacher	I feel like I was lied to. "We don't want anyone to have hybrid" and then everyone got hybrid.

High School Teacher	I am teaching students who are Face-to-Face and doing LaunchED at home simultaneously. Not Virtual students
Elementary School Teacher	I cannot decipher the Districts Covid report. It makes no sense to me.
Elementary School Teacher	I've gone from digital to hybrid to face to face to 1/2 face to face and 1/2 digital. Students have been moved out of my class all year long I feel like I've had four first days of school this year.
Elementary School Teacher	I had received ADA and was launched@home for 1st quarter. For 2nd quarter when some students were returning, admin did not attempt to accommodate my ADA. Every week I seem to get more students back into the classroom and I am now split with 9 in person and 9 online.
Elementary School Teacher	I received my teaching preference at the beginning of the year, however I was forced to become blended after the first quarter for 1 student. I currently have 5 face to face students and the majority are online.
Elementary School Teacher	I was switched from f2f to launched then back to f2f and now two different grade levels in same year. I'm on my third class of kids.
High School Teacher	I despise hybrid and would prefer all face to face.
Elementary School Teacher	I was Launched at home until January.
High School Teacher	Wanted all F2F...this blended model is insane!
Psychologist	No virtual options for psychologists and we had to come back before we felt safe.
Elementary School Teacher	I Choose Launch Ed. I was told Face to Face.
Middle School Teacher	We were originally told that hybrid classes were not an option. Now all of my classes are hybrid. Classes are full and social distancing is not really an option.
Other	Was told that all ESE staff had to be face to face, even non-classroom personnel.
Middle School Teacher	I wanted all face to face
High School Teacher	Virtual, right now I'm struggling with having a day care for my toddler. Had to take the decision to put her in a daycare after the decision take by the school. I had to be at the school. Now the daycare has been closed due to a Covid case.
Elementary School Teacher	I basically asked or LaunchEd mainly because I wear hearing aids and the masks are difficult for me. However, I also didn't want to

	get moved grade levels or schools as a result of my choice, so I said I would do either, but truly preferred LaunchEd and explained my reasoning.
Elementary School Teacher	I wanted LaunchEd because my mother lives with me and has underlying conditions. However, I'm the only ESE teacher and I knew launchEd wouldn't be realistic
Elementary School Teacher	Was told I would likely get my choice but got put as f2f. We are not socially distanced, we are not cohort classes, mixed groups and class sizes large and also told contact tracing did not occur over winter break for positives over the break.
Elementary School Teacher	I was told I was going to have a smaller class to facilitate social distance. I have a full class since August. (16-18 students)
Middle School Teacher	My principal moved heaven and Earth to allow me to work from home when he became aware I was granted an ADA exemption.
Middle School Teacher	I was not trained to teach in an hybrid environment and they have a high expectations . Teachers have a lot of stress and many different tasks to complete in one day. Not fair.
Behavior Specialist	I wanted Hybrid but was not allowed.
Elementary School Teacher	Started launched at home but every teacher at the school was made to come back 10/13.
Middle School Teacher	I prefer to teach from home. I don't feel safe at school.
High School Teacher	My original preference to stay in my grade and subject area was ignored- and it was the reason I came to Windermere and left my previous school. I had to email and basically beg to stay in that role despite innovating status and high test scores. They tried to move me to teach the lowest 25% which is no longer my preference because I gave 6 years to that subject area. I'm tired of the weight of teaching the most challenging students being placed on strong teachers because that's what's easy for admin.
High School Teacher	They too many cases of coronavirus, I don't understand whyyyy we haven't close
Elementary School Teacher	I chose Launch Ed at home but I was given. Hybrid
Elementary School Teacher	I have accommodations that require that I work from home, however, the blended model doesn't permit this.
Elementary School Teacher	The face to face classes have grown and launched has been pulled back to the school.
Elementary School Teacher	Special areas never had a choice. We are stuck with face to face and blended

Elementary School Teacher	I was forced back by one student!
High School Teacher	I applied for an accommodation based on a compromised immune system and never received a response or communication regarding it.
Middle School Teacher	My original preference was to have separate classes of face-to-face and virtual, but they have given me blended the whole time.
Elementary School Teacher	For the first quarter I received what I selected, but was asked to return to school the second quarter, which forced my own children to return as well.
Elementary School Teacher	I was slated for this position at the end of last year
Elementary School Teacher	I was given an ADA accommodation, but my principal told me that as a Specials area teacher she could not have me virtual and would submit my name to the district to be placed in another position. I chose to be f2f and keep my position at the school.
High School Teacher	I selected face to face because I knew it was the option I was going to have anyway and so I didn't see the point in selecting anything else.
Elementary School Teacher	My admin tried, but just couldn't keep me launchEd 100% of the time. We should NOT be going into homes or PPECs
High School Teacher	Wanted to do LaunchEd @ Home but was told I'd have to move schools
Middle School Teacher	It is awful! The blended model is an utter disaster.
Elementary School Teacher	No at first and when I came back face 2 face they gave me behavior issues from other classes
Elementary School Teacher	This new method of teaching was very hard to learn. I had never used canvas before and it was definitely a learning curve. I wish everybody would stop complaining and just do their job
High School Teacher	I wanted virtual
Elementary School Teacher	I am currently on a leave of absence as of January 4th. Based on my health and the related stress this year has given me, I couldn't continue. I was asked to return with No other options given (ex: changing students from other launched to be able to continue from home, changing positions that would allow me to stay at home, changing schools that need launched teachers, etc...). I was asked to take the rest of the year to avoid any more changes. Not sure if I can do that.

High School Teacher	I volunteered for all face to face but got mainly launchEd
High School Teacher	I got the ADA for semester one and was asked to come back for semester two
Elementary School Teacher	Not only was I not given the method I selected, my grade level AND classroom were changed during preplanning week, leaving me no time to actually plan. I have since decided that the choice I made would not have worked well for me (I requested LaunchEd and was assigned full F2F) but the lack of consideration teachers have been given at my school is astounding.
Elementary School Teacher	For first quarter, I received my preference. For second quarter, all of the students at the school were rearranged and everyone had to do hybrid.
Elementary School Teacher	I was launchED at home for the first part of the year. Due to an increase in numbers, one or more of my teammates were going to have to come back F2F. My principal allowed us to decide as a group how to handle it. Another teacher and I decided we would rather be blended than have to disrupt 3 classes of kids.
Elementary School Teacher	I was originally assigned 100% virtual and received a whole new F2F class in October.
Elementary School Teacher	I selected launchEd at home or launchEd at school. The second nine weeks I was assigned back to face-to-face due to the influx of added face-to-face students.
High School Teacher	I asked for Launched because my husband has health conditions. Also, I take care of my parents, both over 80 and this wasn't considered.
Elementary School Teacher	Horrible leadership with no plan!
High School Teacher	I voted for either system because I was unsure at the time
High School Teacher	Launch Ed at home was the preferred method
Middle School Teacher	I have ADA and taught from home for first semester. I was told to come back January 4th to do hybrid because too many students were coming back.
Elementary School Teacher	I'm struggling with the transparency of SPE leader's , lack of ability to plan , to communicate and to take ownership of A clean and safe space not only for us teachers but for all staff and students as well.
Other	I am very fortunate to work for the administrator that I work for. He is working hard to make sure that everyone is taking care of themselves and not becoming overwhelmed. I don't know how he

	is doing it, but he is trying his hardest to keep the morale and happiness here.
Elementary School Teacher	As a VPK teacher we were not offered a choice if we remained in our position. - and we weren't offered to move positions.
Elementary School Teacher	VPK teachers were not given a choice for LaunchEd at home. We would have to change grades for that option and even then it would not have been a certainty.
Elementary School Teacher	I selected LaunchED, then was forced to do hybrid, then without notice I was forced out of my school to be reassigned to an alternate school. From what we were told our school had too low of student numbers and not enough kids for all the teachers that were hired.
Mental Health Counselor	Had ADA accommodations and asked to work via LaunchEd from home.
High School Teacher	Classrooms are not being cleaned like stated
High School Teacher	I wish that only students with health risk were allowed to stay home. too many of my students are home just because it is easier.,
Elementary School Teacher	I wanted Launched but was told to come back in August any explanation
High School Teacher	My department lead had said initially that I could choose my preferred method of teaching, however very quickly after we were told by the school admins that all teachers who are physically able to be at school must be teaching at school.
Middle School Teacher	At this time, it doesn't feel as if our preferences really mattered in the first place. My classes are edging closer and closer to normal capacity, as each week passes. No social distancing, and although there is sanitizing going on, there's only so much that can be done by the custodial team. I do my best in between classes to sanitize desks but do know that I am one of the few teachers here who still commit to doing this.
High School Teacher	I wanted face to face students
Middle School Teacher	I actually chose face to face but am forced to do hybrid. All teachers at my school that are on campus were forced to do hybrid
Middle School Teacher	I started out all LaunchedEd and remained that way until the end of the second quarter when I was informed I would have to return to school and teach hybrid. I am on an unpaid LOA currently.
Elementary School Teacher	I was open to options and was assigned to LaunchEd. I chose to be hybrid after the winter break for the sake of my students because

	they had to switch classes so many times due to the 10 positions that were 'relocated' at my school.
Dean	I didn't even ask for Launch because I knew it would not be an option for Deans, but that is no fault of anyone
High School Teacher	I was allowed to teach from home for the 1st quarter per ADA Accommodation and was told I had to return to keep my job.
Elementary School Teacher	I had to abandon my position as instruction coach and return to the classroom because my administration would not allow any flexibility to work from home at all.
High School Teacher	LaunchED for ADA reasons
Middle School Teacher	I started fully launched as requested but was told to come back in Jan due to VAM and not changing schedules for students changing modalities
Elementary School Teacher	I left my job to go virtual since I am high risk and was told I had to work F2F at other school. I like OCVS and the non reported cases I marked do not apply to OCVS, but my previous school and my daughter's school. I know I will be cut when students go back to school (I'm annual contract and ESE teacher) and then I will quit working for OCPS. I can't go back to F2F. I would continue working for OCVS though, if allowed.
Middle School Teacher	I actually prefer the blended method now solely due to the class sizes. As an elective teacher with no protection from outrageously large class sizes the blended model has been a relief and I PRAY that we keep it. Cannot go back to classes of 55+ face to face students in one little room ever again...
Elementary School Teacher	A few of us chose blended so that when students returned, they would at least still be our students. This stayed until end of 2nd Quarter. Beginning in Jan we were all assigned to teach one way or the other so we all got half of a class of new students and lost the other half of our students that are not in the model that we got assigned. It was just sad to lose the kids we had for half a year and difficult to adjust to half a new class in Jan.
High School Teacher	I chose face to face and now seem to have doubled my workload by assigning both. I do not know of a teacher who just has one method. REDICULOUS
High School Teacher	Originally my preference was launchEd. A few days or so before winter break my principal called me at home to say she needed me to return back to school in Jan due to more students returning. I teach Learning Strategies. My largest face to face class has 3 students should they actually show up each day.

Middle School Teacher	I would not have agreed to teach face to face if I had know it would be hybrid. It is unfair to those of us on campus. Not only are we in harms way, we have to teach to two different groups of children simultaneously while LaunchEd teachers do not. I originally asked fir LaunchEd but volunteered for F2F last minute to be a team player. It was a huge mistake.
Middle School Teacher	My first choice was LaunchEd from home. Second choice was Launched from classroom.
Elementary School Teacher	I did the first nine weeks virtually but was asked to return the second nine weeks to an almost new class.
Elementary School Teacher	I'm glad to be f2f because virtual isn't something I'm comfortable with BUT there are too many kids in a f2f room. It's not safe. They need to hire more teachers to lessen class size this year.
Elementary School Teacher	I selected teaching from school. So with hybrid I guess I am half working what I was assigned. But I did this knowing as a self-contained ESE teacher I have a small class size which allows for distancing. I also did not feel effective as an online teacher.
Psychologist	Requested having our office day conducted from home but was denied
Guidance Counselor	I was told I am essential staff and did not have a choice to work from home.
Elementary School Teacher	As the only varying exceptionalities teacher I had no choice but hybrid. I would have preferred launch due to a history of upper respiratory infections
High School Teacher	I was told by my principal to not bother applying for launched preferences.
Middle School Teacher	My administrator did their best to give us our preferences. However, eventually everyone has been required to come back to campus as more students have switched to face to face instruction.
Elementary School Teacher	I preferred to do launchED at school but there were large numbers of students returning F2F and therefore I had to adjust to fit students needs.
High School Teacher	I qualified fir high risk but was forced to work on campus in a blended setting
Elementary School Teacher	I was given my selection which was LaunchEd from home for the first nine weeks but had to come to school starting the second nine weeks.
Elementary School Teacher	I requested to be launched. I was granted this method for a month and then was changed to hybrid.
Elementary School Teacher	First I was 200% LaunchEd. Then I became blended/hybrid when all the other rosters were full.

Middle School Teacher	I informed admin that I was more susceptible to COVID-19 due to underlying conditions. However, didn't want to leave the school. I ended up with light classes in the beginning; which changed after time went on. Admin gave additional classes which again started out as on LaunchEd but, now has morphed into a hybrid.
Guidance Counselor	Guidance can't work from home
Elementary School Teacher	I was originally and as things changed I went Hybrid in January
Speech Pathologist	Would like to have been given the option to work from home.
Elementary School Teacher	I was given my selection which was LaunchEd from home for the first nine weeks but had to come to school starting the second nine weeks.
High School Teacher	The district needs to use CARES act funds and pay all of us who were forced into this nonsense of virtual and face to face at the SAME time a stipend for our extra work. And it needs to be retro to the beginning of when we started this. If you were called back in Q2, you get it retro from the start of Q2, if you just got called back, you get retro from the start of Q3. I have never had to work so hard. I deserve time and a half for the whole year, and to top it off, I haven't even taken a day off this year because it's quadruple the work to be out and subs are scarce
Middle School Teacher	I wanted to teach from home to avoid this fear of Covid and student not wearing mask
Elementary School Teacher	I taught hybrid briefly without my consent and requested full face-to-face instead. My principal was supportive and complied.
Elementary School Teacher	I signed up for launchEd but switched with a co worker that was face to face because she was getting pressure from her family to be launchEd. I wanted to help her out. I felt confident that I could do everything in my power to keep myself safe.
Middle School Teacher	My principal informed me that my ADA accommodation could not be honored because I am the only one teaching my course content.
Middle School Teacher	I requested work from home. From the beginning of the year I have been teaching a hybrid model. Lately, a lot of students have shifted to face to face. This makes doing the blended model a lot more difficult.
High School Teacher	I was told in August that I either take hybrid or look for another high school that allows me to do Launch ED from my home.
High School Teacher	I am the only teacher for both of my preps... I didn't have an option, had to be in classroom.

Middle School Teacher	I am ADA approved to remote teach. My principal refuses to honor the 'remote teaching' recommendation by my cardiologist and OCPS ADA compliance.
Elementary School Teacher	wanted face-to-face but have been assigned hybrid
Media Specialist	I am the Media Specialist, and I have subbed for Art, Music, 1, 2, and 5th grade while more and more responsibilities are piled on my plate!
CTE Teacher	Requested LaunchED, was assigned blended
Elementary School Teacher	I was on maternity leave. I was never asked what I wanted and I was told I have 17 face to face out of bo where.
Elementary School Teacher	I was given approval for ADA because of health of myself and family but told because of the nature of my job I was required to teach live at school.
Elementary School Teacher	I was k-3 ESE resource teacher and moved to 4th and 5th grade ESE when teacher quit. Did not want the position but moved anyway.
High School Teacher	I originally had only LaunchEd for first semester and have been forced to return on campus for 4-6 students returning F2F per class section.
Guidance Counselor	Asked to work from home
High School Teacher	Due to ptsd related to health issues, I chose at home. I then received an email saying that I was to report on campus day 1.
Elementary School Teacher	I have ADA to work from home but my position was "not available" for online learning. I would have had to go into the pool and possibly end up at a school hours from my home.
Middle School Teacher	I choose face to face but have to do both hybrid and face to face.
Elementary School Teacher	I have 17 students and feel unsafe at school.
Media Specialist	My preference was never discussed with me prior to the start of the school year.
Elementary School Teacher	I was told during preplanning I would teach all virtual. Then two days later I was told I would be teaching hybrid. I taught hybrid for the first nine weeks then switched to face-to-face. My request was face-to-face.
High School Teacher	I had under go breast cancer surgery.

Middle School Teacher	I wanted complete LaunchEd, due to an autoimmune condition. Because of the numbers of kids wanting F2F, I was forced to do the hybrid model...or take a leave of absence... I can't afford that option.
High School Teacher	Requested face to face; working face to face and LaunchEd@home simultaneously.
Elementary School Teacher	I did initially, which was Launched@home, but then more students switched to face2face than the teachers @ the school could safely take in, and I had to go back to the building.
Elementary School Teacher	I asked for LaunchEd and was initially given LaunchEd, but was then forced into hybrid in October, even though students could have been shuffled and given to my co workers who WANTED all face to face and I could have taken their LaunchEd. I was told that would be too much work to change students' schedules.
High School Teacher	There was no choice. Hybrid or new job.
Elementary School Teacher	I selected Launched Ed and was granted that in the beginning of the year. I was then moved to hybrid and have had an inconsistent year with students.
High School Teacher	Did agree to teach hybrid
Curriculum Resource Teacher	I could easily be working from home instead of going to the office. I am in virtual MS Teams meetings while sitting in a cubicle.
Middle School Teacher	Launched at home was my request. Principal had ALL teachers at school. I have ALL hybrid class
High School Teacher	Did ANYONE in the county get to teach from home? That request survey was just lip service. They had no intention of allowing teachers to work from home as requested. They should have not even asked.
Elementary School Teacher	I have ADA accommodations and had a meeting early on with my principal saying that I could not guarantee that I would stay at the school if I was forced to return to the classroom. I am teaching from home and have not been asked to return to campus.
Elementary School Teacher	I was launched for the 1st semester because I had accommodations. Then I had 4 students return for face to face. Therefore , I had to come back and be hybrid with 4 Dave to face and 16 online.
High School Teacher	I selected LaunchEdHome because I am high risk since I live with elderly parents. I only hold a temporary eligibility in only one subject so I had to go to work on site or take a year off. I go to work daily in fear of contracting the virus.

High School Teacher	I was not given my selection, which is why I transferred to OCVS
Elementary School Teacher	As a special area teacher, I knew my preference wouldn't amount to much, as all students need to attend my class anyway. However, I have heard about schools that have accommodated SA teachers preferences through para assistance. We were lead to believe we didn't have a choice. I also feel that considering how many classrooms are hybrid/blended in my school, hybrid should have been a preference choice at the beginning of the year (for families AND teachers). I feel it was misleading to leave it off.
Middle School Teacher	I received the preference that I selected, but have since been mandated to return face to face
Elementary School Teacher	As an elementary specialist, I am not sure why I was even asked what my preference was. I knew I'd have to teach both as I am the only person in my content area.
Elementary School Teacher	Kids that traveled should be quarantine. I had a girl went out of the country and did not quarantine at all because it was not a OCPS guideline.
Elementary School Teacher	I am an ESE teacher and I am responding to what my parents selected. So that was the model that could support my population. I selected face to face and was given that option but some of my students were in launchEd so that's what I am doing.
Elementary School Teacher	I wanted digital since I'm at risk.
Elementary School Teacher	I had asked for face-to-face originally. Making it work with hybrid, just not my favorite model.
High School Teacher	I am literally an island. If I don't contact my PLC or admin no one would ever contact me. It is a very lonely life.
Behavior Specialist	I currently teach face to face. However, it is challenging because I do have virtual as well. It's hard to meet the needs of students that are at home while still working at school. We have multiple people out on quarantine and we struggle to keep classes covered. When we run around all day coving everyone else our personal job suffers. We end up having to take our work home to keep up.
High School Teacher	I wanted to teach all LaunchEd@home students from my empty classroom. This was a choice given at my school, and teachers chose it, but we were completely ignored.
High School Teacher	Because I am the only one who teaches one of my courses and because 1 student selected to be on campus at the start of the year, I was required to be on campus. For most of first semester, that 1 student was the only reason I could not teach from home.

High School Teacher	We should all be home, I will not seek teaching after this year.
Elementary School Teacher	I requested virtual because of at risk family members. If I teach in person, I'm not allowed to see them until the pandemic is over. My school doesn't care. The parents run the building and get what they want. The teachers are expected to do as the parents say.
Elementary School Teacher	I was given all online for the first 9 weeks, then switched to all F2F after and now. I was given new students at beginning at week 10. I'm up to 16 kids now. It is difficult to be distant and 1st graders have a hard time keeping their masks in and not touching one another.
Elementary School Teacher	I was given my preference for the first 9 weeks then forced to go back to face to face with a classroom of 18 kindergarteners despite my pleading because I care for a sick elderly parent daily.
Elementary School Teacher	Wish I wasn't back face to face and was still LaunchEd at home. But too many kids wanted to be back.
Elementary School Teacher	I have a letter stating I should work from home but my administration contacted me 2 separate times to return. The second time I agreed to return only if I would have a maximum of 9 students. So far this request has been honored.
Elementary School Teacher	I teach mainly face to face, but hybrid for one hour a day.
Elementary School Teacher	I was originally LaunchEd, but due to the demand of parents wanting/needing to send students F2F I had to go back F2F.
Elementary School Teacher	I worked from home for 1st nine weeks, but when students came back in Oct, I had my roster changed and came back hybrid, teaching self contained ESE students in KG/1st grade.
High School Teacher	I have an ADA accommodation because I am at risk. I spent Q1 Teaching from home, but was recalled back starting Q2.
Elementary School Teacher	Asked for LaunchEd at home. Asked to return to school for Hybrid learning.
Elementary School Teacher	None. I knew it had to be done and remained flexible.
High School Teacher	No one else teaches what I teach, so I didn't really have a choice to stay home.
Elementary School Teacher	I started out LaunchEd from home but with the Governor's recent mandate I was told I had to come back because parents could change their mind at any time and also the district wanted as little movement between teachers as possible (I'm sure for evaluation purposes so they have more students to figure in). Also, they have been forcing parents to bring their students back due to lack of progress.

Elementary School Teacher	My first choice was launched at home. Second, launched at school. Third, Face to face. I received face to face.
Middle School Teacher	I was given ADA accommodations and had to return due to the districts push for students to return to school.
Elementary School Teacher	I originally asked for at home, was given hybrid the full face to face in January.
Elementary School Teacher	At the beginning of the school year I asked for Launch Ed. Then, they changed me in October for F2F without me asking for the change.
Elementary School Teacher	I requested LaunchED, which I got with kindergarten (not easy)... for the first quarter. I was then switched grade levels (which is good, I wanted that grade), hybrid, which I did agree to do after the first quarter. Departmentalized... didn't really want.
Middle School Teacher	I received the teaching preference at first because I am in the high-risk category, then I was called back to work. While at work I noticed other employees that received preferential treatment were able to do LanchEd at home and they had no underlining conditions.
Elementary School Teacher	I started online but was switched to hybrid when student wanted to return during 2nd grading period.
Elementary School Teacher	They needed a teacher on campus so I was chosen to return. It didn't end up being a big deal originally. The students are so low academically and have behavior issues.
Elementary School Teacher	Request at home due to my age and health
High School Teacher	If it is possible, I would like to take LaunchED at home, but I don't want to change my teaching assignments. So after school talk to me, I decided to change my preference from LaunchED at home to Hybrid model.
High School Teacher	I was not paid for quarantine from a student and my son has covid I was paid \$103.00... I am currently being bullied and racially targeted and no one will help me this an evil organization and it saddens me that my heart is for my students but no ones heart is for us and our families. We are harassed for taking time off on our cell phones.
High School Teacher	I asked to teach all LaunchEd but was sent to school to do blended. I then asked if I could just have periods of F2F and other periods of just Launch but was told no. I teach blended all 6 periods.

Middle School Teacher	Requested face to face - assigned hybrid
High School Teacher	I wanted to teach launch ed this year, but no one at my school has been allowed.
Middle School Teacher	I selected virtual because of my health issues and was given no choice when I was told not only was I teaching my class but I was also having to teach another class in a different department.
Elementary School Teacher	I attempted to get ADA but was told my job just be done in campus and I would have to change positions of I wanted to do Launched.
High School Teacher	I was approved for ADA accommodations to teach Launched and had to teach hybrid, no Launched positions were available.
Middle School Teacher	I would prefer not to be exposed to a classroom of students.
Middle School Teacher	My school is doing a fantastic job
High School Teacher	I feel more disinfectant wipes should be supplied to teachers. I had to buy some so my own money this weekend.
Curriculum Resource Teacher	I'm an instructional coach. I was told it was mandatory I be on campus. I asked to work from home so that I could stay home with my toddler who has previous health issue/ asthma. Who I now have to send to day care daily while I work.
Middle School Teacher	I was launchEd from home which I wanted. I was told to come back quarter 3.
Speech Pathologist	I was approved for ADA accommodations but was told I had to come face to face.
Middle School Teacher	I requested to teach from home because I live with my 86 year old mother-in-law who has lung cancer. In the beginning, I thought that was going to be a choice.....
Elementary School Teacher	I'd prefer all f2f.
Elementary School Teacher	I originally preferred LaunchEd (either from school or from home) but because I am a special areas teacher, that option was not possible. I currently teach a mix of F2F, virtual, and hybrid classes.
Elementary School Teacher	I didn't know what I wanted, to be honest.
Guidance Counselor	I have been exposed to COVID three times at work by students. Each time I was instructed by my principal "not return to work until I had negative test results". Each time I worked from home and each time I was DENIED TDY in SAP and forced to take

	vacation/sick time. BUT administrators can "work from home" and it is no issue.
High School Teacher	First semester allowed LaunchEd based on medical issues. Four days before winter break, received email to return to school first day after winter break. My doctor said not a chance. Applied fir FMLA the next day, three days before break. Still have not heard from OCPs, so on "leave" in serious financial trouble. My inquiries to my status for FMLA approval not answered. Worried about losing Professional certificate.
Elementary School Teacher	I Prefer only one! In my case I will feel more safe staying home and working online.
Middle School Teacher	Being in school during a pandemic is a crime
Behavior Specialist	I preferred to work from home, but was told, due to my position, I was required on campus.
Elementary School Teacher	Why were we asked if ultimately given no choice. Either teach the assigned classes or go on leave of absence.
High School Teacher	I did not have ADA. We all returned.
Middle School Teacher	I didn't really have a strong preference, but then in the end I doubted that if I did it would matter.
Middle School Teacher	i have friends that were taken and told they had been exposed to students with covid..llll only SOME of them were able to be at home and get paid to quarantinellll it is race related... my friend is black and her other coworker is too..... it seems all the white and hispanic were able to be at home... but they had to persevere and work through the mess.
Middle School Teacher	Selected launch from school and was hybrid from day one
High School Teacher	I did receive the position I wanted, but I had to sacrifice accommodations and the chance to stay at home to do it. English teachers at my school who received accommodations were assigned remedial reading LaunchEd classes at the beginning of the year. And I wanted my AICE students. So to stay in the program, I had to be at school, even though my course could 100% be taught online only, because that's how I'm teaching it hybrid. Of course, the point was moot because at the end of the first quarter, the LaunchEd only teachers at my school were all brought back to the classroom. The ones who would not were either without a job or had to retire early.

Elementary School Teacher	I received it in the beginning of the year and lost it at the 3rd quarter.
Elementary School Teacher	I was blended but they separated my Launch Ed kids to another teacher.
Middle School Teacher	I was able to teach Launch Ed from home for Q1 only.
High School Teacher	I was labeled "high risk "for teaching face to face by OCPS legal. Denied the option to work from home by site administrator. However other teachers at my school were granted permission to work from home due to these teachers having dependents in their household that were labeled "high risk"
Middle School Teacher	I have one hybrid class with 22 F2F students. That's far too many - and it's my ESE class (which I love teaching, don't get me wrong!) - but I don't have help.
Speech Pathologist	All SLPs were told in September 2020 that they must come in face to face for work, regardless of whether we qualified under ADA to work from home.
Elementary School Teacher	I teach pre-k. I was told that pre-k did not have an option. Pre-K is face-to-face.
Middle School Teacher	I wanted either face to face or launchEd, but not both at the same time.
Elementary School Teacher	Face to face with 22 students, 17 boys and 5 girls with very limited social distancing.
Elementary School Teacher	I love what I do and this position was offered to me and I readily accepted it.
High School Teacher	My preference was LaunchEd only, but because I am younger than 65 and have no health conditions, my request was denied.
Testing Coordinator	I am the CRT, and I have had to teach classes either all day or part of the day. It has been hard for me to do my job as the CRT.
Elementary School Teacher	I was told I had to return because of the students I teach.
High School Teacher	I'm diabetic and I have hypertension, but still gat assigned to classroom duty.
Elementary School Teacher	I preferred to be online. Then, I was not given the option and was told that I had to return. Returning was a challenge. I'm not supported and cannot provide the students with the education that they deserve.
Elementary School Teacher	I preferred virtual and they assigned me to face to face because I am assigned to work with the lowest level kids in school.
Middle School Teacher	My original preference was LaunchEd at school which I wrongly assumed that meant all of my classes would be virtual with maybe

	1 or 2 classes of face-to-face. Hybrid is extremely difficult and stressful especially when teaching high school credited courses.
High School Teacher	I asked for one or the other... not both simultaneously
CTE Teacher	There was no other option to work unless LOA.
Elementary School Teacher	I originally selected launchED at home. I was then transitioned to hybrid and due to the number of returning students I am now face to face.
Elementary School Teacher	We have to check the dashboard to see new numbers. Admin. Said they could not tell us directly.
Elementary School Teacher	I wanted launch Ed and I got it at first. Some of my students came back face to face, so I told administration I would do hybrid if it meant keeping my same students. My face to face students were switched out for online students and I was told that I would be fully launch Ed. I said okay because I agreed it would be easier. A couple weeks later a student with behavior issues including violence towards students and teachers and eloping, was placed in my class face to face while I continue to teach online. I am expected to track behavior data while teaching launch Ed online. This is more challenging than when I had the hybrid class of 6 face to face and 12 online, because at least those students behaved. This new face to face student also frequently removes her mask and nothing is done besides asking me to track how often she removes her mask. I have requested additional support if this student is to remain in my classroom. I am waiting to see if that will ever happen.
Middle School Teacher	Requested to work from home. However, I was given blended classes.
Middle School Teacher	I received the position replacing a teacher who took leave
Elementary School Teacher	I wanted LaunchEd at home and was asked to do LaunchEd at school. That actually turned out to be a good thing since I was starting a new school and while interactions have been very minimal, I feel as if I'm starting to become a part of the school family. However, due to my low numbers I will be moving to face to face soon.
Middle School Teacher	I was originally assignments LaunchEd but as more students returned had to become a blended classroom.
Instructional Coach	Im a resource teacher and was told from the beginning our admin needed all resource on site to help run the school which includes

	supporting subs daily, covering classes without subs, student supervision etc.
High School Teacher	Working twice as hard. Too much. Drowning. Interviewing for jobs outside education.
High School Teacher	I asked for Launched at home because of my underlying conditions. I obtain the accommodation under ADA, but they cancelled my accommodation because a couple of teachers resigned or got a leave without pay. The hybrid method is overwhelming, I work so much but seem to be getting nowhere.. If the school district had implemented the hybrid method as they said they would do, it would be much better. I feel they cheated on us.
Middle School Teacher	I am disappointed that the district did not take our preferences into account. Members in my household are high risk and at times when I had possible exposure and my students had been quarantined we had to live separately in order to not risk their lives.
Middle School Teacher	I would like comment about my experience but I don't want the retaliation from my administration for speaking out about specifics
High School Teacher	Teaching in a hybrid mode is very challenging and we were not adequately trained on technology in a timely manner to effectively teach in this method.
High School Teacher	I have a district approved approved ADA note.
Social Worker	We were told work from home was not an option and that we are expected to be present in our schools.
CTE Teacher	I signed up for F2F but it was assumed I could do both. It has been extremely challenging with 250 students total, all 7 periods, and hybrid learning of a hands-on project based, equipment heavy elective.
High School Teacher	I preferred to teach virtually, but at the beginning of Quarter 2 I had to return to the campus. I live with someone who is within high risk.
CTE Teacher	So many cases. Some person to person at school spread.
Elementary School Teacher	At first I was at home. Then, I was asked to come in.
High School Teacher	I selected LaunchEd at home. I have a limited number of Seniors F2F. In a total of 6 class periods, I only have 1 or 2 students in 3 classes, 4 in one class and 0 students in the other.
CTE Teacher	Asked to have students attend part time for hands on activities and do lessons and assignments remotely.

Middle School Teacher	The comment I need to make is when the county decided the kids at home did not need to turn on their cameras. That presented a BIG problem when teaching my subject.
High School Teacher	We were originally told that IF we had to teach a hybrid model, it would be limited (at best). However, EVERY class is hybrid.
Middle School Teacher	Some of the answers could go either way. Not sure on some of them but the answer was basically yes or no.
Elementary School Teacher	We are Preschool we had no choice, but face to face.
High School Teacher	Despite medical documentation and recommendations from my doctor that I not teach face-to-face, I was ordered to return to campus. I decided to take a leave-of-absence as I am ADA. I found other opportunities to work outside of OCPS remotely. My request to work outside of OCPS was denied. I was told that I am only allowed to work as a substitute teach while on a leave of absence from OCPS. I was allowed to teach with LaunchED for the first marking period. Since the first marking period ended I have been on a leave-of-absence.
Social Worker	I have a health condition that would make me approved for ADA BUT I WAS SCARED to submit papers.
Instructional Coach	Even though I had several pre-existing conditions, I was told my title required me to be present in building.
Elementary School Teacher	I wanted to teach from home because I'm at a higher risk.
High School Teacher	I have ADA approval worked Launch ed from home, the principal called every teacher back to the classroom.
Middle School Teacher	I was LaunchEd from home. In January all teachers were switched to hybrid at my school. It's not as bad as expected, but the wifi at school is unreliable.
Middle School Teacher	I am a very High-Risk teacher with an ADA accommodation due to the administrator changes to Hybrid teaching. I was given only the option of going back to school to teach face to face and virtual at the same time, resign or take leave of absence. This situation impacts my physical and mental health and I have to desired to take FMLA and them request a leave of absence without pay for the rest of the year due to avoid getting contagious with Covid-19 and an unsafe environment. At this time I lose my salary and benefits (no heath insurance). I am a very responsible, loving, and passionate teacher but since I was not considerate for a visual or distance teacher (as before) I am out for the system. I feel I am been punish for been a Covid-19 CDC recognize high-risk teacher, CTA is been there for me but very poor or no result for me...

Elementary School Teacher	Launch Ed at home at first and then second quarter hybrid
Elementary School Teacher	I requested and was given LaunchED@Home through quarter one. I was then told that I had to return for quarter two due to the number of students that signed up to return. (We were told that we could be sent to another school if we were granted ADA, so many people decided not to go that route even though we qualify for ADA. Many of us have been at our school for decades and did not want to lose our professional support group.)
Elementary School Teacher	I was LaunchEd which was challenging and took a lot of time and effort.
High School Teacher	I requested and taught from home the first semester, but was brought back 2nd semester to teach Blended/Hybrid classes.
Middle School Teacher	I was at home and received a phone call from the principal for me to return to school. I was not given any choice. I heard we were asked to return because it might make it easier for us as a teacher.
Elementary School Teacher	4th, then 2nd, then kdg
Elementary School Teacher	I taught LaunchED. The first nine weeks as requested. After the first 9 weeks all Launch ED teaches had to comeback to the classroom door to the high amount of students changing models to F2F.
Middle School Teacher	I have an ADA waiver for my generalized anxiety disorder and ADHD and my mother, who lives with me, is on immunosuppressive medication to manage her recovery from lung cancer. I was LaunchEd the first half of the school year and was required to report for hybrid instruction starting the 3rd quarter. I took a LOA instead of going back to minimize the risk to my mother and to my own mental health.
CTE Teacher	I selected virtual, but because of my position as an elective teacher, I knew that I may not get that option.
High School Teacher	I requested the traditional way or only online but was not considered. My classes are huge and many of my co workers have not even half of my numbers
Elementary School Teacher	After the first nine weeks, I had to return face to face because some parents switched their child's platform.
High School Teacher	I wanted to teach launch Ed but be on campus ... I was given the hybrid model
Elementary School Teacher	Initially Launched. Which is what I wanted.

CTE Teacher	We were not consulted about what we chose. We were told school wide everyone would be hybrid.
Middle School Teacher	I was told I had to come back into the classroom the 2nd week of the 3rd 9 nine weeks
Elementary School Teacher	We are exposed everyday. I did not get a choice because I'm a VPK teacher.
Middle School Teacher	Was told I had to teach blended
Elementary School Teacher	I was allowed to work with LaunchED@Home students until my principal instructed me to that I had to return to school and work with both LaunchEd and F2F. When notified I could not return to school the only option given was to take Leave of absence.
Mental Health Counselor	Was given ADA but 2 weeks in they said everyone had to come back because there were too many ADA approved despite the fact that the position is more than doable virtually.

If you are teaching the hybrid model, how would you rate it as a teaching method to advance student learning – Comments.

POSITION	COMMENT
Elementary School Teacher	It is good if I can treat all students as if they are LaunchEd whether they are F2F or LaunchEd. I am being asked to go paper based for my F2F.
Middle School Teacher	Some of these classes have too many students to even it give it a chance to be successful.
Elementary School Teacher	When I taught it both sides complained I was helping the other group more. I agree with them some days online got more of my attention someday it was face-to-face.
Elementary School Teacher	Face to face Students cause many disruptions. Consistent redirection for Face to face students cause launched students a tremendous amount of time.
Middle School Teacher	I think virtual is okay... when students are disciplined enough to show up and participate but hybrid is chaotic.
Middle School Teacher	At this moment is very risky to teach face to face. The reality of our school is that we don't have space in our rooms. The district needs to close the schools (online only) until every teacher have received a vaccine (2 doses) . I really love to teach , but this situation is not healthy for anyone.

Elementary School Teacher	The BBB platform is an ineffective tool for virtual learning.
Elementary School Teacher	From what I've heard from my colleagues that are teaching hybrid, it is a living nightmare of double work, double headache, quadruple stress. It is causing feelings on inadequacy - everything is still focused on FSA and no grace is being given when it comes to data and test scores!
Middle School Teacher	Very challenging to give students online the attention and support they need when faces with 20 students in the classroom.
Middle School Teacher	I stay at my computer and treat all F2F kids as launch. I will walk around as needed but I don't feel like I'm doing a good job either way
Middle School Teacher	I'm doing two jobs with no raises
Elementary School Teacher	I am not receiving all the work from the kids at home. I can't grade what I don't see.
Middle School Teacher	No student is getting the best possible learning experience.
Elementary School Teacher	Hybrid is the absolute worse method. The district is using this method do they don't have be e to hire new teachers.
Middle School Teacher	Classes should be f2f OR virtual. When teaching simultaneously, one group inevitably gets neglected at some point no matter how hard you try.
Elementary School Teacher	I have 12 online and only 4 in class. The kids online are now just doing online in my room. It's definitely not ideal.
Elementary School Teacher	My face-to-face students did much better on the mid-year iReady compared to my LaunchEd students.
Middle School Teacher	It's very hard for me to give the attention needed to the students during blended classes for Physical Education.
High School Teacher	Attempting to teach self-contained special education students in the virtual environment is a joke. The kids cannot remain engaged with me via a computer, and the parents (if they are helping their children) are either struggling to give the proper support or are helping to the point that the student cannot learn.
Elementary School Teacher	I cannot give 100% to either F2F or launch kids. It's a constant struggle on top of all the technology issues.
High School Teacher	No accountability at home. Parents aren't involved. Always hear "but he's on his computer all day there is no way he is not doing schoolwork". System is great for mature/motivated/higher grade students.

High School Teacher	It can be great, but not if teacher's time is divided amongst this online class and a LIVE class - with different needs, etc.
Elementary School Teacher	I taught this method briefly, it is the poorest method in existence for elementary age children.
Elementary School Teacher	I felt more in control over engagement when all mg students were f2f or all launchEd. It's hard keeping everyone in track with hybrid.
High School Teacher	It's terrible, but safer than full in person classes. High schools are very dangerous and overcrowded so I'm grateful my principal blended classes and tries to level them.
Middle School Teacher	I know this is a horrible method. No one gets the attention they need.
High School Teacher	This is so bad for so many reasons. Even students told me they are just processing content, not actually learning anything-their words, not mine.
High School Teacher	Though a poor method, it takes far more than compensated time to complete most tasks...choose either no lunch and work late or be stigmatized for "not cutting it".
Elementary School Teacher	Just terrible, one or the other please.
Middle School Teacher	It's awful and exhausting and unfair to both the teacher and the student.
Middle School Teacher	It's ok, we're making it work, but the kids aren't able to cover what we do in a typical year. And it is a little difficult to keep remaking lessons to be able to be done in a digital manner with fidelity.
High School Teacher	Teaching both ways at the same time is absolutely exhausting!!!! Only in my first two years of almost 17 years of teaching do I work so many hours! The model with both makes it brutally difficult to monitor students and give proper feedback both to F2F and distance learning. I spend several hours a week working to re-engage either disaffected distance learners or to reinvigorate F2F students who can't stand the daily technical computer problems-it makes F2F learning move at a snail' space sometimes. This is like being a TedX speaker who has to give a compelling presentation while: managing the audience, adjusting and fixing audio and visual technology, move the camera and show a child where the bathroom is at the same time!!! What speaker would do this???
High School Teacher	We work with what we have. It's better than having full classrooms
Middle School Teacher	It is stressful on everyone, students and teacher. The ocps laptops and school internet are constantly having issues. Most launch

	students can't use their cameras for a physical movement class because it freezes everything.
High School Teacher	<p>We were not given the tools to do the hybrid model. First, virtual students are not required to use OCPs computers so LAN school can monitor and interact with the student. Many students have OCPs computers without working cameras and or microphones. We cannot do testing securely without these. The district did not give us the Respondus Lockdown browser to secure tests. We received no PD on how to do hybrid. My workload is far more this year.</p> <p>Student's refuse to use cameras and microphones if they work. Frequently some aspect of the digital is nonfunctioning. We are constantly problem solving while trying to teach</p> <p>We are being evaluated by a tool that was not built for hybrid. Administration does not understand the complexities of teaching hybrid. My AP was shocked when he came to evaluate me and found that to do hybrid I run 3 computers simultaneously every class. I told him that air traffic controllers don't have any more complex of a job</p>
Middle School Teacher	Student performance can be directed and monitored by the teacher. LaunchEd attendance and work compliance cannot be directed by the teacher alone. In Middle School, students are often at home alone. "Chasing" LaunchEd attendance and engagement also detracts from F2F instruction. Neither audience receives the optimum instruction and learning gains.
Middle School Teacher	Some students are succeeding and some are not. However, many parents are not responding to attempted contacts or monitoring Skyward or Canvas for grades. I have about 25% of my students failing.
Elementary School Teacher	2nd 9 weeks I taught the hybrid model and it was horrible. My online students complained that I sounded muffled when I was teaching because of the mask. I didn't think it was fair that they not receive the same instruction they did the first 9 weeks so I would drop the mask while I taught. Because of social distancing, I did not have one on one interaction with the f2f students. I had them stand approx. 3 feet away whenever I had to complete assessments.
High School Teacher	Launch Ed students are still on break since March 2020. It's a shame that we cannot fail them and have to let them make up their work even if it's weeks ago. What does this say about our "Integrity" as an Educator. To Lie?
High School Teacher	It's been difficult to keep up with the technology. Instructional videos are available but we don't have time to view those during

	<p>the contract day. So my class has been mostly discussion— with only the same handful of students contributing. Some I never hear from in the chat or on screen. There isn't enough time in my contract day to contact all the parents needed re: their child's lack of participation. I haven't given a test or quiz all year because I don't know how. I have always been a hard copy teacher with actual novels and assignments on paper. I never used canvas until last spring and still don't know the basics. I don't even know how to create a google form. Again, there is no time in the day to learn. So I'm barely getting by. Not to mention how exhausting it is to teach to those online and divide my attention to not ignore those in class simultaneously. It's stressful and bonkers to expect us to do this with any proficiency. We all deserve innovatings on our evaluations. If admin are not willing to take our place for a day to demonstrate what this should look like, we shouldn't be evaluated on it.</p>
High School Teacher	I'm losing my mind.
High School Teacher	It is very difficult to reach the students and is only effective if the students are self-motivated.
Elementary School Teacher	Materials are not provided for students on line which makes teaching very difficult
High School Teacher	I have had to totally revise my curriculum this year in order to be able to teach both LaunchEd and F2F students simultaneously. I feel as if I'm only able to deliver about 60-70% of material compared to a normal school year. I am doing the best that I can while I try to keep me and my family safe.
High School Teacher	Impossible for the population I teach.
Elementary School Teacher	I am not teaching hybrid, but I do see how frustrated these teachers at my school are. In discussing data, these students are also struggling.
Middle School Teacher	I have some students who are thriving with the online. I also like that students can attend class when they are home sick if they feel up to it. This helps keep them up with what is going on. I do think F2F teaching is more effective for many of my middle school students.
Elementary School Teacher	Its overwhelming and extremely difficult to do hybrid.
Middle School Teacher	Only works if the students show up and engage.

Middle School Teacher	I can't tell what students are doing half the time. Providing specific accommodations can be challenging. Students won't respond to redirection.
Elementary School Teacher	I am unable to effectively teach and monitor two groups of students.
Elementary School Teacher	Who ever came up with this hybrid model has never done it. The parents do not understand it fully they all think its like virtual school but it's not. You try keeping 10 student who are not in your classroom controlled and paying attention 100% of the time bc your subjects are going to count for 80% of the school grade. Never mind the outside factors which are whatever is happening at home-other ppl in the house , running errands with grandma and grandpa, answering the door and letting the pool guy in, etc. Etc. Etc.
CTE Teacher	I find it works best if the majority of the students care online. Once the face to face students number around 8 or 10 they start requiring more attention and make it harder to focus on the online students.
Middle School Teacher	Honestly, I'm not sure they are learning anything. So many student google translate and have a hard time remembering all the information covered. It's more of just surviving this year and hope for the best next year.
Elementary School Teacher	It would be a lot to balance if I hadn't used this technology before. I think the most challenging part is engaging the online students.
Elementary School Teacher	Students at home are not attentive!!!
Middle School Teacher	If only the school and district will let you do teaching and not overwhelming us with different teaching styles and platforms they want to obligate us to use.
Elementary School Teacher	I am doing double the work load
Middle School Teacher	There are many a students that are failing currently because of the distractions at home a little monitoring by the guardians.
High School Teacher	I would rate it as a poor teaching method.
Middle School Teacher	Kids login and check out and it can be very difficult to get some if then to engage.
Instructional Coach	LaunchEd students are not doing work and are often absent. Some are not even in the state or country for that matter. Even though these students don't do any work, teachers are still encouraged to give then passing grades. Having to teach this way is very difficult and draining. My teachers cannot continue on in this matter much

	longer. District administrators act as if everything is okay, and their ever increasing demands are evident on their mindset.
High School Teacher	You can't focus on one group... you're always jumping back and forth
Middle School Teacher	The students aren't getting the attention they deserve. It's too much for the teachers to handle.
High School Teacher	It's a fantasy dreamed up by dusty old people who haven't set foot in a classroom as a teacher in decades. It's pathetic, ineffective, and insulting that these "leaders" actually selected this farce.
High School Teacher	It's a fantasy dreamed up by dusty old people who haven't set foot in a classroom as a teacher in decades. It's pathetic, ineffective, and insulting that these "leaders" actually selected this farce.
Middle School Teacher	Students who are motivated to perform well will succeed but others are struggling.
Elementary School Teacher	I have had to conduct a few hybrid classes and it is such a disservice to the students and teachers.
High School Teacher	I have a Masters in Instructional Technology. I can teach online. I can teach face to face. Doing both at once requires me to be a mediocre teacher to both groups.
Elementary School Teacher	Everything is put on the teacher on all sides. Students will not try and grades are dropping. District puts pressure and adds more work. It is impossible to do what is required while staying within contract hours!
Middle School Teacher	Without parent support, this is impossible.
Middle School Teacher	I feel that both student cohorts are compromised.
Middle School Teacher	Too much!! Too much time making things for F2F and adapting it to LE. Ridiculous expectations
Middle School Teacher	I feel that both student cohorts are compromised.
Middle School Teacher	I teach performing arts classes. It is extremely difficult.
Elementary School Teacher	It should either be launchEd or f2f not a mix
High School Teacher	Sometimes the students at home miss out. The students in class might share but students at home cannot hear them. You can only have 1 microphone on at a time.
CTE Teacher	Because of district block on student laptops, students are unable to complete or do most lessons

Elementary School Teacher	The amount of tracking down students is insane and takes away from everyone's learning.
Middle School Teacher	Learning ultimately falls on the students. If they are willing to learn, and many are, they will. Problem is, many don't want to or don't care and so they don't.
Middle School Teacher	My face-to-face students are more engaged, but still not submitting work. I can't get as close to them to confirm work and submissions as I have in the past. My online students are now shy to participate and use cameras (even more than before) and many are falling behind on assignments.
High School Teacher	<p>It's an absolute joke. You want me to do 100% of both job with 50% attention on each one? Yeah, about that raise...</p> <p>Beyond the fact that you're not paying me to do two jobs, it's a stupid idea and it doesn't work.</p> <p>Whoever said that a M.Ed. makes a good leader is so full of it. These people know keywords from a book and theories... I wish they could teach you how to have a backbone and do the right thing.</p>
High School Teacher	Hybrid is the worst and should never be used again.
Elementary School Teacher	It's basically planning for two separate classes. You are doing more work than the teachers who are doing one or the other methods. I also feel that students are not getting the full potential of learning. You have to divide the time up between the two methods.
High School Teacher	It is what the students make of it.
High School Teacher	Students don't participate
Elementary School Teacher	The most frustrating component of a hybrid model, is the lack of appropriate technology. I am in school with brand new technology, that was just installed for the school year. And the computer desktop, cannot handle what it is being asked to do. I cannot use that computer for basic Functionality, during the school day, or after school. It does not run teams efficiently. It does not have a microphone or WebCam. I had to purchase a WebCam. It is overloaded by the SmartBoard technology, and will not load basic requests such as YouTube, PDFs, PowerPoint, Word, it will not change to different windows without contestant delay. I have not worked in a system this slow for many years. I have submitted help tickets to my tech person, he has told me that there's no way around it. We have troubleshoot it, closing down

	<p>programs to help run run more efficiently. That is only a Band-Aid. My basic day to day job has changed, even above and beyond what's going on with Covid. Now, add Covid, and the fact that I'm having to teach entirely differently. In hybrid classes, I'm streaming to kids at home from my laptop and have to connect it to my desktop teams so that my kids in my classroom can see what I'm streaming. Then, whatever I'm playing from my laptop does not go through my speakers, and I cannot share from my desktop, because of the limiting issues with sound on that desktop. So, when I teach, I have to run my class from teams on my laptop, join the team from my desktop so my hybrid kids in class, can see what I am teaching. I have to use my microphone and place it against the microphone on my laptop, so the kids in my class can hear. I am a music teacher. I'm sure you can imagine the challenges that this gives me, and the poor model of instruction this is giving to all of my students. I am so frustrated for them. They are the most patient and wonderful children. They have to wait through so many delays with tech. It is so unfair to them, and so unfair to us- during a time when we have so many huge worries in our minds. I am not the only one with this problem. I have talked to many people at my staff, and they are having the same frustrations with their desktop. Because they are new, it doesn't look like we're going to have anything different.</p> <p>I know this is not related to safety, but this is related to this terrible situation, and I feel hybrid model just exacerbates it.</p> <p>I believe we should be in school. But I don't believe the hybrid model should be allowed. It's a disservice to everyone.</p>
Elementary School Teacher	Getting materials together, keeping students on task & engaged at home & at school is next to impossible. Then we're still being evaluated like this is a normal school year. It's insane!
High School Teacher	It has the potential to be great, but so many teachers, students, and admin seem to misunderstand or hate it without substantiation, and thus assume it is a substandard method.
Middle School Teacher	Student that want to learn engage in the lesson. Students that don't, don't. It's working well from some but not so well for others.
High School Teacher	Not all students are doing well online, if possible they should be attending face to face or have other guidelines to keep them on task like FLVS does
High School Teacher	Most student at home are too easily distracted and have too much access to cheating tools.

High School Teacher	They want us to do the same thing as if they were in the class and grade us hard yet dont hold the kids accountable. They scared shitless of the wealthy parents here
High School Teacher	It's useful if the student is driven enough. If they struggle to find reason to log in and pay attention then it is a disaster.
Speech Pathologist	School-based speech and language therapy is only successful if the student regularly attends and engages during the session using the mic. The middle school students are often not willing to use the mic, therefore I am not able to obtain the valid and reliable data necessary to make a sound clinical decision as to if the student is making a progression or regression on his/her communication domain goals as listed on the IEP. The students also do not use their cameras so I'm unable to determine if the student is actually in my session.
High School Teacher	An utter disaster. Difficult for students, parents, and teachers. Kids should not be in front of a screen 7 hours a day.
High School Teacher	Better decisions could have been made to utilize staff across district- that choice was not taken.
High School Teacher	It is not ideal but better than closing all schools or sending all kids back to classes.
Middle School Teacher	Absolutely hate it. It's distracting for the kids and the teacher. The kids at home want to be included but are distracted by hearing the kids in class. They also feel like they are not as part of the class as f2f kids are.... and it's true but there is NOTHING WE CAN DO ABOUT IT. Half of the kids at home are cheating on every assignment, the other half doesn't do anything.
Middle School Teacher	I only have 4 students in class so it is manageable
Elementary School Teacher	I feel as though no group gets the proper attention due to the amount of work it takes to prepare for both modalities simultaneously.
Middle School Teacher	It is impossible to monitor a class full of students with constant redirection and attention while trying to monitor my students who are online.
Middle School Teacher	It is ineffective for both sets of students. Too much time wasted for one group as I help the other.
Curriculum Resource Teacher	It's ok for some not most
High School Teacher	With science classes, doing lab means tons of extra work. I record labs for the kids and try to manage both my in class kids doing lab and at home kids watching lab. It's not meaningful learning and exhausting for me. I'm just trying to meet my lab requirements for

	AP without using virtual labs constantly which the kids really don't enjoy doing.
CTE Teacher	We make it work but at risk students suffer. In a school where 80% of students are at risk, to meet the academic and the attendance goal is nearly impossible in such a school as this. No pay for time served
High School Teacher	All face to face would be best. The LaunchEd students get inferior instruction and only the top-end students are successful regardless of what I do.
CTE Teacher	Double the work-same pay
Middle School Teacher	It is impossible to instruct fairly and equally at home students and launch Ed students simultaneously. We are expected to give the same amount of attention to launch Ed students that we give to face to face students. It is completely overwhelming. The amount of planing that needs to be done is way more hours than I am compensated for.
Elementary School Teacher	I feel students that are on grade level do great however, students who are below grade level do not benefit from it unless someone is there supervising them constantly.
High School Teacher	I'm trying my best, but I know I can't engage LaunchED as well as I did from home. There I could concentrate on only the 4 screens I was using. At school I have those 4 screens, plus a smart board, plus kids in the room. I can't wear a headset and I know my voice online is muffled from the mask. Kids also can't see when I'm talking and have forgotten to unmute.
High School Teacher	It's easiest to teach all virtual or all face to face. The almost even mix is the worst; a few face to face with most digital is okay, because I can essentially teach digitally.
High School Teacher	Some students excel @home and others struggle. It depends on the student.
High School Teacher	We're getting there, it's slowly catching up to meeting needs we've had all year. I still have infrastructure needs that haven't been met or addressed.
Elementary School Teacher	There is never coverage for my launch ed class if I am out. My launch ed students miss out on a day of learning, while my gace to face students gets coverage and their work is monitored throughout the day.
Middle School Teacher	So difficult to keep the students at home engaged.
Middle School Teacher	This has been so difficult! I am an ESE teacher, with behavior students in some periods. It is too difficult to monitor and engage

	<p>online students with face to face students as well.</p> <p>I also do not feel as though I am able to provide the level of support my online students need. This is getting worse the more face to face students that return.</p> <p>Monitoring for participation is so difficult as well. My students at home struggle with getting to different sites that we are using or just refuse. This wastes so much time for my face to face students, leading to more behaviors :-/</p>
High School Teacher	I think hybrid is terrible but I am grateful for it because I do not want large classes F2F. I'm more scared of 25+ kids in my room.
Middle School Teacher	It depends on the students but I think it's a great alternative for the future for students who might need to be absent but still able to participate.
Elementary School Teacher	difficult and students have technical issues all the time or just do not show up online for class
High School Teacher	It is far too difficult to teach a hands on class to both groups of students at once.
High School Teacher	Horrible. Students online don't get attention from me because my in-person students call me away for assistance. I don't monitor my classroom anymore because my time in class is spent at the monitor looking for students who need me, answering emails, etc...
High School Teacher	It is too difficult at this time to make sure both the students at home AND the F2F students get what they need when I am split between the two groups.
Middle School Teacher	Far too much time is spent managing logistics (chat, cameras, microphones, tech issues, F2F behavior, students at my desk, etc). If I get 5 solid teaching minutes, that's a huge win.
CTE Teacher	The kids at home don't do anything...they log in and leave. Kids need to be 100% back in school! Everyone knows this, they're saying it, the one one thing is crap. It's too much work doing both, I can't keep up. Logistically, it's a mess!
High School Teacher	two different delivery systems-not effective at the same time-twice as much work with less effective results
Middle School Teacher	Computers glitch, and slow Internet (OCPS slows down the speed) makes it difficult for students to see/ hear in real time. A video is impossible.
Middle School Teacher	Students at home are not engaging at all. They do not feel that they are responsible to comply with school duties because they are very sure that there will not be consequences.
Middle School Teacher	The launch Ed students are not learning. I teach math to Level 1 and Level 2 students. They do absolutely no work.

High School Teacher	ESE students do not do well with this learning model. The district places blame on the teachers for something entirely out of their control.
High School Teacher	Even teaching face-to-face, the requirement to be ready to pivot at a moments notice require that most lessons be prepared for online delivery which eliminates the opportunities for spontaneous engagement in the classroom.
High School Teacher	Honestly kids are not equipped to deal with it, we need to teach students how to be self-motivated.
Elementary School Teacher	It is hard to keep track of both kinds of lessons and lesson plans.
Elementary School Teacher	Nightmare!!!!
High School Teacher	ESE students do not do well with this learning model. The district places blame on the teachers for something entirely out of their control.
Middle School Teacher	I was given hybrid 1/5 but have been teaching LaunchEd for 3 weeks so I did not actually teach hybrid. A substitute or a secretary was in my first period class and the students attended my LaunchEd class.
Elementary School Teacher	Only my motivated students are excelling with hybrid/distance learning. The students that need extra support are not performing well with this platform.
Elementary School Teacher	I am doing research on this for my dissertation
Elementary School Teacher	LaunchEd students had additional learning time as I was not leaving my classroom to walk students anywhere. Now ib must stop teaching and three LaunchEd students lose out on my teaching time. Add the minutes daily, then weekly, then monthly, and my LaunchEd students lost a lot of instructional time. The f2f students lose out as well.
Middle School Teacher	I cannot pay close attention to both groups
High School Teacher	There are a lot less in class distractions
Middle School Teacher	The kids at home are distracted and the kids in class get bored often waiting on the home kids to pay attention or to respond
High School Teacher	It takes twice as long to cover material due to technology issues. Kids online log on and then do not respond the rest of the period. I cannot spend the rest of class chasing them down while I have other students that need my attention. There is not enough time in the contract day to contact parents of all these kids who do this.

Elementary School Teacher	Too much to manage no training planning a ridiculous amount of time
Middle School Teacher	Too many technological things manage and finding material to meet the standards, as well as getting reliable data from home and keeping students on task.
Elementary School Teacher	I work 80 hours a week to provide the best instruction possible for my students. If I worked to the contract, nothing would be done.
High School Teacher	Students join the daily conference, but are not really present paying attention to the daily lessons. Too many students failing this school year. No way of knowing/measuring student academic progress, cheating is rampant, poor parent support/accountability from home.
Elementary School Teacher	It is the worst. There is no way to meet the needs of the students. Students are not receiving the best possible instruction because there is no way to effectively implement best practices within this model. The technology isn't even effective.
Elementary School Teacher	Poor parent support
Elementary School Teacher	This method is not appropriate for small children and it is very challenging for both teacher and students.I am overwhelmed with this approach.
High School Teacher	There are benefits, like being able to have multiple conversations with different students at once to help them and the ability to share google docs for immediate review and feedback.
Middle School Teacher	I cannot focus on both. I split my time but kids in class miss out on the time it takes me to get the kids online ready and participating. I cannot give the help required to kids at home because I am focusing on the kids needs in class. I cannot plan the types of lessons I know kids need to grow because I don't have time to plan separate activities. I am way behind my scope and sequence and have had too many tech difficulties and wasted instructional time to remediate and use data properly to address the needs of my learners. I am pressured to try small group instruction and speed up pace with no guidance on how to do so safely and logistically in my classroom.
Middle School Teacher	After 32 years of teaching science in middle school (doing two labs a week), I know what advances student learning. Computer learning is inferior. But it is better than death. Only after vaccination , will I return to proven methodologies.
Elementary School Teacher	Worst, stressful, method of teaching.

Middle School Teacher	Tech issues slow things down It doesn't work as smoothly as expected.
Middle School Teacher	Struggling with online students to get the work done
High School Teacher	I'm trying so hard but I am struggling to create new assignments for both launch and face to face with 3 preps but 1 plan period.
Elementary School Teacher	4 and 16 in first period. Tech won't work for the 4 on campus and it throws off the whole rhythm. 3 and 15 in second period. Similar issues. As the f2f grows I am more and more worried not just about health but more of my effectiveness and ability as well as the fairness to my kids.
Middle School Teacher	It works best with advanced students. It is works fair for regular students.
High School Teacher	Launch Ed is a joke
High School Teacher	Impossible to keep up
Middle School Teacher	My f2f students are thriving. My virtual students are not.
Elementary School Teacher	I had hybrid model for a month and it was overwhelming.
High School Teacher	It's good for those who can learn and are willing to learn from home in this setting, but it isn't for every student.
High School Teacher	i am teaching many students who have not passed Alg. 1 (EOC or PERT) or Geometry. Their Math skills are very low.
High School Teacher	i feel like I am doing twice the work..some activities do not work on the Launch platform..
Instructional Coach	I work with teachers who are, and they are struggling.
Middle School Teacher	School board members should not be telling kids they can use their home computers. We can't monitor them and they are not successful. Parents are keeping their students home but it's not because of Covid. They go traveling to other countries, go skiing, etc... they are not worried.
Elementary School Teacher	The original laptops were removed from our schools and given to other high schools and the ones we have don't work properly. The platform is not either system frequently has issues.
High School Teacher	If hybrid classrooms were some days all face to face and other days all virtual that would be fine. But having both face to face and virtual students at the same time is not efficient. Often times a

	group of students will feel left out because it can be impossible to find activities that work for both.
Middle School Teacher	I do not teach hybrid, but I hear my PLC members. So many students are losing an education this year because they're not logging in, not submitting, not engaging in class but playing games/watching youtube (as seen through Lanschool). Additionally, many parents are allowing their launched students to do other things like take trips, go to Disney, etc. If they are TRULY scared of covid, they should not be going anywhere.
High School Teacher	Completely ineffective. Expectations from leadership are absurd.
High School Teacher	Student interaction is low on the LaunchEd side. Even with cameras and mics on daily I have issues with students interacting in an online forum. Most tell me they don't like it. F2F students complain about being in LaunchEd. They said they picked F2F so they wouldn't have to be online.
Middle School Teacher	I spend soooooo much time creating virtual lessons. Many of the online students are not engaged, not on camera, not participating no matter how interactive I make the lesson.
Elementary School Teacher	The iPads always have issues connecting to BBB, when kids use other apps we can no longer see them and it makes it difficult to help them and make sure they are on task. There is no way to engage in groups I have tried break out rooms but they are too young. The kids in my class cannot connect to our meeting, I have brought this to our techs attention and did not get help.
Middle School Teacher	It's extremely difficult to be equitable in your teaching.
High School Teacher	Technology is the issue with mixed mode teaching for me. The students can't see what I'm writing (math teacher) in real time. It lags up to 30 seconds. That doesn't work when trying to do equations, formulas, graphing, etc.
Middle School Teacher	It's completely awful, no way to 100% focus all my students. I tend to ignore my online students, yes that is wrong but when they engagement is low online or they don't chat/unmute, or even have their camera on, I feel like I'm talking to a computer screen instead so I end up paying more attention to my face to face students.
Middle School Teacher	It is very difficult to remain attentive to both the students in class and the students online at the same time.
Elementary School Teacher	If technology worked on a regular basis and assistance is provided from the county to accommodate the necessary changes required to use the county resources.

High School Teacher	I haven't found a way to successfully monitor students. Too many internet issues and cpu issues
High School Teacher	It is near impossible to teach online and have kids in class especially when kids at home are not made to put the camera on
High School Teacher	It works fine for highly motivated, self-regulated students.
Elementary School Teacher	I received little to no support from my school's administration when I reached out to them about some concerns I had with the blended model.
Elementary School Teacher	Kindergarten students need help. It's difficult to teach online while I'm helping my face to face students. My virtual students have help at home from a family member.
High School Teacher	No accountability that we can do for students at home, we cannot force them to turn on their cameras, we cannot force them to participate. Lucky if they sign in
High School Teacher	It's struggle to manage everything and technology keeps failing.
High School Teacher	While I purchased my own wireless headset w/ mic, because the county's solutions didn't even work for the outdated computers we have that either the mic or the sound doesn't work.... I still don't know how well my at home students are doing with the lessons.
High School Teacher	I teach a performance class. Having to come up with new ways to teach feels impossible for important things my students will be tested on.
Testing Coordinator	I don't really teach hybrid but as a coach and observing others teaching this way, it is the hardest thing ever. The students just don't have the structure they when we are using two different modules for learning.
Elementary School Teacher	Although no longer hybrid, it was horrible.
Elementary School Teacher	Student are not learning. It is so stressful for teachers, students, and parents.
High School Teacher	If students can focus and have the accountability of their parents. It will be amazing.
Elementary School Teacher	I am not currently teaching it, but every single teacher I know who is doing hybrid says it is not affective, scores are not accurate, and students are not learning.
High School Teacher	The shortcomings are due to poor attendance online or in person.

Elementary School Teacher	It's impossible to meet the needs of the students. It's babysitting at best.
Elementary School Teacher	Are you kidding me? Are you F%^& kidding me?! I am a teacher not tech support and thats half my day!
Other	In observation, in many cases, there is no difference than being Launch Ed, fully. It is not safe moving around in close spaces.
High School Teacher	Little or no feedback from students
High School Teacher	I am stretched the limit and more is added everyday. I have a class on my schedule that is one period but contains three separate classes. I teach a core subject.
Middle School Teacher	I feel that if you want to do well you can do well whether face to face or launched.
Elementary School Teacher	It could be a valuable method but only if students on the virtual end are fairly capable and independent learners.
High School Teacher	It's not ideal for either group. They f2f students aren't getting a normal lesson and the virtual students aren't really there.
Elementary School Teacher	It's ineffective, I'm Chasing down failing students, and have to document endlessly.
Elementary School Teacher	It's ineffective, I'm Chasing down failing students, and have to document endlessly.
Elementary School Teacher	It is a terrible method. I am pulled in so many different directions. My internet doesn't always work. It is so difficult to hold every student's attention.
High School Teacher	It is impossible to effectively teach both modes at the same time.
Elementary School Teacher	Hard to meet kids where they are when the teacher is in a physical and virtual classroom.
Middle School Teacher	There is little to no accountability for LaunchEd students and they are failing in droves.
Elementary School Teacher	I am pretty much the only teacher on campus that has had to teach hybrid classes and it is the most stressful thing I've done in my 14 year teaching career. 21 kids Face to Face/16 Online
Middle School Teacher	This is the worst model of all time. It is impossible to teach affectively with the hybrid model. It's too much to keep up with at the same time.
Middle School Teacher	This is a ridiculous way to teach with the continued expectations of the state and district including evaluations. Anyone teaching under these conditions should be rated highly effective.

Elementary School Teacher	It is difficult to give enough attention to any student. The students at home who are struggling are having a harder time, and the students at home who are not struggling are bored and it is becoming more difficult to get them to participate. It is very difficult to differentiate instruction when teaching under the hybrid model.
Middle School Teacher	Cannot help or assists those at home easily. Technology not always reliable.
High School Teacher	Students at home are not engaged. It's like pulling teeth to get them to listen, participate, or learn. I've tried so many different things. Many students are failing.
High School Teacher	It is impossible to keep up with all students effectively;
Middle School Teacher	Teachers cannot focus 100% of their attention on any group of students at one time. Technology issues are almost impossible to address remotely. The district is inexcusably short laptops.
Elementary School Teacher	Teaching face to face and virtual students simultaneously is not a conducive learning environment. Students are being severely held back because of this.
Middle School Teacher	I think we should keep the online conferences even after Covid--it allows many students to participate in the learning.
High School Teacher	It would better if students participated and parents didn't have to depend on them for other responsibilities.
Elementary School Teacher	I am juggling the needs of my face to face students and my online learners. Everything takes twice as long to teach.
High School Teacher	I have problems with many kids at home not working to their full potential or in a few cases not working at all, they only join the virtual space out of compliance
Elementary School Teacher	I had to teach hybrid for 4 months is horrible you cannot monitor students in two places at the same time. They wanted us to do two different things paper for face to face digital presentation for launched is overwhelming and not effective.
High School Teacher	It is hard to meet the needs of both groups without leaving one group out.
High School Teacher	I cannot wait until this is over. We will be undoing this behavioral damage for years.
Middle School Teacher	Teaching face to face and online is trying to ride two horses with one bottom. It doesn't work.
Elementary School Teacher	F2F students and parents expect it to be "traditional" teaching but there's no way to do that.

Elementary School Teacher	Not enough tech (we have swivel cams but have no had them put in our room if we elected to have one) I am expected to keep pace as if it is a f2f only class and told to leave the launch kids behind. I cannot keep pace as I am going back and forth and continue to get told to keep up or I will get marked down on evaluation in this area. I don't know how it's possible to keep pace. Also, I am doing double work and not given any extra time to plan for this and cannot finish work during the school day.
Middle School Teacher	That's a tricky question because there is no one size fits all. If student use it the way it's intended, it's a great format. However too many students fail to engage and they are failing.
Elementary School Teacher	The students at home are distracted. The ones that change to face to face tell me they did nothing at home.
Elementary School Teacher	It's very difficult to provide all students with the attention they deserve and need.
High School Teacher	Many students are tardy and absent daily without repercussions. There are no referrals or discipline for students skipping. Students enter Launched web conference and leave and admin wants us to mark them as present . They were not in class ... Parents are tired , students are repeatedly leaving web conferences after bellwork and there is no way to discipline them. Absences average 9-10 students absent out of 34 blended students n some days.
Middle School Teacher	This takes away from one group or the other. Children are not learning and teachers will be penalized.
Elementary School Teacher	It's a very poor teaching method for the primary grades. The students online are not benefiting especially if they don't have family supporting them at home.
Elementary School Teacher	It would be much much better if we had quality internet and technology.
High School Teacher	Hybrid works when students make an effort. I have students failing at home and school who make no effort.
High School Teacher	Juggling the two models at the same time is extremely difficult, compounded by the technology learning curve and constant issues, I feel ineffective for the first time in my career.
Elementary School Teacher	The technology is always failing those students. They have trouble with audio or they can't see my screen (it's black), etc. I'm having to repeat myself multiple times and it feels like a waste of time. It's triple the work to get physical copies into the hands of our online learners. Some parents don't pick up so a Nearpod or other digital method needs to be created so that all students can be

	actively engaged with each lesson. It has been extremely overwhelming and quite stressful.
Middle School Teacher	Students do not and cannot effectively learn online.
High School Teacher	The teachers are capable of doing their job effectively. The students are not capable of maintaining their schedule and feel as if it is optional to attend class regularly.
High School Teacher	Some students at home can tell you more about what they watched on YouTube versus what is happening in the classroom.
Elementary School Teacher	I am not able to meet student needs like I normally would. Technology issues are a big problem at my school.
Middle School Teacher	It sucks for the special needs population on access points. For the students on LaunchEd, They need supervision to help with the computer and navigating the computer, let alone working on the computer and assignments. Students in class have behaviors that cause excessive background noise. Plus parents for launched students always want a parent teacher conference during instructional time! It flat out SUCKS!
High School Teacher	It would help to have consistent internet bandwidth and the ability to use Zoom.
Elementary School Teacher	Technology available did not support hybrid. There was no tech support for this model.
Elementary School Teacher	We received no training in this model. We had to learn everything on our own.
Middle School Teacher	N/A
Middle School Teacher	I think that this method is great for the student that is a self-starter.
Speech Pathologist	It's going ok for me but took me a while to figure out ... achieve max effectiveness.
High School Teacher	The students at home are somewhat consigned to a 2nd-class status, since they have more of a barrier to any interactions with the teacher or other students, and in particular providing help and asking questions can be more difficult without them being able to show me things on their screen or paper. Meanwhile, the in-person students are limited by what they can do because everything has to also accommodate the at-home students while also making an attempt at social distancing. We have no labs, hands-on activities, group work, or any of the other normal features of in-person class, while they all sit as far apart as possible and do essentially the same thing they'd be doing if they were

	sitting at home. It's a worse educational experience for both groups, and lacks many of the social-emotional aspects that students normally get from school, while still having all the risks of coronavirus transmission. It's really the worst of all worlds.
Elementary School Teacher	The best model is all launchED and all face-to-face grouped in separate groups.
Middle School Teacher	See my above comment
Elementary School Teacher	Some students are not logging in. Or logging in but not doing the work. Some have parents doing their work on camera.
Middle School Teacher	I think it is poor method only because students are disengaged and unmotivated. I actually feel like I am able to be as clear and effective as I ever was before in my 13 years in the classroom. I think students lack of motivation may be due to their age level and having a hard time using the computer all day? Possibly students are depressed because of the changes in their ability to interact socially?
Curriculum Resource Teacher	Too hard to meet the needs of all of the students.
Middle School Teacher	Equipment is bad or nonexistent; constant issues, impossible
Elementary School Teacher	Students do not complete items and there hasn't been enforcement of completing assignments.
High School Teacher	It is virtually (ha, sorry!) impossible to do twice the work and effectively reach students. It's really, really rough and I am despondent that I can't build relationships with all my students in this platform.
High School Teacher	Students can't be blended. They need to come back face to face or full virtual school.
Elementary School Teacher	It is not meeting the students' needs.
High School Teacher	We were not trained or prepared properly to handle this.
Middle School Teacher	There are too many things going on at one time to be effective. You have to sacrifice a little from both face to face and virtual to get through a lesson and it sucks.
Middle School Teacher	Student engagement is not good
High School Teacher	They expect full engagement from online kids. I cannot monitor them. I am hurt in observations because of it.

High School Teacher	A vast majority of LaunchED home students are not working.
High School Teacher	Prepares the students to be independent thinkers and for College CANVAS coursework. It also passes more responsibilities onto the families who for years complained about teachers.
Elementary School Teacher	This has allowed students with attention issues to have an actual small classroom size, 9. 11 online. This also allows those to have additional parental support. I have great students and parents. Homework is always done. Best parent support ever in 19 years. It's work, but I love it.
High School Teacher	Absolutely terrible approach to learning. The worst of both possible worlds. It's like teaching at 50%.
Elementary School Teacher	I am working like crazy to make the best of it. The challenges are immense.
Elementary School Teacher	When I was hybrid I felt like I was leaving everybody behind. The online kids were being ignored when I was attending to the face-to-face students in the face-to-face students were being ignored when I was attending to the online students even if I had the entire face-to-face and launch Ed students on one BBB meeting there was a huge disconnect and I feel like nobody was really truly learning. We were all just going through the motions
Elementary School Teacher	The difficulty with hybrid is your divided attention. It is very hard to focus on both virtual and in person students simultaneously. When there are tech issues it takes from the face to face students and when you have people coming to your door, fire drills, severe weather drills, active assailant drills, and the time it takes to walk in person students to their specials classes and lunch that takes away from the virtual students' learning time. There is also a lot more prep involved in virtual teaching and when you are the only one on your grade level that work is all on you, plus I am expected to help with planning for face to face students for my team.
High School Teacher	The least effective method ever conceived. Seriously its a waste of time. Launch ed should be true virtual methods and face to face as normal as possible.
Elementary School Teacher	I don't know what you would call it. Exhausting! My launched kids get less instructional time because of dismissal and travel times to specials and lunch/recess. I cannot properly do centers so I don't. I still do interventions and have other students do iready during that time. I will not kill myself when I was never properly trained to teach hybrid or half the things I have figured out thanks to great YouTube videos. I treat my in person kids as though they are still launched to keep my sanity. It's ridiculous what is expected of us.

Elementary School Teacher	The students online seem to be higher than the face to face students. But when they returned face to face, that was not the case. Students online to not have access to alal materials needed to participate. Online assignments are not consistently being completed bu ALL students. Because I teach both, I feel someone wil lack my support and attention.
Middle School Teacher	This is almost impossible. I am constantly trying to monitor students in person and online. I have a large number of students who do not log on and I have been told that I need to contact them. I don't have time to do that with the current schedule. I have 4 minutes to start a conference, dismiss a conference, dismiss face to face, welcome face to face, screen students to see if they feel ill, and sanitize desks.
Middle School Teacher	It is terrible. The students aren't doing their work. The sign in to the meeting and go and do other things. Participation is super low and missing work is through the roof.
Elementary School Teacher	We are being asked to pull small groups. I do not have a table in my room because of space. Also, it takes longer to get through the lessons with the hybrid model, so it limits my time for small groups, plus the students I need to meet with are home and at school, so that makes it difficult. I would like to see someone model this for me since they all seem to think this is so easy.
Elementary School Teacher	Teaching f2f but due to team planning must plan for LE as well and must be 4-6 weeks ahead on lesson plans. It's all more work !!
Middle School Teacher	Teachers have no received training to teach in a hybrid classroom and the technology are in poor conditions sometimes. Is overwhelming.
Middle School Teacher	None
Elementary School Teacher	Does not work for ESE students.
Middle School Teacher	It is hard to reach all students and supervise students at home.
High School Teacher	My LaunchEd students are consistently underperforming because I can't give them the full attention they deserve in this hybrid environment.
Elementary School Teacher	Very challenging to manage both. Digital students not always have support at home and falls in me to make sure they show up and do the work.
Elementary School Teacher	It's overwhelming

High School Teacher	It is poor sir the student that are not capable of doing it
Elementary School Teacher	It's impossible to deliver the same quality education as face to face because its hard to monitor everyone especially during small groups
Elementary School Teacher	You can't provide 100% effective attention to all students. Small group instruction just doesn't work virtually, because Launched students play in breakout rooms and can't be monitored 100%. Parents are NOT helping the situation! They are mire hands off than ever before!
Middle School Teacher	I can't monitor both classes at once and planning labs is impossible using this method.
Elementary School Teacher	I'm A ESE teacher. I feel that all my students should be in the classroom.
Elementary School Teacher	There's too much time wasted. No time for small group intervention.
High School Teacher	Focusing on two clusters of students at the same time is beyond complicated. Students at home do not always have the support they need there.
High School Teacher	If students are sick, they don't miss instruction/class work
High School Teacher	If students are sick, they don't miss instruction/class work
Middle School Teacher	No one should teach this way. It is not a good idea.
Middle School Teacher	There is no feasible way to keep up with both. Pay me more and the overwhelming amount of work I have to do in order to prepare for my classes won't seem so overwhelming. I'm not paid enough to do the districts dirty work. This is a choice, I understand the need for this choice, but it is a choice for students to stay home, I should have a choice in how I teach them and hybrid isn't it.
High School Teacher	It is exhausting and impossible to keep up with missing students while freaking with face to face students
Elementary School Teacher	I was launched form August until December.
CTE Teacher	Students disconnect faster in a virtual setting.
Elementary School Teacher	I had to teach hybrid during a period of time when many students were quarantined. It was terrible; no matter how well I prepared, I felt that I was always slighting one group of students in favor of the other. In reality, the severity of the covid outbreak(s) in my

	class SHOULD have resulted in at least my class completely pivoting to LaunchEd@Home but of course, that did not happen.
High School Teacher	I can teach face to face, or I can teach remote. They are both doable but require their own considerations. Forcing a blended model means both methods are compromised and neither reaches it's potential.
Elementary School Teacher	It's okay. Obviously it would be better if everyone was back. The face to face students get more attention and time.
High School Teacher	It is impossible to give your 100% when you have students in the classroom and online.
Elementary School Teacher	Zero support
High School Teacher	Students who participate do well. There are few students who participate and do not do well
Elementary School Teacher	It's so hard to get everyone on the same page and when you do you have lost 15 minutes instruction time.
High School Teacher	It's hard to manage students at home
Middle School Teacher	It is too difficult to engage both sets of learners.
Elementary School Teacher	It could be effective if we were allowed to create a process and follow every day, so the students not only knew the expectations but got in a habit of having a same teacher and class, however the lack of planning forces us to switch student's class as the principal find the need to improvise .
Elementary School Teacher	Hybrid teaching is very difficult. I feel like I'm trying to to teach two different ways and it is hard and draining.
Middle School Teacher	This is so hard. Instead of feeling like a success, I feel like a failure on two fronts and am so much more stressed because of it.
High School Teacher	We cannot do both jobs at once. We should be getting hazard pay or double our salary for doing two jobs simultaneously.
Elementary School Teacher	Hybrid is not effective. Someone meaning multiple students miss out, or lose out on instruction.
High School Teacher	I have done both methods previously and you need to focus on concepts differently for each way. I am not a fan of hybrid in same period but I am happy to do both but not during same period.
High School Teacher	It's frustrating. I'm teaching two separate classes at the same time and when I teach them as one, it's at the disadvantage of one group or the other. Teaching during this time is already hard enough. Learning during this time is already hard enough. Forcing teachers to split their planning time to create TWO Lesson Plans

	per class is not the way to make things better. It is subtracting from our students' learning and not at all equitable.
Middle School Teacher	A lot of my LaunchEd kids are failing. They are not grasping the work at all.
High School Teacher	Doesn't work for all kids
Middle School Teacher	Unsustainable. My colleagues are genuinely suffering mentally and physically.
Elementary School Teacher	No matter what you do, the virtual students are not engaged. The face-to-face students finish an assignment or discussion in half the time that the virtual students do. We waste so much time waiting for virtual students to turn on their camera, get to their seat, find a paper, or respond to a question.
Elementary School Teacher	Launch Ed students must be independent because it is impossible for teachers to monitor all in a hybrid.
Middle School Teacher	I feel I can no longer meet the needs of my launched students
Elementary School Teacher	It is very hard. For me it is impossible to do it at the same time. Also, some iPads everyday that need to be reset, charge, sign in, clean, and more.
High School Teacher	Teachers are overwhelmed. Even though the district states that this is a difficult year and it is "not normal" for both students and teachers, we are still held to the same standards and expectations as before. (deliberate practice, evaluations, and student learning and state testing) It is NOT possible for one teacher to teach hybrid classes. It doesn't help students at all and just overwhelms teacher who seem to have NO CONTROL over student learning or ensuring they are completing assignments. Students are not required to turn on cameras or mics which makes it impossible to assess student learning. Parents are overwhelmed or just don't know how to get online students to show up for class either. This is a complete disaster and makes me hate my career.
Elementary School Teacher	When I taught Hybrid it was completely overwhelming. We talked to Admin, and they adjusted the teaching model.
High School Teacher	One or the other should be chosen.
High School Teacher	It's what teachers and students make of it.
Middle School Teacher	Authentic discussion does not occur due to the technology delays and the LaunchEd set up with hybrid.

Elementary School Teacher	I am not teaching hybrid yet, but I believe it is a poor teaching method for student learning.
High School Teacher	I always feel like I am ignoring either the virtual or the face to face students because of hybrid. I'm an energetic teacher, so it's difficult to sit at my laptop all day.
Middle School Teacher	The method depends on the presenter(teacher). If a teacher struggles, then it's not efficient. If a teacher handles it well, then it is a good teaching method that requires absolute input from students (first) and parents. I don't struggle with Launched and I find that students who are engaged and participate do not struggle either.
Elementary School Teacher	Hybrid method is not effective. Teachers are split between both groups, doing double the work to adapted materials for both in class and those online. I've never been more exhausted and feel like i'm constantly turning and working in circles.
Middle School Teacher	It is impossible to give individual attention to each student. It's difficult to monitor all students at once and difficult to notice when students at home are disengaged.
Middle School Teacher	The majority of my students are learning and doing well. Some classes are easier to teach hybrid than others, depending upon the needs of the students in each class. I now feel fairly comfortable teaching hybrid, and while it's not ideal for all students, I feel much safer having fewer students on campus.
Elementary School Teacher	Fair when student possess self management strategies.
Elementary School Teacher	It is incredibly difficult to hold students accountable for their learning while they are at home. It is impossible for elementary teachers to teach this way. There is very little teacher morale as this way of teaching is not only ineffective, but physically and mentally draining. Teacher's like myself feel used. There is not even a stipend for teachers working hybrid which is essentially taking 2 teacher positions for a cheap price of one.
Elementary School Teacher	The inadequate technology has been the biggest problem. The other problem is trying to teach effectively to low performing students that are at home.
Elementary School Teacher	It depends on the child. It works very well with some of my students and others are not doing as well as they might if they were taught in a different method.
Elementary School Teacher	Very difficult model. Since my class is hybrid 50/50, I find that there's a group that gets more of my attention. It's hard to balance.
Middle School Teacher	It's difficult to try and balance the two. But, under the circumstances it's what we have to try to keep our kids learning.

Elementary School Teacher	It is difficult to reach both groups of students. If I am attending students in the room, students online can't receive help and vice versa. The worst days are when technology works poorly, troubleshooting is very hard when you have students in the room as well.
Elementary School Teacher	The inadequate technology has been the biggest problem. The other problem is trying to teach effectively to low performing students that are at home.
High School Teacher	If you have motivated kids, it's fine. My AP kids are generally doing well, my regular kids are unmotivated and their grades show it. Also, someone needs to tell the parents to stop asking their kids to do things for them while they are in class, the parents are a bigger problem than the kids.
Middle School Teacher	We will never get to the student who does not want to do the work if they are learning from home
Elementary School Teacher	Hybrid does NOT reach all students and does not allow for proper teacher support of face-to-face students.
Elementary School Teacher	Not teaching it but speaking personally I would quit if I was teaching it. It is wrong and no teacher should be put in that spot. At some point those kids online will not be getting the attention they need because more time is being spent with the kids face to face. Also it is a ton of extra time to grade, and set things up for online work. I do both just in case of a pivot. It is a PITA to do so, so can't image what those hybrid are feeling but hate for being in that spot.
Middle School Teacher	The feedback that I am getting from students at home is they feel they are missing parts of the instruction due to glitchiness in the sound or losing their connection on their device. They feel isolated and often ignored as they do not understand the challenges of teaching a hybrid classroom for the teacher.
Middle School Teacher	Horrible method of teaching. A lot of students that are at home often times don't log in and do not complete the assignments. Students in class feel unmotivated and class is extremely difficult to differentiate instruction. Changes are constant, in this new semester a lot more students transitioned to face to face, which I now need to focus more on my face to face students. Compared to my other year's of teaching I see hardly any learning gains among students.
High School Teacher	You really do not know what is going on with Launch ED students.
High School Teacher	You cannot truly devote your attention to either set of students... F2F or LaunchEd. It is hard to offer additional assistance needed for Students with 504 plans at home. F2F students forced to come

	to school due to failing grades but are STILL not doing work in school.
Elementary School Teacher	Students at home are not receiving the level of support they really need. They are distracted by parents, siblings and other things at home.
Middle School Teacher	Managing blended courses often feels like juggling where in a split second you could slip and everything could crash to the floor. Facing the daily challenge of technical issues while trying to engage reluctant students both at home and in the classroom, unable to hear clearly those in the classroom due to mask and distance, and many at home will not turn on cameras or microphones. Some students at home are struggling with various issues socially/emotionally, or have phobias or real technical issues while others "claim" to have technical issues. Then there is the added pressure to keep them all on track to fulfill the course curriculum while attempting to fulfill all the needs of every student with a 504 or an IEP. This becomes more challenging when there is a change in available programs such as LanSchool (which has disappeared) or tools on Canvas such as Lockdown Browser not being able to be used. For the function of "Lockdown Browser" many students either do not have the program on their laptop or they have not recently updated their laptops, so this function cannot be used for assignments or tests to help students stay honest when doing their work. As far as LanSchool, which has been replaced by LanSchoolAir, you cannot see what all of the students are doing because many are NOT showing up on LanSchoolAir. In addition, LanSchoolAir does not have the same control features of the former LanSchool. In the former program a teacher could take remote control of a students screen to close out window tabs or remove games/extensions from the students school owned laptop. Then there is the use of breakout rooms in BBB meets, which is a wonderful tool, however it is also very challenging. Most advanced classes work fairly well and most students engage with each other, however standard/regular classes are very different and hard to engage and/or manage especially within a blended environment.
Middle School Teacher	It does not meet students academic needs.
Media Specialist	I have taught in some hybrid classes, and I feel that the LaunchEd students are getting the short end of the stick!
CTE Teacher	Lesson planning and structure is much less effective when both methods occur at once

Elementary School Teacher	It's the worse experience ever. No learning is done
Elementary School Teacher	I feel that students are getting lost.
Middle School Teacher	It is very difficult meeting all the needs of my students especially those who are LaunchEd. The parental support of LaunchEd students is often lacking therefore those students repeatedly fail due to lack of attendance and focus. In addition, some face to face students do not adhere to social distancing which causes concerns for my safety and my students'.
High School Teacher	It is very difficult to do 2 things at the same time. So i feel i must teach the LaunchEd kids online and the F2F kids online at the same time.
Elementary School Teacher	It is
High School Teacher	It is advantageous to some, but most need physical redirection in live time.
Middle School Teacher	Home students just are not doing work or engaging in class.
Elementary School Teacher	This is the worse, both as a teacher and a parent. My son was moved to all hybrid classes in December. I was not given a choice by his school Discovery Middle School and now he is failing classes, he's been an A B student always in the past. The hybrid classes assign work but don't teach how to be successful or how to complete the assignments.
High School Teacher	I can't really monitor what students are doing during class.
Elementary School Teacher	Not enough ebooks and paperbacks. Monitoring is hard. I don't see what students are doing, attendance issues.
Elementary School Teacher	It is impossible to give face-to-face students and virtual students the attention they need when your attention is split between the two. We also don't have the appropriate technology or training for such a teaching method.
High School Teacher	Students with 504 n IEP are the one suffering. Teaching virtual n with student in class is difficult. Due to the fact someone is getting less attention. Divide yourself between 2 class
High School Teacher	The ones who want to learn and have good support and parents who check on them - it is great. With No parent support, they are kids, they don't do the work...then it isn't great.
Middle School Teacher	Principal at Conway does not understand the challenges teaching F2F and at home students and is giving most teachers Beginnings

	in observations (except the ones he has include in the small group he calls "Positive Teachers")
Middle School Teacher	The ABSOLUTE WORST either make it all f2f or all virtual, the hybrid kids get left in the dust
High School Teacher	It is a poor teaching method because the district called it "a poor teaching method" from the beginning. They made NO EFFORT to encourage parents and students to see it as a temporary EXCELLENT method of education. When students engage with the classroom and the teachers virtually this method works. But I stopped asking students to turn their cameras on a long time ago and I have no idea what those at LaunchEdHome look like. They are failing/the method is failing because the district and the local schools put the responsibility on the teachers to encourage them to use the method to the best of its possibility. Students refuse to use the method the way it is designed to be used and use it more like independent virtual schools than being in a virtual classroom. The district needed to make strict rules on how it was going to be done and move the students to OCVS is they refused to engage within their school hours. Again, the district dumped the responsibility on the teachers while taking credit for providing a solution. It has failed because parents and students have failed to use it properly and the district supports them instead of us.
High School Teacher	Students aren't being held responsible for not completing work.
Elementary School Teacher	My attention is constantly divided between the differing needs of my online students and those of my face to face students.
High School Teacher	I do not teach advance students
Elementary School Teacher	Students are not progressing because they are having control over their learning, they choose when to login or not and the parents are not much help.
Elementary School Teacher	Online learning is not the best environment for most children.
High School Teacher	We do not have the necessary equipment to teach this way, and I had to go out and buy a \$130 piece of equipment from Best Buy to even try to make it work.
High School Teacher	The necessary equipment and training were not provided.
High School Teacher	I teach all my classes as if they were LaunchEd only, even though I now have a few students Face-to-Face. That is because for 4 of my classes I only have 1 student who is Face-to-Face with the rest of the class joining us online.

Elementary School Teacher	No one gets your full attention. The kids at home disengage more and learn less. And the kids in person are still all digital because I don't have time to create two different lessons for the same standard.
Elementary School Teacher	I don't teach it, but I have friends that do, and I can't imagine how that is for the teachers. Very stressful and on top of all of that, the teachers are not given additional time or resources by the district - it's all up to the teachers to brainstorm together.
Elementary School Teacher	Is very challenging to control how to teach students at home when they have numerous things happening around them at home I feel they are not gully engaged
Elementary School Teacher	It is difficult to not favor one group of students and forget about the others. Also now that lanschool-air is working properly, teaching is going much better. I feel more of my students would've stayed at home if we had this program before.
Elementary School Teacher	Not appropriate for prek.
High School Teacher	It is so awful! Engagement and participation are low from students at home. Attention is pulled to face to face student. Monitoring of students at home is limited and they often don't respond to redirection. They are not getting the same experience. It is a lot of work to make the lessons seamless in the digital format, I have to rewrite and reformat lessons multiple times a week.
Elementary School Teacher	There are students that need more intervention from the teachers and the LaunchEd does not allow it. However, if the tools that we have were working well, I believe it would make a difference. For example: landair only show some students. Teacher's made has a lot of issues, we wete told about a camera that never arrived.
Middle School Teacher	With that said, it is a good method only if teachers are not blamed for student performance of those not showing up.. Teachers are being held accountable for everything plus new things, and parents and students are taking no responsibility.
Elementary School Teacher	It's too much to manage and inequitable for students.
Elementary School Teacher	Started the year mixed.
Elementary School Teacher	The students at home generally do worse than fave to face. A few students can handle the added responsibilities of launchEd but most are not old enough nor have the support at home to excel. It is difficult to give both groups the same level of attention.

Elementary School Teacher	The majority of my class has been online but the students I have in person are very needy and need frequent re-direction. It is impossible to share my time. In addition with all of the movement and mask breaks I have lost a ton of instructional time and I feel like I am failing my students.
Middle School Teacher	I understand that parents must work and the kids need a safe environment. On the other hand teachers have no choice and are forced to comply and rest their lives with no option of extra pay for the sacrifice.
Middle School Teacher	Students are not receiving the education and attention they deserve if a teacher has to teach online and face to face at the same time.
Elementary School Teacher	It worked but it was very hard. A lot of students did not learn well unless they were above level. Even then it was challenging due to technical glitches.
Middle School Teacher	It is only a great teaching method if the student on the other side of the screen is actually listening and completing the work. Many times they do not have the self discipline needed
Elementary School Teacher	Too many kids goofing off, not turning in work, and cheating.
Middle School Teacher	It is challenging to focus on students in person and on LaunchEd. Both groups of students are at a disadvantage.
High School Teacher	It's awful. I wish I had one or the other
Elementary School Teacher	I did it for the second nine weeks and I was constantly going between two classes that were supposed to be one. Now, I really see the F2F students need a lot of guidance and researching.
High School Teacher	It is very hard to monitor students learning. But with the pandemic, we have no choice. At least, it is what we can do for keep the education going.
High School Teacher	I am harassed and bullied with unrealistic expectations and I am faulted for connectivity issues hindering instructional time
Middle School Teacher	It is horrible. It's impossible to monitor all students all the time. Students claim their mics and cameras do not work. They often log in and leave for long periods of time. Many are failing (but I bumped all grades up to a 60 due to the pandemic). Most of the time, students type responses in the chat box and it is time consuming. We are behind where I wished to be. The CRM lessons we were encouraged to use are boring and not engaging. We were told to make them engaging with technological tools and colorful programs. I do not have time to do this outside of work due to

	family obligations. It would be far easier to design my own engaging lessons from scratch.
Middle School Teacher	It's overwhelming and very stressful. I'm unable to give full attention to students because I'm balancing both virtual and face-to-face.
Middle School Teacher	It would be better to do one or the other.
Middle School Teacher	Face to face teaching is clearly the superior model. The “haves” with resources, parental support and a passion for learning are keeping up mostly while the “have nots” at home are being left in the dust. They will have essentially taken a year off from school.
Elementary School Teacher	If they provided us with proper equipment and stable internet, it could be better. I had to bring a tv monitor/web cam from home. The computer we have cannot adequately run all the programs we are asking it to.
Curriculum Resource Teacher	At the beginning of the school year a teacher was forced out of the classroom. I taught her students from mid-August to first of October. Teaching online is hard.
Middle School Teacher	I am physically, emotionally, and mentally unable to give 100% of my efforts to both groups of students. When I am helping a student in the classroom, I am worried about the unanswered questions being typed by the LaunchEd kids, and when I am working with kids online, I can see kids in my classroom with their hands in the air just sitting there and waiting.....I have never worked so many hours in my life, and I have been teaching over 25 years.
Elementary School Teacher	It works for very few in elementary. Most students have no support at home and continue to fail. Parents are saying they can't send their child to school because they don't have transportation.
Elementary School Teacher	Hybrid classes are the hardest for me to effectively teach the online students. I cannot give them the quality of attention that I give my F2F or fully virtual students, simply because I need to split my attention and logistically, F2F students take priority because I am monitoring for safety and behavior, not just learning.
Elementary School Teacher	My kids are ASD and is so difficult teaching like this but I feel safe. Working face to face with kids spitting, no wearing mask and cleaning all day is not fun at all in a middle of a pandemic.
High School Teacher	One or the other please.
Middle School Teacher	Its the worst of both worlds, I can't give either group my all

Middle School Teacher	<p>i teach some at school while i am home.. i use the doc camera.... i use the lanschool air to help me monitor i use whiteboardfi... learning now about jamboard</p> <p>so much to learn</p>
Elementary School Teacher	Focus can't be split like it is. Even with the Swivl devices, I can't see my online kids unless I'm physically at a computer monitor to monitor them. Elementary Face to Face students struggle with the blended model when it comes to allowing me time to work with LaunchEd students without disruptions.
High School Teacher	The majority of my LaunchEd students are behind. When communicating with parents they're more concerned with the health of the children than their education. Additionally my kids seems to be babysitting their younger siblings while parents are at work, and therefore can't focus on their own course work.
Elementary School Teacher	The drawback is that it is hybrid, I feel my students at home would benefit better by being in the classroom
High School Teacher	It is very difficult to build relationships with students. Additionally, I teach science and it has been virtually impossible to plan any labs like I would in previous years.
High School Teacher	No way maintain students from home accountable, parents as in most cases not supervising their child.
Elementary School Teacher	<p>The hybrid method could be successful IF I was supported. There are things that both my school and the County could do to help alleviate pressure off of the teacher. The hybrid model does not benefit students that are below grade level. Being that the majority of my students are, there should be supports in place to help those struggling students fill their gaps of knowledge. For example, I should have technology that works. If I am being required to teach using the hybrid model, then it should also be a requirement that the County provide internet connection that is reliable. Internet issues impedes the learning environment. Also, it does not make sense to me that I cannot contact the school IT personnel. It has been brought to my knowledge that elementary schools have to share IT personnel. This is also an issue with the Hybrid model as I cannot teach if the technology is not functioning properly. In addition, students should be required to turn on their sound and their camera. LanSchool Air does help. I also understand that we cannot force a student to participate. However, I cannot control what happens at home, but I'm still being held responsible for students' progress and penalized via teacher observations, if my student data does not report that students are making learning gains. There should be a new set of</p>

	rules for students at home. I cannot help a student advance in their learning, if I do not have the ability to redirect their focus.
High School Teacher	Kids don't always log in to class. some who log in to class aren't active or off doing other things.
CTE Teacher	The best you can work with if they are virtual since students need hands on training as well.
Elementary School Teacher	Most of the parents and students are not taking it seriously anymore. Logging in late , leaving early etc.
Elementary School Teacher	I have a hard time splitting my attention and things fall through the cracks. Fully online or fully in person is preferred.
Elementary School Teacher	Currently because I am launch Ed and face to face I have 13 students, 5 in the classroom the rest online. I was given grades k-4 in a self contained unit. Received my 2nd para last week after requesting for one since august because I was out of compliance.
Instructional Coach	I had to cover a vacancy for almost a whole quarter and it was very challenging. You cannot pretend to be able to reach and monitor all students. The rate of engagement of students online is very low.
High School Teacher	Impossible to monitor and teach. Something suffers. Keeping LE engaged is ridiculous.
High School Teacher	It would work if it had been implemented correctly.
Middle School Teacher	This hybrid model is difficult for students and teachers. Even the best teachers have a hard time basically managing 2 classes in 2 places at the same time. The kids at school don't get the experience they are looking for because they are placed into classes with online students so in many classrooms students come to the classroom and log on and participate as a launchEd@home student.
Middle School Teacher	Pathetic that this is a form of education being offered by Kobe of the largest districts
Elementary School Teacher	It is nearly impossible to find a good balance with this model.
High School Teacher	Tracking attendance is inconsistent and difficult- students switch between modes rapidly without changes and it is very difficult to know who was authorized to be at home and who were just sick for the day- and how do I know whether to mark them absent if they are logged in but are meant to be F2F or if they are logged on but non responsive to more than 5% of class.
Behavior Specialist	This teaching style is not conducive to teaching Social Emotional courses. My students are predominately non verbal, they don't

	stay online all day. We have some staff that only teach online for 2 hours, average, while I'm doing all the courses, and my other duties- no planning- no extra pay
Middle School Teacher	The challenge is being able to provide instruction to both. My natural tendency is to address and focus on F2F students before turning to virtual students. It is really a strain with my regular students that need differentiated instruction. It is challenging to provide it over two models.
High School Teacher	I believe one or the other never together. I would love to have online classes wholly.
Elementary School Teacher	Not appropriate for PE, zero support from district on launched collateral
CTE Teacher	It's exhausting to do both at the same time. Also, I had to fight hard to get the technology approved for an at home editing program, so students could do work.
Middle School Teacher	It isn't effective for all.
High School Teacher	It is very difficult to teach to a computer classroom and a physical classroom at the same time. It is very stressful.
CTE Teacher	It could be a very good model if we were supported with the needed resources. We have asked for an excellent curriculum for this just before the shutdown, but still do not have an approval
High School Teacher	Inconsistent expectations; student cheating is astronomical; ALL assessments and student monitoring must be online
Middle School Teacher	They can not expect us to stay on pace or teach effectively with multiple obstacles presented, nor should they expect us to test administer year end tests under these conditions.
Social Worker	Teachers I have enough hard challenges trying to teach a face-to-face classroom now add in the hybrid and this is too much. It is not fair. It is not fair to the kids who are unable to get a full teacher where they are getting half of a teacher and it isn't fair to the teacher to have to teach in a "split setting".
Middle School Teacher	I really can only help intrinsically motivated students.
Middle School Teacher	It's a pandemic. The hybrid model is preferred for the situation that I am in. I do not want all my students packed in my classroom. Students are returning and it's very hard to social distance.
Middle School Teacher	None
Elementary School Teacher	It is extremely difficult for me to balance both in person students and face to face. While tracking down students who are not engaged in learning at home. The planning is a lot.

Elementary School Teacher	It is difficult to properly address the needs of both groups simultaneously.
Elementary School Teacher	Hybrid is poor because the proper tools are not equally given to all students such as laptop that were supposed to be provided by the district.
Elementary School Teacher	This is not the best way to teach. One group of students always is left out.
High School Teacher	Students are not engaged, nor are they being held accountable for their learning. As a teacher, I feel as if I'm trying to implement a three-ring circus that never runs smoothly.
Middle School Teacher	It is definitely more challenging to be creative with lessons for both learners and to hold students accountable to learn.
Curriculum Resource Teacher	It is extremely hard to teach hybrid and especially kids in the primary grades. It is difficult to give equal time to those sitting in front of you and those online.
Middle School Teacher	It is difficult to engage students at home, calling on them to participate only to hear crickets, or "I went to the bathroom", or calling on them to be told in chat their microphones don't work. The F2F kids end up getting 90% of the attention because they immediately answer and are always there and engaged. The flow of the classroom and lessons go infinitely slower when trying to devote time to engaging students at home.
Middle School Teacher	Teachers are held accountable for learning for all students, yet students log in to the BBB and then go off and do something else and don't participate. Students don't do work and I am forever contacting parents to notify them that their child is not doing the work. If they are electing to keep their child home then they should be monitoring them. I have also gotten cursed at and yelled at by a parent that said I am the worst teacher because her child was goofing off in class and not doing the work (f2f) and all but accused me of lying and having it out for her child!
Middle School Teacher	From a parental point of view, it's HORRIBLE. The LaunchEd kids just get left out.
CTE Teacher	I can teach the hybrid method and I am better than good at doing it, but it is very stressful to teach this way. I did not elect to be on camera everyday where I don't know who is on the other end of the camera watching me. Also, I still have to monitor behaviors in the classroom and watch the students on lanschool to make sure they are on task. I would not select this type of teaching for anyone as it requires too much multitasking.
High School Teacher	It is awful and exhausting. Frustrating, horrible and unfair for evaluations and the money we get. We are required to do more work.

High School Teacher	If students are organized, follow the teachers protocol for learning (knowing where to get assignments, etc.) and are mature enough to get online unsupervised, the hybrid model can be a good option for student learning. But what I am finding is that students are logging in but not following when I am teaching the lesson. They must be doing other things b/c they are not turning in assignments or taking their assessments. They do not respond to me when I ask them questions which also leads me to believe they are doing other things. Some students are cheating like crazy online when testing.
CTE Teacher	The students I taught last year who are struggling are the same struggling this year in Launched so I dont think the teaching format is why they dont do well. Whether they are in person or Launched, they are performing mostly the same.
Middle School Teacher	It's to give both online and face to face students proper attention when trying to teach both at the same time.
Elementary School Teacher	It is impossible to teach face to face and launch ed simultaneously.

Comments on if you were given ADA approved accommodations do you feel that your health and safety is adequately protected at your school or worksite?

POSITION	COMMENT
Elementary School Teacher	No I came back face-to-face on my own and honestly I had to ask for everything handed to me and in order to even get a box of gloves I had to sign out stuff I understand people steal stuff but are you serious they knew I was coming back they could've just put everything in my mailbox or giving me some support besides the general if you need anything let us know but then again I'm a teacher I should know nobody's going to hold my hands to do my job or get help I have to do it all myself and be the loudmouth squeaky wheel gets the grease.
Middle School Teacher	I have to buy my own products to feel safe. I have more stress and it is not healthy for my health. I have noticed that I have the same amount of students online and they have added me more students face to face. It is not easy to teach with asthma and a mask the entire day. I love my work and work with students, but when I see my groups growing, this is causing me a lot of stress. Not good for my heart problems. I am the only in my house with a medic plan and the big responsibility to earn a pay check every month.
Middle School Teacher	Large F2F classes. Kids do not wear masks correct. Bathrooms and classrooms are not as clean as they should be. Bathrooms often run out of soap
Middle School Teacher	Large face to face class sizes with minimal to no social distancing, frequent mask violations by students and staff including principal.
High School Teacher	I could have requested ADA accommodations but I knew there was not a virtual option given my population of students.
High School Teacher	I was granted ADA so that I wouldn't have to be out in schools due to being at a high risk for covid complications due to my extensive health issues. I was told earlier this month that I have to be back in the various schools im assigned to work for. It's very scary because social distancing and wearing masks properly is not being followed at the school site I've been too.

Elementary School Teacher	It is not possible to remain safe in a school setting. You can only take safety precautions. Without adequate training, staff, and funds- it will never truly be safe.
Guidance Counselor	There are no plexi-glass or other accommodations given to those of us who are high risk and approved for ADA.
Elementary School Teacher	No one is being quarantined when a positive case happens in a classroom.
Middle School Teacher	ADA accommodations are only give to a select few.
Middle School Teacher	I appreciated being able to take leave without pay.
High School Teacher	I think my school is doing everything possible to maintain a healthy environment.
Elementary School Teacher	No, I am sick of seeing both teachers not wearing masks and also allowing their students to go without while in the classroom. I do not go into the office because many of them are maskless even when people walk thru. I am very close to taking leave of absence.
Middle School Teacher	Our school ada accommodations are a joke! Masks are "required" yet even our own principle pulls her mask away from her face during mandatory meetings to speak.
High School Teacher	Our administration works very hard to follow CDC guidelines and to protect employees and students.
Elementary School Teacher	I did not file an ADA but have comorbidities. No, my health and safety is not adequately protected. The school only cares about social distancing in the cafeteria, not the classroom. The classrooms are not cleaned & sanitized properly. I walk around campus and see students not wearing their masks at all and/or half wearing their masks.
High School Teacher	It's not protected
High School Teacher	I'm not ADA but requested FMLA in August for health concerns not-Covid related. I never heard back from the district other than the generated response of them being exceptionally busy. Over 5 months without a response is unacceptable and violates federal law.
Elementary School Teacher	I think I'm going to have to go back in March
Elementary School Teacher	600 plus elementary kids don't social distance. How do you social distance over 700 people in a building? impossible to do. It is appalling to watch.

Middle School Teacher	No social distancing, kids refuse to wear masks. Administration does nothing to support the wearing of masks, they laugh and think it's funny. kids running all over the place with no masks on. Come spend a day at my school. No one does anything to support CDC guidelines.
Middle School Teacher	I have accommodations. Since they did not meet the recommendation of home teaching I had to teach in the classroom or chose not to have a paycheck. I have multiple health issues including being diagnosed with leukemia this past November (2020). The part of the Ada accommodations for working in the class is to keep class size reduced. My other two subject area teachers have 5-9 students each class period compared to my 14-16. This is not honoring the accommodations at all. It would obviously require schedule changes which is not good, however health comes first.
Middle School Teacher	I'm treated the same way as everyone else with little consideration towards my disease.
Elementary School Teacher	Get out to see for yourself!!!
Elementary School Teacher	I feel our admin tries but at the end of the day the District is terrorizing us and wants data and answers. Our admin is trying to think of us but they have to do what the district is telling them.
High School Teacher	Had I been given the ADA approved accommodation, I would not have transferred to OCVS. Because the high school did not provide the accommodation, I accepted a position with OCVS.
High School Teacher	Deans and administrators do not enforce mask rules at my job site. At all. There is zero distancing in the halls, during lunch, and before/after school. I have never seen a Dean stop a student for wearing a mask incorrectly or not wearing a mask at all, and i see, at minimum, 40 examples of students AND STAFF wearing their mask incorrectly or not at all every day.
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Middle School Teacher	My partner has ADA accommodations which affects me greatly. Every time a face to face kid returns I get them. My classroom filling while hers empty.
High School Teacher	I have a lot of f2f students in some classes, which makes social distancing challenging.
Elementary School Teacher	I am not at the school since I teach LaunchEd from my home, however during team meetings, my coworkers continually say their classrooms are not cleaned. One teacher had brought in a vacuum cleaner to clean the carpet in her classroom.
Middle School Teacher	I do not feel that the district provided schools with the funding and resources to properly create safe working conditions. there are too many students in campus at once. the problems occur during passing.
Middle School Teacher	I do not feel that the district provided schools with the funding and resources to properly create safe working conditions. there are too many students in campus at once. the problems occur during passing.
Elementary School Teacher	At times my room has not been cleaned during the day or for days at a time
High School Teacher	I am not protected at school. CDC guidelines are not followed, I got Covid and I am High risk
Middle School Teacher	Teachers will eventually get COVID. We are working with a massive amount of kids that don't take it seriously. It's just a matter of when, not if.
High School Teacher	I have never seen a dean stop a student for wearing a mask incorrectly or not wearing a mask at all, and I see, at minimum, 40 examples of students and staff wearing their mask incorrectly (or not at all) every day.
Elementary School Teacher	I feel it could be better cleaned
ESOL Compliance	I have seen first hand, Covid Cases not reported, information given to health department greatly skewed. Just 2 weeks ago students in the cafeteria were sitting 3 to a table. It is changed now, but this entire time this is what's going on. Staff and students don't always wear their mask nor are they strict about sending students back home when they put everyone at risk or teachers. I have three kids and My health is the sacrifice to provide for my family.
High School Teacher	I wanted to submit paperwork for ADA accommodations, but was told there was no position to honor the accommodations, and feared I would lose pay/work if I submitted paperwork.

Middle School Teacher	I'm now teaching hybrid from home... its a mess
Middle School Teacher	Was not granted launchEd home, had to use all of my sick time while on leave of absence, when I returned to school, principal, who is aware of my ADA and underlying conditions immediately placed me in a COVID positive teacher's classroom, then 2 days in class in his wife's classroom, then a second time in COVID positive teacher's class. A student from the teacher's wife class tested positive for COVID. That student was in class while I was there I was never told and was never contact traced and was never told to quarantine.
High School Teacher	25 kids in a class? Having to cover 2 classes in one room and then "create a seating chart" while teaching because another class joined us. Stupid.
High School Teacher	While it's better than literally nothing, there are too many occasions where it feels like corners are being cut
Speech Pathologist	Therapy room not sanitized. "Daily Restroom Cleaning Checklist" not updated so it's unknown if the bathrooms are being thoroughly cleaned and sanitized. I do not receive ConnectOrange calls about positive cases on my campus due to my work assignment (District-based) being different from my work location (school-based) and Principal has been made aware of situation.
CTE Teacher	I have none and it would depend on the situation
High School Teacher	I don't feel like there are any health issues whatsoever teaching face to face. I don't even see the need for face masks. They should be optional, or at least let us wear the face shield in place of the face mask so we can breathe.
Middle School Teacher	If I could have been given my accommodations mentally and physically I would've felt more protected.
Middle School Teacher	The admin tries. There are too many kids to socially distance in my classes and many kids don't wear their masks correctly. It's my constant reprimand all day
Social Worker	A coworker was quarantined we were not informed.
Elementary School Teacher	I have had to ask for hand soap, sanitizer, paper towels, etc. I received push back when I asked for more hand sanitizer, but finally received it.
Other	I don't think that medically fragile students should be exposed to a teacher. I have no different accommodations than any other teacher. Homes are not well ventilated, parents won't consistently

	wear masks, school employees are not consistently wearing masks at our school & my sons school.
Elementary School Teacher	air system is constantly off in my classroom or I smell the exhaust of the lunchroom. Next door classroom had mold -on the same air system that doesn't work or provide adequate circulation.
High School Teacher	The classrooms at Cypress Creek are not sanitized, ever. I wish I was being dramatic, but they have never been sanitized. Not a single surface is wiped down ever. I am here almost every single day when the custodians come in. I have written multiple emails addressing this issue and it has never been fixed. Even knowing that I have face-to-face children who tested positive, my room has never been sanitized.
High School Teacher	My classroom is not regularly sanitized. When the custodians come in they only change the trash by dumping the bin into a larger can.
Other	I was told that my position does not allow for me to work at home, in order to accommodate me I would need to be placed at another location in another position that will be able to provide me these accommodations
Middle School Teacher	I am able to teach my 8th grade classes launched for which I am thankful but my 6th grade are blended and I have 14 students f2f in one period and 11 in the other periods
Middle School Teacher	By the time kids are sent home with COVID or contact tracing, we're already exposed and terrified. OCPS refusal to enforce mask wearing has kids pulling them down constantly, knowing we can't do a thing. If my job is at a similar workload, it's only bc 20% of my assigned kids never log on. I've literally never seen 4-5 students. A dozen have only been in 3-4 times.
Social Worker	I have been given accommodations but am still being forced to work Face to Face while waiting on a resolution to my grievance.
High School Teacher	Previous school principal kept me at high risk daily. I substituted for other classes approx. 15 times in the first quarter. I was given extra duties daily that exposed me to large numbers of students. My current school a COVID cases is reported daily.
Elementary School Teacher	Though principal says repeatedly that she wants us all at school and believes that's where we should all be.
High School Teacher	I was told by my previous admin that I wouldn't be accommodated due to my being the only one teaching the subject so it would be useless to try to apply. I am diabetic and was anemic at the time.
Elementary School Teacher	On the one hand, I teach Launched ed but I also teach a hybrid class one hour a day. I was not given specific instructions as to keeping the classroom clean. Furthermore, there is no check on how many students I can have. I have more than my room can

	handle and keep social distancing. I have noticed that at my school social distancing is left to the teachers. There is no support for crowded classrooms or too much furniture.
Elementary School Teacher	On the one hand, I teach Launched ed but I also teach a hybrid class one hour a day. I was not given specific instructions as to keeping the classroom clean. Furthermore, there is no check on how many students I can have. I have more than my room can handle and keep social distancing. I have noticed that at my school social distancing is left to the teachers. There is no support for crowded classrooms or too much furniture.
Elementary School Teacher	They still allow students in my room to use the restroom. While I am trying to teach launched I have to wipe down all areas touched and the bathroom. Bring them in when they have to visit me.
Middle School Teacher	While I was allowed to teach from home the first semester, I was required to come teach F2F second semester, despite my ADA approved accommodations not changing. Also, a civics teacher who was teaching LaunchEd was allowed to remain teaching at home second quarter but I was not.
Elementary School Teacher	At Independence Elementary it was not safe. I feel safer at Tildenville.
Elementary School Teacher	I know of others who have ADA and don't have issues at my school.
Guidance Counselor	My ADA was declined per the principal.
Middle School Teacher	Several positive cases and quarantines in my class but I have never been quarantined. Had to ask for my room to get the proper cleaning. Wasn't cleaned the proper way until after case 4 in a week.
Elementary School Teacher	I am teaching LaunchEd from home.
Elementary School Teacher	None of us should have had to return F2F. Other states are still digital-only. ADA should have been granted Launch.Ed special assignments for this school year and until eligible for available vaccinations..
Elementary School Teacher	No, but if this hybrid is allowed to continue, I will need mental health counseling.
Middle School Teacher	I did not apply for ADA because I was told I would be relocated to a new worksite without a choice if I did. This wasn't true and I feel I was deliberately misled.
Middle School Teacher	My administration is forced to force us to come in. We all follow orders. Remind you of another time in history?

Middle School Teacher	I am answering the question below: I was allowed to stay home after ADA approval up until 2 weeks ago. So is is a No for the next question, but it has recently turned to yes.
Guidance Counselor	Technically they are but due to so many students back and so many staff out I've needed to help out in areas which are not part of my plan.
High School Teacher	My wife and my mother (she's 85) have under lining health condition. i should not be working Face to Face.
Instructional Coach	I was put in an office by myself, so that is good.
Instructional Coach	I was put in an office by myself, so that is good.
Middle School Teacher	I know of a couple ADA staff members who were accommodated and were taking out-of-state trips.
Elementary School Teacher	I do not feel safe returning to my worksite because of the covering of cases and lack of cleanliness.
Elementary School Teacher	It's impossible to keep a face mask on a Kindergarten student. Plus, they are always putting their hands in their mouth and touching things. If one of them gets Covid, I am likely to follow. I have been Covid free up until now because I stay home, order most groceries to be delivered, but I do go to the store occasionally. I also help my 74 year old mother by going to the store for her. Other than that, I have mostly stayed home until I returned f2f in January.
High School Teacher	The students do not understand the reason they need to wear the mask. Students are removing their mask to sneeze because they don't want their mask to get wet. That completely undermines the reason they have them on in the first place.
High School Teacher	I have made my own protections to keep me and my family safe from possibly contracting COVID-19.
Elementary School Teacher	Classrooms are not disinfected daily. I have to do it daily.
Elementary School Teacher	I turned in my paper work but was not approved.
High School Teacher	I am relatively safe, only because of small numbers of f2f students. If classes were larger, safety would be far worse for everyone.
Elementary School Teacher	When a janitor gets covid you have to worry.
High School Teacher	I was told my class wouldn't have more than 14.

Guidance Counselor	Having to rely on other's safety habits is exhausting.
Middle School Teacher	I have larger than normal classes.
High School Teacher	I received no more cleaner disinfectant and I'm not told if a student tests positive.
Elementary School Teacher	I got covid in Dec. luckily I didn't die. If I had my request I wouldn't have gotten it at all. I can't say the same for my coworkers.
High School Teacher	Everyone wears masks and I feel safe because they take it seriously. Social distancing is not really feasible but at least masks help.
Elementary School Teacher	The schools are not properly cleaned. In a classroom where there was a case of COVID, the classroom was left untouched before the class returned. Custodial is scarce so its not necessarily their fault.
Elementary School Teacher	I don't know, I'm at home.
High School Teacher	I was granted ADA approval but because we had already started school there wasn't much we could do. I have never been told officially by admin if a student in my room tested positive, I have learned of some by students personally telling me. I don't feel protected because I'm not made aware of the positive cases.
High School Teacher	I wasn't given ADA accommodations but every teacher at my school seems to be teaching a hybrid mix. There is no way anyone's safety is a priority when we have 16-18 or more students in a room for 50 minutes. If the county and state can't reduce class sizes to allow 6', the safety of employees and students isn't truly a priority.
Middle School Teacher	I know I would be safer virtually, but my administration has been accommodating to allow for things so I am at less risk (e.g., excusing hall duty, virtual meetings, excused from drills, etc.)
Middle School Teacher	I have to provide everything...air purifier, n95 masks, protective shields on my desk...the district supplies crappy hand sanitizer that is so wretched the students won't use it...the face shield provided binds my head and I'm a migraine sufferer...it's a mess
Guidance Counselor	I have to do lunch duty and be exposed to kids with no masks on.
Elementary School Teacher	We are not allowed take the temperature of our VPK students. And since nobody takes the VPK students' temperature we just can find out that they are sick when they are already inside the classroom. The Principal said that the CTA doesn't permit the teachers to take the students temperature.

Middle School Teacher	My computer lab is not cleaned thoroughly
High School Teacher	I have been at work Face to Face since August. This hybrid model has students in class one day and then at home for the next few days.
High School Teacher	I was approved for teaching at home with ADA accommodations due to multiple high-risk indicators, but within 10 minutes of receiving that accommodation, my school administration had already denied it by telling me there was no possibility for me to teach remotely. That might have been believable if (a) they'd taken enough time to actually consider the schedule and (b) I wasn't assigned to an out-of-field schedule right before classes started that literally more than a quarter of the faculty could have covered. It was fairly clear that they simply didn't want to put in the effort of trying to accommodate and knew I would have no other choice but to either teach anyway or quit.
Elementary School Teacher	The custodians struggle to do the basic requirements of their jobs. Adding extra "sanitizing" requirements become less reliable. We still have the same number of custodians but they are doing way more work.
Guidance Counselor	I asked to continue working virtually since I work at a virtual school but they are having us come in once a week. I asked for my own workspace with separate space that wasn't sharing the same circulated air such as a portable. That could not be accommodated so I am forced to come to campus and I sit outside the office at my table with my laptop doing work outside to stay safe. I do have to use the bathroom though during the day and was told I would be the only one going on that empty classroom to use the restroom. The restroom was not clean. There were hairs in and on the toilet seat and the room did not look clean or smell clean. No signs on doors that things are disinfected either daily.
Elementary School Teacher	We can always do better.
Elementary School Teacher	I had a student who does not have to wear a face mask put into my classroom despite my pleas against it due to me turning 65 in February.
Elementary School Teacher	We are still meeting face to face in faculty meeting. Just had a data meeting in conference room face to face.
High School Teacher	The school started out having the cleaning staff clean the classrooms after every class change. That has slowly changed to not at all during the day. I have to clean my room myself.
Elementary School Teacher	I don't believe social distancing is possible with our class sizes and room sizes. Our administration has done the best they can.

Elementary School Teacher	I did not seek ADA approval because I was the only one on my team who wanted to teach virtually. I do not feel adequately protected as we have to switch students for intervention time, my little group of 5 face to face expands to more than double that and I have quite a few online still during that time as well.
Middle School Teacher	See previous comment
Middle School Teacher	I have been informed by student that he is staying home because he was feeling sick and he was waiting for his test results. He was in my class last week and I wasn't notified. They are cleaning my room twice a day, not every time a group is dismissed.
Elementary School Teacher	Ada was denied despite meeting criteria and having a doctors note indicating increased risk
Elementary School Teacher	Not being told about Covid cases of students.
Middle School Teacher	I am currently hosting 4 classes for another teacher who is home with ADA accommodations. The actual teacher teaches the students online but I am responsible for supervising her F2F students since she is home. She gets an assistant but I have to teach my first two periods hybrid and alone? #WTF
Elementary School Teacher	The schools are not as clean as they are supposed to be
Elementary School Teacher	The school had covid cases. I had co-workers who had been exposed. The meeting at the time were all face to face with team. I couldn't risk my health. I was told classrooms were not being cleaned or disinfected after each day. Classes were being filled; Some had 16 students.
High School Teacher	Schools should be closed until teachers and school staff are vaccinated
Elementary School Teacher	Teaching from home for now.
Elementary School Teacher	I did not apply for ADA accommodations before the system was overwhelmed with requests, however I made it clear to my administrators that I am immunocompromised and that I have concerns about how carelessly precautions are being handled at my work site.
High School Teacher	Cleaning and enforcement of masks is sporadic
Middle School Teacher	My room is not cleaned regularly, students do not physically distance, admin does not make their decisions about Covid exposure clear.

Elementary School Teacher	Must walk crowded hallway duty in the morning. All transitions are crowded.
Other	Poor leadership from the top than does not even comply with the rules.
High School Teacher	ADA compliance is at home teaching online. I do not go the campus at this current time. 1/129/2021
CTE Teacher	Should I be compensated \$\$\$ for hybrid teaching??? It is a double load to teach F2F & online at the same time. It is physically & mentally exhausting.
Middle School Teacher	Yes, I was given an ADA accommodation but I don't believe that as much caution is being taken as necessary.
Middle School Teacher	The only ADA accommodations I would receive at work would be the same precautions as apply to the whole campus. We have adults that don't take the rules seriously and don't enforce them.
High School Teacher	Many students think that COVID is a joke. They refuse to wear masks, or wear their masks improperly. People in the front office are always going around without masks. The football coach gets away with wearing a gaiter, which isn't approved by OCPs.
High School Teacher	<p>They weren't satisfied with knowing i have seizures and wanted to know the consequences more specifically, even though my neurologist had written a letter about the dangers of my seizure activity in combination with catching Covid. I'm simply being the safest i can but i was disheartened by the county when they replied that they wanted more data about what could happen as a result.</p> <p>My seizures are very atypical but i have undergone countless screenings and they are real. As my doctor said, "we don't know what could happen to you but it could be bad." I don't want to become a vegetable because of this exposure and am still very worried.</p> <p>How can i receive precedence in receiving a vaccine? I think my medical condition warrants it.</p>
Middle School Teacher	Our nurse us only wearing a shield, kids pull down their masks to talk or sneeze and cough, hallways are crowded, kids come too close,
Elementary School Teacher	<p>I was denied ADA at previous school so I had to transfer.</p> <p>I am concerned when testing comes because I have to monitor F2F & I am not supposed to be at work. My daughter is also high risk and I was advised not to send her to school for testing under any conditions. I hate that I have to go and put myself and my daughter at risk. I need for this to be a non mandated thing, I would even accept a task helping prep for tests or working extra</p>

	<p>hours to help the school in some way that was non-student contact.</p> <p>My comments about ADA noncompliance are about Waterford in the fall when I had to transfer (or resign). My bosses at OCVS are very understanding. However, they do need us to come in for testing. I wish DeSantis would waive it just 1 more year, or let kids take it virtually and we monitor on Lanschool. I know we can't see test items, but that seems a more logical rule to bend than bending to force kids and staff to come to school and catch COVID-19.</p>
Elementary School Teacher	My coworkers and administration do not adhere to mask wearing and admin promotes gathering at meetings and eating together.
High School Teacher	My classroom is not washed down daily nor does it seem to be sanitized
Middle School Teacher	I did not try due to what was happening to my fellow colleagues. I figured I would have a better chance at the school.
Guidance Counselor	I have a serious condition and so do loved ones at home. If we qualify, we should be able to stay. Guidance as well.
High School Teacher	<p>My school hasn't accounts for situations where LaunchEd teachers will be forced to come to school +to bring in 504/IEP documentation, to sign for FTE counts, to bring in timesheets)</p> <p>These are just a few reasons I've been asked to come to school. Whole I don't have to go in often, I know how thoroughly my school was cleaned before the pandemic. It always makes me nervous when I have to come in.</p>
Elementary School Teacher	Student mask exemptions issued by district
High School Teacher	Not at all. I feel completely exposed. I have two classes that are full and there is not enough social distance.
Middle School Teacher	It is hard to answer this question as I am the one who makes sure the tables are cleaned in my room several times a day, and I am fortunate enough to be able to create a cross wind in my room through open windows. I keep my mask on at all times. I wear a shield most of the time and spend a good deal of my time making sure students are 6 feet apart and keeping their masks on. My students do not wash their hands as regularly as they should even though there are 3 sinks in the room. We do not share supplies and I do not accept any paper submissions from my students.
Middle School Teacher	This never helped in having more students face to face.

High School Teacher	I am not sure my classroom is really "deep" clean everyday. What is ADA approval ?
Middle School Teacher	My student counts continue to rise. I have a double classroom so I can still socially distance. If I receive more F2F students, I am told to move my desks closer together.
Elementary School Teacher	Classes are way too large for social distancing.
Middle School Teacher	I did not receive ADA accommodations and I believe my local administration is doing the best it can with what the district officials allow. However, I believe there should be stricter guidelines to keep teachers and students safe which would require more accountability for parents and students.
Elementary School Teacher	My class size has not been capped and there is less than a foot in between me and other students. Students and their peers sit way too close together. Our room is not big enough to accommodate this many students and socially distance.
High School Teacher	?
High School Teacher	I have to be the one pushing the student as far away from me as possible so I am not in contact with them.
High School Teacher	It was not initially. I transferred after the start of the school year. When I was at a physical location, I was told I had to teach in person, even though I had ADA accommodations. My health condition puts me at high risk. I was forced to take leave. Thankfully, I was then able to transfer to OCVS, or I would have had to look for other employment.
Elementary School Teacher	NA
Elementary School Teacher	We are given the protected equipment and the necessary cleaning is done and we provide safe distance as is possible within our classroom. I have to provide a seating chart for my classroom. Being an ESE teacher I have only one student group in my classroom at a time. Each group has their own assigned space that is not shared.
Elementary School Teacher	I was told to come in F2F or find another job.
Elementary School Teacher	Classes are over crowded. Students don't always wear masks. No social distancing because it's just not physically possible.
Elementary School Teacher	They are trying their best to work with me but I wish I was still teaching from home.

Elementary School Teacher	I have health issues, but didn't apply for ADA.
High School Teacher	There are never enough environmental workers to keep the schools clean.
Middle School Teacher	My ADA was not for me, but due to a terminal illness with my parent.
Middle School Teacher	When I was called back to work, I was still given a majority of the face to face. Additionally, there are some students that received a doctor's note stating that it was okay for them not to wear a mask. These are special Education students, who are unaware of the complications of the danger of not wearing a mask. When the covid outbreak in the ESE unit occurred, it was pushed under the rug.
High School Teacher	I was told to ignore it or "find another job, but we are in a hiring freeze" it meant nothing to protect my family
Elementary School Teacher	I am lucky to be teaching from home still. However, if it were the case that I were back in the classroom, I see students literally throwing their masks at each other while sitting in my classroom, and then nothing is done by the para in the room until I address it from a distance.
Middle School Teacher	The procedures put in place work.
Middle School Teacher	I'm allowed to teach from my desk to help keep 6 feet between the students and myself.
Middle School Teacher	What are ADA approved accommodations??
Middle School Teacher	i wasn't told I MUST ;;;; but I prefer this as to getting ill and dying.
Middle School Teacher	It took me 2 months to have paperwork processed by legal just to be allowed to use the air purifier I purchased but my principal refused to allow me to use
High School Teacher	See previous answer. In order to stay in the AICE program, I could not apply for accommodations.
High School Teacher	I would feel more comfortable with the vaccination.
Elementary School Teacher	My school (administration, teachers, staff, custodial personnel, etc.) do what needs to be done to assure that everyone is safe. However, we're dealing with elementary school kids. My health and safety will not always 100% be protected because elementary school kids have to be reminded to wear their masks over their nose, constantly.

Elementary School Teacher	I stay in my room for the most part and do not interact with students and only a few coworkers.
High School Teacher	I have received ADA accommodations for teaching LaunchEd from Home, however; my school's principal has directed me to return to school and work the hybrid model.
High School Teacher	They don't clean the classrooms. The maintenance people only empty the trash bins. I have been in contact with people that had tested positive and they had never informed me. I have found out through the grapevine or the students.
Elementary School Teacher	So far...I am still at home.
Elementary School Teacher	I received LaunchEd at home teaching model, as requested with my ADA compliance paperwork.
High School Teacher	Once I returned to school, I was given some PPE, but I think they should be cleaning the rooms with those UV cleaners. Or something more.
High School Teacher	I know that the classroom is not sanitized everyday. I find crumbs, hair, and eraser pieces on student tables that confirm tables were not sanitized.
CTE Teacher	Requests were denied twice.
Elementary School Teacher	I don't feel the maintenance for cleaning has change than normal maintenance. I think they need to install air conditioning ultra violet lights, the school should be disinfected with a sprayer not just random spraying of Lysol, here and their in he room.
High School Teacher	Social distancing is not possible with class sizes.
Social Worker	I am in Att Internet staff I walked into an office that had two Covid cases I was informed by another coworker. No one notified me ahead of time.
Instructional Coach	I'm consistently reminding students that we are in a pandemic and they must wear their face mask correctly.
Middle School Teacher	My accommodations were to stay home at first. That's over. I guess that's okay but the AC has gone out in my room which is routinely too hot. Since I have MS, this has the potential to exacerbate things with how stressed I am.
Elementary School Teacher	My doctor gave a note about my comorbidities, but that was denied. Until I listed what they are and then it was granted.
High School Teacher	No, I was asked to come back to teach Blended classes. My second week after returning back to the classroom (January 11th) one of my Face-to-Face students tested Positive for Covid, but I was never contacted personally by the school. The student notified me

	<p>of her illness, and she also confirmed that her parents notified the school. I have had other students notify me that they have been quarantined by the school for possible exposure, but teachers are not notified.</p> <p>I am concerned that infected and exposed students are not required to show proof of negative Covid tests prior to returning to school.</p> <p>As SAT and FSA testing season are quickly approaching, I am extremely concerned about proctoring large groups of students.</p>
High School Teacher	Given the ADA accommodation status but still required to be F2F
Middle School Teacher	I have 4 underlying medical issues that are on the list but am just under the 65 year age limit. I was told I had to come back f2f.
Middle School Teacher	Before taking a LOA, I contacted multiple colleagues at my work location and none of them said they felt safe more than they felt in danger. No one that is a classroom teacher with a full class load said they felt safe more than not.
CTE Teacher	I didn't attempt to get ADA because there was no point, I'd have to teach face to face regardless
Elementary School Teacher	They only provide fabric masks not N95 and a cheap plastic shield.
Elementary School Teacher	My ADA accommodation allowed me to work from home until October 13th, when I was asked to return to school.
Middle School Teacher	I don't really understand the question.

After receiving ADA accommodations, Please provide any comments include if the administrator's reason for you not being allowed to work remotely was valid.

POSITION	COMMENT
Elementary School Teacher	I'm the art teacher, there are kids on campus...I need to be here.
Middle School Teacher	Too many students returning back f2f. (Adjustments could have been made to student rosters to ensure teachers with ADA accommodations stayed home.)
Psychologist	No virtual positions or ADA accommodations in my job category. I can't see my parent with a highly compromised immune system.
Elementary School Teacher	Whatever parents chose is what we're forced to teach. The parents got a choice but teachers did not.
High School Teacher	I don't feel that it was a valid reason. She told me that my position is not a 100% work from home position. While that is absolutely the case I was fine with that and enjoyed going out to the various schools before the pandemic hit us. Until I get the vaccine I do not feel comfortable being out in these schools and I feel that it's disrespectful and wrong for the administration I work for to imply that I just want to stay home which just isn't the case.
Guidance Counselor	Counselors were told that they had to be face to face or quit or take an unpaid leave of absence.
Elementary School Teacher	Was told I had to come in, but they made accommodations for me to do launched because of my Ada.
Middle School Teacher	Reasons were perfectly valid an beyond anyone's control.
Guidance Counselor	I wasn't given any acknowledgement or options regarding my ada accommodation. I was given lunch duty because of shortage of staff on the leadership team this year.
High School Teacher	Admin stressed multiple times that it would be unfair to bring some teachers to campus and not others.
Middle School Teacher	I was told it's what is best for our students.
High School Teacher	Students signed up to take the class face to face so the student preference was more important than putting my health/life at risk. I am the only teacher that teaches the subject so I was given the choice to teach hybrid or go on a transfer list.

Elementary School Teacher	Did not understand why I had to be back in the building to teach on line.
Speech Pathologist	All Speech therapists were required to return to office.
Social Worker	Social workers must go to schools
Middle School Teacher	I was told there were too many students returning and that all teachers were being asked to return from LaunchEd.
Elementary School Teacher	We were told we were coming back so that our admin could be of more assistance to us.
High School Teacher	It was not valid because he continued to tell me that they were re doing the rosters for weeks but the rosters continued to increase with students f2f and inline instead of splitting the groups.
High School Teacher	Ms. Bellinger never put this in writing, only said it to me verbally in our most recent meeting over winter break. "NO ONE will be allowed to work remotely after the second semester starts." She said it very plainly and with extreme confidence and made it sound like a district policy.
High School Teacher	Ms. Bellinger never put this in writing, only said it to me verbally in our most recent meeting over winter break. "NO ONE will be allowed to work remotely after the second semester starts." She said it very plainly and with extreme confidence and made it sound like a district policy.
High School Teacher	The only reason I was given is that they were not aware that I applied for ADA therefore could not offer me Launched teaching.
Elementary School Teacher	We are required to report to school regardless of the model. I drive into a filthy school every day. District/admin do not supervise custodial staff. Much is left unclean. I am happy I caught Covid here, so now I do not have to worry about catching it again!
Elementary School Teacher	Too many f2f students
Middle School Teacher	Too many face to face students and not enough teachers.
High School Teacher	Ms. Bellinger never put this in writing, but she said it to me in our most recent meeting over Winter Break of 2020. "NO ONE will be allowed to work remotely in the entire district after the start of the second semester." She said it very plainly and with extreme confidence. I don't believe her at all and I hate being lied to and manipulated.
ESOL Compliance	I was told my position could not be done remotely, however all my superiors in district are working from home. I guess they are more important.

High School Teacher	I would have had to see if there were any remote options on my campus, and my principal told me there were not.
Middle School Teacher	Only after I submitted a leave of absence request was I told I could do hybrid from home (I have students in the classroom)
Middle School Teacher	It was not valid since I was a pass coordinator.
High School Teacher	I don't think Mr. Guthrie actually cares. He talks like he does but his actions and personality when confronted equal 2 different things
Speech Pathologist	The position of OCPS Speech Language Pathologist is not a virtual position, therefore all must report to the school to work.
Psychologist	See above.
Curriculum Resource Teacher	<p>It should be noted that through my support of teachers in classrooms and working in virtual and hybrid settings, that very few, if any, are managing their own health and welfare effectively enough, let alone the effective management and delivery of instruction to students with whom they work. Frequently, teachers are crying or ready to pull their hair out, trying to do everything they can to provide the instruction necessary for students to make gains. Parents are either not held accountable or are out to "get them", hiring advocates who pounce on teachers' every move as inadequate or ineffective. I'm saddened to see this happen, because I know that we all have the students' best interest at heart and are working to the greatest capacity possible given the circumstances.</p> <p>When schools are held accountable and politicians are not, there is a big discord.</p>
Elementary School Teacher	She had no other option. She was able to accommodate me until more parents requested to have their students f2f.
Middle School Teacher	It was valid as more students returned to school and I'm the only one teaching my subject at this school
High School Teacher	Too many students face to face.
Elementary School Teacher	All teachers who were launched were going to be hybrid, and students were not going to be reassigned to launched only teachers. Students weren't changing teachers, and all teachers were going to have some f2f students.
Elementary School Teacher	Teach F2F and Hybrid and LaunchEd -specials teacher
High School Teacher	N/A

Middle School Teacher	I am the only teacher teaching the 6th grade curriculum. They did agree for remote fir 8th grade class
Middle School Teacher	I'm the only one who teaches my subject, so I'm terrified, as someone with Respiratory issues, but know my admin is doing their best.
Social Worker	We ate student contact positions and must return
Social Worker	I was told my job can't be done virtually and that is not true!
Elementary School Teacher	No reason.
Middle School Teacher	I was told that students had returned to school and I had to be there to teach them, despite there only being 5 by the second week. Also, the civics teacher was allowed to remain at home teaching LaunchEd.
Elementary School Teacher	At Independence the substitute during my maternity did not want to teach online so my class was split between 2 online teachers and I was given students who wanted to be f2f
Curriculum Resource Teacher	My current supervisor is comfortable with me working from home but he is retiring this year. I'm terrified that my new supervisor will insist I return to campus when I don't feel it is necessary or safe.
Elementary School Teacher	They said I had to return to the class because the students were requiring face to face and I was the next in line to return.
Elementary School Teacher	I was doing well working with a full virtual roster on campus. I declined to take on hybrid students in my grade level due to acting as a caregiver for an elder parent. But as a result of FTE, I was given the option of taking another position or the pool. But my kids attend the school and they'd be required to switch schools.
Guidance Counselor	I was basically told it was her discretion to decline my ADA.
Middle School Teacher	As an elective I was needed due to the number of face to face kids going up
Middle School Teacher	I was not given a reason but simple told to please Come back to work at school second nine weeks.
Middle School Teacher	We were all told we would be hybrid from day 1. This changed as people complained but as Launch kids came back we all ended up hybrid teachers quickly anyway.
Social Worker	They said my position as a social worker has to be done face to face or I could take a leave of absence.
Social Worker	That administration made the decision that school social workers needed to be at their schools

Elementary School Teacher	I did not have Ada but the choice to stay home if no kids were on campus was very confusing. I kept going in and being interrupted and exposing myself to germs until one day I just stopped after seeing many coworkers on launch stay home as well. I wish that had been made clear all along.
Middle School Teacher	More students are coming back to school and they must have the coverage.
High School Teacher	You either have to come or take the year off with no pay
High School Teacher	You either have to come or take the year off with no pay
High School Teacher	Her reason was because many students are going to be face to face. Need to take care of the students at school.
Elementary School Teacher	Report for team planning and staff meetings on occasion
Guidance Counselor	I'm the only one in my position, the only 8th grade counselor was the reason I was given. I was given the choice to hope for a virtual position with no guarantee of getting one or where I would end up once those are reduced & the possibility of ending up on unpaid medical leave. It didn't feel like a reasonable option.
High School Teacher	Dr. Drayton said, every teacher was coming back to school no matter what. She should no remorse or feeling for my health or family concerns.
Elementary School Teacher	His preference was that we work from school.
Middle School Teacher	There were not enough teachers for me to do virtual with the number of students coming back.
Elementary School Teacher	I wasn't told that I must return. But, I felt obligated to keep the students since I've already built a relationship with them and their parents. I started with 3 F2F. Then, I ended up getting 3 more. I wasn't expecting such a large group of F2F while teaching online as well.
Elementary School Teacher	I was told to return to work at the beginning of the second marking period due to students returning F2F. I told her that would be going against my doctors medical advice and I did have an ADA. One week later I was told that they had a solution and I could continue to work from home.
High School Teacher	I was told that since some of my students are coming back to the school I have to come back to the school as well.
High School Teacher	I was told that if any if my students returned to face to face instruction, I would need to return to campus.

High School Teacher	Kids are coming back to school. But it wasn't my kids it was other teachers kids.
Psychologist	Considered "essential workers"
High School Teacher	I was told that as long as 1 student wanted to attend f2f, I had to teach from school.
Other	I do not have a documented medical condition.
Elementary School Teacher	Yes, valid. Specials teacher. I have to teach whole school.
Elementary School Teacher	My principal said that she more kids are returning and he needs me back in the building.
Other	Face to face is required
Other	Face to face is required
Elementary School Teacher	I have been LaunchEd at Home all year, which I am so grateful for. I have ADA accommodation. I have now been told that I will need to return as a hybrid teacher if any of my students that are performing poorly decide to come back. I am very worried.
Elementary School Teacher	Per emails, no one met the criteria.
Elementary School Teacher	Per emails, no one met the criteria.
Social Worker	Position needs to be done in person
Elementary School Teacher	The district informed my principal that my position could not be performed virtually.
High School Teacher	I was told there were no positions at my school available. Other options I could look into were provided but we had already started the school year and I had no interest taking a leave of absence or possibly moving schools.
High School Teacher	You're the only teacher. As long as one kid wants F2F, you have to do both (hybrid).
Media Specialist	I was "essential".
Elementary School Teacher	Too many students were face to face so we had to do hybrid
Middle School Teacher	I was allowed at the beginning of the year to teach remotely. I was told too many students were returning now and they were

	not going to do schedule changes to accommodate me staying virtual any longer.
Elementary School Teacher	I was struggling teaching virtually from home due to the technology issues I was facing so he wanted me to teach from school to so they could provide support.
Middle School Teacher	They was a lack of drive to rewrite schedules for the upteenth time and principals were told from on high to bring everyone back
Guidance Counselor	Due to supervision needs of the school.
High School Teacher	Too many students returning to accommodate me remaining home.
High School Teacher	I am the only teacher that teaches that subject area.
Middle School Teacher	N/A
Speech Pathologist	Told they could not accommodate
Elementary School Teacher	Principal gave no reason to why I had to teach at school to LED students.
Other	ESE leadership said that if they have to work in the building or on a campus, everyone does. even if our job responsibilities can be done effectively from home
Guidance Counselor	Counselors need to be on campus so we can meet regularly with our team and to fax things if we need to and support our students. Again, all of which can be done from home. They would not give an example of things that we are being required to come to campus for that we cannot do safely from home.
High School Teacher	I didn't apply for ADA but was granted Launch Ed at home as my choice because I am in the high risk category. I was told to return to campus because the classes were out of ratio.
Elementary School Teacher	The number of student face to face increased.
Middle School Teacher	Rather not
Elementary School Teacher	She said she could not accommodate me even though she has accommodated other teachers in the school.
Elementary School Teacher	9 of my 26 virtual students went face to face. I would need to go hybrid to teach both face to face and virtual students. As there was no one to teach the 9 that went face to face.
Middle School Teacher	N/A

Middle School Teacher	Some students returned face to face.
Middle School Teacher	NA
Middle School Teacher	They told me if I don't want to teach at school. Take a leave or resign. They did not considered me at all.
Elementary School Teacher	My principal essentially said that although I was fully launchEd to begin with, that my students switching back f2f would still be my students, so therefore I would have to complete the blended model.
Elementary School Teacher	I was brought back for one student!
Elementary School Teacher	I was told that it would be easier ifbl taught launch ed from the empty classroom. And it would make her life easier if I worked at school. I am also told I am not doing a good enough job either.
Elementary School Teacher	I'm the only music teacher, so I had to be f2f or be assigned another position.
Elementary School Teacher	Out of my 15 students 5 were returning. I was asked to return in January. There was a hybrid class, but administration didn't want to create any more changes or disruptions by assigning a few of those students to my launched class.
Middle School Teacher	Too many students were returning after holiday break
Other	Never given a valid reason.
Social Worker	I can not do my work from home which is not true .
High School Teacher	They also seemed pressured into sending us back to the school because that's what the rest of the county was doing and what it sounded like was that they were concerned about school auditors coming and seeing that teachers were not in their classes and the performing arts in-person students were participating in class just as though they were home, on laptops, socially distanced in our PAC. Apparently, it was more important to them that the F2F students were at an advantage for coming to a school than the equity of education for all our students whether they were at home or not. Therefore creating a much heavier work load on teachers. The admins seemed much more concerned about the county audits than our safety and preferences.

Middle School Teacher	Too many students were returning to school after break and since the governor's order means that we can't turn students that want to come back down, there was no way to guarantee that I had low numbers.
High School Teacher	I was allowed to teach from home for the 1st quarter per ADA Accommodation and was told I had to return to keep my job.
Middle School Teacher	Due to CAM and not wanting to make any more schedule changes
Elementary School Teacher	<p>I was working gifted resource and the entire ESE team was told at Waterford we were required to work F2F.</p> <p>I also made record of other issues the principal at Waterford went against my FMLA and ADA rights last year (Jan 2020, if you care to look into that). Several staff members reported to me they had similar issues with their disabilities (before and during COVID-19) and I know of at least 3 of us who intended on working at Waterford until retirement, that had to transfer or resign this year because of lack of ADA support. I'm grateful to be at a better school with better administrators now. But I fear my position is short lived. Between that and the huge paycut I received this year when my insurance premiums went up, it no longer makes sense for me to continue working for OCPs once I am let go from OCVS when enrollment drops. I 100% will resign if things do not change.</p>
Elementary School Teacher	I was not given the option because I am the only Gifted resource teacher and some of my students selected LaunchEd while others chose Face-to-Face.
Elementary School Teacher	I volunteered to come in second nine weeks so that the classes on my grade level were not rearranged. As of now, there is not enough kids for one single launch Ed class because my principal has "encouraged" all to come back face to face.
High School Teacher	The choices were quit my job, take a leave with no benefits or come back on campus.
High School Teacher	No position available at the school
ESOL Compliance	You need an order from your doctor to work off campus.
Guidance Counselor	No counselors across the district can work remotely
Elementary School Teacher	My coworker was told she had to work from school by STO even though she was originally told she could work from home. She had to go on leave of absence.

High School Teacher	Because I am teaching an Biology AICE Cambridge course and I am the only one teaching it I had to be in the school.
Middle School Teacher	I am the only person teaching my content area.
Middle School Teacher	The reason given was that she couldn't have someone in class babysit my face to face students while I taught from home.
Middle School Teacher	My principal gave me three options: 1) continue to teach blended in the classroom, 2) transfer to OCVS or FLVS, 3) take a leave of absence
Elementary School Teacher	The Face to Face classes were full so they told any teacher who had students who were coming back to school for the third marking period that they would have to return as well. Even teacher's who had an ADA.
High School Teacher	None. Just told to report to campus.
Middle School Teacher	Electives teachers must work hybrid because the administrator has no extra personnel to monitor the F2F students in the classroom.
Speech Pathologist	"Cannot reform job duties remotely" even though I do with another job (both testing and therapy)
Elementary School Teacher	I do not have ADA, but teachers at my school over 65 AND with cancer at the current moment were forced back onto campus in October/January even without face to face students in their class (2 teachers fall in this category) or we're forced to have face to face students (hybrid model) instead of shuffling students around between teachers. Those teachers were just told "All instructional personnel need to be on campus."
High School Teacher	If you already have a full roster of students it makes no sense to say there aren't any classes to teach from home. Yet, that has been an acceptable response.
Elementary School Teacher	The other classes were at capacity and I had to come back for my face to face students.
High School Teacher	I am only eligible at the moment for one subject and I am the only one in the school who teaches it. I am a second year teacher.
High School Teacher	There was one class of students that could not be covered by the other teacher, so I was being made to come in for the entire day.
Elementary School Teacher	NA
Middle School Teacher	Too many students returning f2f. I have 19 total students throughout the day f2f out of about 140 total students.

Elementary School Teacher	I was told to come back because it's better for the students. If only one teacher came back that would be 26 in a launchEd class and that's too many.
Elementary School Teacher	Because face to face was my first option. I did not want to teach virtually after experiencing the Spring teaching and how my ESE students were treating the instruction.
Elementary School Teacher	I am special area, and I MUST be there.
Elementary School Teacher	Was able to work from home for 1st semester. Had to return to school for 2nd semester to teach hybrid.
Elementary School Teacher	I did not pursue an ADA in the beginning because I was granted a launched position. When I brought up getting an ADA when being forced back it was relayed to me that it won't matter for the second quarter and that I will still have to come back.
Elementary School Teacher	It was strongly suggested that we work at school
Middle School Teacher	She called me and stated that she was calling everyone back to work on campus; then, the face-to-face students were split up, and most students were placed under me face to face and launched. When I looked at the numbers of students in person, I could have remained launched at home; I believe I was called back for other reasons; such as we have short an ESE teacher for almost three years; also, I am not sure as to why she refused to post the teaching positions a higher a certified teacher. The work load keeps building up every year on the two teachers in the unit. I felt that was one of the main reasons why she took away my ADA accommodation.
Elementary School Teacher	We have too many kids coming back to school. I'm sick and my Heath isn't well and I have to do both face to face and at home. We are doing double lessons in planning. We are being told to use specific resources like, Nearpod and CRM's. We are not giving the liberty to select our own resources. If we do, our evaluation is being targeted or we get punished or the principal and ap doesn't talk to you. The coaches are not coming to our classes to help us. Only negative comments about our data. This school year is the worse. Teachers are being out sick just to have a mental health day. We are exhausted. We need help at Washington Shores Elementary. No one is talking because they will punish you.
High School Teacher	I was given the option to come back, retire or go to Virtual School. Two weeks upon returning I contracted Covid.
Middle School Teacher	Too many students face to face.

Speech Pathologist	Speech pathologists were told everyone had to come back face to face
Middle School Teacher	I wasn't given the opportunity to receive any type of accommodations. I had a letter from my mother-in-law's doctor, but I was told there would not be positions from home for my subject area, and I can't afford to take a leave of absence, so I didn't even show the letter to my principal.
Social Worker	Administrators told us we had to come face to face
High School Teacher	School principal said that he could "explore other teaching assignments for me as my ESE department had none. This was not the case. Several of our students were and still are on Launch ED.
Middle School Teacher	Because some students were not performing we had to return back to school.
Elementary School Teacher	We had a staff meeting and teachers were advised that there would be teachers returning to campus. It was explained that teachers were desperately needed to come back. Then, I received a personal phone call explaining that I would be returning to campus.
High School Teacher	I was not provided the reason for me not being allowed to work from home. I was simply instructed to return to work.
High School Teacher	Two teachers resigned and I had to go back.
Middle School Teacher	"Not fair to other teachers..."
High School Teacher	I was told all at home teacher would be returning. I know now that was false since there are still some teachers teaching from home.
CTE Teacher	We were asked how we wished to proceed after the model used over the summer was successful, but then we were told during pre-planning we were to be on campus full time.
Elementary School Teacher	No virtual option for preschool.
Social Worker	I do not have accommodations but I feel as a social worker because we already have 3 to 4 schools we meet the criteria to work remotely. We do not have to be on a campus to provide services and resources to families as long as we have a telephone.
Instructional Coach	No, it was not in my opinion
Middle School Teacher	Students on my roster returned so I had to as well

High School Teacher	No reason was given.
Middle School Teacher	I was told that due to the new executive order schedules had to be flexible.
Middle School Teacher	My principal stated " the student's needs comes first than the teacher's needs" " If you want to teach you to have to come back to school to teach Hybrid" "I have to switch you from your Spanish position to a Science position so you can teach from home" (but she ending taking away everything for me)
Middle School Teacher	The expectation was to be in classroom whether the class was launchEd or not.
High School Teacher	I was able to teach from home the first semester but was called back to return in January to teach Hybrid classes. I was told that all teachers were returning to the classroom because of the number of students who chose to return to school for Face-to-Face instruction. The vast majority of my students are still virtual.
High School Teacher	No reason given, no explanation communicated to date
Middle School Teacher	I was the only person teaching the subject and students wanted to take the course f2f.
Middle School Teacher	She said there was no way to accommodate remote work because the kids can come back to school whenever they want.
Elementary School Teacher	No reason, everyone had to work from school even though I still had my LaunchED@Home students.
Middle School Teacher	Yes, their reasoning was valid. There were just too many F2F students and not enough teachers.

Additional information in regard to substitute teachers and teacher shortages.

POSITION	COMMENT
Elementary School Teacher	We will not take split classes.
Middle School Teacher	Does teaching the state tested subject while another teacher was out count? A teacher was out for 1.5 weeks and I was moved to their class so that the tested subject area had a "real teacher". The sub was placed in my room so I had to not only prep sub materials for my classes but also prep for the class I was covering.
Elementary School Teacher	I have had 3 absences this year, one for a personal day and two for training. My subs cancelled twice, once after the school day had started. The third time, my training was cancelled because my sub was pulled to cover another class where a teacher had called out unexpectedly.
High School Teacher	I have not been asked to sub this year.
Elementary School Teacher	If there isn't a sub, we call parents to keep children at home.
Elementary School Teacher	When I answered yes to sub shortage it's because paraprofessionals are being used to fill those positions including the one assigned to my class to assist with large classes. I usually get asked if it's ok but if they are placing her as a sub i assume it's either because no subs were available or lack of funds.
High School Teacher	They do not split students into classrooms generally.
Middle School Teacher	Some Teachers are allowed to teach from home if their child comes in contact with with COVID, while others have to take their leave time. This is unfair!!!
High School Teacher	It has only happened a few times, I am not volunteering for this because I feel the demand would make it something I would be doing daily. Plus, the small amount of additional pay is certainly NOT worth it.
Elementary School Teacher	I had to prerecord all my lessons and leave them on Canvas for my students to work on their own.
Middle School Teacher	Idk what happens without enough subs and not enough staff.

High School Teacher	I do appreciate our school for paying me for covering another teacher when a sub position wasn't filled.
Middle School Teacher	I have not been asked to cover any classes that are not my own.
Elementary School Teacher	My teacher doing Launch Ed did but we have to remind secretary multiple times
Elementary School Teacher	I am unaware of any positions that have gone I filled, but the quality of subs is really bad. One of my teammates popped into the BBB of her blended class while home sick to hear that students in the class were calling her a racist and the sub wasn't doing anything about it.
Elementary School Teacher	We don't split classes this year due to COVID.
Middle School Teacher	We have our office secretaries be our subs.
Middle School Teacher	They have been pulling people from admin positions and leaving the grade level offices closed.
High School Teacher	I was asked if I would cover another teachers kids (adding her face to face to mine) for a stipend or they could get added to the media center... I took them for the stipend
Elementary School Teacher	We have not split classes.
High School Teacher	I have regularly covered 2 additional classes on top of my own (in my classroom) without pay.
Elementary School Teacher	I personally have not had to do this but I know the school routinely does not practice this.
Elementary School Teacher	I am not in the school building so I don't know about the substitute teacher issues. I do know if you teach LaunchEd, we do not get subs. One teacher had to have surgery and she had to prepare lessons (video herself teaching) for her Launched students since there was not a sub.
Behavior Specialist	Behavior Specialist should be included to get paid when covering classes.
High School Teacher	I have not had to take in a class. However, another teacher has and has not received any. The AP said it wasn't in the contract. I shared the settlement with that teacher as she is covering for a teacher on maternity. For all of January so far.
Elementary School Teacher	Teachers have not been called to split classes this year at my school.
High School Teacher	I've taken in kids when teachers call out without a sub but have never received any kind of compensation.

High School Teacher	I have not covered classes.
High School Teacher	Multiple classes are split among subs. Classes are not being split
Middle School Teacher	Not until I had to request it and bring it to principal and secretary's attention which I'm sure they were previously aware.
High School Teacher	Nope.
Speech Pathologist	No substitutes are offered for Speech Language Pathologists due to a shortage of qualified personnel.
Elementary School Teacher	I have Never received extra pay when a class was Split in previous years and I believe It is overwhelming and not right to overload the other teacher.
Elementary School Teacher	Admin takes classes without subs
Middle School Teacher	My team has shown up every day so it hasn't been a problem for me personally but I know other teachers who have not been paid.
Elementary School Teacher	Our administrator won't split classes
Psychologist	Only after emailing administration more than once was I provided added to the Covid-19 notification system. Other itinerant staff members don't appear to be included unless they individually ask. I mentioned this concern to a district director who did not show much concern, and only within the past couple days did a memo go out advising that schools would be urged to include itinerant staff on their notifications. This reaction is delayed and not at all proactive as it should've been. I have asked about why teachers who have students out due to quarantine are themselves allowed to continue teaching without quarantining, and was told that it is "case by case". This makes no sense.
CTE Teacher	This hasn't affected me, but I know of other teachers who have watched other peoples classes and we're not paid.
Curriculum Resource Teacher	One of the nine members of our instructional support team has had to fill a vacancy with no end in sight for hiring a teacher to replace her. There are no teachers, and that is primarily because no one wants the job under the current circumstances. I think there is a need survey graduates to see how interested they are in actually filling a position in their field of education.
High School Teacher	To my knowledge, no teacher has had extra students sent to them this year. They will combine sub classes, use pretty staff, or use the auditorium, thankfully.

Middle School Teacher	When subs aren't there, admin steps in to cover. I don't know what happens when admin can't cover a class.
High School Teacher	I don't offer to split, nor to sub on my planning period.
Middle School Teacher	I personally have not been in this position. Others in my department have.
High School Teacher	I honestly have no idea what is going on with substitutes. I'm too busy to check the details of that.
High School Teacher	I have covered classes with no pay
High School Teacher	There is no form to request additional pay for covering classes.
High School Teacher	Payment form was submitted but it hasn't made it through the process yet
High School Teacher	I have gone into work three times this year due to no one picking up my sub job. I know I do not have to do that, but I do not feel safe with students being combined with a ton of others — doesn't this make contact tracing irrelevant?
High School Teacher	There is no form to request additional pay for covering classes.
Elementary School Teacher	The principal at Independence does not allow substitutes. She uses staff from the school who should be working with students. In the beginning of the year when I was LaunchED I was given extra online students for someone who was out.
Elementary School Teacher	The elder relative has since passed. The last few months were greatly impacted by the assignment which eliminated my ability to give care to this important family member and caused additional stress to my family that my inability to act due to concerns for the optimal safety of the elderly and sickly matriarch.
Elementary School Teacher	I split twice since sub had to leave early.
High School Teacher	I know it is happening but not what is happening. I am too busy trying not to drown in my own classroom.
Middle School Teacher	I never take additional students
Elementary School Teacher	I have had no additional pay. I teach hybrid every day.
Elementary School Teacher	We don't do that this year but no extra pay last year.

Guidance Counselor	I've had to substitute a few times but was given a ton of other work to keep me out of classrooms due to my medical issues. I've had to substitute for the last few years a period a day when we couldn't get enough substitutes.
Middle School Teacher	I have not been asked to watch other classes
High School Teacher	Sorry I am unsure what this question means.
Middle School Teacher	I have not had to take over any classes.
High School Teacher	One day I had another teacher's classes and was paid for it after I filled out the form.
Elementary School Teacher	I received half of another launched class
High School Teacher	My school puts multiple classes in classrooms with substitutes instead of putting them in other teacher's classrooms to save \$\$ that would be paid to teachers should they have the split classroom situations.
High School Teacher	Fingers crossed
Elementary School Teacher	Only after I asked for it.
Other	I'm not sure
Elementary School Teacher	Some of these questions I can't answer I know that each week absences are unfilled by substitutes but no idea the number as I am not privy to that information.
Testing Coordinator	I also think it is completely unacceptable to preach about student supervision as it pertains to lunch duty but then put me alone in the auditorium to monitor 100+ students. That is because it would be inconvenient to have multiple deans/test coordinator/coaches each period as opposed to lunch duty which is only 5th period.
Elementary School Teacher	Our admin doesn't allow us to split classes because there will be too many students in one room.
Middle School Teacher	1st semester with less F2F kids, within our dept. we tried to help each other out- but we were not paid any stipends. Now 2nd semester too many students can't split classes- if no sub picks up- they pull non instructional folks to cover.
Elementary School Teacher	Paras and other classified staff fill the positions.

Elementary School Teacher	What can we do about a lack of subs? There was a sub shortage before and there was nothing we could do about it then. Irrelevant to my day to day job.
Elementary School Teacher	I have received no additional pay for teaching a hybrid model. Our school is departmentalized, so I have a morning hybrid class and an afternoon hybrid class.
High School Teacher	I volunteered to take a teachers class for 1 period.
High School Teacher	I haven't done this but I also didn't know we should be paid if we did this.
High School Teacher	I am currently watching another teachers class while she is on maternity and I have been told I will not be paid.
High School Teacher	I don't know what happens when no sub picks up the job. The quality of subs has also diminished.
Middle School Teacher	I only did it once and I did it as a favor to my Administrators
Elementary School Teacher	My behavior specialist is pulled almost daily to substitute and is not paid anything extra
Middle School Teacher	I do not know what the sub situation is. I do know they have pulled classified to cover at times. I have not been asked to cover and I have successfully acquired subs when needed.
High School Teacher	I have for one day, but not for other days.
Middle School Teacher	Wasn't asked to do so
Elementary School Teacher	Resource teachers and paraprofessional substitute
Middle School Teacher	I have not been a substitute
High School Teacher	I have not had to split a class.
Elementary School Teacher	Situation was raised fir a couple occasions. Was not paid or they places another staff worker with students mid day.
High School Teacher	We were offered pay to cover classes. I will not expose myself to more risk than necessary, thank you very much, so no.
Elementary School Teacher	I know we have a shortage of substitutes. I can't answer that question since I don't know how many or how often. That's why I put NA. I know teachers have told me their leave request was denied because couldn't get a substitute. I know leadership members have had to cover classes a few times this year. I know

	we have had teachers take leave or quit and that increased the issue of covering classes.
High School Teacher	I have not personally been in this situation but several teachers I know have.
High School Teacher	Some of the data you ask for, I have no way to get that information. But often when a teacher in my area is out sometimes, there students comes to to other teachers room for the day.
High School Teacher	No I did not receive pay nor request it. It is common human decency to help others in your own profession(teachers and Administrators) when they are in need of your assistance during a planning period. It builds great working relationships and puts smiles on everyone's faces. Only the oldest teachers making the most money who are burnt out and should have retired years ago from the job would make a big deal of such a short time and a minimal amount of money. The teachers that would ask for the money obviously have overstayed and outgrown their original Love for our wonderful teaching profession and give the warm caring teachers an ear full of complaints. It's a freaking World Wide Pandemic. Help out another human being in need without asking for something in return.
Elementary School Teacher	Prior to this year we had to split classes many times during the year but never got extra pay for it.
Elementary School Teacher	For the past 2 weeks, I have been teaching a coworker's online class (10 students) and have not even been thanked by admin for helping out.
Elementary School Teacher	It hasn't applied to me this year, but I have in the past.
Elementary School Teacher	I have had additional kids in my class 3 times this year and I did not receive extra pay.
Elementary School Teacher	Just had to take on double classes yesterday so I will be asking for pay today.
Elementary School Teacher	When we has no art teacher I had art pushing into PE for about a month.
Elementary School Teacher	My team has taken students for the last hour but no pay.
Nurse	We are district nurses and we have been pulled to cover clinics and cover our clinics (over 40 schools clinics) at the same time.
Elementary School Teacher	When I was absent during launched, Substitutes wouldn't fill the position. A para or coach would take my class.

Elementary School Teacher	I have covered classes for my team every time one of us is out because subs never come and none of us have gotten this
Elementary School Teacher	Teachers are being asked to take on additional F2F students to cover when there are no subs. There are other staff members available to cover, but the burden primarily falls on teachers.
High School Teacher	I do not know of shortages or how they are dealt with.
Media Specialist	I do not think media specialist can be paid for subbing, can they?
Middle School Teacher	This just occurred this week. We were told to split classes, no notice and were not offered pay. I have asked about it, though.
Middle School Teacher	This just occurred this week. We were told to split classes, no notice and were not offered pay. I have asked about it, though.
Elementary School Teacher	We routinely cover another teachers class when absent. I am currently assigned to grade for another teacher who is out on maternity leave. This adds significantly to my workflow and causes extra duty hours. I am not paid for them. We are also not paid for running clubs. This should be resolved.
High School Teacher	I was not given any pay or even knew I should receive pay. I was only instructed that I would teach other students who came into my classroom.
High School Teacher	I don't know if there's an actual shortage or if it's strategically arranged that students go to the auditorium when there isn't a sub. I've joined a few "articulation days" with the ELA team and Math team for 2 days. During those days, my class was "told" to go to the auditorium (there was a note left on my door).
Middle School Teacher	As a F2F teacher, I am benefiting financially due to the shortage in subs. It's the only positive compared to virtual teachers.
Elementary School Teacher	Our school doesn't split classes this year.
Elementary School Teacher	They put office staff in the rooms
Elementary School Teacher	We had a teacher shortage at the beginning of the year because they would not let a teacher work from home so she went on leave of absence. We split her class on days subs did not show up and we were not compensated.
High School Teacher	I don't know how many positions go unfilled, my school is huge, you should really have an IDK (I don't know) button. So I also don't actually know what they do with the kids in classes with no subs.

Media Specialist	I'm not sure if I've received pay.
High School Teacher	This is first time I heard this.
High School Teacher	Signs are placed on doors for students to know what holding room to report to when there isn't a sub for absent teacher. Students have shared these rooms are crowded, no social distancing.
Middle School Teacher	I have not, as of yet, been requested to cover a class.
Media Specialist	My principal said that I would be paid to sub, but I haven't been!
Middle School Teacher	We do not split classes or substitute this year however we did last year but we were paid.
Middle School Teacher	
High School Teacher	They stopped doing the split classes once that email came out from the union, but I still didn't get paid for splitting classes.
Elementary School Teacher	As a special area teacher, I have to teach overpopulated classes regularly in any given year.
Elementary School Teacher	Coaches and program assistants are assigned to teach classes when substitutes are not available to cover.
Elementary School Teacher	Classes have been covered by hourly employees
Elementary School Teacher	Our school has not split classes
Elementary School Teacher	We have not had to split classes.
Middle School Teacher	I have not been told that there is a shortage of subs, but I see signs on the doors of absent teachers with directions to tell the students which classrooms to report to for each class period. I assume they are being taught by other teachers in that subject area, but I don't know for sure. I wish for this survey, we could have the option to choose "I don't know," because we have a lack of communication at our school, and I really don't know whether cases are being reported or classes aren't being covered. Teachers are hesitant/afraid to talk about it....I don't know where kids go if there is no sub. I have not personally been asked to cover a class, but I know teachers that have, and they have been paid.
Other	We are often left without a sub and without being paid extra. That has never happened nor been brought up.

Elementary School Teacher	Our coaches and support staff have been acting substitutes this year. I cannot defend the number per week that I selected above, but I do know that the majority of sub positions I see being filled are by school staff, not subs.
Elementary School Teacher	only split online kids this year
Middle School Teacher	I haven't been asked to do this, and to my knowledge Glenridge isn't asking teachers to do this. But regularly Paras and staffing folks are subbing.
Middle School Teacher	i am at home so this does not apply
High School Teacher	Some teachers agree to do this for an hourly stipend - I chose not to.
Elementary School Teacher	The substitute shortage has caused teachers to stay in their classrooms when they are ill (non Covid related) due to no coverage. Launch teachers have more flexibility in this area.
Testing Coordinator	If I am a CRT having to cover the classes for the day, should I be getting paid for this?
Elementary School Teacher	I'm not sure what happens to students when there is no sub to fill a position in a different grade level. However, whenever there is not a position filled by our grade level, my partner teachers and I split students to assure that we are still social distanced.
Elementary School Teacher	Where I work, if there's a substitute shortage they take the librarian, science coach, etc. and use them as a substitute.
Instructional Coach	I am a resource teacher and I have not claimed this as they have made it clear it falls under "other duties as assigned".
High School Teacher	Payroll expectations have not ever been clearly explained from the district and my paystub is difficult to decipher
High School Teacher	I wasn't aware that I could be paid for covering a class until my AR sent out an email.
Media Specialist	I know we were short subs but I don't know details. I do not get a sub when I am out.
Elementary School Teacher	I only know of what is happening at my former brick and mortar school. The principal sent out texts asking for any subs we might know to fill positions before winter break.
Curriculum Resource Teacher	When asked what is the pay or how much pay should we receive I was told there is nothing for me to do.
Middle School Teacher	I chose "no" but I wouldn't know if we have experienced a substitute shortage this year. I do see classrooms in the media center sometimes, so I know there is an occasional shortage.

Middle School Teacher	Exactly how am I supposed to know what positions are not filled daily. Our school has no list of absent teachers. I know they are using library staff and the para professionals to fill slots. I have never been asked to split a class. And I haven't taken any time off because of all the hoops I have to jump through for a sub to come in and take over my blended class.
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Comments about PPE

POSITION	COMMENT
Elementary School Teacher	Shields
Elementary School Teacher	The district bought all adult sizes for my VERY small 4th graders. The masks do not fit. I had to go out and buy multiple boxes of youth-sized masks so that they properly fit. Sanitizer was provided, but it stinks like tequila and leaves a slimy film on kids' hands. Once again, I had to go buy something different because the kids refused to use it.
Middle School Teacher	although I am at home, these are the PPE teachers in my school receive
Elementary School Teacher	No shortage of supplies. When I need more, I can get them.
Middle School Teacher	Face shield
High School Teacher	We were also provided face shields.
High School Teacher	Low grade/sticky hand sanitizer in week 1. Bottle of spray in week 1. Disposable wipes dropped of at intervals.
High School Teacher	Didn't see any of these items in the classrooms I visited
High School Teacher	Face shield
Psychologist	5 masks total
Middle School Teacher	We got them in the beginning of the year but they are slow to replenish. Lots of custodial turnover and vacancies.

Middle School Teacher	We got them in the beginning of the year but they are slow to replenish. Lots of custodial turnover and vacancies.
High School Teacher	I feel strongly this is being manage well.
Psychologist	We have been told to ask our schools for more PPE and not the LC or administration
Guidance Counselor	I received cloth masks and two kn95 masks upon request but the kn95 masks are not being sent by district anymore not even to the nurses. I have lunch duty with about 75 1st graders not wearing masks and feel I should be given kn95 masks from the district.
High School Teacher	Washable towels for wiping down surfaces.
Middle School Teacher	Shield
High School Teacher	Our school does provide the necessary items above for all educators.
High School Teacher	Flimsy face shield
High School Teacher	PPE is readily available.
Elementary School Teacher	We also received face shields. Social distancing between desks is 3 feet; however, in some areas of the classroom, it is 1-2 feet.
Middle School Teacher	Face Shield
Elementary School Teacher	I'm not sure I just know I set up my desks before school started and I could only Space them 3 ft apart
High School Teacher	Only one time at the beginning of the year.
CTE Teacher	I requested KN95 masks. While I wait for those I was provided 3 N95 masks.
Middle School Teacher	Even though we were given materials, no one has come down since the school went hybrid to resupply us. Furthermore- custodians can physically come into all rooms in 4mins and when the do- all the do is wipe the desks. How is that a deep clean??
Middle School Teacher	The products are crap. The masks are made in China, paper thin. Nothing to clean with. No one cleans my room, I'm lucky if my door knob is wiped down. I have to do all the cleaning with wipes.
Elementary School Teacher	face shield

High School Teacher	N/A
Elementary School Teacher	I would appreciate KN95 masks being provided.
Middle School Teacher	There are never enough wipes, and I often have to bring paper towels from home.
High School Teacher	I was given a packet of reusable white masks and a single dark blue mask (school spirit item). When I informed my assistant principal that the white masks were too small for me, I was told that I would be put on a list, and if there were others I would be told. I was never given more masks. The one single blue mask fits. The hand sanitizer smells so badly students refuse to use it and makes me nauseous.
Elementary School Teacher	Face shield
Nurse	Face shields
Elementary School Teacher	I'm working from home.
Speech Pathologist	The school has been excellent in providing PPE.
Elementary School Teacher	The sanitizer smells like it is toxic and it has broken my skin out during my first use. I would Not be able to use the sanitizer the school provides. Therefore, I have To purchase my own.
High School Teacher	My worksite has been very helpful in providing and enforcing the wearing of PPE.
Psychologist	I was given n95 masks after originally told no. About a month after I asked.
Middle School Teacher	A face shield and extra masks for students
Psychologist	Face shield Plexiglass partition
CTE Teacher	No complaints here - they've kept us in good shape with PPE
High School Teacher	Five masks, one gallon of hand sanitizer
Curriculum Resource Teacher	One shield.
High School Teacher	Our rooms are supposed to be sanitized every evening, or so I thought. I have a lab room, so the residue of the sanitizer is

	extremely easy to see on the solid black lab tables if it has been sprayed. I seem to be sprayed about 2-3 times a week. The second week, it was only twice that week. I "inquired" about the expectations (I'm new back to on campus so I can ask and claim ignorance) and spraying happened every day for a few days. I came in today and it hadn't been sprayed. Yesterday it was haphazardly sprayed as visible from the residue.
Media Specialist	Have to beg for it sometimes
High School Teacher	We have constantly run out of wipes at our school. I teach a subject where multiple students use the same materials period to period, and I am constantly going out and purchasing or asking parents to provide wipes.
Psychologist	Plexiglass and face shields. When materials run out we are to ask our schools for more materials, but custodians have also been short-handed at my schools so it hard to even find one and then I feel bad asking as they are so busy.
Elementary School Teacher	Getting new PPE is a struggle
Middle School Teacher	A pack of reusable masks 2 x this year.
High School Teacher	I have had to purchase my own disinfecting spray for tables.
High School Teacher	These have run out and sporadically replaced. I don't think the school has received enough from the district to distribute to all classes regularly. They do what they can but it is not enough.
Elementary School Teacher	We have to ask for more PPE when it runs out. Usually we do not get it until the next day.
Middle School Teacher	Sanitizer was awful. No one would use it.
Social Worker	Plastic boards/dividers
Middle School Teacher	Only when I request them. I think they should be in top of it and distribute regardless of us not asking for them.
High School Teacher	I was told they will no longer give me N95 masks even though ADA accommodation was approved.
Elementary School Teacher	Working at home; nothing provided.
High School Teacher	Face shields

Middle School Teacher	Face shields
High School Teacher	They're very good with providing cleaning supplies.
Middle School Teacher	As i am not on campus I am not completely aware of all that was provided but based on emails I have seen that sanitizer, wet wipes and masks have been made available.
Elementary School Teacher	At Independence I was not given and PPE. At Tildenville I have been provided with everything I need.
Elementary School Teacher	Mostly I depend on disposable masks that I've acquired personally. To clean student desks and other areas, a significant amount of cleaning supply is used that will now increase due to larger class sizes.
Elementary School Teacher	I am at home
Elementary School Teacher	Had to ask for them
Elementary School Teacher	I am working from home.
Curriculum Resource Teacher	Face shields
Elementary School Teacher	I also received face shields.
High School Teacher	They only gave us refills once for the sanitizer wipes. We've had to buy extra supplies on our own.
Middle School Teacher	The hand sanitizer provided is sticky and has an odor. The kids refuse to use it.
Social Worker	Initially some items but as the school has moved on their appears less concern in providing PPE items
High School Teacher	We have to fill out a form to request replacements.
Middle School Teacher	The school hoards the cleaning wipes in locked rooms. I always have to ask weekly.
Elementary School Teacher	Face shield, 2 types of wipes. Would like sanitizing spray. Much easier.
Middle School Teacher	As they add more students to the classroom, the social distancing with disappear. The students are not social distancing in the hallways. They are not wearing their mask over their nose and mouth as required. They are running and hitting each other in the hallways.

High School Teacher	Last week I was told that masks are no longer provided to teacher and students would have to go to the Office to get one if they needed one.
Elementary School Teacher	Face shields also and clear plastic face masks that are completely open on the sides of face ..
High School Teacher	No wipes or spray was provided to offices despite meetings and student encounters. I was told that classrooms needed it first but never received any. I supplied my own.
Guidance Counselor	It's been provided but I still buy my own as I'm allergic to many options offered. I'm horribly allergic to the PineQuat that is being used to clean the schools.
Instructional Coach	We also got face shields.
Elementary School Teacher	Wipes are not provided on a regular basis, we have to ask. One time the wipes from the district had mold in them.
High School Teacher	I teach virtually, PPE is not provided because I am home.
Middle School Teacher	Paper towels
Middle School Teacher	Most of the PPE in my classroom I have provided with my own money. I feel I have the choice to spend this money or watch myself or students get virus in my class.
Elementary School Teacher	Face shield
Elementary School Teacher	I was only provided these once.
High School Teacher	None work from home
Middle School Teacher	Plastic face shield
Elementary School Teacher	The cleanliness of the school has improved greatly. Our custodians are working hard.
Elementary School Teacher	Face shield if wanted was given
Elementary School Teacher	Shields
Elementary School Teacher	I have students that have mask waivers and was told I would receive N95 masks but never did.
High School Teacher	I have provided my own items like Hand Sanitizer and Wipes because my students won't use the HORRIBLE stuff OCPS provides.

	It makes many nauseous from the smell. I didn't know until recently that they had to provide KN95 masks, but it seems that we have to have a "good reason:" to ask for one.
Other	Mask provided at the big int of the school year did not wash well. New mask should be provided at least every quarter and should not be an issue when asking for it. Wipes should be provided weekly.
Elementary School Teacher	Only once when I started
Elementary School Teacher	PPE for students not adults.
Elementary School Teacher	I've supplied my own KN95s and fabric masks for students. The disposable ones are for adults and do not fit the kids.
Middle School Teacher	Also face shields
Elementary School Teacher	KN 95 masks were to be given to teachers with kids on mask waivers.....never happened
High School Teacher	The masks are useless. I provide my own and double-mask with a KN95 under a high-quality cloth mask.
Elementary School Teacher	Working from home
High School Teacher	I haven't gotten any
Other	Requested N95 mask since I monitor students in the lunch room without masks but was denied.
Elementary School Teacher	It's all made in China, garbage that I refuse to use it.
Middle School Teacher	Face shield
Elementary School Teacher	Face shield
High School Teacher	Limited supply
Elementary School Teacher	Up to 26 kids in my room at a time. Social distancing is not possible.
Middle School Teacher	We have been provided face shields as well. We are running low on sanitizing wipes. I tend to use spray and paper towels between classes.
Elementary School Teacher	Plastic shield

Elementary School Teacher	self contained class with students with mask exemptions
Elementary School Teacher	With no class size limits for special areas , I am at my max of 24 students in many classes sitting anywhere between 3-5 feet apart - with the deadline removed of when students can choose to come back or change mode of instruction and student allowed to return at any time - it is growing quickly and the time to plan to rearrange seating charts and redo seating charts and grading when students keep moving and classes keep changing due to teachers coming back - it is overwhelming as we see all the students in the school .
Middle School Teacher	No one will use the district supplied hand sanitizer because it STINKS SO BAD. I had to bring in my own.
Middle School Teacher	Face shields available
Middle School Teacher	We were only given 2 containers of wipes, and I'm almost certain those were donated from PTO. The hand sanitizer is also disgusting; it smells awful and eats the wax in the floor.
Middle School Teacher	The school has been great about making sure I have the supplies I need.
Middle School Teacher	Abundant PPE at our location.
High School Teacher	The district-provided hand sanitizer is disgusting. I provide my own since it smells so horrible. I frequently request for replacement wipes multiple times, so I always have my own on stand by.
Elementary School Teacher	Minimal amounts of gowns and KN95 masks were provided and we were told to reuse them
Elementary School Teacher	My school surprisingly has done amazing at providing PPE.
Middle School Teacher	Masks at the beginning of the year. No masks provided since then.
Middle School Teacher	Students are 6+ feet apart from side to side, but just over 3 feet front to back.
Middle School Teacher	All low quality
High School Teacher	A face shield.
Elementary School Teacher	The sanitizer we have is not good for use.
Elementary School Teacher	Our principal has offered all of these items to us.

High School Teacher	Face shield
Other	We have plenty of PPE.
Elementary School Teacher	I'm home - so NA
Elementary School Teacher	Face shields were provided as well.
Guidance Counselor	None
Elementary School Teacher	The reusable mask size is youth...
Middle School Teacher	The PPE is received at random. I have purchased my own in between and I cut sanitizing wipes in half to make it last longer, because I have students wipe down their desks after every class period.
Elementary School Teacher	The sanitizer smells absolutely awful and kids refuse to use it.
High School Teacher	Would like N95 masks for teachers
Behavior Specialist	I work in close contact with disabled ESE students and I would feel more safe with KN95 masks
Middle School Teacher	Face shields
Elementary School Teacher	I was virtual first quarter. It is my understanding that teachers were given some supplies at the beginning of the year, however when I returned to teach blended I was not given anything and had to hunt down supplies.
Guidance Counselor	Sanitizing wipes we received were expired
Elementary School Teacher	The only reason I can keep my kids distance is because the majority of my class is online. My colleagues who are full f2f cannot properly maintain social distancing. We were given one big bottle of hand sanitizer that smelled awful, some student masks, and a package of wipes. That's it.
Psychologist	Plastic shields and face shield
Other	My glove size is a small and they only gave me medium and large...they slip off my hands. I was told small not available. Was told that we need to use the same gown and face shield for a week before we can be issued new ones.

Speech Pathologist	Face shield
Elementary School Teacher	A shield
Elementary School Teacher	Reusable masks do not fit students or adults
Elementary School Teacher	Hard to eject students who don't keep masks up.
High School Teacher	Shields Clear masks for me so students may read my lips
Elementary School Teacher	We are not provided masks!
Middle School Teacher	Only at beginning of year. We have not been given more.
Elementary School Teacher	Clear shield
Elementary School Teacher	Face Shields
High School Teacher	We were also given face shields
Elementary School Teacher	I was launched.
Middle School Teacher	We do not have enough wipes on campus to support what is needed.
Middle School Teacher	Also face shields
Middle School Teacher	Some wipes have mold.
Other	PPE supplies are very limited and I have to spend own money at times.
Elementary School Teacher	Only one gallon of sanitizer rest provided by myself along with kids disposable masks for those that need it
High School Teacher	I am unsure of spacing and going by what i know last year.
Elementary School Teacher	I have parents provide items listed above as we evidence consistent shortages.
High School Teacher	Only given 5 mask for the year for me and students.

High School Teacher	Half used hand sanitizer and questionable cleaner spray.
Elementary School Teacher	I have spent my own money on cleaning supplies because it isn't being done.
Elementary School Teacher	face shields
High School Teacher	How do I get KN95 masks and gowns?
Elementary School Teacher	<p>I've been at Waterford and OCVS. I have never been offered PPE when on campus.</p> <p>I used to share a restroom with students.</p> <p>I've observed multiple mask violations across several campuses on the East side when near schools during school day.</p> <p>When I was working at Waterford to clear out my classroom for a few days at BOY, admin did not have masks on.</p> <p>OCVS admins always have them on during our virtual meetings.</p>
Elementary School Teacher	Ooopss Do I have to ask? Or they supposed to gave it to me? I asked for masks, the blue ones. They gave me one box of 50...
High School Teacher	No matter how much PPE we are provided, it is still not possible to social distance and I still feel at risk. Students are definitely not being made to social distance which becomes a problem when they gather in the classroom.
Elementary School Teacher	I asked for more disposable masks earlier this week. I was given some, but I was told there is a shortage in the district and they're not sure when/if they'll get more.
High School Teacher	Face shield
High School Teacher	1 Plastic shield
High School Teacher	Face shield
Elementary School Teacher	Face shield
Elementary School Teacher	The hand sanitizer is crap. I buy my own. Same for the wipes. They don't disinfect at all and fall apart.
Elementary School Teacher	My students cycle through in 30 minute blocks and I need to clean the student areas several times a day. The wipes I was provided

	with are insufficient for this task and I spent my own money to purchase gallons of 99% isopropyl alcohol that I dilute to the standard 70% ratio and use to disinfect all student contact surfaces.
High School Teacher	I haven't received new supplies since January 4th.
Elementary School Teacher	Face shield
High School Teacher	Some times not regularly
Elementary School Teacher	Hand sanitizer and cleaner were given without requesting. I had to ask for the other items.
Elementary School Teacher	Face shields
High School Teacher	I had some masks because I asked for them because I had situations where the students mask broke.
High School Teacher	Face shields
Elementary School Teacher	I haven't asked for anything else.
Elementary School Teacher	Shield
Middle School Teacher	Also face shield.
Psychologist	The reusable masks were of poor quality. I purchase my own.
Elementary School Teacher	Face shields
Dean	Face shields
Elementary School Teacher	Face shields
High School Teacher	Face shield
Elementary School Teacher	I could ask for other stuff and it would be provided.
Elementary School Teacher	Face shield

Elementary School Teacher	Thermometer
High School Teacher	We may request more at any time but we don't always see results and just end up supplying our own.
Elementary School Teacher	Face shield.
Elementary School Teacher	Face shields
High School Teacher	Face shields
Elementary School Teacher	The wipes are in B a small container and no only last a few days. We need industrial size wipes.
Elementary School Teacher	When in stock
High School Teacher	A shield but I can't use it and teach wearing it.
Nurse	Face shields
Psychologist	Plexiglass, face shields
Social Worker	From the district. Only one school as well.
Elementary School Teacher	Asked for soap and did not receive it.
Elementary School Teacher	I am a virtual teacher.
Elementary School Teacher	Face shields
High School Teacher	The disinfectant appears to be highly dangerous, and therefore, many teachers are unable to use it due to allergies and asthma.
High School Teacher	1 face shield
Elementary School Teacher	We have been given all supplies that I've asked for.
Elementary School Teacher	Face to face kindergarten classes at my school are all at 18 while there is an online class at 14 and a hybrid class at 14 (6 F2F). PPE has been distributed, but not redistributed often and I have had to supplement for my classroom.

Elementary School Teacher	Shields
Elementary School Teacher	Face shield
Elementary School Teacher	We were only provided with adult size masks for Kindergarten students. No student size masks.
Elementary School Teacher	Shields
Elementary School Teacher	I only received some of these items due to one of my students needs.
Elementary School Teacher	I have only been given wipes once, after the second quarter, I was not given any when I changed grades and switched to hybrid.
Middle School Teacher	We received a donation of Clorox wipes, and there were preferential treatments on who could get more than one Clorox wipes by the bookkeeper. She gave quite a few to her daughter working there, while everyone received one. If you went back within the week for one, you had to justify why you need another one,
Elementary School Teacher	Face shield
Elementary School Teacher	ONCE at the start of the school year and haven't been provided with more mama or anything else since then.
Elementary School Teacher	I asked for K95 mask and was told the district did not do a roll out for teachers. After complaining, we receive 1 wipes 1 pack of cloth mask, 1 small hand sanitizer and we have to call when the big one is out. Their are massive amounts of donated PPE. but the secretary keeps it under lock and key. They give the good stuff to their friends and family, not is. Also they are not consistent on how they distribute. We have to beg for stuff, while the office has every available PPE This is by fair
Guidance Counselor	I use my own but can request certain items.
Middle School Teacher	Face shield
Other	Only one time beginning of year
Speech Pathologist	Only one container of 35 sanitizing wipes and one bottle of disinfectant.
Middle School Teacher	Our custodians also sanitize the desks during lunch and then after school. We also got touchless water bottle filling water fountains. However, the custodians have not been able to do some other

	basic tasks because they have focused on sanitizing things...so the floors are cleaned very infrequently
Middle School Teacher	Face shields
Speech Pathologist	Our custodian does not clean our classroom daily, in fact debris has been observed on our floor for weeks. Admin has been notified, nothing has been done. I am expected to supply my own disinfectant and clean my own room. With 2 SLPs in a small office, sometimes have have 10-13 bodies in a very small space during therapy sessions.
Middle School Teacher	Not enough wipes are provided for the increased number of students that are now in the classroom.
Elementary School Teacher	Our school keeps us well stocked.
High School Teacher	Face shield protector. Even though is imparctical.
Elementary School Teacher	Social distancing was quite easy in the very beginning. However, now that the County is pushing for as many students to return back to campus as possible, there is no possible way that I can fit all of the furniture that I need to accommodate all of the students coming back, and still be expected to social distance at 6 feet, or more.
Elementary School Teacher	Our principal on the afternoon announcements said "We are not responsible for providing masks to students every day". We are given ONE small container of Lysol wipes when we ask for them.
High School Teacher	The provided hand sanitizer is absolutely horrible. We were told to not let it drop on the floor because it may strip the varnish off; therefore I refuse to allow my students to use it on their hands. I purchase sanitizer with my teacher debit card
Elementary School Teacher	I did not get as much ppe as other teachers because I was assigned launch Ed, but when I did hybrid teaching I still did not get more supplies, even though I requested it.
High School Teacher	I have been using what I bought because the wipes would have run out months ago
High School Teacher	Not enough
High School Teacher	Paper towels
High School Teacher	I receive it every once in a while. The other day I had to send an email because they gave me PPE in October when I was told I had to go back, (a package of 50 wipes and a package of disposable masks). They gave me additional PPE last week because I sent an

	email and CC the principal. In between, I was buying my own PPE because when you request it via Sharepoint, it takes forever until you receive it. I buy my own masks.
Elementary School Teacher	I am going in during the FSA testing and they have assured me those supplies would be available.
High School Teacher	I placed a clear shower curtain in front of my desk.
Elementary School Teacher	None but I have not asked for supplies.
Elementary School Teacher	face shield
High School Teacher	Mask are available. But I have not requested any.
Elementary School Teacher	This was k on my given to me once at the beginning of the school year.
CTE Teacher	Very limited supplies, run out often, and not readily replenished
High School Teacher	face shield
Middle School Teacher	Currently, we are out of disposable masks and that makes me feel quite unsafe.
Middle School Teacher	The same accommodation for every teacher that doesn't have ADA accommodations/
Elementary School Teacher	Hand sanitizer smells awful and can't be used
Elementary School Teacher	I'm at home, so provide my own.
Other	2 canisters if sanitizing wipes from August- February
Middle School Teacher	It is delivered to the classrooms on a regular basis. We have been provided information/support of items as to the staff to reach out to if we need any other or additional supplies.
Elementary School Teacher	Face shield
Elementary School Teacher	ONE bottle of Lysol wipes.
Guidance Counselor	Face shields

Are you being directed to use specific programs, curriculum, or software? – Comments below

POSITION	COMMENT
Elementary School Teacher	Scholastic, IReady
Elementary School Teacher	CRM
Elementary School Teacher	We have been told we must use Study Island the first 15 minutes of our science block. Those teachers not following through will be delt with one on one. They were also pushing the CRM in math or a PowerPoint that looks exactly like it.
Middle School Teacher	Canvas
Elementary School Teacher	When I came back face-to-face I was trying to make copies for my students who need a tier 2 and tier 3 and I was told that I couldn't do that that only class that would be coming in because most of the students were doing their exit slips online and I don't agree with that so I'm printing copies at home and putting them in clear sleeves myself
Elementary School Teacher	iReady is not optional. Also, I have had 4 students, since our return on January 4, STILL not receive a laptop. I have to shuffle my students, daily, so that they can use our old, crusty, slow, and broken student PCs. This causes a huge hassle, as I have to plan two different formats for presenting information.
Middle School Teacher	District
Elementary School Teacher	I am directed to use paper based instruction and not use technology. I was marked down on observations because I was using technology. I am directed to use iReady and follow the curriculum and teaching methods dictated by my principal.
Elementary School Teacher	We are using district CRMs. The elementary math is awful and is written for a pre-pandemic world. It's taking hours to redo to be appropriate.
Middle School Teacher	Either BBB or Microsoft Teams.
Elementary School Teacher	I have to use MS Teams but I think BBB is better and easier for younger students

Elementary School Teacher	We are forced to use Teams but that platform has constant issues.
High School Teacher	Internet in Portables is extremely inconsistent and poor. Connectivity is a huge problem. District says it's "human error" and there are no issues but tell that to all the students who have to walk outside to get a signal to submit assignments and why I have been teaching outside.
Middle School Teacher	One of the reasons that I am on leave is because the demands on the teachers to use certain forms of notetaking or curriculum are ridiculous. I will say that this was back in October, so I don't know what is going on now. But this type of demand has been in place for awhile, including last year. These demands are displayed as a "request" or "best practice." But it is the unsaid implications that these materials should be used by all teachers.
Elementary School Teacher	BBB or Teams no Zoom Canvas no Google Classroom
Elementary School Teacher	Canvas
Elementary School Teacher	Canvas, teams
Elementary School Teacher	Canvas, teams
Elementary School Teacher	We utilize 2 digital platforms : either Teams or Big Blue Button (through OCPS)
High School Teacher	CRM's
Middle School Teacher	Our coach makes us use the CRMs
High School Teacher	For security, administration recommends using MS Teams or BBB in Canvas.
High School Teacher	Canvas
Middle School Teacher	Limited to BBB or Teams which both have constant camera issues.
Middle School Teacher	Ocps curriculum based on scope and sequence.
Elementary School Teacher	We have been told to follow the CRMs provided by the district.
Elementary School Teacher	iReady Reflex Math Journey's Reading

High School Teacher	CANVAS
High School Teacher	Being told to complete the SEL course on Canvas for PD each week and demonstrate it in lessons for walk through observations. It's 11 modules. When I talk to other teachers in the district, they do not even know what this is. So there is inconsistency in expectations from school to school.
Middle School Teacher	Canvas because it's district wide, and I'm choosing Microsoft Teams over BBB because it's more reliable.
High School Teacher	Ms Teams or BBB
Elementary School Teacher	Curriculum is discussed and teachers are expected to follow.
Elementary School Teacher	We are directed to use the district's CRMs with some modifications and i-Ready.
Middle School Teacher	I teach intensive reading so my students are required to use the iReady online program. I am able to use whatever resources I want for the rest of the instruction.
Elementary School Teacher	Microsoft teams for meetings
High School Teacher	Microsoft Teams
Elementary School Teacher	Big blue button or Microsoft teams
Elementary School Teacher	Nearpod Canvas Reading Plus
Elementary School Teacher	Being told we must follow the district math plans by the administration even though we had been following the district provided gomath
Middle School Teacher	Nearpod
Elementary School Teacher	We have set curriculum to use
Elementary School Teacher	We are told to follow OCPS scope and sequence and therefore use the the OCPS CRM's for teaching. We also have to give mandatory county PMA test, for county data.
Elementary School Teacher	We were told we could not use Google Classroom and instructed we could only utilize Canvas.
High School Teacher	Me teams or big blue button

High School Teacher	La school air, nearpod, and other "activities" like thought not and word avalanche.
Middle School Teacher	Read 180 and spend hours making presentations while Coaches do nothing but bark out more orders and hide in their office, there is no interaction with the students. They do not even have duty, they get to stay protected.
Middle School Teacher	BBB and canvas
Elementary School Teacher	I ready is being stressed there's no if Ands or buts about it. But it's more work to use it because I constantly have to go in and change my students paths or shut off different parts of it.
Middle School Teacher	Nearpod And Peardeck
Middle School Teacher	Canvas
Instructional Coach	I-Ready, CRMs,
High School Teacher	Nearpod, Crms
Middle School Teacher	We are only allowed to use teams or bbb for virtual class. They have blocked google and youtube for most students. Lanschool air is the only way to monitor students but many students have found ways to block it.
Middle School Teacher	BBB or Teams. Must use Canvas
Middle School Teacher	Canvas
Middle School Teacher	Canvas, skyward, Microsoft teams
Guidance Counselor	Teams
High School Teacher	We are being encouraged to teach the CRMs and are being encouraged to "co-teach" (share students with other teachers)
Elementary School Teacher	I work to move all district CRM and required resources into Nearpods. We are required to use all preapproved district materials.
Elementary School Teacher	Canvas
Elementary School Teacher	Microsoft Teams

Middle School Teacher	Now the district asked us to train for Escape Rooms... adding work load for least important content.
Middle School Teacher	Now the district asked us to train for Escape Rooms... adding work load for least important content.
Middle School Teacher	Only use of BBB or Teams. Both are inefficient.
Elementary School Teacher	We must use Microsoft Teams
High School Teacher	Big Blue Button or Teams for conferences.
Elementary School Teacher	IReady and providing 30 min intervention block despite being limited on time due to frequent hand washing breaks as well as screen breaks for online students.
High School Teacher	CRMs
Middle School Teacher	Use Teams or BBB for conferences. Use Canvas for class work. I don't mind this, but BBB doesn't work anymore in my computer and Teams is very glitchy.
Elementary School Teacher	Microsoft Teams, which always has audio issues. I still use Big Blue Button even though it is "not supported by the district."
High School Teacher	Bbb
Elementary School Teacher	We are not allowed to use Zoom due to issues with inappropriate interferences last spring but I think Zoom would work much better than Microsoft Teams & Big Blue Button.
High School Teacher	Canvas, which fails. LAN school air, which doesn't seem to track/training not provided. Not allowed to use the provided ELMO, which was a surprise the media center teacher was not aware of.
Middle School Teacher	BBB
Middle School Teacher	We were told to switch from BBB to Microsoft Teams
High School Teacher	Big Blue Button, Microsoft Teams, Lanschool to name a few
Middle School Teacher	Iready
Elementary School Teacher	We are told to use certain programs and certain technology that is not necessary to be used however it is demanded on us and makes work difficult. We have to use a new audio system and that has

	been unavailable for weeks therefore I was Unable to use sound from my computer during teaching. Etc
High School Teacher	Vague guidelines on grading systems, delivery methods of instruction, testing, etc. Not unheard of- but certainly a burden of a workload.
High School Teacher	CRMs are basically mandated. They're not very effective to begin with, and even less so in this environment. Teachers, particularly in state tested courses, have very little freedom to develop their courses how they see fit based on their personal experience and judgement, and their knowledge of their students.
Social Worker	Lots of MH curriculum and programs that I'm unable to use because they require group settings. Also just trying to keep students safe, no time for extra stuff.
Elementary School Teacher	We can only use certain items at certain times
Elementary School Teacher	Use district CRMs
Elementary School Teacher	Microsoft teams not google classroom
Elementary School Teacher	We use the standard curriculum for the district.
High School Teacher	Initially we were told to use specific programs,!but I did not and continued to use the programs I thought would work best for my students. No one has tried to enforce the platform choice with me.
Elementary School Teacher	iReady, Canvas, Reading Plus
Middle School Teacher	NearPod
Middle School Teacher	Not being "directed" but strongly suggested to use CRMs and district assessments for each unit.
Elementary School Teacher	We have to use crms for common planning.
High School Teacher	Crms "encouraged"
Middle School Teacher	Teams
Elementary School Teacher	CRMs all the way.
CTE Teacher	Going back to the last question I chose to teach launch Ed so I didn't have to when I contracted Covid-

	Regarding the last question, our top CTE folks are pushing this VPN remote computer log in very hard-it's a bit ridiculous.
Curriculum Resource Teacher	CARE Act grants fund special programs for only a small number of self-contained classes.
Middle School Teacher	I have been asked to use Nearpod
Middle School Teacher	We use Big Blue Button, but have access to Microsoft Teams. Both have strengths and weaknesses that have to be worked around when using the reach remotely or teach to remote learners.
High School Teacher	Curriculum by county
Middle School Teacher	Canvas
Middle School Teacher	We should use Teams or BBB, admins "highly suggest" multiple apps, like nearpod or peardeck - which don't work for my class set up and then I get dinged on my formal for "not monitoring" and talked to about how this other program works better. I have a system that works through Google classroom and BBB, I can monitor live work. It's not fancy, but it works.
Elementary School Teacher	District blocked Youtube - which provides many educational videos for my subject area. Difficult to provide materials needed for lessons to online students. Not given warning or help.
Middle School Teacher	Reading plus data which is inconsistent to standards and student growth
High School Teacher	BBB, which crashes constantly, lags, it does not provide sufficient support for us to facilitate a real class. Teams is the other option, which was not created for classrooms and teachers, therefore it's not user-friendly. Zoom is the best option but the county has blocked it.
High School Teacher	All classes must be run through Big Blue Button.
CTE Teacher	Trying to certify students remotely does NOT WORK but they still think it's. a regular school year and "industry certifications" continue as normal because "some schools are doing it...." Just because some can, doesn't mean we all can.
Elementary School Teacher	Frog Street Express and No Tears Writing
Middle School Teacher	Swivel but it never arrived.
High School Teacher	BBB, TEAMS

Elementary School Teacher	Expectation seems that teachers will follow the CRM Plans, as that is what is discussed at PLCs.
High School Teacher	Lanschool Air SEL Mental Health Panorama
High School Teacher	Being told that if certain software is not used it will reflect on your evaluation.
Other	Only WebEx or Big Blue Button for meetings
High School Teacher	We have had a few Wi-Fi and local internet issues that have put us at a stand still a couple of times.
Middle School Teacher	Yea, we need to use BBB or Microsoft Teams for class conferences.
High School Teacher	Being told that if certain software is not used it will reflect on your evaluation.
Elementary School Teacher	It's the district decision.
Middle School Teacher	I was made to teach ELA instead of reading since I was teaching LaunchEd so I was instructed to use CRM's and give the Performance Matters test with each unit, despite students failing them most units.
Middle School Teacher	Nearpods and such
Elementary School Teacher	Canvas, common planning with team
Elementary School Teacher	Since we are a "tier 2" school, they are stressing that we should be using the CRM provided slides. PLC's consist of going over the test so we can then adjust slides to teach to the test.
Elementary School Teacher	We have to use SIPPS for reading interventions, Heggerty for phonemic awareness, every student (grades 1-5) on our campus is required to use AR and have an AR goal.
Elementary School Teacher	We are made to use Performance Matters to test student on. We also must Canvas in which we weren't properly trained to use.
Elementary School Teacher	Canvas. MS Teams. I contracted COVID prior to Winter Break so there was no adjusted pay or accommodation despite
Elementary School Teacher	Ocvs uses flvs curriculum

Elementary School Teacher	Canvas- BBB Journeys Multilingual curriculum
High School Teacher	We are told to use Canvas and BBB. Now they are trying push a Cisco Remote program that isn't working for students. We are also encouraged to use LAN School
High School Teacher	BBB
High School Teacher	Admin has conducted walk-thrus to make sure we are implementing the SEL strategies and curriculum. We have to complete an 11 module SEL course on Canvas for PD THIS year.
Elementary School Teacher	Canvas, teams or bbb
Middle School Teacher	Teachtown, iReady ELA and Math
Elementary School Teacher	By district and school admin
High School Teacher	Lanschool Air, swivel camera
Elementary School Teacher	Canvas. No access to you tube, which is absolutely inhibiting some lessons. We can't even use You Tube Kids.
High School Teacher	Follow district order of instruction, BBB or Microsoft Teams, Canvas, Skyward.
Elementary School Teacher	Canvas and Microsoft Teams
Middle School Teacher	Was told after an informal observation, I should have used ----- -----, -----, and -----.
Middle School Teacher	Canvas
High School Teacher	Canvas
Middle School Teacher	We are being required to do PBL.
High School Teacher	To follow the CRMs
Middle School Teacher	i-ready, BBB-- Demanding that students are placed in groups.
High School Teacher	It isn't required but Teams is pushed and other platforms are being suggested like Classroomkik and Whiteboardfi.

Elementary School Teacher	CRM
Middle School Teacher	Our tech person keeps telling us we should be putting our grades in Canvas not Skyward. Skyward is the student information system supported by the district, if I want to put my grades directly in there I should be able to. Sometimes I do activities that do not go through Canvas, why wouldn't I just put them in Skyward?
Elementary School Teacher	Canvas, NearPod
Social Worker	Specific platforms for virtual sessions and meetings
Elementary School Teacher	Canvas
High School Teacher	CRMs. CRM culminating tasks.
High School Teacher	Lan School
Elementary School Teacher	I have been reprimanded verbally for not using specific digital tools.
Other	Teams for parent meetings
Elementary School Teacher	Canvas and Teams
Elementary School Teacher	We were urged to use CRM's at all times. Along with being told we need to use TEAMS. I do like TEAMS, but it shouldn't have been a requirement.
Elementary School Teacher	Crms
Elementary School Teacher	Canvas
Middle School Teacher	Nearpod, pear deck, teams
Elementary School Teacher	It is shameful that school resumed and proper teaching equipment was not provided and most resources that were attached to CRMs couldn't be used fully by hybrid teachers. It is timely to plan for hybrid lessons and completely stressful. After hours of planning, it's a disappointment when the system/program goes out and left with no resources to teach and children's learning is interrupted on a frequent basis.
Elementary School Teacher	We are "highly recommended" to use resources provided by the district.

Elementary School Teacher	LOVE Big Blue Button for instruction. However, we have to use Teams for PLCs and the ineffectiveness it is ridiculous.
Elementary School Teacher	Canvas, BBB or Teams only, CRMs
Instructional Coach	Teams instead of BBB
Elementary School Teacher	I am an Early Childhood VPK teacher and I use the curriculum provided to me.
High School Teacher	Cannot use zoom and supported by district. Superior product to BBB or Teams
High School Teacher	Reading Plus is a must NearPod is really encouraged Microsoft Teams
Elementary School Teacher	I had covid 19 in late august/early September. I had to use 1 of my own sick days because I was still showing symptoms after 10 calendar days and the district would not cover anymore days. I was also asked by my principal twice if I would teach launch Ed while sick.
High School Teacher	Yes, but I use what my students and I are comfortable with and when I addressed the "mandates" most of my admin backed off. I have had no other reports of the push to use these programs, but there are other things they want done.
Middle School Teacher	BBB or Teams
Elementary School Teacher	Canvas
Elementary School Teacher	CRMs
Elementary School Teacher	We have to use iReady
High School Teacher	Teams or BB...
High School Teacher	We were told that only canvas conference and Microsoft Teams.
Testing Coordinator	Nearpod for subs
High School Teacher	Canvas, BBB, Teams
Middle School Teacher	Teams

High School Teacher	Reading Plus, which I am not using, because I do not consider it to be high quality.
Middle School Teacher	Bbb, etc
Elementary School Teacher	No but there is little available to use other than what OCPS thinks we should use. No you tube, think central not working and constant internet issues.
High School Teacher	Told to have all students on camera even if this overloads the system and students are constantly thrown out of big blue button; other spy ware not working consistently , e.g. LAN school ; lock down browsers not installed consistently
High School Teacher	ocps supported virtual programs
Elementary School Teacher	We are told that whatever we use we need to be able to monitor 51% of students mastering critical content but no one can model what that looks like.
Other	no Zoom no Google meet
Elementary School Teacher	Must use iReady
Middle School Teacher	Microsoft teams
High School Teacher	Canvas bbb
Elementary School Teacher	Unify testing for 1st grade
Middle School Teacher	Canvas, BBB or Microsoft Teams, other programs for intervention-study island
Other	Think pad to replace our laptops, WebEx, Teams, BBB
Elementary School Teacher	I used my sick days initially then was reimbursed my time.
Elementary School Teacher	I used my sick days initially then was reimbursed my time.
Elementary School Teacher	Follow the CRMs but adapt it to my area sup's standard which doesn't align with the district provided plans.
Elementary School Teacher	Sometimes - wi fi issues impede virtual instruction or face to face but not that often . In the beginning it did .
High School Teacher	CRMs

Elementary School Teacher	We are told to use canvas and Microsoft Teams
Middle School Teacher	Can use BBB or Teams
High School Teacher	Bbb CRM
Elementary School Teacher	Teams, IMS
Elementary School Teacher	IReady, SIPP
Elementary School Teacher	Required to use district created curriculum which does not work with the hybrid model so must be edited. Required to use Microsoft teams. Required to use iReady and performance matters
Middle School Teacher	Canvas, Big Blue Button. I don't have a problem with it.
Elementary School Teacher	Ocps launchpad, canvas
High School Teacher	BBB and/or teams
High School Teacher	ReadingPlus, Khan Academy, ChalkTalk, LanSchool Air
High School Teacher	CRMs
Elementary School Teacher	We are been asked to use only Performance Matter for unit tests. It has been awful for the students and teachers.
Elementary School Teacher	Paper for face to face students the district don't want us to have them using digital lessons
Elementary School Teacher	IReady, Canvas, and Big Blue Button or Teams
Elementary School Teacher	Microsoft Teams, i-Ready,
Elementary School Teacher	Told to use IReady not CRMS with no explanation. Now we are being given a writing curriculum from The learning community.
Middle School Teacher	Microsoft Teams, Canvas,
Elementary School Teacher	Canvas, nearpod have to be used

Elementary School Teacher	We must use the CRMS for all subjects.
Elementary School Teacher	Canvas and BBB
Elementary School Teacher	IReady,
Elementary School Teacher	Microsoft Teams; Canvas;
Elementary School Teacher	Microsoft Teams
High School Teacher	Canvas
High School Teacher	Push to use teams but allowed to use BBB.
Elementary School Teacher	iReady, ST Math, Ascend Math
Middle School Teacher	Teams
Elementary School Teacher	They request we use certain programs
High School Teacher	Big Blue Button, although I could use Microsoft Teams, too.
Middle School Teacher	Lanschool Air, ULS, iReady, TeachTown
High School Teacher	I cannot use Zoom and can only choose between Teams or BBB
Other	Teams, Webex, outlook only
High School Teacher	Big Blue Button canvas
Middle School Teacher	I currently teach courses that are tested for certification through CompTia and ICT Fundamentals
Elementary School Teacher	I'm following the OCPS requirements
Elementary School Teacher	Use of Microsoft teams and canvas
Elementary School Teacher	I have to use the district slides.

Elementary School Teacher	IReady reading and math Réflex Study island Canvas
Elementary School Teacher	We use IMS, I-ready, and Support Coach
Elementary School Teacher	For the meetings Microsoft Teams, they give me what I am going to teach.
Elementary School Teacher	Reflex, iReady, Reading Plus, GetEpic, MS Teams
Elementary School Teacher	Quarantine due to exposure was told it was my sick time.
Elementary School Teacher	CRMs
High School Teacher	Either BBB or Teams. It's soul suckingly bad.
Elementary School Teacher	BBB
Elementary School Teacher	CRM are follow for instruction and I ready is the technology program.
Elementary School Teacher	Sto programs
Elementary School Teacher	We were told we must use Big Blue Button for students to attend class virtually. We have asked to use TEAMS but were told the district requires BBB. We were told we must use Canvas for our main site. We can use google docs and so on but not google classroom. I'm not a Launch Ed teacher so it doesn't affect me much, but that's what I know teachers were told.
High School Teacher	Canvas BBB - which breaks a lot. Zoom would be better.
High School Teacher	Yes Canvas is an excellent resource for teaching students and even colleges use this platform. Skyward is a good program but there are rumors that OCPS did not purchase the "professional full package" and went with a cheaper version. Skyward has limitations, for example...courses are not set up for High School year long courses causing extra work for teachers, administrators and guidance counselors. At first I had reservations about using Microsoft TEAMS. But Teams has turned out to be effective and efficient way to blend the hybrid classroom model. The limitation is the School Wifi which has had reliability issues. In 100 days of teaching in my classroom the wifi has dropped approximately 25

	of those days from 5 minutes to up to 6 hours. But most were less than 30-60 minutes. Each time Administration notified teachers and the on-site IT Tech worked on it with OCPS. The worst case was an accidental cut cable off campus by construction crews.
Elementary School Teacher	iReady, Canvas
High School Teacher	We have been told that we must use Big Blue Button
Middle School Teacher	Micrososft Teama, BBB
Elementary School Teacher	We have to use Big Blue Button or Microsoft Teams for virtual teaching. After learning and focusing on BBB because that was what students had to use last year during the last school quarter I have been informed that I need to learn Microsoft Teams because blended teachers are going to be using Swivel which only works with Teams.
Elementary School Teacher	BBB
Elementary School Teacher	Launchpad, BBB,teams
Elementary School Teacher	I feel like they want us to try every piece of technology out there. Nearpod, classkick, pear deck, breakout rooms with Kayan, etc. We got an email about having our youngest learned spilt the screen of their iPads, which I would have to teach them and their parents. How it would be so great for iready diagnostics and tests. Ummmmm no! Not training myself yet again and not trying to teach a class of 20 students and their parents how to do it.
Elementary School Teacher	Orange county curriculum resource material lesson plans
Elementary School Teacher	I'm face to face and coaches are really pushing nearpod and other online teaching tools. I teach kindergarten! They need to learn how to use a pencil, crayons and scissors.
Speech Pathologist	Microsoft Teams
Middle School Teacher	I ready, google voice for parent contact via text and through your personal phone and email account.
Elementary School Teacher	Canvas SIPPS
High School Teacher	MS Teams or Big Blue Button

High School Teacher	CANVAS
Elementary School Teacher	Just the norm of i-Ready and CRMs are suggested, but not required.
Elementary School Teacher	I-ready Nearpods Journeys Go math Studies weekly Science McGraw hill
Elementary School Teacher	Asked to do reading intervention by mixing students in different classes.
Elementary School Teacher	CRM Common assessments from the CRM Performance Matter
CTE Teacher	County is requiring my DIT students to use the TestOut version and my DD online students are being forced to log in remotely in order to use photoshop in my classroom computers.
High School Teacher	BBB which students admit does not provide the best sound, video, or reliability.
Middle School Teacher	I did not contract Covid but my son tested positive. The District sent me an email telling me I have to self quarantine and that I have to use my sick leave.
Elementary School Teacher	Required to use Canvas /BBB
Elementary School Teacher	"Highly suggested"
High School Teacher	LAN school sir Performance matters Canvas
Elementary School Teacher	Canvas
Middle School Teacher	IReady (im not a math/english teacher and they are making us use it at least once a week). Also my school is now making us sign in virtually so they can start keeping track of us via timestamps.
High School Teacher	Was told to use Khan by the principal and then the AP instructed me NOT to use it anymore.
High School Teacher	Was told to use Khan by the principal and then the AP instructed me NOT to use it anymore.
Middle School Teacher	CRM District Materials

High School Teacher	Canvas, big blue button or Microsoft teams
Elementary School Teacher	Nearpod and county powerpoints
Elementary School Teacher	Canvas, CRMS,
High School Teacher	No zoom
Elementary School Teacher	Microsoft Teams or BBB. Required to have students on i-Ready and Reflex Math. "Highly Encouraged" to use CRMs and i-Ready Lessons for whole group and small group lessons.
Elementary School Teacher	Despite being rated highly effective for the past several years and despite teaching at an A school, my administration is pushing CRMs aggressively and now that I am out on medical leave, I have been informed that the plans I indicated I wanted used are being ignored in favor of CRMs.
Elementary School Teacher	iReady instruction workbooks during our FBS time
Elementary School Teacher	Reflex Math, but many times internet issues cause it to not work.
High School Teacher	Big blue button from Canvas or Microsoft teams
High School Teacher	We are more or less mandated to use the CRMs that are provided by the district. We are also expected to use Canvas and big blue button for virtual class
Middle School Teacher	No Zoom, must use BBB or Teams
High School Teacher	I have been directed to use the district programs that I normally use.
High School Teacher	Canvas, Skyward ... MS Teams or Big Blue Button ... Google Drive
CTE Teacher	Options are made available
Elementary School Teacher	Frog Street, Handwriting without Tears, Nemours
Elementary School Teacher	I must use Microsoft Teams, with no training.
High School Teacher	Advised

Elementary School Teacher	canvas BIG BLUE BUTTON
High School Teacher	I am CONSTANTLY being critiqued for not actively monitoring engagement of ONLINE students...WTF...Lan School doesn't work properly, so then they suggest Nearpod which is AWFUL for interactive notes...it is so glitchy.
Elementary School Teacher	Teams, Canvas
High School Teacher	My school uses Launchpad and i know my school prefers we use it but I've not received personal pressure to.
Middle School Teacher	Have to use BBB or Teams, not zoom. Must use Canvas
Elementary School Teacher	On the contrary, I am asked to create mine and also do the same workflow tasks as other teachers who use FLVS curriculum. I did try to ask for flexibility with tasks or to have help grading because I had over 100 students in an ESE role which was a lot with having to do same workflow, teach 3x live lessons as others, write own curriculum, and handle all ESE paperwork and meetings. I like writing curriculum, but I needed help because the tasks were unrealistically high. It was so bad I actually ended up not passing my coursework (college course) because I never had time to work on it with my work load. I tried to advocate, but what can I do? I need this job and I want to remain on the staff if possible because if I don't I have to resign. So, I do what I'm told.
Elementary School Teacher	We can only used Microsoft Teams.
Elementary School Teacher	Canvas and the other one. .
CTE Teacher	Not comfortable discussing in this platform
Elementary School Teacher	CRMs, iReady, Reading Plus, Voyager , reflex
Elementary School Teacher	Canvas; Big Blue Button. Not allowed to use Zoom.
High School Teacher	Microsoft teams BBB
Elementary School Teacher	We have to use Big Blue Button and Canvas.
Elementary School Teacher	A Swivel camera was presented as an option that I refused. I don't like the idea of having a camera on me all day.

Elementary School Teacher	SIPPS for intervention
Elementary School Teacher	I was told I must use Teams. I was using BBB and it wasn't going great. Then I was told I must learn Teams and was given a deadline to switch.
Elementary School Teacher	I tried to use google classroom at the beginning of the year and was told no. They tried to make us all go to teams and use Smart Suite because they misunderstood an e-mail about BBB.
Elementary School Teacher	OCVS platform
Elementary School Teacher	SIPPS for intervention
Middle School Teacher	We were provided with a few secure options that we could choose from BBB or Microsoft Teams).
Elementary School Teacher	I-Ready, as usual.
Elementary School Teacher	BBB
Guidance Counselor	Reading intervention curriculum are required and issued.
Middle School Teacher	District approved websites, LanSchool, CANVAS
Middle School Teacher	Must use 45 minutes weekly of iready, follow CRMs and stay on schedule. Use nearpod.
High School Teacher	DIT is using TestOut Using BBB and Microsoft Teams for blended classes Push to use Lanschool Air, NearPod, and GoFormative to monitor and better engage students
Elementary School Teacher	Teams plan together and are given specific curriculum and assessments to use so that if district personnel should visit, every grade level would be doing exactly the same thing.
Elementary School Teacher	They have been pushing for us to use TEAMS more this year. However, I still use the BBB.
Elementary School Teacher	I started the year teaching LaunchEd from school, but the network quality was poor.
CTE Teacher	Some course software is only on the school computers so students have to remotely connect
Elementary School Teacher	BBB and crms

High School Teacher	I must use Teams or BBB and not Zoom.
Elementary School Teacher	We were told we had to use Canvas instead of Google classroom.
Guidance Counselor	BBB
Elementary School Teacher	Big blue button or microsoft teams
Elementary School Teacher	Following CRMs
Middle School Teacher	Nearpod
Elementary School Teacher	Everything I use has been mandated, if I don't comply a walkthrough is conducted siting my performance is developing or lower because I don't follow leadership directions. This includes not having a morning meeting because instruction doesn't take place after the late bell. SEL seems to be second to keeping pace of the CRMs.
Elementary School Teacher	Free programs.
Elementary School Teacher	Required to use teams or BBB for virtual classes and parent conferences.
Elementary School Teacher	IReady
Elementary School Teacher	Teachers that are teaching virtually have to use Microsoft Teams or Big Blue Button and they both STINK! Lake County uses Zoom for Lake Live (their version of LaunchEd) and we are told we aren't allowed yet we have staff meetings on Zoom because BBB and Teams are SO problematic. It is difficult for our teachers to teach effectively with these programs. The first 9 days virtual were a nightmare for me, I'm glad I chose face to face!
Middle School Teacher	We have to use BBB or Teams, Canvas, Test Out and many other applications located on Launchpad
High School Teacher	Canvas, bbb, teams
High School Teacher	Breakout rooms on bbb
Elementary School Teacher	District curriculum and Nearpod

Instructional Coach	Performance Matters Assessments
High School Teacher	Big blue button
Elementary School Teacher	NA
Elementary School Teacher	Microsoft Teams
Elementary School Teacher	Must use CRM, iready, reflex math and reading plus.
Elementary School Teacher	Microsoft Teams, Canvas, BBB, multiple charts and Tier notes in Google Shared Drive
High School Teacher	No
Elementary School Teacher	The launchEd platform for instruction. Canvas,
Elementary School Teacher	Canvas, Big Blue Button, Microsoft Teams
Elementary School Teacher	Sort of! Choose between 2 programs... Teams or BBB. This actually causes problems because the kids have more than one teacher. For example... the classroom teacher may use BBB, but the specials teachers are universal from k-8, so they use teams. If the kid doesn't use teams in the class, they just don't show up to specials.
High School Teacher	Microsoft Teams or Big Blue Button were the only options we were given for hybrid teaching.
High School Teacher	Microsoft Teams or Big Blue Button were the only options given for hybrid teaching.
High School Teacher	We have been directed to use programs that are supported by OCPS.
High School Teacher	Microsoft team, big blue button.
Elementary School Teacher	Canvas and nearpod
Elementary School Teacher	I teach VPK and we are required to use frog street curriculum.
Elementary School Teacher	Bbb or teams. IPads are very limited especially since the latest update
Elementary School Teacher	We follow CRMs, use iReady and Nearpods

Elementary School Teacher	LandAir to monitor students
Elementary School Teacher	We can only use Iready for small groups
Elementary School Teacher	Yes, if you mean I ready, Reflex, and Florida LAFS curriculum.
Elementary School Teacher	Given a Swivl robot for teaching hybrid with 1 online training on Jan 4th. Implementing online resources for F2F students where I feel hands on activities would be more appropriate, to keep me from planning 2 different lesson plans every day.
Elementary School Teacher	Canvas, iReady, Skyward, given requirements for small group lesson plans that have to be turned in
Elementary School Teacher	Canvas, iReady, Skyward, given requirements for small group lesson plans that have to be turned in
Elementary School Teacher	I-Ready, AR. .
Elementary School Teacher	We are required to use Canvas and Microsoft Teams. We are using the CRM powerpoints but allowed to supplement with Go Math!
Elementary School Teacher	Now that students are F2F, we're supposed to be using all consumable materials, interactive notebooks, anything where they can write because handwriting is being retaught currently.
Elementary School Teacher	Two Explanations 1- One of my Colleues told me she tested positive. They asked my colleague to work from home 2- During planning we get in trouble if we do not use CRMS. Our Admin and coaches need to make transparent that the CRMS IS A RESOURCE GUIDE
Elementary School Teacher	Encouraged to use smart ...
Elementary School Teacher	All of the county programs.
Elementary School Teacher	Sometimes
High School Teacher	We have been directed to use CANVAS. Also, advised that if we want a "good" evaluation to use at least NEARPOD to monitor student response.
Middle School Teacher	*expectation* that all teachers are teaching the with same materials - CRMs were recommended
Other	Canvas for everyone and everything. Also Microsoft

Middle School Teacher	Use canvas
Curriculum Resource Teacher	CRMs, Nearpod, NoRedInk, Khan Academy,
Speech Pathologist	Must use MS Teams or BBB
Middle School Teacher	I have to use BBB or TEAMS for my conferences. I have been encouraged, but not required, to use Nearpod and SmartSuite.
Elementary School Teacher	I am an STO school and must do what they say
Middle School Teacher	Canvas and either Big Blue Button or Microsoft Teams. Also, Performance Matters for testing.
Middle School Teacher	we are not able to use zoom due to the people crashing in on it... and hurting the children.... so we use the bbb or teams.
Elementary School Teacher	I am with OCVS so we use the curriculum that FLVS provides. I can supplement instruction with other programs, but the graded work is from there.
Elementary School Teacher	Microsoft teams
Instructional Coach	STO progressions
High School Teacher	Canvas, skyward, but our online instruction using teams or bbb was left up to us
Middle School Teacher	Big Blue Button, Nearpod
High School Teacher	PMA data and prepare for FSA
High School Teacher	Teachtown, iready Microsoft teams
Elementary School Teacher	FrogStreet Press; Handwriting W/O tears; Bee Boot
Elementary School Teacher	Swivl camera and it's range is too short
High School Teacher	Teachtown and I ready
Elementary School Teacher	We were told at our school that we have to switch from Big Blue Button to Microsoft Teams last fall.
High School Teacher	Mainly Canvas

Testing Coordinator	Teams, Smart Learning Suite, Coachdigital, McCarthy Math, Acaletics
Elementary School Teacher	I was told I had to use the gen.ed. curriculum for my ASD students.
Elementary School Teacher	Iready, Capit, St Math, Reflex Math
Elementary School Teacher	I can't use extra material besides the materials supplied by the school.
High School Teacher	Adobe Pemiere, for remote students, which they can't access. Gmetrix which has a flash component which no longer works.
High School Teacher	Forced to follow CRMs nearly exactly because we are a "corrective school".
CTE Teacher	Must use Canvas adn Skyward. Teams or BBB for virtual students.
Elementary School Teacher	Told to refrain from using BBB and to use Microsoft Teams.
Elementary School Teacher	We were directed to use Microsoft Team b/c We were told BBB was not going to be available.
Dean	BBB to conduct conferences
Elementary School Teacher	Ocps launchpad
Elementary School Teacher	We follow OCPS curriculum and I teach through Nearpod on BBB.
Middle School Teacher	Canvas, Microsoft Teams or Big Blue Button
Instructional Coach	The CRMs
Middle School Teacher	We are required to use Canvas. We can choose to use BBB or Teams to conference and we have been highly encouraged to use nearpod.
Instructional Coach	We were asked to use nearpod especially with subs. That never worked. Subs didnt know how to.
Elementary School Teacher	We were told that bbb was going away and that we all had to use teams. We fought it and all use bbb now.
Elementary School Teacher	CRMs
High School Teacher	BBB or TEAMS

Elementary School Teacher	Iready
Elementary School Teacher	Follow county CRMs
Middle School Teacher	Teams, Lanschool, Skyward, Canvas, etc.
Elementary School Teacher	Teams, canvas
Middle School Teacher	BBB
Middle School Teacher	Our school purchased Membean so we are using that program in the Language Arts classrooms.
High School Teacher	We are told to use Launchpad CRMs for lesson planning.
CTE Teacher	Just our curriculum since we cannot get approval for the one requested a year ago
Elementary School Teacher	<p>Yes, and that is how it SHOULD be.</p> <p>We were urged to use Microsoft Teams. One grade level stuck with BigBlueButton through the "we should be able to choose our programs" mindset. i am a specials teacher, and our team went with the admin recommendation of Teams. Guess which grade level had the WORST attendance in specials during the first semester? The grade level that used BBB. There NEEDS to be some school standardization on programs. Spring 2020 was an absolute free-for-all disaster with individual teachers using a myriad of programs, making the specials teachers act like chameleons to reach every student. Grade Level A on Canvas. Grade Level B on Google Classroom. Most teachers used ClassDojo for communication, but one grade level used Remind, and then 2-3 teachers used ClassTag. It was a mess. I even got a nasty email from a parent telling me that I should be on Zoom "like all the other teachers." Um, I was aware issues with Zoom MONTHS before it became a national news story last spring.</p> <p>Things have been more smooth and streamlined with standardization since August, and I hope CTA isn't arguing for the free-for-all from Spring 2020 to return in the name of autonomy.</p>
Social Worker	I take responsibility and clean my office space each time I enter a different school. On a given week I may go to all four of my schools as well as my office. Before I sit down I clean the desk the chair and the table and the telephone.

Middle School Teacher	OCVS
Middle School Teacher	Nearpod for student engagement
High School Teacher	We are directed on what softwares to use and what to teach.
Elementary School Teacher	OCVS uses curriculum from FLVS.
Elementary School Teacher	We are all required to teach the exact same thing as our teammates and we are required to turn in lesson plans ahead of time.
High School Teacher	We are directed to use Canvas and Lanschool, and we are expected to conduct engaging lessons daily to students while simultaneously monitoring/policing whether students are engaged. Increased expectations have been placed on teachers without adequate training or assistance. Also, there is a lack of accountability for virtual students to be engaged as we cannot require them to use their Webcams, many don't have working microphones, and students are only assessed on standards and are not graded for their participation or lack of it.
Middle School Teacher	Administration still expects small group instruction even though there is a social distancing policy. I have not successfully combined those two concepts yet.
Elementary School Teacher	iReady is required by the District.
Elementary School Teacher	District CRM
Elementary School Teacher	iPads, I ready and Teams for Launched.
Elementary School Teacher	All decisions made on programs or curriculum are decided with your team.
Elementary School Teacher	We are encouraged to use the CRMs
High School Teacher	Instead of running reports to address tardy students, Admin wants teachers to use Hero to document students who are tardy in addition to taking attendance on Skyward and marking them tardy there as well.
High School Teacher	BBB or Teams only
Elementary School Teacher	Launched programs and CRMs

Elementary School Teacher	Virtual meetings using Canvas for BBB or Microsoft Teams or WebEx.
Elementary School Teacher	CRM's and FL Ready
Elementary School Teacher	We were using Microsoft Teams

Have your F2F numbers increased since you received your first rosters? If Yes, please explain.

POSITION	COMMENT
Elementary School Teacher	Social distancing in the classroom
Elementary School Teacher	I started LaunchEd then went Hybrid.
Middle School Teacher	I have no more room to add desks if more students return. Students are also switching to Face to Face with short notice.
Elementary School Teacher	Before switching to just face-to-face my class size was 34 students (both hybrid and online). My current face-to-face is 16 and I was told I would be getting all new students entering 5th grade plus those switching from online. Many that switched have done nothing since March of last year.
Elementary School Teacher	Limited space for social distancing
Elementary School Teacher	Every week there are new students and I worry about social distancing.
Dean	No concerns.
Middle School Teacher	I have 23 desks in my classroom. 12 are science lab tables. It is difficult to keep students socially distanced.
High School Teacher	Throughout the quarter they keep approving more students to come face to face, so my rosters change & I have to update everything & add more desks.

Middle School Teacher	Some periods are full and I can not assign a seat with at least 3 feet apart.
Elementary School Teacher	<p>There aren't enough laptops for new students! Our media specialist keeps being called to cover classes as a sub, so I can't even ask her if there are laptops available for my students. I have 4 kids without a computer. I'm trying to use digital resources but have to find paper copies for these 4 unless I need to rearrange my room!</p> <p>Not only this, but our admin is behaving as if Covid-19 has no bearing on our classrooms. There is so much pressure on increasing test scores, and getting high test scores, that the pressure is about to break me. Last week 2 5th grade teachers on my campus had to call out of work due to breaking under the stress. Most of my colleagues feel like we need to take more mental health days as the district is unrelenting in their quest for higher and higher test scores, humans be damned. I've never felt so much stress without any grace.</p>
Middle School Teacher	Social distancing in classroom, balance between f2f and online
Middle School Teacher	Social distancing is an issue. Balanced classes is an issue. One period I have 6 kids and another I have 29. I teach the same thing all day. I
Elementary School Teacher	No notice of changes.
Middle School Teacher	Students are constantly added to my f2f classes without any warning. I have at least one class where my combined f2f & launchEd students is above 25.
Elementary School Teacher	Students cannot be socially distant in the classroom. I cannot possibly supervise students in line and have them socially distant with so many students in my class. The students I received are all at least 2 years behind in iReady and are failing classroom assessments.
Middle School Teacher	Class sizes keep increasing. I have had to request more desks twice in the month of January alone. Social distancing is becoming impossible in my classroom.
Elementary School Teacher	Also increased in 2nd semester.
Middle School Teacher	I'm a launched at home teacher. I constantly have student's choice changing each semester, and sometimes in between which is a problem because I'm not there and it can be difficult because I don't have someone to help them when needed. Some of these kids are ELL and need lots of assistance and there isn't any. They

	should have had schedule changes and didn't. Only now is this starting to happen, even after I asked for months.
Middle School Teacher	Students online and in person
Elementary School Teacher	22 students; 17 males, 5 females
Psychologist	Don't receive regular updates
Elementary School Teacher	There is physically no more room for students.
High School Teacher	I can't social distant. Internet is getting worse/connectivity More mask violations
Elementary School Teacher	Too many students with no ventilation from windows at all. Hard to space the students and do not feel it is sufficient or safe
Elementary School Teacher	Not enough space
Elementary School Teacher	Social distancing and maintaining all safety precautions. They are also pushing for small group instruction and that is impossible to maintain social distancing. Yet, they are demanding it for academic gains.
Guidance Counselor	Students are permitted to come back at any time at our school
Elementary School Teacher	Going through room procedures over and over. Reminding students the mask is on all the time. Not to get it out of the way to speak, not to touch surfaces they need not to and not touch their faces.
High School Teacher	Social distance spacing is tight.
High School Teacher	Trying to keep all students at 6 ft of distance is a logistical challenge-but admin is helpful with this. My big concern is airborne particles.
High School Teacher	Lots of students, can no longer maintain 3ft social distancing. Plus all of the additional students online simultaneously.
Middle School Teacher	Hard to accommodate enough space while dancing.
Middle School Teacher	A lot of times, the administration does not give notice that a student is returning to F2F or LaunchEd. The only way that I find out is if a student walks into my room or if I check Skyward for the change to eventually be made.

Elementary School Teacher	I teach kg. I have had approximately 30 different students in half a year. Several students are on their 3rd or 4th teacher. I only have 1 original student. There is no consistency whatsoever and it is constantly like starting the beginning of the year over and over and over.
Elementary School Teacher	I currently have 21 on my roster and 20 students that I teach f2f. Other teachers on my team do not have that many students.
Elementary School Teacher	Class size, social distancing
Elementary School Teacher	With 13 face to face students it is hard to maintain social distancing on top of managing two different classroom settings at the same time. It's not effective teaching/learning.
High School Teacher	Numbers are growing each and every week since 1/18/21
High School Teacher	Students switching from Launch Ed to return face to face came from other classes/teachers. It was difficult to get them caught up to what we were currently working on.
High School Teacher	It seems that I get a new student daily/weekly. Always having to update seating charts (almost daily).
High School Teacher	No notice of new students
Elementary School Teacher	It makes it difficult to teach both groups with limited resources.
Elementary School Teacher	Students are unable to see the board because of how spread out they are.
Middle School Teacher	Social distancing is difficult in my larger classes. It makes me a little uncomfortable to have so many students in the same room. I would feel more comfortable if teachers were able to get the vaccine.
Dean	Over 150 students inside the cafeteria without masks, sitting 3 to a table.
Middle School Teacher	Kids not having computers. Not enough desks
Middle School Teacher	With 16 students in a room I cannot space the desks out as far. There is only 3 feet between desks. Plus students pass each other in the classroom to get to their seats and have trouble staying still because they aren't taking this school year seriously.
Elementary School Teacher	Having to teach both f2f and virtually

Elementary School Teacher	The constant change causes disruption to learning. We have had three first weeks of school due to revolving door of student changes.
Middle School Teacher	Each new group has to learn all the covid protocols so the beginning of each quarter transmission seems easier/more cases. I keep having to add more desks in my classroom, making the 6feet away protocol impossible. Since hybrid teachers have huge class loads, the original F2F continue to get new students.
Middle School Teacher	Social distancing is impossible in the classes where my F2F numbers have grown.
High School Teacher	Lack of space in a full classroom
Middle School Teacher	I am in a portable with over 20 students in more than one class. It is impossible to social distance!
Elementary School Teacher	Students moved from launched to face to face.
Middle School Teacher	My Launched students received extra time for assignments. Now that they have come back to join my f2f students, they cannot keep up. They found it easier with the extra time granted from home.
Middle School Teacher	No room to social distance
Elementary School Teacher	After the first quarter, the number of students increased to 14 students F2F, but it has remained the same in Q3. Our administrator has indicated that she is not making any teacher changes and any student returning F2F will remain with their current teacher.
Elementary School Teacher	Every week we have new students and I am teaching more and more hybrid classes
Elementary School Teacher	There are constant changes made, we have just been told more students are coming back but no LaunchEd teachers are coming back until the 3 face to face teachers reach 22 students each. We can only social distance 16 and we are at 18 and 19.
Elementary School Teacher	You can't when you have students at home and students in the classroom and you're supposed to be giving the students in the classroom special attention since their face to face but who wants to pull small groups and work with students in the classroom with Covid on the rise? Also you don't want to neglect your students at home because you still have to answer for their low scores. Because they're at home the general consensus is give them independent work while you work with the students face to face but then when someone comes in to observe me they want to

	know why my students at home are not engaged. I also have many students at home that don't wanna do their work and I spent a good deal of class time asking them why their work isn't done calling on them individually trying to monitor them through the computer but then again I am observed and marked down on it because I should be doing small group with the kids online well it's not always easy to do a small group when I have to monitor what they're doing in the first place online.
Middle School Teacher	For some. Periods Space is limited.
Middle School Teacher	Students being added face to face with no warning. I had no desk one day for a student because I hadn't been informed that he was added to my class.
Instructional Coach	Inconsistencies with expectations and increased pressures geared towards testing and earning a school grade of an ""A". No regard for teachers and the challenging environments.
High School Teacher	Students just show up face to face; guidance does NOT send an email they're switching to in person so I have to try and find a place to put them quickly with no warning since they just show up
Middle School Teacher	Every day I get new face to face students with no warning.
High School Teacher	...the global pandemic that OCPS wants to normalize living in, anyone?
High School Teacher	...the global pandemic that OCPS wants to normalize living in, anyone?
Elementary School Teacher	To many kids!
Middle School Teacher	I get an average of three new kids a week returning from virtual. It is chaotic and impossible to keep up.
Middle School Teacher	My comment goes to acclimation and transition. There is no opportunity to help students transition to expectations for my class. It is overwhelming for all concerned to keep changing and changing and changing...
Middle School Teacher	Running out of space.
Middle School Teacher	My comment goes to acclimation and transition. There is no opportunity to help students transition to expectations for my class. It is overwhelming for all concerned to keep changing and changing and changing...
Elementary School Teacher	I have an ADA , I teach Kindergarten

Middle School Teacher	Students continue to be added to my largest class, which contains a cluster of IEP/504 students with an overwhelming amount of accommodations.
Middle School Teacher	There have been so many changes. The ESE teacher's workload has increased...yet no additional manpower. The documentation has become overwhelmingly specific, which requires more time. It is like we are expected to work additional hours without pay.
High School Teacher	Randomly added and need to update sign charts quickly
High School Teacher	And keeps increasing during the semester, even when it is not time to make changes
Middle School Teacher	I get new f2f almost every day. I started the year with less than 20 total. I now have around 90 total
Middle School Teacher	Students are added daily, rarely with advance notice. I have tried to social distance but it is becoming impossible in certain periods.
Dean	I have to make and update seating charts during all three lunches. This is different to keep up with as new/returning students arrive each week.
High School Teacher	What is "the global pandemic that OCPS wants to normalize living in" for \$500, Alex.
High School Teacher	It is very hard to teach to a computer screen with other students in the room.
Elementary School Teacher	Students are constantly added with no warning. Sometimes brought down during the middle of a lesson.
Elementary School Teacher	YES and then lost one in third semester.
High School Teacher	Spacing in the classroom when kids are "approved" for a learning model change from LaunchEd to F2F
Elementary School Teacher	Parents have a deadline that they are supposed to make a choice by to switch learning modes, but our school (the district) allows students to switch learning modes any time. So it's frustrating to plan and prepare for.
Middle School Teacher	Kids just show up in the room. Some days are f2f, some days LaunchEd. No consistency
Elementary School Teacher	New students are added to my F2F roster every semester which makes me concerned that my virtual students that I've had since Aug. 10th won't have a spot in my room when they try to come back.
High School Teacher	Unable to safely distance students from me or each other.

Middle School Teacher	Due to the increase in face to face students there is NO way to social distance in our classrooms. Students already don't social distance in the hallways during transition.
High School Teacher	Seating and distance changes
Elementary School Teacher	Our principal was told to call all of the parents of LaunchEd students who were D or F students to try to convince the parents to switch their child to F2F. Many did return back. So, I took a Leave of Absence since I was then asked to come back too.
High School Teacher	Concerned that I won't have enough desks/room for social distancing.
High School Teacher	Can be more difficult to properly social distance in class
Speech Pathologist	No difficulty as it is simply a change in treatment area.
High School Teacher	Virtual classes are now blended. This caused a higher workload and more learning as we go even at this point of the school year.
Elementary School Teacher	My students are packed in this classroom with no space at all. They do not wear their mask and I have Way too many students in one class. I do Not feel safe.
High School Teacher	This is not a concern- students are slowly returning to class after experience massive difficulties with LaunchED. My numbers are still reasonable and I totally respect students decision to want a better education for themselves.
Elementary School Teacher	Over crowding in the classroom and not enough space for proper social distancing procedures.
Elementary School Teacher	Spacing students out b UT it's been addressed
Elementary School Teacher	Smallest classroom in the building. Parents being overly concerned.
Elementary School Teacher	My class list has gone up. Many of my peers are now above capacity with 26 students in one class and routinely having 20+ students in classes.
Middle School Teacher	I cannot safely social distance
Middle School Teacher	Students returned at random times. Sometimes with no notice.
Elementary School Teacher	We sit about 1 to 2 feet apart. Student sitting in hallways too close together with seating assignments.
Elementary School Teacher	Students are being moved around. After winter break, students came back from launched, bringing my total up to 21. A new

	teacher should be starting soon. To alleviate the numbers and hopefully help with social distancing.
High School Teacher	I was told to take over two sections of a class for a teacher that left and who couldn't be replaced. I went from 160 kids to nearly 200 on my roster. My classes are huge and my F2F numbers are huge as well. Some classes with 20-23 kids in class and 35 on the roster.
CTE Teacher	Face2face students typically require aggressive monitoring which is compromised due to the LaunchEd engagement.
Elementary School Teacher	More students face to face then launched. Launcher teachers have less students, do not have to come on campus, do not have ADA compliance paperwork, do not have to follow the same schedule.
High School Teacher	No concerns. The more face to face the better. Their grades always go up when they return face to face.
CTE Teacher	No and I hope more of them come back responsibly
High School Teacher	The number of my face to face students has tripled since Thanksgiving. I am going through PPE supplies, that I purchase myself, much faster. And can no longer safely distance the students.
High School Teacher	Students not social distancing, students not masking properly, I cannot rely on proximity control or assistance.
High School Teacher	It changes daily. Plus I have many students who are listed as F2F, but don't physically come to campus. Or they do sometimes and other times they just log in from home. There is now way to report this or to even plan things like seating when it fluctuates so much. Also, I keep getting more and more kids switching to Face to Face every week. It doesn't stay constant or predictable.
Middle School Teacher	Not enough classroom space to accommodate safely.
Middle School Teacher	I currently have 55 students in my f2f class.
High School Teacher	Students returned to school in January before I was notified, and while I polled and was given the list of students who elected, several students either changed their mind, or were forced to come back due to achievement, and were not documented until they walked into my room.
Middle School Teacher	In the first semester, at the start of the 2nd quarter so many schedule changes were made to accommodate students returning to F2F learning that it was like the first day of school. It's was hard to manage and to keep learning from suffering. The start of the 2nd semester went more smoothly, but there were still additional

	F2F students coming on campus into sometimes classrooms that really can't keep the required social distancing.
High School Teacher	Too many students sitting a foot apart
High School Teacher	Too many students sitting a foot apart
Other	Parents are given choice but teachers are not. It is completely unsafe and in many schools where family & friends are being called back the numbers are insane with little safety from ventilation. Kids & adults aren't wearing masks.
Middle School Teacher	No prior notice, students just kept showing up. Hard to organize classroom and desks, so difficult with classroom management too. The more face to face, the louder the classroom and then the online students can not hear me clearly.
High School Teacher	In some class periods, students don't get 3ft of space. In none do they get 6ft.
Middle School Teacher	Seating students so that they don't share desks between periods. Now I do my best to stagger seat sharing (a student shouldn't sit at a desk when another student has the period directly before or after theirs).
Elementary School Teacher	classroom -does not have proper airflow
Middle School Teacher	More parents changed from LaunchED to F2F
Middle School Teacher	High number of Students who are struggling with virtual learning came back, new students being enrolled.
High School Teacher	They switch kids from virtual to face-to-face without even looking at rosters to see how that's going to impact my classroom. I have 21 face-to-face kids in one class and only four and another. We also aren't informed ahead of time when a child is switching, therefore making it impossible to have up-to-date seating charts, because it's a surprise when a new kid walks in.
High School Teacher	Seating is much closer together now
High School Teacher	Social distancing between the students and I.
Middle School Teacher	Concerned about distance
High School Teacher	Admin will not move students out of crowded classrooms to less crowded periods during the day, citing class size limits in core

	classes. Not all of these students are on campus, however, so I would argue that desperate times call for desperate measures.
Elementary School Teacher	Parents filling out model change request forms.
Middle School Teacher	Not able to distance safely
High School Teacher	None. Just students switching from LaunchEd to F2F who were already on my roster.
Middle School Teacher	Some students coming back to school have never logged in and thus missed all content to date. I'm thrilled they're back, but it really throws off pacing.
CTE Teacher	More kids come in person, some stay some "popcorn" back and forth. That must stop too. It's a mess. Kids just need to be back in school or do FL Virtual School, but not this hybrid Launch Ed crap!
High School Teacher	Harder to distance, attention divided between online and F2F doesn't serve either group well.
Middle School Teacher	I was told I'd teach 2 combined F2F/LaunchED classes, which I agreed to, as they're advanced classes. Then it was 3. Now it's 5. And since county told kids they do t have to turn on cameras, most kids log in and disappear.
High School Teacher	Not being told in enough of an advance and no communication about additional desks for the students
Middle School Teacher	I have 19 f2f in multiple classes. I don't have individual desks only tables that seat 2. There is zero social distancing happening.
Middle School Teacher	Appropriate seating, safe distance between students
High School Teacher	Very difficult to manage attendance which is now a constant all-period long effort and distraction.
High School Teacher	Classroom is too small to social distance 6ft even with 4 students
High School Teacher	Mask policing is getting really tiring and is affecting my teaching.
Middle School Teacher	Due to the change of F2F students I was asked to return to F2F teaching despite being approved for ADA accommodations.
Middle School Teacher	I don't have enough room or desk for the increase in students
Elementary School Teacher	Because my classroom is "hybrid", the students are able to flexibly "pivot" back and forth from the platforms due to illness, etc....
Elementary School Teacher	I can't answer that because I've had three different sets of kids. My numbers decreased for F2F because they made me a full time

	face to teacher. They have 8 of my LaunchEd student to the online teacher and I received her kids that changed to Face to Face.
Elementary School Teacher	I began with 18 online; then 38 hybrid. Now at 36, but I've gotten 5 new students (3 in my home room) since mid Dec. 2020.
Elementary School Teacher	Spacing and limited with resources to be able to comply with protocol due to pandemic. Small group and centers are not easy to accomplish at all and are essential
High School Teacher	No concerns. Believe more LaunchEd students need to be in class for success.
High School Teacher	I cannot social distance in my class.
Middle School Teacher	My chorus class is a dumping ground for boys. I get all the new kids even if they don't want to sing
Middle School Teacher	I have 2 classes with 15 and 16 students which is too many to distance by 6 feet. I have been told by administration that they will not alter student schedules to keep social distancing even though my numbers are low enough in other classes to make that work.
High School Teacher	Some students are not coming F2F regularly or not at all.
Middle School Teacher	No concerns yet as my largest hybrid class has 12 ftf. I am fortunate to have stayed home for the first 9 weeks so most kids are still home. But it seems to still be increasing daily where I will not be able to keep them 6ft apart
High School Teacher	We receive no prior notice about students arriving or leaving our classes.
Elementary School Teacher	My room is too small for social distancing. I have 28 desks that are crammed together with less than 3 feet apart between each student. I was told by my principal this was okay
Elementary School Teacher	Increase 0 to 7
Elementary School Teacher	The room is getting crowded with desks. Difficult for some to see the teacher/SMART TV. Physical distance has significantly decreased.
Elementary School Teacher	With 19 people in my class including me, it is impossible to social distance.
Elementary School Teacher	I think its ridiculous that not only am I a teacher, but I also have to constantly keep track of students not in class, then send email to remind them to attend class. Then, if they do possibly attend late, I have to catch them up. Then I clean desks between classes. I also have to troubleshoot technology. I feel like teachers have become

	tech specialists, cleaning people, teachers, and we have to be able to constantly monitor students to be prepared to send them to the clinic if they might be sick. Then, we have to be evaluated on top of all of this.
High School Teacher	Students who are now F2F chose to come on campus or stay home as they please on a regular basis.
Elementary School Teacher	The whole school year is overwhelming worried about keeping everyone apart can't really focus on the district standards when student A keep taking his mask off.
Elementary School Teacher	There is not space for the students to effectively social distance. Not sure if the classroom is cleaned daily. Only the bathroom looks clean and garbage dumped. No one comes around during the day or when the students aren't there to clean high touch surfaces. I'm the only one who does this.
High School Teacher	Social distancing
Middle School Teacher	Students are allowed to come back at any request. District cutoff dates are not being followed for change in model.
Elementary School Teacher	Spacing
Middle School Teacher	I complain. They say there is no place to send them, so I get them. Employees continue to persuade parents to change to f2f because of low schools during Launch Ed weeks.
Elementary School Teacher	<p>I have 18. I am teaching 3rd grade and I received students from other teachers that were teaching from home. After the 1st 9 week I received the most but after winter break I basically received students that were failing plus had been out of a school setting since March. Not only did I have to retrain my students (which is normal after any break). I also had to deal with new students. This time around it has been extremely difficult because I am breaking bad habits that were created due to being out of a formal setting since March.</p> <p>On top of that my low students more than doubled in size. I went to 2 red students to 6 red students. This has negatively impacted my data which then admin highlights during PLC meetings. Seriously? Y r u asking me what can I due to improve data? Absolutely nothing because we r in the middle of the worse crisis that I have ever had to deal with but OCPS and the state of Florida are acting like it is business as usual, stop telling me to level up!</p>
Middle School Teacher	F2F take up more attention and I can't focus as much on LaunchED like I want to.

CTE Teacher	They won't hire another teacher. Only tell us to move all of our things to a larger room in order to take more students.
Elementary School Teacher	Moved f2f Jan 25th. Based off that awful district D/F letter. Parents were led to believe kids would be retained as a scare tactic and now I'm On campus hybrid and each day we have issues with kids in the school using canvas, nearpod, BBB, and just overall Internet. It's slowing my pace down even more and the kids at home are suffering along with those at school. It is also making Me stressed and miserable.
Middle School Teacher	So many desks, you can't walk around room. No consequences for behavior and COVID guideline offenders.
Middle School Teacher	Social distancing is more difficult.
High School Teacher	Students returning limit social distancing and raise concerns for spreading Covid 19. Not enough space between desks means many are starting to skip classes, leave school, or not report.
Middle School Teacher	Our school is sending mass emails encouraging parents to bring students back f2f. My f2f numbers have increased each quarter and now that we are in q3, they are increasing weekly. The other teacher on my team has 0 f2f students but does not have an ADA accommodation. This split in students was initially decided due to age and is now being justified by test scores.
High School Teacher	22 f2f students in one of my classes and room not big enough to have social distance of 3 feet, it is less than 3 feet apart. Also with cases of covid at school, many students on a daily basis are quarantine, and administration will tell them to stay home virtual, and then eventually return to school. So what us the purpose to be F2F? Is it to be Not Safe? If school goes Virtual , it would be safer fir ALL.
Elementary School Teacher	<p>Difficulty sending sick children home. So, they go home without the letter from health department. Then same or next day, parent calls in trouble inform child tested positive. No quarantines based on seating chart . Pre K Ese students don't stay in same seat for entire class. We also work very closely with student s. (Small group, change diapers, blow noses, wipe tears, put masks back on, hold cup to drink water , hold hands so they want run away, etc.). If child doesn't go home with letter . Our school doesn't consider that a school case and it doesn't show up on covid dashboard.</p> <p>I was told NOT to inform any parents of any positive cases . I have students with some compromised immune system situations. If a student had lice, I'd have a letter to send home with students in 15 min. Absurd.</p>

	<p>The reporting by parents is based on honor system not public health.</p> <p>By contrast, a student of mine who also attends a private VPK at a church, was exposed to a positive student there. Parent immediately received a letter from head of school that all students in room quarantined for 10 days .</p> <p>The rules are confusing and contradictory . It's a mess.</p>
High School Teacher	My classroom is too small to accommodate 10 or more students face to face.
Middle School Teacher	<p>Parents need to be held to a deadline. This in and out, constant changing of the mind needs to stop. As previously stated, a lot of it is for convenience not worry.</p> <p>Classes should either be virtual or face to face and could be if parents were held to a deadline as to what they prefer.</p>
Elementary School Teacher	Some classes are having to go hybrid and it is very difficult
Social Worker	Home visits have been a huge concern for social workers. We cannot control the environment and safety protocols when we're outside of the school. We have parents and students who answer the door and decline to wear a mask and/or do not maintain social distance. We often visit apartment complexes or hotels with tight hallways and/or poor ventilation. I've had multiple parents start smoking after they answer the door to talk to me. The MOU says that we cannot be required to conduct home visits unless there is "an operational need." That language is far too vague and puts us in a vulnerable position.
Middle School Teacher	No, kids are realizing Launched is hard and are coming back.
High School Teacher	Students have not been held to the expectation of completing a whole quarter without switching methods. They have been going back and forth between methods constantly.
Elementary School Teacher	Too many kids
High School Teacher	Small classroom. Only 3 feet apart.
Middle School Teacher	19 face to face and four students now online in one class. It is almost impossible to monitor everyone.
Middle School Teacher	I had to request many times to place returning f2f students into a class that had room. My schedule has one very full live class and

	yet returning kids kept being placed in room I could not accommodate them safely
Elementary School Teacher	Had to go hybrid model
Elementary School Teacher	My class size has gone up, while full virtual classrooms are down to 10 kids or less.
Middle School Teacher	Absolutely no social distancing
Guidance Counselor	Not being able to social distance properly.
Middle School Teacher	Increase in face to face students means hybrid classes
High School Teacher	none
Elementary School Teacher	Initially virtual, then hybrid with 6 face to face. This quickly changed to 7, then 10, and as of January I have 17 face to face students.
Elementary School Teacher	Not socially distanced. Kids are 3 feet in almost every class. Pe has 3 classes at once
Elementary School Teacher	During the first two quarters I raised concerns about the number of students in my class and online. I expressed that it was very overwhelming and offered a suggestion. Was told I was getting the support I needed and that I needed to reflect on what's wrong with me.
Elementary School Teacher	A teacher who was also blended had three students. She didn't want to do hybrid anymore so I had to give up one of my face to face students that I have had all year just to accommodate taking one of her on line students.
Elementary School Teacher	I believe my virtual students are not getting as much of me as they were getting when I taught virtual only.
High School Teacher	I can't space them properly.
Middle School Teacher	New students
Middle School Teacher	If they all returned F2F, they won't all fit in the space. I have 31 students. The room capacity is 26.
Other	Social distancing cannot be met with more student in the classroom. Classes having lunch in their class room due to number of students in the cafeteria. However no windows are open, students do not listen when told not to talk while eating.

Elementary School Teacher	Launched students keep changing to face to.face
Elementary School Teacher	I dislike that we are required to ask students to come back to school if they are not performing well. I believe this puts families in a tough situation where they must choose between their health and student's academic success.
High School Teacher	Other teachers in the same PLC have smaller face-to-face numbers in their classrooms and are able to socially distance their students more successfully.
Elementary School Teacher	My concerns is the health and safety of all.
Elementary School Teacher	I'm up to 17. Desks are less than 3 ft apart. I've gotten 3 new students this week alone.
High School Teacher	Most of those students are coming from other classes and not students assigned to me from the beginning of the year. I find myself reteaching constantly.
Middle School Teacher	Social distancing is an issue.
High School Teacher	The number of official f2f students has increased, but these students often attend online from home. I don't know if they've been quarantined, and can't ask. For everyone's safety, I prefer that they stay home. A few students have said they are now staying home because of the surge in cases and number of students on campus.
Elementary School Teacher	It is impossible to keep 15 first graders socially distant and masks up all day and teach so you end up giving up and doing your best to correct it when you see it but we are barely surviving I have taken sickdays just to recover from the exhaustion of teaching hybrid and then used those days to try to plan instruction or analyze data because we get NO time at work. weekly PLC meetings, team meetings, conferences planning time is eaten up by that and answering email and grading papers.
Middle School Teacher	We are not informed of changes - students just show up in the classroom.
Elementary School Teacher	Unable to Social distancing properly
Middle School Teacher	Lack of ability to social distance.
High School Teacher	2 periods have no room for social distancing

Elementary School Teacher	I have 17 kids in my class
Elementary School Teacher	Students switching at all times to F2F.
High School Teacher	If students come back again after quarter 3, I will not be able to socially distance in my largest f2f class.
High School Teacher	Finding space to put them.
Elementary School Teacher	I've had to adjust schedules to ensure that no two classes attend specials at the same time.
Middle School Teacher	From 1st nine week to 2nd nine week more students returned F2F that was manageable. From 1st to 2nd semester- in a portable with science tables- only have space for maybe 13 students to be somewhat social distanced and I have classes with 11 F2F students. Keeping students distances is impossible and having to constantly make sure masks are worn correctly is exhausting.
Elementary School Teacher	I was LaunchEd, now I am back with 6 face to face students.
Elementary School Teacher	Proximity of students with masks off during lunch and breakfast
High School Teacher	Keeping distancing
Elementary School Teacher	Social distancing does not exist some special areas or extra-curriculum courses, it is a lie. The union is not fighting for special area instructors or extra-curricular teachers. The law says special area teachers have no population cap in the state of Florida. Our union only focuses on core curricular teachers. 30 kids in a room is NOT okay.
Elementary School Teacher	Kids are coming to school sick. Siblings are home quarantined and they are allowed to come, makes ZERO sense.
Elementary School Teacher	Teaching hybrid 10 face to face and 7 launchED kindergarten students. Lake Como cut a kindergarten teacher earlier in the year that could of kept class size low
Elementary School Teacher	My large class hybrid of 47 has been reworked so it is Not a hybrid anymore is down to about 22/23 . The amount of students coming back has actually allowed us to redistribute students to make class sizes more even for special areas . Unfortunately, each time there has been a change this year we have to get to rosters from the classroom teachers and those changes are not reflected

	on our end of. skyward - classroom teachers yes - special areas no. Special areas has. to go through each class every day and grade that way . Most of my planning and outside of duty time goes to grading and planning lessons for both face to face and virtual and my planning during the day goes to trying to get in grades and sanitizing and setting up . I love my students and I want the best for them and I don't want to be anywhere else but the school that I am at but this has been a most challenging year . Just when I feel some sense of groove and rhythm another change takes place . I trust this is a learning experience for us and next year we will have improved .
High School Teacher	Not enough room rob socially distance in my classroom
High School Teacher	Social distancing is the biggest issue. It is impossible to seat students 6ft apart.
Elementary School Teacher	None. I prefer to have all students face to face. Distancing is tough, but managing children in general is tough.
High School Teacher	Students can enroll F2F one week and go back home for launches they second week. The back and forth is too much to keep track of
Middle School Teacher	I have had to get more desks multiple times. I have had to rearrange my room multiple times to get all of the tables to fit. It's not physically possible to socially distance with 18 F2F students.
High School Teacher	New kids keep being added.
Elementary School Teacher	I'm in an ESE unit and we have far too many children.
High School Teacher	Social distancing is hard
Elementary School Teacher	More students in a small room with no windows. Not able to sit them more than 3 ft apart.
Elementary School Teacher	There is no room to social distance. My class is at pre covid numbers.
Elementary School Teacher	Students change their model at their parents request at any point. Face to face numbers have been changing almost weekly.
Middle School Teacher	N/A
Elementary School Teacher	Smaller class sizes online then in f2f classrooms
High School Teacher	Concerned about properly distancing, lack of communication prior to the student arriving, major issue—parents feel that retuning will suddenly change their students' grade or learning.

High School Teacher	I have high class counts in AP and elective classes and as more students come back F2F, I am running out of room to safely space them out.
Elementary School Teacher	26 students no social distance , behavior is awful no extra support , district won't allowed to open extra classroom
Elementary School Teacher	Had to change my set up due to receiving more students and didn't have enough materials to prevent sharing.
High School Teacher	At first it was six feet. But now that numbers are going up, the district has caved and all of a sudden 3 feet is safe. I do not appreciate the inconsistency. It looks like hypocrisy.
High School Teacher	Constant seating chart updates in a klunky platform
Middle School Teacher	New face to face weekly sometimes almost daily
Middle School Teacher	Rearranging the room for maximum social distancing
Elementary School Teacher	We are not given any notice, the student just shows up. I have had new f2f students every week.
Elementary School Teacher	It's hard to social distance with 18 students in my room.
Elementary School Teacher	I have students that were given mask waivers during the first semester and allowed to return to campus. I do not feel safe having to teach students with waivers and feel teachers and staff that are forced to do this deserve hazard pay.
Elementary School Teacher	I am running out of room in my classroom.
Middle School Teacher	Multiple students returning any given day thanks to governor's orders.
Elementary School Teacher	Social distancing and work load is an issue
Middle School Teacher	They are not increasing the class sizes of f2f only classes only hybrid classes are getting more students
Elementary School Teacher	Specials and lunch schedules are overwhelming. Funds reduced creates a problem. As people quit, they cannot be replaced sometimes. Very short on copies due to budget shortage. No money in the sub account due to budget cuts.
High School Teacher	Students were all launchEd and now apx 15 face to face
High School Teacher	My desks are currently 4.5 ft apart and they are full. If any new students come back, that distance will have to get smaller.

Elementary School Teacher	22 kids.no room to space them six feet apart. more kids coming in ftf.
Elementary School Teacher	I am in a portable, so space is VERY limited.
Elementary School Teacher	There is not enough room to social distance in my room with 20 students.
Middle School Teacher	No space in classroom to social distance
Elementary School Teacher	No social distance, lack of PPE and material.
Middle School Teacher	Social distancing, internet connections, computer availability
Elementary School Teacher	Can't keep a good social distance
Elementary School Teacher	The classes are extremely unbalanced as far as behavior and academic levels are concerned.
Elementary School Teacher	I started with 6 f/f and 3 LaunchEd and now I have 13 F2F and 1 Launched, it is hard to have the same quality time if I have most of them in the classroom...
Elementary School Teacher	Went from 3 students to 13.
Middle School Teacher	It gets harder to keep a seating chart that allows for social distancing as more students enter often. Since the beginning of the second semester we have been told to expect a major influx of face to face students whose parents received failing letters. I am very concerned about this. I also had a student enter this week who is still listed as launched on skyward. Apparently her parents sent her back and didn't inform the school. After I informed administration, they said they have been calling the parents, but have gotten any answer. I am very concerned of the implications of this oversight. Students should not be able to just show up, if they aren't registered face to face.
Middle School Teacher	Too many students COVID or non-covid in Electives classes.
Elementary School Teacher	Space. Very little space.
Elementary School Teacher	Distancing
Elementary School Teacher	The face to face increase after the open enrollment period.

Elementary School Teacher	Social distancing in the classroom. We are only 3 feet apart.
Elementary School Teacher	Is hard because we have changes every and the students doesn't have structure
Elementary School Teacher	Our classrooms at this school are small to start with. PreCovid a K-3 classroom should have 18 but the loophole in the law is the average of all classrooms K-3 must be 18 which means many classrooms are over. Last year I had 21 students in my room. It was do able then because we could put desks closer (in groups). There is no way with this many students in one room that we can maintain 3 feet or more of space between desks. It's barely 3 ft. with 18 kids. I am thankful to be F2F (yes I know it's a risk and I'm not thrilled about it but I'd rather this than teach virtually) but I can't fit one more student desk in my room safely. I worry every day that a new student will enroll and I'll have no choice.
Middle School Teacher	Maintaining 6ft of distance.
High School Teacher	Even when requiring teachers that have requested to remain LaunchEd due to high risk family members my face-to-face numbers continue to increase. Why bring back these teachers when leveling of face-to-face students is not considered. It is nearly impossible to maintain social distanced classrooms when there are more than 12 students in a room.
Middle School Teacher	We get new student almost DAILY. It cause a constant change of seating charts and spacing. Kids are being allowed to leave and come back as they see fit with little to no warning or notice.
High School Teacher	My concerns is that I can not reach all the students, especially the LaunchED students.
High School Teacher	The choice given to the Parents by the Governor and OCPS to choose online Launch Ed or Face to Face was the right choice for this school year. As was the additional choice to make the change for the second Semester. As a parent of 6 children who have and are attending OCPS schools I am very appreciative. I do have high risk elderly parents and grandparents that I routinely take care of 5 days a week. I have continued to see and help them routinely as a responsible adult and have hand NO Fear of helping them even though occasional students in my class have been quarantined and or actually tested Positive.
Elementary School Teacher	I asked to have face to face students with my online to help with the return of face to face students
Elementary School Teacher	Keep getting more F2F students even though I voiced my concern that I don't feel comfortable in my portable classroom.

Elementary School Teacher	Originally I was completely virtual, we had one blended teacher, and one completely face to face. The virtual students from the blended teacher were moved to my class and I had some who returned to face to face in the first quarter that were given to the other two teachers. I have had a few virtual students trickle in second quarter and three who were virtual move to face to face as well as 1 new face to face student. Two of my students who were virtual but not showing up for class then returned to face to face are still not showing up for class for extended periods and now I am being told one will be going back to virtual. The constant change in roster, especially with the two who are flip flopping back and forth between the two options, make it difficult for students to focus and make academic gains.
Elementary School Teacher	Launched teachers moved to f2f and or hybrid. Some teachers have been switched to different grade levels mid year
Elementary School Teacher	There have been no difficulties yet. But I do not have space to safely fit anymore students
Elementary School Teacher	One of the two students arriving from Launch Ed is behind in foundational skills. Launch Ed teacher reported frequent absences. This student does not seem to have positive family regard for the student's progress despite the student's desire to learn. iPad is rarely charged. Parent does not show a desire to keep communication open with classroom teacher. I am so glad he has joined our class family so he will have a better chance to succeed.
Elementary School Teacher	Not enough space to observe social distance.
Elementary School Teacher	Students are allowed to switch between face to face and virtual as they please. There seem to be no guidelines at all. The more students I receive, the more social distancing becomes difficult.
Elementary School Teacher	They kept moving launchEd kids to face to face classes.
Elementary School Teacher	We are not social distancing. Too many students are in the room. Students getting quarantined and the class is left in school.
Middle School Teacher	Some people switch back and forth from face to face to online for convenience. I have had students go on extended vacations or just not feel like coming hop on so that they are not counted absent. It's hard to keep track of who is where and why. Virtual learning is supposed to be about safety, not about convenience.
Other	Morning and afternoon duties, subbing in in ESE classrooms when teachers or paras are absent. District now wants us to meet with each ESE student to determine loss of skills due to covid. Additional screening/testing duties, etc. etc.

High School Teacher	Social distancing not possible. I have had 3-4 students in one class test positive and I was not informed or sent home.
Other	Digital log in hot spot issues
Elementary School Teacher	With 16 kindergarten students we can only social distance at 3 feet or less at times.
High School Teacher	I was virtual for the first semester. Then I was informed on the day before Winter Break that I was going to be hybrid. They did not provide me with sanitizer.
Elementary School Teacher	Principal asking students to return to campus and not notifying the teachers that the students have switched learning platforms. Since the 3rd 9 weeks I have had 6 students return with no notification they were returning. I was made to return for 3 students and now have a total of 9
Elementary School Teacher	<p>More students means less space to socially distance. We are trying our best but our desks are less than 3ft apart. There is no way I can fit them all in and allow space to walk safely through the classroom.</p> <p>In addition, we are not able to make our own copies this year due to Covid concerns which makes it extremely difficult to make a few more copies for new students the day you find out you're getting them since copies have to be put in days in advance.</p>
Elementary School Teacher	No social distance at all.
Middle School Teacher	Numbers of face to face students are increasing and there are not enough space in a room for social distancing. We need a leader that create an emergency effective plan.
Elementary School Teacher	Impossible to distance safely
Middle School Teacher	None at this time
CTE Teacher	They are not doing very well online so switching to F2F, but it's getting harder to have them social distance and there are more and more positive cases daily.
Middle School Teacher	It is difficult to attend all needs of all students at the same time. Online and f2f
High School Teacher	Managing hybrid and giving each group what they need is impossible for one teacher.
High School Teacher	Social distance

Elementary School Teacher	With the continuous switch from virtual to face to face and back again, it's hard to keep a consistent roster within my classroom.
Elementary School Teacher	Social distancing
Middle School Teacher	I have a period with 24 students.
Elementary School Teacher	I was launched then brought back for one student, now I have 11 face to face and 12 virtual.
Middle School Teacher	I had students sitting on the floor at one point and had to go back to my normal paired seating chart. Students won't keep their masks on even in close quarters. I have had positive cases in my room and my students weren't notified.
Elementary School Teacher	Masks on. Behavior problems.
Elementary School Teacher	Parents having fevers, parents not wearing masks, students unable to keep masks on
Elementary School Teacher	Not a concern- received child 2 week
High School Teacher	Students are allowed to switch freely between Virtual and Face to Face. So virtual students are returning almost weekly!
Middle School Teacher	Having high numbers that are ESE and 504 and ELL in several class periods and teaching a hybrid model.
Middle School Teacher	Having to transition from solely online to F2F was difficult, and then as the numbers increased in my F2F students it became apparent that I would not be able to teach with the required fidelity needed having to manage hybrid.
High School Teacher	Students, especially freshman, lack any work ethic or desire to follow rules and safety guidelines
Elementary School Teacher	NA
High School Teacher	No social distance
Middle School Teacher	Social distancing, ppe, helping students in both modalities at the same time
Elementary School Teacher	My roster was maxed in the second nine weeks. At one point, the F2F classes had larger student counts than the LaunchEd classes, though I am not sure of what the current numbers are.
Elementary School Teacher	I teach in a portable and it is hard to keep getting more students, and it's hard to adequately space out my students 3ft.

Elementary School Teacher	Class list was completely changed after first quarter with little notice.
High School Teacher	Risk of contagious
Middle School Teacher	I receive new f2f students, if not every day every other day.
Middle School Teacher	Difficult to distance. Kids have returned reluctantly and their attitudes impede progress.
High School Teacher	Students come and go at will and I have had over 15 students in a classroom of 25 desks with no way to keep six feet or more apart.
High School Teacher	students are being aware of distancing
High School Teacher	Not enough space for social distancing.
Middle School Teacher	I am often not told when a student is coming back to school. I am also worried about running out of space in my room as more kids continue to come back.
Middle School Teacher	My F2F numbers now increase on a weekly basis.
Middle School Teacher	I have generalized anxiety disorder and my 65 year old mother with lung cancer lives with me. I refused to return to the school until the numbers are in a safe range according to CDC or I can get a damn vaccine. Until then my kids will just have to suffer along with my bank account. I won't risk my mother's life for OCPS.
High School Teacher	There is no concern for the number of students in the classroom, or that i have ADA Accommodations and am high risk.
High School Teacher	Guidance doesn't always tell me when kids switch; I just get a new kid in my room.
CTE Teacher	I am over my limit of 20--the LaunchEd teacher should come back or make other arrangements
Middle School Teacher	It keeps increasing and my portable is small with trap tables, was an issue when asked to take students from a lack of sub situation
Middle School Teacher	It keeps increasing and my portable is small with trap tables, was an issue when asked to take students from a lack of sub situation
Middle School Teacher	Weekly with no warning...
Elementary School Teacher	I have not had 20 students in my class in many, many years. Now with a pandemic, I have 20. We are crowded. Kids nowadays are so easily distracted. I feel like if we are to reach these students

	more effectively, they should limit elementary classes to about a dozen, 15 max. But even more so during pandemic.
Middle School Teacher	Increase in class less social distancing more exposure to the virus. In addition I am in a portable with outsiders coming in and out fixing AC etc .
High School Teacher	Pacing has to be so much slower and too much reteaching has to be done. Student scores are lower and we are being asked to grade them much easier. How is the fair to the students? Online students are entering class not having learned any of the material because we do not have a system that holds students accountable to turn on mics and cameras; therefore teachers have no control of the environment.
Elementary School Teacher	We're unable to socially distance. My class has 18 students, another teacher has 14 students. One teacher who is virtual is coming back to school next week, will teach 12 LaunchEd students and 2 f2f. What happened to spreading students among teachers in order to practice social distancing?
Elementary School Teacher	At one point I was teaching 21 kids face to face and 9 online. Thankfully
Elementary School Teacher	Too crowded, many behavior problems,
Elementary School Teacher	It is more challenging to keep students socially distanced as students return Face-to-Face.
High School Teacher	Not enough space for social distancing.
Middle School Teacher	Too many students in one class. It is impossible to social distance effectively with 14 students in one class. Three new students added in one week. They are getting called back by the admin.
High School Teacher	I returned in October. Coming back for the second semester I had 21 kids F2F in a period but only 15 science desks. It took 3 weeks to level the class. It finally leveled now but it was full.
Elementary School Teacher	Our school is over 80% full due to administrative pressure toward parents.
Elementary School Teacher	Class size is 18. I know it's an average of all K-3 classes (which is absurd). But every class that I know of in K-3 is over. We are bursting at the seams. Our classrooms are small. There is no way to maintain the minimal 3 ft spacing with this many kids in one room.
Middle School Teacher	Social distance is a major concern with 22 students face to face...not much room left and we are being required to do small groups for student instruction while socially distancing which is impossible to do.

Elementary School Teacher	None
Elementary School Teacher	I am one of the lucky ones as an ESE teacher. I do not have more than 5 students physically in my room at a time.
High School Teacher	There is no COVID precautions being followed.
Elementary School Teacher	Students arriving sick, adhering to CDC social distancing guidelines, collaborative learning
High School Teacher	Currently, I have 15 seats available in my class for social distancing but the Administrators are pushing for more of the LaunchED students to return to class which is increasing class size and the chances if Covid-19 spreading more rapidly through campus.
High School Teacher	No social distancing. Mi room doesn't have windows
Middle School Teacher	Cannot teach effectively
Middle School Teacher	Not enough room to socially distance; combining teachers' classes when a teacher is absent to save money-- creating an unsafe environment; thorough cleaning of classrooms.
Elementary School Teacher	Effectively teaching blended classes. Safety of myself and others
Elementary School Teacher	Not able to socially distance with 23 desks in the room. Over ratio. Unable to effectively give individualized instruction with this many kids. Concerned about everyone's safety in my room. I already contracted COVID. Many kids have been out sick.
Middle School Teacher	It's more difficult to maintain social distancing.
Elementary School Teacher	I am now Hybrid. I teach all students using computer programs as opposed to paper and books that some classes are instructed to use. It takes extraordinary amounts of time to create these lessons. We have increased our weekly meetings to 3 and are told to have more collaboration in the lessons. I barely finish my work each week and I come in an hour early and work during lunch.
Elementary School Teacher	No space for social distancing.
High School Teacher	My room is huge (1350 sq ft) and I have 35 desks, I'm lucky, I have space...and 40 outlets, but those are close together and the power strips provided by the school aren't long enough to put where the kids seats are.
Middle School Teacher	I can not attend to both students when issues arise with learn F2F my at home students are not getting help and feel left out I have

	assigned student chat monitors for that but new material takes so much longer to learn because of it
Elementary School Teacher	Social Distancing
Elementary School Teacher	I have no more table spots at this time if I get another child I will need to put more at a table and find more furniture
Guidance Counselor	More students returned to face to face.
Instructional Coach	Continued social distancing
Elementary School Teacher	Increased because students switched from LaunchEd to f2f but amount of overall students have not
Middle School Teacher	Social distancing, mask wearing, and students coming to school that are not feeling well. Students are also arriving with no supplies which explains why they were unsuccessful at home.
Middle School Teacher	My main concern is social distancing. It is extremely difficult to have social distance as classes increase. Another concern is student learning. Class engagement and learning becomes very difficult to manage when so many students are face to face and online.
High School Teacher	It is hard to maintain 6ft social distance in my class because of more F2F students in S2.
Middle School Teacher	Advance notice rarely given, students choose to come in person or do virtual as they please. Unsure if students are staying home and logging in virtually because of a quarantine, illness, or simply did not want to attend school that day.
High School Teacher	I started with 5 max per period in 1st grading period but I now have 12 F2F students in 3 periods and only 16 desks. But there are teachers on our campus with 24 F2F students in ONE class period. VERY concerning!
Middle School Teacher	My principal is forcing me to start using VR (virtual reality) headsets. I object because they are too 'hands on' and are worn on the student face. Sanitation and social distancing would be a serious challenge. He wants me to start using them after Spring Break.
Middle School Teacher	Difficulty has been trying to help students, especially those with a 504 or an IEP while attempting to maintain a safe distance. Having to deal with students who cause class disruptions or have mask and distance violations, which often require seat changes that then requires updating of seating charts for administration in case of tracking for exposure. Then there is the fact that many of the older laptop batteries do not hold the charge, so students are

	having to sit near an outlet instead of their normal assigned seating.
Middle School Teacher	It has been difficult to social distance the students.
Elementary School Teacher	Students are being strongly encouraged to return to f2f instruction and admin is not really letting families know they can change from f2f to LaunchEd at home.
CTE Teacher	Many students are randomly switching back to f2f
Elementary School Teacher	Now I'm hybrid
Elementary School Teacher	Cannot keep up with an up to date Seating Chart and they are constantly requesting it for 800 students.
Middle School Teacher	It increased the number of periods with hybrid classrooms wherein prior, there were two classes that were complete virtual or completely face to face
Elementary School Teacher	I am now unable to space them 3 feet apart. 15 face to face is too Many in my classroom.
High School Teacher	The principal is allowed to decide to bring low performing kids back in campus.
Middle School Teacher	Adding students less than 3ft
Elementary School Teacher	Behavior problems make launched students wait as do transitions.
Elementary School Teacher	More students, all 5 years old, social distancing impossible. Required to set up desks in a fashion that is not conducive to socialization or safety in a kindergarten classroom.
High School Teacher	More students more cleaning desk every period. Some teacher have students clean their seating. I don't
Elementary School Teacher	We have two teachers on my team who medically must teach virtually from home. Whenever they have families that want to switch face to face, they are placed into the face to face teacher's classes. Our Kindergarten team doesn't have any hybrid classes, thank God!, but I started the year with 10 students and am now up to 18 because families are allowed to change their teaching model. It makes social distancing increasingly difficult.
Middle School Teacher	It is time consuming , yet necessary to hunt down Launch Ed students and takes away from instructional quality, number of minutes and ineffective (students refuse to be on camera or participate - the students who are now returning are way behind

	and have been for the most part doing nothing or very little to keep up with the class.
Elementary School Teacher	19 students, myself, sometimes a para in a portable; we cannot maintain social distance.
Middle School Teacher	This increase in face to face has made it a challenge to properly social distance and provide working equipment such as computers, headphones, and mouse.
Elementary School Teacher	We can't kept them 3 ft apart
High School Teacher	Each 9 weeks we get more face to face kids and now I have run out of safe socially distant places to put them.
Elementary School Teacher	I have had the most movement in my classroom and now that I have face to face students my classroom is full of behavior issues.
High School Teacher	Students attending whichever modality they want. Having to track F2F who attend virtually on a daily basis.
Middle School Teacher	Kids switching modes without notice or consideration that their class isn't online. Trying to turn a class with a lot of accommodations and support needed into a hybrid for a single student who they allowed to switch back f2f a week later.
High School Teacher	They are going to continue to grow
High School Teacher	Attendance
Elementary School Teacher	Enrollment overall has also been increasing; while I do not have safety concerns as yet over my class sizes, they are getting generally bigger and therefore harder to manage, especially with the blended model.
Middle School Teacher	I began the year virtually due to ADA and in the second semester was told I had to come back f2f.
Nurse	More students returning, so more healthcare needs. No out-of-the-ordinary difficulties.
High School Teacher	I am unable to maintain 6 feet
Elementary School Teacher	Social distancing Students coming to school with respiratory symptoms; sent to nurse; and sent back to class Students keeping mask on Not receiving info if students are positive or negative when sent home after vomiting in class.
Elementary School Teacher	I receive almost every new 4th grade student. There are only two fourth grade teachers and she is completely face to face and has

	twenty kids in classroom and there is no room for more I'm in hybrid so they give me every new student.
Elementary School Teacher	Virtual-multiple students leaving with new ones coming.
Elementary School Teacher	Trying to maintain that safe distance when teaching in a small group within the designated space.
Elementary School Teacher	Difficult to maintain social distancing guidelines in the classroom
Elementary School Teacher	No possible social distancing, it's a complete mess
Elementary School Teacher	Starting to get crowded.
Elementary School Teacher	I am sitting at 15 kids right now . I feel that I am at my limit for being able to social distance these first graders . I worry that they will just keep adding kids to our classes until we get 18. I feel that hybrid teaching is a disservice to children if that is a last case scenario .
Elementary School Teacher	We take kids back any day of the week at any time. Every morning is a surprise!!!
High School Teacher	I have lost students as the go back f2f, asked admin to move virtual of f2f teachers to me, they have not. I have a small class load and get a lot of hate from my PLC, even though I have no control over it and have asked admin for more students. This has caused me a lot of anxiety.
High School Teacher	The biggest issue is students are being told not to flip-flop back and forth between LaunchEd@home and F2F, but our school is allowing them to freely do so without any warning. On any given day, you don't know who is F2F or who is LaunchEd@home. It is insane.
High School Teacher	Our school is allowing F2F students to stay home if they feel like it any given day. It's crazy.
High School Teacher	Not efficient social distancing
Elementary School Teacher	Less room for social distancing. More behavior issues with less admin support
Elementary School Teacher	Keeping 16 1st graders 6 feet apart all day is impossible.
Elementary School Teacher	All F2F classes have 18 kindergarteners while there is a Launched only classroom with 14 total. And a hybrid class with 14 total. The classrooms that deserve lower enrollments are the ones who see

	children face to face NOT classrooms where teachers don or expose themselves daily.
Elementary School Teacher	Mine has not but everyone else in my school has. The upper grades have over 20 students F2F the lower grades have about 15 per classroom, but started with 8
Elementary School Teacher	I have 18 students and it's impossible to distance by CDC suggestions. I constantly must remind some students to wear mask or wear it correctly. It's challenging.
Middle School Teacher	We are being held accountable for scores yet students are switching classrooms and teachers left and right
Elementary School Teacher	There was obviously less spacing and room for social distancing.
Elementary School Teacher	We are full now with 36 students
Elementary School Teacher	I started out with 24 students when I was LaunchEd and the 2nd 9 weeks, moved to F2F where I started with 16 kids, then 19 on the roster, but students never showed. I have ended up with 18 students since then. I have had more than 18 physically in the room.
Elementary School Teacher	Higher risk of Covid. Not enough room for proper social distancing.
Elementary School Teacher	Students are on different instructional levels. They cannot be grouped effectively if some are online and some in the classroom.
Elementary School Teacher	Coming back to school from teaching virtually was a concern, along with slight increase in class size and dealing with 2 students switching to me from another teacher they started with in Aug.
High School Teacher	The number of students in F2F are not being spread out. In one period I have just 5 face to face students, in others I have 17. No balancing is happening.
Guidance Counselor	I believe we are at approximately 61% f2f & this number changes daily as LaunchEd students come back f2f daily. I am under 65 with some risk factors & wish as a county (state) we were next on the priority list to be offered the vaccine.
Elementary School Teacher	No additional concerns beyond making sure there is space in the room to fit everyone with SpaceX around them.
High School Teacher	F2F students can be online or F2F on any day / class period without consequences. Many students stay home for tests or just because they feel like it. It is time consuming to keep track of attendance for contact tracing. Not only do I need to make them present or absent, but I need to know if they were F2F or online on any given day.

Elementary School Teacher	It is very difficult to split my time teaching hybrid. Also, I just had a breast biopsy and am afraid it could come back as cancer. If so, I will fear even more for my health having more students in my room.
Elementary School Teacher	Spacing.
Elementary School Teacher	Small group instruction, guided reading and math groups. Usage of manipulative with first graders in not plausible at this time.
Middle School Teacher	Have not been able to enforce the 6 feet mandate in class, hallway, and continuing mask violations.
Middle School Teacher	Consistent schedule changes. Additions
Elementary School Teacher	not given accurate and timely student information
Middle School Teacher	Teaching hybrid is extremely difficult.
Elementary School Teacher	There is no more room to socially distance if I get one more kid. I have to do small groups and at times I have 5 students and me at the kidney table.
Middle School Teacher	Difficulty seating students 3-6 feet apart
Elementary School Teacher	Not enough spacing for social distancing
Middle School Teacher	Just that if we keep getting kids coming back F2F then we will definitely have no room in school to allow for social distancing.
Elementary School Teacher	I have 16 students. I'm not able to social distance the students in the classroom.
Elementary School Teacher	I am departmentalize so I have double the amount of desks in my room than students per period. I am running out of room to place desks where they are spaced to an acceptable amount. There is also hardly any room to move around, so students and myself must pass within each other's 3 foot bubble to to get from place to place.
Middle School Teacher	ESE f2f students returned to campus, which caused an increase in students with minimal resources to ensure they are safe. Some students were given the okay not to wear masks, which put staff at risk. Challenges arose; splitting up the students by ability levels and proper academic instructions was still a challenge.
Middle School Teacher	At the beginning of the year, I had very small face to face numbers per class period (5-7) and I was able to have seats six feet apart.

	Now, all of my classes are bigger. I now have 16 seats and they can only be three feet apart.
Elementary School Teacher	Keeping students 6 feet apart is impossible. Desk are about three - four feet apart.
Elementary School Teacher	We only have 3 teachers on the team so I had To take on more from the one face to face class we had set up. Then those became my face to face and I had to begin Hybrid.
High School Teacher	One of my periods is large and I feel violates social distancing rules
Elementary School Teacher	The admin , continues to change up our schedules. One day I may have a student face to face and the next day that same student is with another teacher. We are being told we are doing enough to communicate with parents to get students online. We only can do so much. It is hell but no one will talk due to retaliation. We are in troubled times.
High School Teacher	It is okay so far. No students in my classes get COVID-19 tested positive.
Elementary School Teacher	Space for students
Elementary School Teacher	Appropriate recommended social distancing is unattainable due to number of students on roster.
Middle School Teacher	It is impossible to monitor all students using the hybrid model. This is my biggest concern. Students are falling behind. The model is an absolute disaster.
Middle School Teacher	Improper social distancing in classroom, students not following mask and distancing guidelines. Self-isolation isnt always reported and an increase in behavioral issues.
High School Teacher	Stress to rearrange to make social distancing still possible.
Middle School Teacher	No concerns. I want to serve my community in any way possible for my students and their families
Middle School Teacher	Students are coming back every week. I thought students had to let us know by December 18th for 3rd quarter, but our school is allowing students to come back any time, and they are coming all the time. It's hard to get new kids 2 or 3 times every week, plus new kids enrolling or coming back from FLVS or OCVS.
Elementary School Teacher	I see all classes K-5; many classes have new students being added at least once a month, and some are now capped at the max allowed for that grade. This required me to adjust my social distancing spacing (done with tape squares on my floor) and has significantly impeded that amount of movement possible in my room, as it is quite small.

Speech Pathologist	Currently experiencing a caseload of about 70 students, resulting in a larger caseload which prevents social distancing from being possible.
Elementary School Teacher	More kids no wearing mask...ASD
Middle School Teacher	I feel as though I am being pulled in too many directions. The face to face students want/require my constant attention which leaves less time to focus on many LaunchEd students that I need to focus on or try to contact parent(s) of which their student isn't diligently participating in live sessions.
Elementary School Teacher	Space in class. Expected to do small groups but social distance
Elementary School Teacher	Too many students in one classroom. Desks are too spread out. Small group is impossible yet required. No social distancing. No way to monitor computers all over and teach small group. Engagement monitoring is a challenge.
Middle School Teacher	Maintaining social distancing is becoming a problem.
Middle School Teacher	Behavior issues have become a bigger concern (on par with normal years), but they are harder to address because I need to split my focus with virtual students.
Middle School Teacher	My roster changes almost daily has kids come back in droves, often with no warning.
Elementary School Teacher	It's becoming more difficult to have students sit socially distanced
High School Teacher	My room is not set up for multiple f2f students to socially distance. I have requested the tables be removed and replaced with desks, but this has not happened.
Elementary School Teacher	I'm honestly happy that the majority of my students are face to face. That said, I still have one class that is over 20 students on the roster, which is the capacity I can handle in my room without less than 3 feet between students. I'm nervous about where student 21 will go if we have another learning model change.
Elementary School Teacher	Social distancing
Elementary School Teacher	Spacing 18 students in a small room is difficult.
Elementary School Teacher	It is becoming more and more difficult to social distance with each additional student. If i receive even one more student it will be impossible to keep the students at a distance of three feet apart. We have gotten to a place now where there is no difference in the classroom this year in comparison to previous years. I am also

	frustrated that we are only looking at Covid safety and not looking at any modifications in teaching/learning for our young children who missed 1/2 a year or more of school, but still have the same expectations as prior years. This is even more an issue with those students who have come in later in the year. Some have not been in school since March... and it shows!!
Middle School Teacher	Not enough room to maintain social distance. Lack of enough wipes to sanitize between class periods.
Elementary School Teacher	Gets harder to social distance with more students in the class.
High School Teacher	As more students switch to F2F, my ability to distance students a full 6 feet has been reduced.
Elementary School Teacher	My concern is that I can't really social distance.
Elementary School Teacher	Classrooms are too small for 17 students but don't want to be hybrid
Elementary School Teacher	Distancing accommodations
Middle School Teacher	Students and parents have been encouraged to come back to campus.
High School Teacher	No time to prepare, children do not follow guidelines.
Elementary School Teacher	I have 22 students in each of my classes. There is no possible way to social distance in class, during specials, or in the hallway.
High School Teacher	Students are able to return weekly on Mondays now if they have called guidance the previous week.
Elementary School Teacher	Students are returning from the virtual model
Elementary School Teacher	Cannot socially distance,
Elementary School Teacher	I am concerned with how I will be evaluated, particularly with student testing. I don't have many of the students that I started with. Also, whenever face to face students quarantine at home, I am expected to teach them online even though they are not my students. Then, the other teachers ask me to give them the results of their online work. This adds to my workload and is confusing while taking attendance.
Middle School Teacher	Students are returning weekly.

Elementary School Teacher	Balancing grades k-4 with self contained students. Making sure I teach standards for 5 grades. Limited resources online. Had to buy resources out of my pocket for launch Ed.
Middle School Teacher	I am running out of room to seat these students properly distanced. I am a science room and students door at tables. I only have 7 tables and I can't keep all students 3 feet apart with 3 or more students per table.
Instructional Coach	My rosters for the vacancy I covered contain students who have never been at our school but theyre still in Skyward. Or students who have not "returned" since Q2.
Elementary School Teacher	Even after deadlines, if a parent requests to return they are allowed. Numbers of f2f already in the classroom are not cared about or taken into consideration. Teachers are not part of the discussion.
High School Teacher	My classroom is small and there can't be much social distancing. I am expected to walk around the classroom to check the students are on task.
Elementary School Teacher	I have 24 students. Several behavior issues, students who constantly remove their mask, students who come to school sick, and parents who refuse to get them, so they are sent back to class and return to school the following day.
High School Teacher	None
High School Teacher	none
Middle School Teacher	Too much work, creating digital curriculum is time consuming, no support, no streamline or elimination of responsibilities with the added workload. Basically I'm do the work of 3 full-time jobs but barely getting paid for 1.
High School Teacher	The rosters change without adequate notice of new students arriving face to face- at semester change we were not able to know who would be face to face until the first day of classes due to SKYward grade issues
Middle School Teacher	More students means less social distancing. Almost impossible to account for student participation both in person and virtually at the same time.
Social Worker	It has been difficult for kids to social distance in classes and cafeteria, most schools I serve are back to 70-80% capacity, if not higher.
Elementary School Teacher	I cannot safely maintain social distancing I do not have enough PPE to clean everyday

High School Teacher	I have 12 desks. Any additional students will need to sit in the POD right outside my classroom to maintain social distancing.
Middle School Teacher	I had to get more desks and remove furniture in order to accommodate new students.
High School Teacher	No concerns, I am able to keep students 6ft. apart.
High School Teacher	My F2F numbers started increasing slowly in the 2nd 9 weeks and I have to edit my seating charts weekly ! Failing students assigned to Launch Ed were told to come to school F2F, which has increased our F2F numbers as well as new students.
Middle School Teacher	Classes are increasing and there is not enough room to keep them apart in some of the classrooms
Middle School Teacher	<p>I will have classes of 2 f2f, but classes of 16 and 18 f2f as well. When asked if I could move some students around to even the numbers, I was told that it wasn't possible. Other teachers on campus have this issue as well.</p> <p>In my largest f2f classes, the students are barely 3 feet apart.</p>
Social Worker	Not sure if it is because of Covid and students falling behind but many parents have requested a piece for the student students. My caseload is extremely high.
Middle School Teacher	Can not safely social distance students. Crowded hallways, masks not kept over nose and mouth,
Elementary School Teacher	I requested to teach only virtually due to health concerns.
High School Teacher	Not enough room for social distancing.
Middle School Teacher	I am concerned that numbers of COVID cases are increasing while the number of students are returning. The students are not following CDC guidelines
Middle School Teacher	Finding space and balancing face to face and virtual teaching at the same time
Elementary School Teacher	I am in a small room with no windows. The number of face-to-face students continue to increase to the point that I do not feel safe.
Middle School Teacher	Keeping social distancing is one of my concerns.
Middle School Teacher	Spacing. Transmission. Safety
Elementary School Teacher	I have too many students to safely socially distance in my classroom. Also, the way we are spread out, the kids can't see the board.

High School Teacher	F2F seems to be increasing each week.
Middle School Teacher	I am concerned that students are in the courtyard hugging each other with their masks down with no consequence other than sometimes admin or a teacher will ask them to pull up their mask. The announcements sound like tough talk, "wear your masks correctly or you will be sent home" but I still see many students every day with their masks down below their chins. When directed to pull their masks up, almost all will comply. Social distancing is not practiced at dismal or between classes.
Elementary School Teacher	Students coming in are constantly changing and new students coming in are very low needing much direction.
Middle School Teacher	Class sizes are not very level, and some classes are large and I will soon run out of seats to socially distance students.
Middle School Teacher	My principal is doing an amazing job of trying to keep safety and morale at the center of her decisions. However, her hands are tied when it comes to the amount of students on campus at any given time. Now teachers have 0 autonomy in the classroom decisions AND 0 autonomy to keep ourselves' safe.
Elementary School Teacher	Social distance in class by 6 feet apart it's not granted.
CTE Teacher	You can't social distance students with more kids on campus.
High School Teacher	We are now allowing F2F students come and go as they please between F2F and online. And the District wants teachers to mark students present if they are F2F but attend online.
High School Teacher	Because students have the option to return at any time, some parents have decided it is better for student learning if their kids go to school physically. The students' work habits have not improved whatsoever in F2F
Elementary School Teacher	Students being added need lots of support and it's difficult to do alone. I have 11 ELLs and 3 ESE students. I have a total of 18 students with lots of behavior, emotional, and focus issues.
Guidance Counselor	Scheduling is difficult when more students are f2f because you try your best to keep the class sizes low.
Guidance Counselor	Scheduling is difficult when more students are f2f because you try your best to keep the class sizes low.
Elementary School Teacher	Been told to take over ESOL CCT with no training and little guidance and no meeting to discuss
CTE Teacher	Students can come back whenever they want, the district and school does not stick to what they say about the deadline.

Middle School Teacher	Not able to social distance in my classroom due to the class size.
Elementary School Teacher	They want to give me the maximum number of students. There's no way I can fit 20 students safely. Not enough space to accommodate them following the safety guidelines.
Middle School Teacher	The # of students increased making it very difficult to social distance.

Has your administrator or immediate supervisor provided professional development or training on COVID-19 related plans, procedures, and policies?

Related Comments

POSITION	COMMENT
Middle School Teacher	She showed us what she has to do when there is a positive case.
Middle School Teacher	We have received guidelines thru email but no PD that I recall
Elementary School Teacher	Our admin keeps wanting to have face to face meetings with social distancing. This makes it extremely difficult to say "I am not comfortable" when it is insisted upon. These meetings STILL have several people on Teams, so the sound issues are a nightmare.
Middle School Teacher	We had meetings to address this at the beginning of the year. Updates have not been provided in months.
Middle School Teacher	At the beginning of the year.
Elementary School Teacher	I firmly believe that our administrators are doing the best they can with what they have.
Middle School Teacher	It was provided at the beginning of the year, but not since all teachers were required to return to campus.
High School Teacher	Not "training" per se, but my assessing admin is able to answer questions on things like attendance policies for F2F students
Elementary School Teacher	No training related to Covid-19 at all.
Elementary School Teacher	No training related to Covid-19 at all.

High School Teacher	Pd at the beginning of the year. Should be ongoing.
Middle School Teacher	My admin is awesome.
Elementary School Teacher	Not that I can immediately remember
High School Teacher	Just protocols covered in faculty meetings or emails.
High School Teacher	Not sure what you are really asking here...
Elementary School Teacher	I
Elementary School Teacher	Not since the beginning of the year.
Middle School Teacher	Most questions were answered with "at the teacher's discretion".
CTE Teacher	Unless regular faculty meeting lectures count
Elementary School Teacher	Yes, these were reviewed again in Q3 when we returned. It was a review of existing procedures and we had to submit updated seating assignments for the classrooms, centers, lunchroom, and morning / afternoon dismissal .
Elementary School Teacher	We have cases every day of kids with Covid but classrooms are just scrubbed down classrooms are not shut down teachers are not sent home to get Covid tests it's a vicious cycle because it's a kid in your class has Covid and he gets it to someone else in the class and they don't get tested then you don't get rid of it.
Middle School Teacher	I feel that policies are always changing and the teachers are not being updated on them.
High School Teacher	OCVS
High School Teacher	Some announcements. I wouldn't call it training.
High School Teacher	There was something at the beginning of the year, but not really.
Other	Directed to the district website
Elementary School Teacher	Once at the beginning of the year, but very few people are following the rules and admin is not holding people accountable.

High School Teacher	Only about 2 administrators are even friendly enough to talk to us
High School Teacher	Minimal attention to the severity of covid
Speech Pathologist	The SLP Department has an extensive Distance Learning Handbook.
Elementary School Teacher	I have Not heard of any pd for COVID.
Elementary School Teacher	Once back in august
CTE Teacher	It's the wild wild West
Middle School Teacher	We haven't had any development or staff meetings to discuss any issues or concerns.
High School Teacher	NO - one short PP presentation lasting less than 5 minutes during orientation was the only training we received.
Elementary School Teacher	Only by email. He never does meetings.
High School Teacher	Limited, but yes
Elementary School Teacher	I was moved to f2f later in the year.
Middle School Teacher	Very quick to answer any questions or send an email out regarding this.
Elementary School Teacher	Yes we had one training at the beginning of the year.
High School Teacher	I don't know, I don't was hired late
Elementary School Teacher	At Independence I was not given any information.
Elementary School Teacher	Just to notify her, the principal via cell phone and school phone and email.
Testing Coordinator	Faculty meeting update
High School Teacher	In faculty meeting only.
Elementary School Teacher	Admin no longer requires teachers to physically distance students in classrooms or cafeteria. Teachers who have returned to pre-

	COVID operations are deemed righteous/superior educators to those exercising caution.
Middle School Teacher	Only in the beginning of the year before students arrived on campus
Elementary School Teacher	My administrator has been supportive during the entire Corona situation. She has been 100% supportive of everyone from what I can see. I feel she does her best to see that all regulations are met, and knows how hard people are working.
Middle School Teacher	There seem to be none in place. Students were told at an assembly which was my first awareness at an attempt but nothing is enforced.
High School Teacher	Not to my knowledge
Elementary School Teacher	We get emails about procedures.
Middle School Teacher	I “think” we had one in August. But definitely not after that.
High School Teacher	Just at the beginning of the year
High School Teacher	Not training, but written steps about it
High School Teacher	At the beginning of the year but everything since that comes from the district is sent by email or call.
Guidance Counselor	They’ve sent out all the emails.
Elementary School Teacher	Asked to read the updates
Elementary School Teacher	I feel like teachers who were face to face from the beginning received more information/training than teachers like me who came back for 2nd quarter.
Elementary School Teacher	Very beginning of year
High School Teacher	I have no idea what the policies and procedures are related to COVID in the sense of what happens when the school is informed. I was asked for my seating chart once, but had no other contact until I received an email one of my students was switching to Launch Ed for 14 days. Very upsetting.
Elementary School Teacher	I can’t remember so I’m not sure.
Elementary School Teacher	We have had no formal training or meeting on what teachers should do if they are exposed to COVID in their classroom.

Middle School Teacher	Not sure. Transferred mid year.
Elementary School Teacher	the unrealistic plan offered by the district? yes.
Elementary School Teacher	Don't know.
Elementary School Teacher	Just look at the manual
Middle School Teacher	Perhaps at beginning of year, but honestly cannot remember.
Other	I can't remember
Elementary School Teacher	At the very beginning of the year, yes.
High School Teacher	I was totally expecting some training about safety procedures, but instead it's "business as usual."
High School Teacher	In faculty meetings it is always addressed
Middle School Teacher	We have received PD but all of it has been garbage.
Elementary School Teacher	Our professional developments have been on SEL. we were given the opportunity to voice our opinions of this year and my principals response was that we were being dramatic.
High School Teacher	We might have had something during pre-planning but I don't remember
High School Teacher	Only when and how to call out. And told not to schedule appointments or trainings on Mondays or Fridays as they are hardest to fill.
Elementary School Teacher	That was only at the beginning of the year. There has been no other trainings.
Elementary School Teacher	At the beginning of the school year
Elementary School Teacher	Possibly in some other meetings that I do not attend.
Middle School Teacher	Not since preplanning
Elementary School Teacher	We have never had any training or PD on how we will handle Covid plans, procedures, etc. The communication this year is awful. We never know what's going on. The only info we get re: Covid is the automated phone call everyone gets.

High School Teacher	Yes, our wonderful, vibrant and experienced Principal Mr. Johns and his chosen Assistant Principals are working diligently to pass on to the Teachers, Staff and Students information from the Federal, State and Local Governments. Of course there is a Lag time in reporting and as a responsible level headed adult, this to be expected.
Elementary School Teacher	We had a meeting at the beginning of the year but I wouldn't really call that a training.
Elementary School Teacher	We had no direction at all.
Middle School Teacher	All the information is clear. They are working very hard and they are trying to do the best they can.
Elementary School Teacher	Not since pre-planning
Elementary School Teacher	Sometimes
Elementary School Teacher	I'm not sure. Everything is done thru emails.
High School Teacher	We were told about policies I. The beginning of the year but that is it. They no longer take teacher temperatures when they come in.
Middle School Teacher	However they want face to face in regular groups which is not safe and the having students write on paper. It is not safe!! I am not putting myself at risk any further. I do not want to die!!We also have to meet f2f with your PLC twice a week and now every other week as a department f2f. It is not safe!
High School Teacher	There have been no updates since preplanning
Middle School Teacher	My administration thinks Covid is a way for teachers to get more time off.
High School Teacher	I don't remember seeing this. I was out a few times in August and it may have occurred.
CTE Teacher	I was written up & given a negative on Domain 4 regarding a drill because, I kept my 4 students safe in my room instead of taking them to a room where 50 other students would be, exposing them to others in a large number. On the next such same drill we were instructed to keep students in room.
Elementary School Teacher	Emails
Elementary School Teacher	When someone in our class gets covid we are not given any instructions. No students or parents are given information about their child being in contact with someone with covid.

High School Teacher	I honestly think this would be a waste of time to force professional development.
Middle School Teacher	Yes, both nothing since the initial meeting we had at the beginning of the year, and reminders to keep our seating plan updated.
High School Teacher	Idk
Middle School Teacher	She has been extremely transparent.
Elementary School Teacher	Asked to not open windows because of mold
High School Teacher	Was this a thing?
High School Teacher	During pre-planning
Elementary School Teacher	No training or info on Covid procedures. Teachers find out what to do when it happens in their room.
Elementary School Teacher	It was a training where we knew she was going through the motions, but wasn't going to enforce it.
Middle School Teacher	We were told what is supposed to happen. But, it seems like admin is also in the dark.
Elementary School Teacher	We get an e-mail and get told some things, but not direct training.
High School Teacher	I sent an email with questions and she referred me to the administrator in charge of the protocols.
High School Teacher	I really do not remember.
High School Teacher	General updates are shared every couple of months via virtual staff meeting
Middle School Teacher	Not really training per se, more like this is the procedure. However, when a student has been identified as testing positive with covid-19 the "additional" phone call sent to those that may have been more directly exposed does not give instruction on what you should do because of close contact. It just says that tracking is being done, but there is no follow up information. A student comes back after the new 10 days out, if... they are symptom free, not retested. We are now having to trust that they are symptom free without the aid of medication to help be free of any fever.
Media Specialist	We had a F2F meeting with individuals from the county! It should have been COMPLETELY. virtual! How ironic!!

Elementary School Teacher	Oak hill Ele
Elementary School Teacher	I was on maternity until November
High School Teacher	Nothing has been given for training for us.
Elementary School Teacher	Plans May have been made, but not communicated with all staff.
Elementary School Teacher	Not that I can recall. Maybe earlier in the year it was mentioned?
Elementary School Teacher	We receive detailed updates as necessary.
Elementary School Teacher	No... just referred to CDC Guidelines and FL Health Depart.
High School Teacher	During pre-planning week
High School Teacher	There was a meeting at the start of the school year.
Elementary School Teacher	Keeping seating chart, mask requirement, no eating in the classrooms.
Middle School Teacher	I can't remember
Elementary School Teacher	I DO NOT want a required training.
Elementary School Teacher	Very little on this, mostly at the beginning of the year.
Elementary School Teacher	It was mentioned once at the start of the year but we have had no PDs on it since.
Middle School Teacher	I am not sure what is meant by Covid-19 related plans.
Elementary School Teacher	At the beginning of us arriving after the pandemic. Just that one time on Teams or Zoom, I can't remember which platform. It was brief 5 minutes or less and never repeated. We don't get information on a transparent way
Elementary School Teacher	Not recently, only at the start of the year.
Other	Yes, but through ineffective Canvas

Middle School Teacher	I think we had some short instructions at a faculty meeting.
Elementary School Teacher	Maybe some emails-?
Middle School Teacher	We have been updated about safety policies, but not specific PD
Elementary School Teacher	At the beginning of the school year
High School Teacher	We are just given memos
Elementary School Teacher	Early on
Elementary School Teacher	It doesn't feel like it's actually helped.
Elementary School Teacher	Only during preplanning.
Instructional Coach	Only at the beginning of the year. No whole faculty meetings have happened addressing this since then.
High School Teacher	Maybe? If so, it wasn't remarkable.
High School Teacher	It seems that our school policies regarding social distancing in the classrooms, has become lax and not being enforced.
CTE Teacher	Just pointed to a plan laid out by the district, like a blanket order, one size fits all
Middle School Teacher	We were told to read the documents sent by the district, then they were summarized.
Elementary School Teacher	Not applicable
Middle School Teacher	If they have it has not been done since pre-planning. There have been no updates
Elementary School Teacher	Only meetings at beginning of year.
Middle School Teacher	The only thing I have seen are the emails from the district on procedures, and announcements on where to obtain PPE on campus.
Guidance Counselor	The administrator did a training earlier in the school year, but none since.
CTE Teacher	We had one powerpoint and one meeting over it

What would make you feel safer?

POSITION	COMMENT
Elementary School Teacher	Small class sizes
Elementary School Teacher	Staggered dismissal.
Elementary School Teacher	My coworker wearing her mask would help. She finds ways to have it down all the time even when she is teaching face-to-face.
Elementary School Teacher	More social distancing,, more cleaning
Elementary School Teacher	Less students Face to Face and for students to have consequences for not wearing their mask.
Elementary School Teacher	Smaller class size. Mask offenders are sent home.
Speech Pathologist	Mask compliance
Middle School Teacher	Smaller F2F class sizes
High School Teacher	The only way I would feel safe is if I was working from home.
Middle School Teacher	My room doesn't have space and the ventilation (air conditioning/ heater) is not good. My room was at 69 degree with the temperature was very cold. I suffered . I had to stay all day long in a very cold environment. I complained .
Elementary School Teacher	Working remotely in the safety of my home.
Elementary School Teacher	More detailed cleaning of the classrooms.
Elementary School Teacher	More Lysol spray, one-strike you are sent home for mask violations, LESS STRESS FROM DISTRICT "LEADERS" DOING CLASSROOM WALKTHROUGHS. I hate having ANYONE that isn't me, or my kids, enter my classroom with all of their germs, bacteria, and possible virus spreading.
Middle School Teacher	Provided n95 masks daily. Balanced classes where we could stay apart
Elementary School Teacher	Being at home. The kids don't care. They say things like "I don't have COVID" and don't wear their masks properly on purpose. Not schools fault.

Middle School Teacher	Less students, actual quarantines of people exposed to COVID, consistent cleaning of classrooms, working from home until our #s go down.
Elementary School Teacher	If I could teach LaunchEd from home without being at risk for exposure.
Middle School Teacher	Much smaller class sizes, proper social distancing, EVERYONE following mask protocols (custodians, workers on campus, students, teachers, principal, etc), high/higher risk individuals staying at home
Elementary School Teacher	Teaching from home or getting the vaccine
Elementary School Teacher	More distance, less crowding in common areas
Middle School Teacher	Less student traffic between classes.
Middle School Teacher	If all teachers got the vaccine
High School Teacher	The district finding vaccines for immunocompromised teachers who are working with F2F students - especially for special education teachers, who frequently have to get closer to students and work in smaller distance. Providing vaccines for teachers over 65 just hits a group that was already being vaccinated.
Elementary School Teacher	A smaller class size
Psychologist	Different from site to site.
Elementary School Teacher	If custodians would clean daily. The excuse is always given that a custodian is out or there isn't enough coverage however even when we are fully staffed there is no accountability for the work they do.
Elementary School Teacher	Better cleaning, more transparency, and being given a choice.
Elementary School Teacher	N/a
Elementary School Teacher	Mask enforcement for students and colleagues. Cleaner classrooms and bathrooms
High School Teacher	Small class sizes, a better notification system for all cases especially before person returns to campus. Last week I had a +student come to my class who wasn't cleared. I later was scolded for not letting him in class and was notified he was cleared.
High School Teacher	WORKING FROM HOME!

Middle School Teacher	Actual cleaning and reporting case
Elementary School Teacher	Less students
Guidance Counselor	I am fine with the steps that have been taken.
High School Teacher	Getting the Vaccine and being able to do half days at the schools I'm assigned to until I get the vaccine.
Elementary School Teacher	Transparency, people over data. Pushing for small group instruction when we are in the middle of a pandemic because they are worried about closing learning gaps is ridiculous. We need to worry about how to socially distance the kids in the cafeteria- how to separate them in the hallways- not how to crunch them together for small group instruction.
Elementary School Teacher	Daily or at least weekly rapid testing at worksite. Specially if you see multiple student groups (PE, art, music, librarian, coaches). More custodial staff. We have 3 and you can see they are tired. Include poor fitting mask as a mask violation. Students come with masks too big or too small for their faces.
High School Teacher	Admin cracking down on mask violations, especially not covering their noses
High School Teacher	More transparency in data and faster contact tracing done by OCPS / OCPS taking responsibility for this and closing/quarantining at individual schools to metrics rather than everyone passing the buck.
Middle School Teacher	If cases of quarantined students or those exposed to Covid-19 were honest. If coaches and administrators didn't make people feel like that they have to meet in person. I know of several people who have been asked to meet in person because it was too much trouble to send a link for a virtual meeting.
Psychologist	Fewer people in the building, mask compliance, consequences for those who blatantly violate safety policies (eg staff members gathering and eating buffet style in a front office area with masks half on or not on) having the schools be visibly cleaned would help me feel more safe, admin setting examples instead of violating safety rules themselves (we are always told to advise building admin but sometimes they are the ones with no masks, eating in groups without masks on etc) Schools are pushing for F2F meetings. Makes itinerant personnel uncomfortable when they are the only ones enforcing the safety guidelines of online meetings (unless not possible which is rare)
Middle School Teacher	Vaccination!

Middle School Teacher	Students being consistently required to cover their noses with their masks!!
Psychologist	Provision of additional ppe supplies, such as wipes. Sanitizing spray. N95 mask.
Psychologist	The ability to work from home for report writing or all day meetings.
Elementary School Teacher	Cleaning, more transparency, and more leadership to promote safety
Elementary School Teacher	Cleaning, more transparency, and more leadership to promote safety
Guidance Counselor	Not having lunch duty
Elementary School Teacher	Smaller class sizes
Elementary School Teacher	I tried to teach from my classroom several times but I had to bring my two kids to my classroom and I did not feel safe bringing them to school. This is why I prefer to teach from home.
Elementary School Teacher	Smaller class size. Being able to get the vaccine.
High School Teacher	Not having to be at door before each class starts when every student passes by me to get in my classroom.
Elementary School Teacher	Teaching from home, every teacher following and enforcing mask rules at all times, parents sending students with masks that actually fit and dont fall down all day
High School Teacher	Working remotely, ADA accommodation
Middle School Teacher	Smaller class sizes, less crowded hallways and having the Principle not make fun of people for wearing masks.
High School Teacher	Top- notch air filtration systems and filters
Psychologist	Better enforcement of mask wearing
High School Teacher	Less face to face students. But unfortunately this is up to the parents. It isn't the school's fault.
Media Specialist	Being at home
High School Teacher	Smaller class sizes
Middle School Teacher	Getting the COVID vaccine.
Middle School Teacher	Not working in a building with 600 students, plus staff on a daily basis.

Middle School Teacher	Having our third teacher come back to onsite education - she would need a vaccine.
Elementary School Teacher	Lower number of f2f students in the classroom, students having to adhere to mask wearing, cleaning and sanitizing the campus as it is supposed to be
Elementary School Teacher	Knowing that my room was cleaned more than once a day. Before more students came back on campus for the 2nd nine weeks our rooms were cleaned twice a day, since then it is only cleaned once a day. Rooms are only vacuumed once a week.
Elementary School Teacher	Smaller class sizes, less student transitioning, increased communication regarding positive cases, and vaccinations.
Elementary School Teacher	Teaching at home. A school setting is not safe right now. Reduce class size to under 8. I was able to social distance with 8 students.
Elementary School Teacher	Teachers getting vaccinated. Students having to quarantine that sit next to/near a student that tests positive or has a family member test positive. Faculty continuously being reminded that masks must stay on and over their nose when around others inside or closer than 6 feet apart. Students not being allowed to eat breakfast in the classroom if they are late to school.
High School Teacher	Teach from home
High School Teacher	Teaching from home. These kids are oblivious to the dangers and carry on as normal— with the exception of wearing ill-fitted masks.
Elementary School Teacher	<p>All teachers need the vaccine--specially those who are 65+ or have ADA paperwork. Since there is not weekly testing of teachers and students, this is imperative for our safety. Students are being sent to school when members of their household have tested positive for COVID, only to find out days later that the student also has tested positive.</p> <p>Students come to school not feeling well and are sometime given Tylenol to mask fever or symptoms.</p> <p>We need the vaccine and should be considered as essential employees. We were considered essential to open the economy back in August, but not essential enough to receive the vaccine. This is total disrespect and disregard for our safety. I understand that the elderly need the vaccine, but those who can shelter in place and who are not in a setting with large community groups are able to continue safe practices.</p>

Middle School Teacher	Being able to teach from home.
High School Teacher	Going virtual ; mask enforcement; more signage about social distancing; more administrative support on masks/social distancing
High School Teacher	Teaching from home
Elementary School Teacher	Less students in the classroom
High School Teacher	Schoolwide Covid testing on a regular basis.How can we ensure safety for all if we have unknown positive cases on our campus? Asymptomatic spread a my greatest fear teaching in person.
Elementary School Teacher	Smaller class size, students with sick family members staying home, more strict enforcement of proper mask usage with students.
Middle School Teacher	The vaccine or fewer students F2F.
High School Teacher	The district should consider alternative schedule until Covid 19 infections subside. MWF/T TH alternate schedule. Hallways & common areas are packed now with only 50% of population back on campus.
Dean	Adding additional lunch shifts are more supervision.
CTE Teacher	I already contracted the virus back in November from one my F2F students
Elementary School Teacher	Less F2F and more support from parents about keeping their kids home when sick.
Middle School Teacher	More social distancing among students during passing and other times when they are not in my class.
Middle School Teacher	Less face-to-face students and transparency with quarantines/positive cases.
Elementary School Teacher	If students and staff followed mask rules constantly. If there was a way to teach socially distanced.
Guidance Counselor	If the Covid vaccine was provided to all of us, not only staff over 65
Middle School Teacher	Working from home.
Elementary School Teacher	Less students in the classroom and no hands on activities where students are sharing supplies.
CTE Teacher	Fewer face to face students at once. Actual follow through for students who don't wear masks properly
Elementary School Teacher	Teaching from home

Middle School Teacher	Unsafe is highly underrated
Middle School Teacher	Enforcement for wearing masks, and restructured rosters so teachers with accommodations can work from home.
Elementary School Teacher	If we were following all the guidelines. If I wasn't required to do breakfast duty. If students were wearing masks properly. If our admin wasn't lying about cases
Elementary School Teacher	Consistently cleaning of the school!!!
Elementary School Teacher	Smaller class sizes, diagrams or support on how to properly set up a classroom, and support for those students that don't want to follow the covid guidelines of social distancing and mask wearing.
Elementary School Teacher	It would make me feel safer if we could find a way to protect ourselves and not worry so much about our school scores. Our admin does their best to put our needs first but at the end of the day the district is concerned with scores and they're putting pressure on us so we have to make accommodations that violate social distancing to appease the district. Everyone seems to think that if you disinfect the surface area you're fine but it's the germs in the air that everyone is scared and the students passing each other to go to specials and the number of students coming to school increasing there should be other accommodations made district wide instead we're trying to run a school like there is no pandemic. Again my admin is doing the best that they can but there are certain things that they're tied with as well.
Middle School Teacher	Possibly having a bigger space and being given Lysol spray
Middle School Teacher	Contact tracing followed with fidelity, leadership needs to get all of the adults to agree on protocols. Only then can the kids follow. Its chaos.
Middle School Teacher	We have been having a lot of fights on campus and kids are slipping when it comes to masks. They really don't follow social distancing rules.
Instructional Coach	More space
High School Teacher	If the health department actually considered shutting down schools (they won't). We have had 30-33 official positives since coming back from break but no quarantined and schools still open and more kids switch to face to face every day. If it's that out of control the health department/ school board/ state needs to do something to slow it down and not just ignore it.
Middle School Teacher	Not having students in the school, or having enough room to social distance students. Also would love if admin enforced the mask

	rule and if students get written up for mask violations, that punishment or removal from school is actually followed through.
Middle School Teacher	Less students
Elementary School Teacher	Working from home.
Elementary School Teacher	Working from home. Teachers being prioritized for vaccines.
Middle School Teacher	More cleaning, more transparency.
High School Teacher	Plexi glass, open the windows, and have less F2F students.
High School Teacher	The dashboard regularly shows cases that we don't get calls about. Quarantines have been shortened. We just need transparency!
Elementary School Teacher	Clean hallways and school area, transparent communication and contact when there is a case. No rotating or switching classrooms where students from other classes are coming into my own.
Middle School Teacher	Teaching from home
Elementary School Teacher	Thoroughly cleaning the school. One teacher has had a pencil on the carpet for over 3 months. If the carpet was vacuumed, the pencil would not still be on the carpet.
Elementary School Teacher	The students have a hard time social distancing. They often have their masks off at PE. In the cafeteria, they turn around and talk to each other with no masks. Several students wear masks that fall off their nose daily.
High School Teacher	Teaching from the safety of my home. Proper cleaning of rooms, and high contact areas. Enforcement of mask protocol.
Middle School Teacher	control the amount of people attending at one time
Middle School Teacher	I am moderately concerned.
Elementary School Teacher	If I taught from home
Middle School Teacher	If staff were properly informed of active quarantines within my own classroom. If the cleaning procedures were actually effective, instead of used as a fail safe AFTER a student is suspected to have been sent home.
Middle School Teacher	- Limit the number of f2f students - Contact Trace ...not whatever it is the district is doing

Elementary School Teacher	Smaller face to face classes
High School Teacher	A plastic guard around my desk
Elementary School Teacher	Being at home with such a high positivity rate in my county.
High School Teacher	Social distance and that all students have their masks up. Students choose to be face to face so they must follow rules, if they don't they should be sent home since they are putting everyone around at risk.
Middle School Teacher	Smaller class sizes.
Dean	Adding a 4th lunch to help with social distancing during lunches.
High School Teacher	If anyone acted like they cared? If I wasn't surrounded by science deniers? If I was allowed to teach from home? If someone at the district level could turn their brain on for the first time this school year and stop trying to please our creationist, moron governor?
High School Teacher	Working from home!
Middle School Teacher	Remove students who do not mask correctly and place them in Launch Ed, for one. And more wipes!!
CTE Teacher	More cleaning, more disclosure of cases on school.
Elementary School Teacher	The cleaning is a bare minimum. The stairwells are always dirty. The bathrooms are constantly dirty, seems to be cleaned every other day. I have gone days without paper towels in my room.
Elementary School Teacher	N/A
Elementary School Teacher	Working from home until all staff, students and parents have been vaccinated. Then, everyone continuing to wear face masks until there are no more Covid-19 cases.
High School Teacher	Less kids on campus
Elementary School Teacher	Classes quarantining when there is a positive case immediately. Classes typically don't quarantine Until days or even a week after a positive case, which exposes any one that has been in contact with them.
Middle School Teacher	Knowledge
Elementary School Teacher	More space in the classrooms, windows that could be opened, bathrooms not shared with entire hallways (students and staff)

High School Teacher	less f2f students, better ppe and more distance between students
Elementary School Teacher	<p>Honestly, in order to do my job, my complete safety is not possible. It is impossible to teach kids, without walking near them, getting close to them to help them with some thing, etc.</p> <p>I am grateful for the masks, and I feel that they make a difference for all of us.</p> <p>I would feel safer, if families were a little more responsible on their exposure when they are not at school.</p>
ESOL Compliance	Administration be strict with ALL students and staff, not just those that are behavior concerns. Actual cleaning of offices, not just emptying trash cans. I want to work from home.
Elementary School Teacher	I would feel safer if I didn't have to come into the school building to teach.
High School Teacher	If adults wore their masks correctly. Yesterday a campus Union AR entered my room, asking me to unlock the teacher bathroom. The AR was not wearing a mask, and only belatedly pulled their tshirt up to their nose. Later, the bathroom was left ajar where students could access it. I expect better from my fellow ARs.
Middle School Teacher	Teaching from home
Nurse	If quarantines were issued the same day that positive cases are identified in our school. At present I've noticed quarantines aren't issued until approximately 24 hours after positive cases are identified. This allows for students/ staff who have been exposed to continue being on campus potentially exposing others.
High School Teacher	School provided screen barriers for teachers. Thermometers for all teachers. Random temperature checks.
High School Teacher	Being home
Elementary School Teacher	Everyone having the vaccine.
Psychologist	Availability to safer, more effective masks and speedy vaccination.
High School Teacher	Spread kids out more or rotate days
High School Teacher	Less students in rooms or actually going into quarantine when there is obvious spread on campus. We feel like information is being held to make things not seem as bad
Psychologist	I usually feel safe because I am able to "hide away" in my assigned office space away from others. I feel for teachers, especially at the

	secondary schools, where the students do not follow CDC recommendations in their daily lives (whether it be on school campus or off).
Speech Pathologist	More custodial staff. Sanitized rooms/bathrooms. Knowledge of positive cases in the school BEFORE I have possible exposure (ConnectOrange calls). District supported plan for impaired students that regularly violate the mask and social distancing mandates.
High School Teacher	N95 masks. Face to face OR Virtual. Not both.
Elementary School Teacher	Less students in the classroom, less crowded areas. My students eat in the halls and in the cafeteria close together with no mask and they are Constantly close to each other.
High School Teacher	Vaccination would certainly be a priority. This is a pandemic and exposure means risk. No students in class is a detriment either, the goal is to manage a lose-lose situation the best.
Elementary School Teacher	I am launch Ed. I feel uncomfortable when I need to go to school. I prefer to teach from home.
Social Worker	Less students on campus.
Elementary School Teacher	Enforce mask wearing, smaller class sizes, student illness being taken seriously and reported.
Middle School Teacher	Not having 25 students stuffed into my f2f classroom
Elementary School Teacher	Actual social distancing
Middle School Teacher	I don't know that anything could make me safer in a classroom.
Elementary School Teacher	Enforcement of mask wearing in every setting
Elementary School Teacher	Stay home until Covid is under control
Middle School Teacher	Less students in our class
Elementary School Teacher	Be more spread out, and always have masks on!
High School Teacher	Vaccine :) accurate and current case information
Elementary School Teacher	Smaller class sizes/less movement of students on rosters
Elementary School Teacher	When a student is positive let the teacher know. My students are ESE and it's a struggle to wear masks.

Psychologist	As an itinerate I work with students from a variety of grade levels. I would like to know the grade level(s) of recent positive cases so that I can work with a student in a different grade level when I am on campus or if I worked with a student from the evaluation identified grade level the previous week, I can determine if I feel I need to be tested. I'm not asking for names of students or teachers just grade levels.
High School Teacher	Vaccinations, being able to teach normally again! Not being able to properly interact with my students has made this year tough and stressful! Teachers need to be vaccinated as do students so we can get back to teaching in a meaningful and connected way!
Psychologist	More enforcement of appropriate mask-wearing by students. I would also like to see all staff wearing masks appropriately, discontinue unnecessary in-person staff meetings/activities, have rooms cleaned daily and more thoroughly; provide disinfectant spray to us, allow psychologists to work from home when they don't have a direct need to be on a school campus on certain days (such as when we are report writing or only have virtual meetings scheduled and no direct student engagement). Limit the number of classes at PE, and require masks even when kids are at PE or recess because they are so close to one another and even touching at times.
CTE Teacher	Cautious about the students who might be asymptomatic. A 35 to 1 risk.
CTE Teacher	Making all official faculty meetings and interactions virtual.
Psychologist	Not Sure
Elementary School Teacher	Transparency and quarantine. It doesn't seem like they are quarantining anyone.
Middle School Teacher	Consistent procedures. I am never informed from the administration about students or staff who have contracted COVID. We don't do temperature screenings. Classes are not social distances. Students struggle with keeping mask on all day
Media Specialist	Staying home
Social Worker	Not having to go there at all. The building has deteriorated and it's not safe.
High School Teacher	If we took the pandemic seriously, enforced masks, mandated that folks quarantine, and followed procedures. Additionally, I am fearful that I will get sick, several students are quarantining but I wasn't notified until they were online, and I had exposure to them before they tested positive. The students notified me, instead of

	admin, and when confronted, was told that it wasn't part of the policy because they were secondary infections, despite the fact that they tested positive.
Middle School Teacher	If Florida offered the COVID-19 vaccine to all of its teachers and other school-based staff members.
Psychologist	Better ventilation systems, sanitizer stations that are refilled on a regular basis, and increased and timely communication with itinerant staff.
Elementary School Teacher	There is no way to keep the kids apart. They are often times without mask in large numbers. I worry that positive cases aren't being handled properly.
High School Teacher	Less students
Middle School Teacher	Cleaning room, moping desk cleaned more often. The problem is there isn't enough staff to do all the work that is needed.
Elementary School Teacher	Being able to work remotely
Other	Not sharing a room with other educators, not seeing adults with masks off.
Middle School Teacher	More social distancing, more thorough cleaning, better mask wearing and better air flow.
High School Teacher	Fewer students on campus, social distancing of 6 feet in the classroom, students not wearing masks below their noses, hallways not being crowded between classes.
High School Teacher	Better tracing of cases and metrics to close for outbreaks, more district transparency
Middle School Teacher	Working from home and only bringing students face to face who have a documented need for closer instruction. Notification from admin that I was near a suspected case or positive case instead of the micromanaged way that they only contact those who are listed on the seating chart near them and only those who were in contact "less than 15 minutes." Stop forcing so many teachers in one room for PLC. Stop having faculty meetings in person. Stop pretending everything is ok.
Elementary School Teacher	better circulation in my classroom. have had facilities check it says its ok and my building is old -having more consequences for not wearing masks correctly
Middle School Teacher	Of course being able to work from home.
Middle School Teacher	Virtual learning for all

High School Teacher	More transparency from schools about numbers. Letting me know when students test positive. Receiving the COVID-19 vaccine.
Other	Not having to work with students so closely as they have to constantly be reminded to keep their mask up and not be so close
Middle School Teacher	Better ventilation, working from home, having fewer students in class.
High School Teacher	Fewer students in F2F instruction, and/or a larger classroom.
Middle School Teacher	Smaller f2f classes
Elementary School Teacher	Smaller class sizes.
High School Teacher	Supplying more PPE to the school to be distributed to teachers.
Elementary School Teacher	There is a serious lack of communication.
High School Teacher	vaccinations for all teachers and students
Elementary School Teacher	Teach virtually from home since Covid is getting worse.
Middle School Teacher	Appropriate courseload sizes. MS elective teachers USUALLY have 30+ kids in a class, and still have 25-30, so no distancing is possible. We shouldn't have this many kids under ANY circumstances.
Social Worker	Being able to Telework and having a workspace that I know Has been cleaned.
High School Teacher	Close the school when cases increase, it is not safe for we teachers and students as well
Elementary School Teacher	children following procedures, having supplies for each student to teach science
Middle School Teacher	My classroom has never been desinfectes after learning that a student tested positive for Covid-19.
High School Teacher	Teaching at home virtually during the Pandemic.
High School Teacher	There being fewer students on campus and/or teachers' location preferences being honored
Middle School Teacher	Ability to social distance, rooms cleaned and sanitized daily, offer disposable masks for all teachers to hand out.
Middle School Teacher	less students per class, accuracy on detection on covid cases. We are in the dark and information is not prompt accurate. Information is not transmitted accurately or on a timely manner
High School Teacher	Teaching from my clean home because those classrooms are not sanitized properly or at all.

Elementary School Teacher	Going back to launched
Middle School Teacher	My classroom are not clean . I usually arrive early to clean room.
High School Teacher	Smaller class sizes.
Other	Capping F2F enrollment at 50%
High School Teacher	More cleaning, better compliance with masking and consistent enforcement by all faculty instead of just a few
High School Teacher	Less students on campus who think COVID is a hoax or not serious.
Elementary School Teacher	I think the district should pay for extra protections like desk shields for the younger students. Mostly they should focus on smaller class sizes so that social distancing can be maintained.
Middle School Teacher	Being able to open my windows in my classroom
High School Teacher	Smaller class sizes.
Elementary School Teacher	More transparency. Someone has tested positive, but because of HIPA laws we can discuss who or where and a separate call will follow-up to those that may have been expose, but how do they really know if we've been expose?
Guidance Counselor	Not having F2F meetings in my office.
Elementary School Teacher	Close the schools until this pandemic is under control! We have more cases now than when we closed in March. THIS IS NOT SAFE!
Middle School Teacher	To continue to teach Launched. As it is I was forced to pick the safety of myself and my family over having a job.
Middle School Teacher	If I had less kids in my room
Elementary School Teacher	Being vaccinated
Elementary School Teacher	At Independence I felt extremely anxious. Tildenville feels much safer.
Curriculum Resource Teacher	Continuing to work from home
CTE Teacher	All students become online due to the increase number of positive COVID cases until a vaccine is available. In addition Classroom needs to be larger or reduction of students to adequately practice social distancing

Elementary School Teacher	A vaccine!
Elementary School Teacher	Being at home or having professional people carefully clean our schools. I would also feel comfortable if the district was honest about the number of outbreak.
Elementary School Teacher	I really just want the district to stop acting as if it's a normal year. Eliminating the unnecessary drills that require us to shelter in a safe space would make a difference.
High School Teacher	My classroom being thoroughly cleaned every day - right now it is only spot cleaned. I also need transparency from district and administration. There is almost no communication and any attempts at communication are vague at best with "non answers". I can't trust what I am being told because the message is inconsistent.
Elementary School Teacher	No students in my classroom.
Testing Coordinator	Being at home
High School Teacher	If COVID wasn't around. Otherwise I can deal with what is provided and going on at the campus.
Media Specialist	Closing Schools, getting the nation vaccinated, and working toward opening next school year.
Guidance Counselor	If I were able to work safely from home.
Psychologist	Larger office space for testing. Separate offices for people.
High School Teacher	If other people cared and protocols were enforced. I am told daily by my students that I am the only one of their teachers taking this seriously. I am tired, overwhelmed and exhausted.
Middle School Teacher	Teaching from home
Middle School Teacher	Administration enforcing masks and social distancing in hallways and lunch rooms, transparency about students who have saltwater positive in my class, and policies that encourage students sent home sick to get testing (I had a student who left class feeling sick, was out for more than a week and came back without ever getting tested)
Psychologist	I would like for the water faucets to stay on without shutting off every two seconds. Door handles should be constantly wiped down. Psychologists and social workers should be allowed to office from home one day per week to reduce number of employees sitting in OCPS buildings and to reduce level of exposure to virus.

Middle School Teacher	Closing the school while the numbers are still way out of control but I know that is not possible.
High School Teacher	Less students, bigger space to better social distance.
Elementary School Teacher	I am teaching from home.
Elementary School Teacher	Being online or smaller classes
Middle School Teacher	Knowing if quarantines are put in place or classroom are being switched because of possible exposure. Requiring all students that are out for multiple days get tested if its not related to a suspension and a second test t say they are COVID free if they were positive/. If someone in the students house tests positive I want to be notified because they are not testing the child/children. Knowing more quickly if someone related to the campus has COVID - not week later.
Elementary School Teacher	Working from home until receiving vaccination..
Middle School Teacher	Smaller class sizes and actual consequences for violation of the mask mandate
Elementary School Teacher	Hire more teachers to have less kids in each face to face class.
Elementary School Teacher	Nothing. Our school works to keep everyone safe.
High School Teacher	All teachers get vaccinated regardless of age.
Elementary School Teacher	Fewer students in classes.
Elementary School Teacher	Smaller class sizes. Less mixing of the students. Different time schedules for students (arrival and departure). More social distancing of the students in class.
Elementary School Teacher	To have less amount face to face students since my classroom is actually a potable.
Middle School Teacher	Consistent policies, transparency and ability for social distancing with enhanced disinfectant throughout the school.
Social Worker	For my ADA accommodations to be honored and for me to be allowed to work from home.
Speech Pathologist	Knowing where covid-19 exposure has occurred on campus.
Elementary School Teacher	Nothing really.

Social Worker	Allowing me to work from home as it was approved through the ADA office
Middle School Teacher	1. Teach from home. if that will not be an option 2. Stagger the students. Have them in non-changing student groups (ALL DAY) and stagger f2f numbers
Elementary School Teacher	I purchase my own air purifier, to appease my anxiety.
Social Worker	Better communication
Elementary School Teacher	Closing schools and switch everyone to virtual. But as we know that will not happen so give me the vaccine even though I am not 100% sure about but at least I have a fighting chance of not dying or bringing the illness home to my parents who are vulnerable due to their age and health issues. Also get rid of observations because I am getting developing or beginning. How could I teacher that has done about 15 out of 17 years highly effective to this???? I have been at OCPS for about 7 years and I think I saw developing and beginning the first 2 years because I did not know or I understand marzano. The last 4 years I have only seen applying and maybe 1 or 2 innovating. My formal of 20/21 was all developing. Seriously???? Do you know how demoralized I felt? It was like all my years of teaching, outstanding learning gains, team leader 2 years in a row, DPLC member plus SAC member did not matter.
High School Teacher	Social Distancing
Middle School Teacher	Enforcement of masks by all workers and consequences for violators (both staff and students).
CTE Teacher	Smaller class sizes. Stop open enrollment. Stop the catch 22.
Elementary School Teacher	Not having kids. Allotted cleaning time but with hybrid I don't have time between classes to clean the desks since the launch kids just sit and parents wonder why I'm not providing them attention and instead focus on the f2f kids. Sanitizing spray. Consequence for incorrect student mask wearing (visit office, office calls home, sit out recess - and I say office call home because a hybrid or even full f2f teacher doesn't have time to!)
Middle School Teacher	Stricter follow through. Consequences.
Middle School Teacher	Receiving the vaccine
Elementary School Teacher	Not sure--parent sent two students to school when parent had tested positive!

High School Teacher	Opportunities to increase social distancing, increased accountability on staff, students, parents who don't wear masks properly, increased and more streamlined PPE distribution, masks in the classroom, improved ventilation
Middle School Teacher	Administration wearing masks at all times, Proper social distancing in the hallway, accurate case numbers, accurate quarantine numbers, smaller f2f class size to allow social distancing. My students sit within 2 feet of each other
High School Teacher	Teach from home, and ALL students and teachers, staff be safe. Not having to quarantine on a daily basis, students, teachers, staff due to the increased amount of covid cases at school. Virtual for all!
Elementary School Teacher	Truth. Not loading up classes .
High School Teacher	Visual representation of rooms/areas being disinfected i.e. rooms used for Covid holding and no sign left saying it's been cleaned when that room is used to place other students in. With cases increasing it just makes me a bit more nervous in general.
Elementary School Teacher	Social distancing, smaller class sizes, daily cleaning, mask wearing that is medically approved by all (cute mask not necessarily safe for virus protection. Notification of grade leve/locationl where positive case was identified.
Guidance Counselor	The only things that will make me feel safer are getting vaccinated and if they could find an alternative cleaning product that I'm no severely allergic to. Rubbing alcohol works & that is what I use to clean my office. I've had several asthma issues since the district started using it and have had to increase my medications.
High School Teacher	Teaching launched at home.
Instructional Coach	I would like to work from home.
Elementary School Teacher	If I can work remotely only!
High School Teacher	I feel fairly safe at my school however, in this second semester we have hundreds of new face to face students. I no longer feel that social distancing is possible and that is making me anxious. It also does not help that there are not caps for our class sizes and parents are now able to switch students from online to face to face whenever they wish.
Social Worker	Compliance of mask wearing by colleagues at all times
High School Teacher	Just being more transparent.

Elementary School Teacher	Transparent reporting and real cleaning.
Psychologist	Pivoting to LaunchEd when there are a high number of positive cases. Appropriate mask wearing and social distancing.
High School Teacher	Smaller class size in F2F students.
Elementary School Teacher	I want student temperatures taken at the entrance. I also want someone to be checking for masks at the entrance. I catch 1-2 kids daily walking in the building who came without masks.
Middle School Teacher	I would feel much safer if our class sizes were smaller. My classroom is smaller than they average class size and students are added to my class regularly.
ESOL Compliance	If admin ensured all students and staff wore mask properly.
Elementary School Teacher	Smaller class sizes or help with the class sizes I have to keep kids distances. Adults modeling how to properly wear a mask AT ALL TIMES. our students won't wear a mask all day when they see adults not wearing it properly
Middle School Teacher	When we have cases at school, our classrooms NOT thoroughly cleaned, the tables and chairs are just wiped down. my school doesn't have the proper equipment to clean the rooms properly, I.e with a team who have sprayers
High School Teacher	Social distancing, children having better masks, my room has no windows so I would like an air purifier.
Middle School Teacher	School shutting down
Guidance Counselor	If the school allows everyone to quarantine for two weeks.
Elementary School Teacher	Not being on campus
High School Teacher	Shutting high schools and sports down
Elementary School Teacher	Less students
Elementary School Teacher	N95 masks, smaller classes, time to clean my own room between classes, knowing the custodians are actually cleaning my room (it's barely vacuumed)
Elementary School Teacher	I would like to transfer to another school where the teachers voices are being heard.
Elementary School Teacher	Masks that stay on the students. I'm not sure that's possible.
Elementary School Teacher	Staying at home to teach for the rest of the year.

High School Teacher	Nothing at this point. The students remind their mask to squeeze.
High School Teacher	having the schedule changes made so that we can have the proper social distancing in ALL classes and equality amongst all classrooms since everyone supposed to be hybrid at my school
Middle School Teacher	Being completely virtual. I've had to quarantine twice already.
Elementary School Teacher	Virtual teaching only
Other	Out door lunch vs. in the classroom; PPP provided so people don't feeling bad asking for it.
Psychologist	The ability to social distance in my office. Currently not possible due to space constraints, and I am not allowed to do tasks from home, such as write reports, that would keep me safer.
Elementary School Teacher	Some meetings are still face-to-face and this makes me nervous.
Middle School Teacher	My classroom being cleaned. It has not been swept or mopped once. I clean desks and sweep.
High School Teacher	Lower f2f class sizes
Elementary School Teacher	Teaching virtually until I can get the vaccine. No more students face to face.
Elementary School Teacher	Being LaunchEd, students wearing masks appropriately.
Middle School Teacher	I think my school is doing the best it can. There is no way to be extremely safe and that's not a reasonable goal in public spaces.
Elementary School Teacher	Vaccine
Elementary School Teacher	Communication about positive cases at the school. Common areas getting cleaned more often. More PPE for resource teachers.
High School Teacher	Keeping f2f students at no more than 4-5 per classroom and administrators being SERIOUS about safety precautions.
High School Teacher	Working from home where I know I can monitor who is around me and my family and close love ones.
Elementary School Teacher	It's not about feeling safe or unsafe. It's about whether the procedures in place are even effective. We are expected to do all of these things, but given absolutely ZERO support.
High School Teacher	Teaching remotely.
Elementary School Teacher	Nothing. Stay at home.

Other	The school was not following protocol at the beginning but it has improved second semester. I would feel safer if there was more transparency and if the department of health was actually contact tracing properly.
Elementary School Teacher	Being at home
Elementary School Teacher	If my bathroom got cleaned daily but we need more custodians they are only human. The desks are only cleaned if I have students do them with wipes and most of the time I forget because I teach bell to dismissal which is 15 minutes before the bell
Other	working from home
Elementary School Teacher	Better mask enforcement with students and teachers. Better enforcement of social distancing in lines and transitions.
Middle School Teacher	More social distancing, more frequent cleanings, more and quicker information about people with covid
High School Teacher	Better communicators and balancing classes
Guidance Counselor	Vaccination and better air ventilation. More compliance to CDC guidelines.
Elementary School Teacher	Not being at school. Having less face to face students.
Testing Coordinator	Not having to cover 10 classes in the auditorium every day!
Dean	Working from home
Middle School Teacher	Less students being F2F- there are students who returned that were being successful with LaunchED. I understand at home circumstances but in a pandemic I feel like they needed to modify student needs with priority for F2F. I hear too many ppl saying that the parent didn't want to send their child back but their student wanted to come back. That's isn't a good enough reason during a global pandemic.
Elementary School Teacher	To teach online until we get a vaccine.
Elementary School Teacher	I feel as safe or safer at school as I do anywhere else that is a public place.
Other	More distance between people, peers to keep mask on all the time, work space by myself-not shared, provide more cleansing supplies, know that the offices and areas have been disinfected
Other	More distance between people, peers to keep mask on all the time, work space by myself-not shared, provide more cleansing supplies, know that the offices and areas have been disinfected

Elementary School Teacher	Remaining at home.
Elementary School Teacher	Better communication about cases. I feel others are determining if I am in close contact with a positive case or a student who is exposed to someone who is positive. I would like to know if any student or teacher i work with was positive or exposed. Since i teach ese resource room i feel i am in contact with many staff and students and i am often overlooked or not considered close contact and i am not informed.
High School Teacher	Not being expected to be near students
Elementary School Teacher	My antibodies are going to run out in march. I'm nervous about contracting it again.
Elementary School Teacher	Teaching only launchED
Elementary School Teacher	Smaller class sizes .
Elementary School Teacher	Not having students in the classroom
High School Teacher	Being 100% launch ed.
Middle School Teacher	Smaller class sizes
Guidance Counselor	Knowing who is sick. I'm the counselor. I have only been asked once if I was near someone who had covid. Some days I log over 9000 steps in the building. I would like be asked where I spent time in the building when contact tracing.
High School Teacher	Smaller f2f class sizes
Elementary School Teacher	Higher salary. The union should not be fighting a never ending fight about the COVID. Cops and firefighters are paid well because they stick to their guns about pay. Then they catch all the other trendy issues after.
High School Teacher	Not being there
Social Worker	People need to social distance.
Elementary School Teacher	Smaller Class Sizes
Middle School Teacher	If kids were held accountable for not following CDCA guidelines. Kids are hugging, high fiving, holding hands, slapping each other, upside the head, fighting, sharing food, not covering their noses, etc.

Elementary School Teacher	If we were teaching 100% virtually
High School Teacher	If we all stayed home until covid is over.
Elementary School Teacher	Teachers being vaccinated, students in ESE being forced to go home when coming in sick (not letting parents say "I can't come" when their child has a runny nose, cough, diarrhea)
High School Teacher	Students wearing masks properly. Proper social distancing.
Middle School Teacher	Better communication from admin about how rooms are being cleaned and by whom.
Elementary School Teacher	Our school is over crowded and the teachers are not taking it seriously and some have contracted it. Then, they want us to gather and I am not comfortable doing that.
Elementary School Teacher	Less students in my class
Elementary School Teacher	The ability to have consequences for students not wearing masks correctly.
Elementary School Teacher	Proper social distancing, smaller class sizes, social distancing. But we all know the district won't do that.
Elementary School Teacher	The entire building being sanitized daily. Every person properly wearing a mask. PVC barriers around each student workspace. N95 masks, 6 ft between each desk. Soap and sanitizer readily available. Eating outside the classroom
Dean	Professional Development for teachers on the topic of COVID-19 policies and procedures.
High School Teacher	Pivoting
Elementary School Teacher	Being able to teach from home where I can adequately protect myself.
High School Teacher	Less students in my classroom
Elementary School Teacher	Less students in the same room. Not having to share bathroom with students. Every time I use the bathroom I have to clean it first.
Elementary School Teacher	Less students in the class
High School Teacher	Less students in a room.
Elementary School Teacher	If administration followed through on mask violations and sent sick kids home.

High School Teacher	I was feeling okay until our admin called homes and told parents that their (struggling kids) needed to return face to face. Now our campus is 3k plus.
Elementary School Teacher	Having student temperatures taken upon arrival.
High School Teacher	Certain teachers and office staff wearing their masks properly.
Middle School Teacher	Less students in the room with better ventilation.
Elementary School Teacher	I want the vaccine. I want to see classes truly be allowed to socially distance. Classes are large, with 18 students in K-3 f2f classes and 20 students in 4th and 5th grade f2f classes. I want kids to have masks that fit so I don't have to keep telling them to put their mask over their nose.
Elementary School Teacher	Better social distancing and cleaning
Middle School Teacher	Students following safety procedures, less kids in the room.
Media Specialist	If students and teachers and admin wore masks. People take masks off in my workspace. They don't wear masks in their. Offices and keep doors open. My room is a breakfast area- not okay.
Elementary School Teacher	Smaller class sizes and cleaning classrooms other than just wiping down student desks and vacuuming
Elementary School Teacher	If the principal was consistent in making everyone follow the rules.
Other	If we could work via LaunchEd@Home until the number of cases go down.
Elementary School Teacher	If temperature checks were mandatory and monitored for completion - ensuring every employee is being monitored daily.
Elementary School Teacher	Better social distancing at lunch.
High School Teacher	Smaller class sizes for face to face students .
Elementary School Teacher	Smaller class sizes where students can be adequately separated.
Elementary School Teacher	Not allowing students with mask waivers in classrooms. They should have to learn via launched at home.
Elementary School Teacher	Teachers and staff making sure students adhere to rules regarding masks and distancing.
Psychologist	Consistent enforcement of the wearing of masks and wearing of masks when using shared space that others will use.

Elementary School Teacher	Smaller class sizes and adhering to CDC guidelines.
Middle School Teacher	Teaching virtually until I receive a vaccine.
High School Teacher	Fewer F2F students so we could socially distance. Kids removed from campus if they are repeat mask violators.
Elementary School Teacher	Staff and students wearing masks appropriately Social distancing at all times
Elementary School Teacher	Reduce class size also having students and teachers vaccinated.
High School Teacher	Balance classes out not 20 f2f in one class and 5 in another
Middle School Teacher	Less students in my room
High School Teacher	Return to teaching from home. Teaching from home I've had 70+ students pass the Reading section of the SAT or ACT or FSA or all three. Mastering this great task, clearly indicates that I'm teaching and doing an Awesome job. NOW I'm back F2F, I'm 100% afraid due to having a chronic and deadly illness. TEACHING FROM HOME WILL MAKE ME FEEL SAFER AGAIN.
Elementary School Teacher	Working from home
Elementary School Teacher	Admin and custodians do a great job. Some parents/students do not follow CDC guidelines, do not report symptoms, do not self-quarantine after travel or exposure to others.
High School Teacher	Being allowed to keep my ADA accommodations.
Middle School Teacher	More strict guidelines for students who will not wear their masks. Have to warn them at least 3 times before submitting a form. Then I am not sure they will do anything!
Middle School Teacher	Less Students
High School Teacher	Switch to full digital
Elementary School Teacher	Nurses send students right back to the classroom when they have a bad cough and cold. Students do not wear their mask and I have A crowded classroom.
High School Teacher	Being at my house. I would like OCPS to come up with a plan that puts health and safety first. Covid infections and deaths keep rising. It will be too late when another student, instructional, classified, or administrative staff has to be buried due to Covid.
Elementary School Teacher	less kids in the classrooms

Middle School Teacher	For all of this to be over! Or for all schools to be closed.
Elementary School Teacher	More and better cleaning. Air purifiers placed in the classrooms. Plastic dividers to separate the students. Filters that actually filter in the air conditioning systems.
Elementary School Teacher	More space to social distance, being provided N95 masks, disinfectant spray to clean high touch areas throughout the day. Better air filters in rooms
High School Teacher	Teaching remotely
Other	Seeing cleaning of the building, seeing everyone wear masks at all times not just when walking around the building. The custodial and administrators do not wear masks in the building. There is not cleaning happening daily other than vacuuming.
Elementary School Teacher	Fewer kids or a larger room to spread out.
Elementary School Teacher	A larger classroom! More space is needed. Less students—if possible.
Elementary School Teacher	I was exposed at work to covid-19. Cleaning was not happening, children eating snacks un class while masks off. Sick students allowed in class. Pressured to return to work whether completely over the virus or not or go without pay or exhaust sick pay.
Elementary School Teacher	Teaching from home.
High School Teacher	Yes I will like to have lest face to face students
Middle School Teacher	Smaller classroom sizes, being more informed of quarantined cases.
Elementary School Teacher	Knowing everything was cleaned. I only see the floors being cleaned and trash taken out.
Elementary School Teacher	Continue teaching launchED at home for the rest of the year
Middle School Teacher	Vaccination.
Speech Pathologist	Be granted my ada. High quality air filtration system.
Elementary School Teacher	Getting the vaccine, better cleaning.
Other	being able to work remotely or alternate schedules so that there are less people in the building
Elementary School Teacher	My classroom being cleaned correctly every day!

Elementary School Teacher	Not being on campus. I know that my coworkers are doing all they can to stay safe while off campus. I don't have that same confidence with the students and their families. Every day that I'm on campus, it puts me at risk. I'm thankful I am launched at home.
Guidance Counselor	outside offices. Signs on doors showing that rooms have been cleaned. Rooms actually being cleaned and smell clean. Signs around campus and on walkways for social distancing. PPE supplies and information and training. Working virtually.
Elementary School Teacher	I should not be pulling students out of the classroom for pull-out interventions.
Elementary School Teacher	Students need to follow the protocols, but I think that because of the age they did not understand the risks of not being apart, with the mask and washing their hands frequently.
Middle School Teacher	Enforcement of student mask policy
Elementary School Teacher	Getting the vaccine.
Elementary School Teacher	Smaller class sizes. I am resource and push into two classes twice a day with over 20 kids. I also work with multiple grade levels and don't always get notified of cases or possible exposure.
Middle School Teacher	Ten students or less in my class at a time A plan to cohort students, so students are interacting with a smaller number of total students daily More comprehensive quarantine when individuals test positive. The seating chart doesn't account for students breaking social distancing rules. More strict adherence by students of mask wearing. Some of my students routinely do not cover their noses. More PPE distributed on a planned, articulated, and adhered to schedule
Elementary School Teacher	Smaller class sizes!!!!!!!
Elementary School Teacher	Of my principal followed the Covid reporting protocols. And if she did it more expeditiously. She rarely even tells our custodial team when there has been a case in our classes. They hear from us.
Elementary School Teacher	At this point, I don't know. We have to have the kids in school and through no fault of the district, as who could have ever predicted a pandemic, these schools were not built for social distancing. I do what I can with my young kids who have rocked hand washing and mask wearing. We distance as best we can and I clean the room frequently. But sadly I know that several teachers don't have the same diligence in their classrooms or out in the hallways as I see it daily.

Elementary School Teacher	If we were home for a week doing launched after holiday breaks in self quarantine.
Elementary School Teacher	If administration would support me in coming up with a plan for assistance when my students are not wearing their masks.
High School Teacher	Pivoting when we hit record numbers of infections to let it settle down and clean out the work space. But nooooooooooooo.
Elementary School Teacher	Staying home
Elementary School Teacher	Meeting virtual and not require to attended, less walkthrough and observation by staff and district personal. Stop rotation of students for intervention hour.
Behavior Specialist	SOCIAL DISTANCING IN ALL AREAS AND KN95 MASKS FOR STAFF. HOT RUNNING WATER IN ALL TEACHERS LOUNGES
Elementary School Teacher	Smaller class sizes. This was what I believed it would be in August and was the reason I chose f2f.
Middle School Teacher	Students easily moved when students do not consistently use masks properly.
Middle School Teacher	Knowing my environment is being sanitized daily.
Elementary School Teacher	Less kids in a room. 12 -15 would be much better. They say we can't hire more teachers unless we have enough students on a grade level to make an entire new class (full class). We have some empty classrooms, but not enough teachers.
High School Teacher	Cleaning spray, for quick areas such as door handles and restrooms
Other	Keep parents away, worst violators
Middle School Teacher	Working from home.
High School Teacher	If we would return to launchEd@home until this is handled properly at the district/state level. It is unethical to continue keeping us in the building as case numbers rise.
Elementary School Teacher	I would feel safer with less people on campus, if everyone cared about health safety, if all surfaces were cleaned (air sprayed too), if I knew which room someone with COVID occupied since I travel to all classes.
Middle School Teacher	Seeing face mask mandates being enforced with students. Making sure students are being reminded of social distancing.
High School Teacher	Less stress.
High School Teacher	Smaller class size and more cleaning of the school throughout the day.

High School Teacher	If the CTA donated some of its money to acquire COVID Vaccinations for the Hi Risk Teachers.
Speech Pathologist	Getting a vaccine
Elementary School Teacher	Plexiglass for desks, especially at teacher/small groups table
High School Teacher	The governor prioritizing vaccines for teachers, administrators, and staff.
Elementary School Teacher	If our classrooms were truly deep cleaned daily. My students desks are not wiped down daily, unless I do it. My room does not get vacuumed daily. Common touch surfaces are rarely disinfected during the day.
Elementary School Teacher	Travel quarantines for students and smaller class size, pods of exposure for students at school. Cafeteria and PE classes feel too large. Access to vaccines would be huge.
Other	Mask being properly worn by staff and students.
Elementary School Teacher	Teaching all virtual students.
Elementary School Teacher	Temperature checks. Plexiglass or some other protection on student desks since 6 feet spacing is not possible. More transparency when it comes to positive cases and quarantines. We had our entire kitchen staff out at one point with COVID and no quarantines were issued for anyone else. Students have tested positive or had to quarantine in classrooms and the only reason the teacher knew what was going on is because the parent of the child shared information with the teacher.
Guidance Counselor	Being permitted to work remotely/not being forced to sub and proctor testing.
Elementary School Teacher	Smaller class sizes, adults wearing masks correctly and supervising student masks better. More thorough cleaning of high contact surfaces around school. If quarantine- then look at both class and lunchroom seating charts due to snack/eating in room also without masks
Elementary School Teacher	More janitorial staff. More frequent cleanings.
Curriculum Resource Teacher	Working from home
Elementary School Teacher	Knowing that they are actually cleaning rooms properly. Knowing that people actually take masks seriously and knowing that I'm not the only person to enforce them with students. Proper distancing in the hallways, but really during dismissal. It's a hot mess and

	makes me feel so uncomfortable. Also knowing that I could be getting the vaccine would help me feel safe, but I know that is the governors fault.
Elementary School Teacher	Being home
High School Teacher	Transparent reporting
Elementary School Teacher	Smaller class size Adults wearing masks
Psychologist	Fewer students in the building.
Elementary School Teacher	Being vaccinated. Having less students in the class.
Other	Air purifiers in every room, fresh PPEs daily, gloves in my size!
Elementary School Teacher	For students to be able to social distance more.
High School Teacher	Being 100% virtual.
Middle School Teacher	Students who listened.
High School Teacher	Be virtual
Elementary School Teacher	Not being there in a closed classroom with students.
Elementary School Teacher	Less students so we can actually socially distance. More cleaning and disinfecting by custodian for example door handles and railings. Transparency and accurate reporting of numbers.
Elementary School Teacher	Better social distancing. Smaller class sizes. True cohorting, less mixing of kids in classes. Admins and staff wearing masks to cover nose and mouth and not puking it down to talk !
Elementary School Teacher	Having a smaller class
Elementary School Teacher	Cleaning my room daily. Door knobs Bathroom Trash
Middle School Teacher	Teacher needs to receive a vaccine (2 doses). To Close schools until every school teacher and staff can get their vaccines . It is a pandemic and people are acting like nothing is happening. It is not a flu.
Behavior Specialist	Just because I work with ESE students I shouldn't have to be in classrooms with students with "mask waivers." I did not "sign up"

	to be in a classroom where students don't wear masks. I understand that they get a waiver based off of their disability, but district would not have allowed this in General Education setting. It's not safe at all. The unit was shut down for a whole week because of COVID.
Elementary School Teacher	Better enforcement of mask wearing among students and staff, closer attention paid to distancing among students and staff, virtual meetings instead of gathering together in rooms
Middle School Teacher	Alternate workday
High School Teacher	No covid
Middle School Teacher	Not sure
CTE Teacher	All being online until the numbers are stable. The kids are not wearing their mask right or social distancing properly.
Middle School Teacher	Teach from home.
Elementary School Teacher	Better enforcing if mask violations, consistent cleaning, better communication when students m/staff fall ill, actually being informed when I have been exposed. Admin serving as an example of promoter social distancing and mask wearing.
Elementary School Teacher	To go back to virtual and I can teach from home
High School Teacher	Not having so many students in the school, hallways looks the same way it did when. All students were in school
Elementary School Teacher	Teaching at home
Elementary School Teacher	Nothing
Elementary School Teacher	A vaccine. Going virtual
Elementary School Teacher	Less students in the full F2F classrooms. We're about to have Specials teachers (Art and Music) have students go to their classrooms instead of the teachers rotating with a cart to our rooms. I'm concerned about cleanliness since there is not much time between classes. Also, contact tracing will become a nightmare since half of the student population will have been in the small Portables that 2 of the teachers teach in. Also, at dismissal social distancing goes out the window in the hallway. It concerns me.

Elementary School Teacher	Smaller class sizes. Following seating protocol and having all parents sign a contract to enforce following all protocol with consequences if they don't.
High School Teacher	More social distances
Elementary School Teacher	Social Distancing, smaller class sizes
Middle School Teacher	Air filters, smaller classes, and deans actively disciplining students who don't wear masks. More open and honest communication!
Elementary School Teacher	That administration let us immediately who has Covid 19 , not wait a few days to let us know.
Elementary School Teacher	When protocols are broken consequences.
Elementary School Teacher	fewer students in my classroom
Middle School Teacher	Mask enforcement including youth size masks available. Many students are wearing adult size that are too big, causing gaps etc.
Elementary School Teacher	Social distancing, students being quarantined quicker.
Elementary School Teacher	Students coming in with coughs or cold symptoms should stay at home. No hybrid model.
Guidance Counselor	Vaccination for everyone on campus- starting with the adults.
Elementary School Teacher	Knowing the district is actually following protocols, not being required to go into homes which are not cleaned by district.
High School Teacher	District provided N95 or KN95 masks and daily testing for teachers.
High School Teacher	Given my ADA accommodations at my work location. I should not have to switch schools to feel safe especially since I'm a veteran in the district AND at my work location!!!
Middle School Teacher	No F2F meetings Less Kids F2F
Middle School Teacher	Less students, more staff for smaller class sizes. Why are we acting like 18+ kids to 1 teacher was EVER an ok ratio? Has this pandemic not taught the state anything? If we never exceeded 10 per class we would have never had to transition out like we did.
Elementary School Teacher	Mask violations being taken seriously
Middle School Teacher	I wish we had stricter mask rules. It's hard to enforce mask usage with the kids when you see administrators and other teachers wearing their masks incorrectly (off the nose, on their chin, etc).

High School Teacher	Students who do not agree to safety protocols being sent back to launched@home
Elementary School Teacher	I am fortunate to be teaching from home but I know that distancing is not possible in all situations. I am uncomfortable with PE classes that mix together and do not consistently wear masks. I know that our classrooms are not being cleaned on a routine basis and when they are it is only at a minimal level. The air filtration system in our school is horrible and there is no way to open windows. Some classrooms are sharing materials among students, this is not safe either. I also feel that teachers shouldn't have to visit the front office to get items from their mailbox.
High School Teacher	Working from home or with less than 10 kids F2F.
Elementary School Teacher	Continue with Launched class until vaccines are available to all teachers. The numbers of cases to go down.
Middle School Teacher	Cleaner environment, less students per class
High School Teacher	Prioritize vaccination for teachers and school staff.
Elementary School Teacher	Actually observing the safety protocols laid out by the CDC, to start.
High School Teacher	Not being forced to be on campus. I am amazed that it hasn't already been a complete disaster.
High School Teacher	Less students on campus/true social distancing/upgraded filtration
Elementary School Teacher	Custodians and admin that actually clean.
Elementary School Teacher	Smaller classes would be safer. I would also like to have the classroom disinfected each day by the custodians (spray and clean the highly touched/used areas) every day.
Elementary School Teacher	If the mask policy was strictly enforced. There is no accountability for teachers/staff who are not following the policy or enforcing it with their students. Admin is not addressing staff violations of distancing - teachers are gathering in the same room for meetings and eating lunch together unmasked.
High School Teacher	Going back online.
High School Teacher	Teaching from home
Social Worker	Working from my office at the West Learning Community and only visit schools when necessary.
Elementary School Teacher	Admin that did their job!

Middle School Teacher	If admin would actually follow procedures outlined by the district when informed that staff or students have been exposed or are being tested. There is no transparency, information is spread by students and staff, never from admin.
Elementary School Teacher	Not working here.
Elementary School Teacher	No being in overcrowded hallways.
Other	A better leader for the school.
High School Teacher	I don't go to campus to even check my mailbox. I feel unsafe due to people are relaxed about the masks everywhere I go.
High School Teacher	Cypress Creek High is extremely spread out with no way to keep out people that should not be there, there is no way to prevent active shooters from entering or stop them as my portable classroom is at least a five minute walk from the front office. I do not feel safe in my location and have advised my wife that should anything happen to me as a result of an active shooter, she should sue the district and the principal personally for this vendetta against me placing me in this location and for his refusal to move me to a building last semester despite my assessing administrators recommendation. How can I be expected to wash my hands properly when the portable bathrooms do not have hot water and the closest building bathroom, with hot water, is a five minute walk each way when only six minutes exist during passing?
Elementary School Teacher	Better leadership
Middle School Teacher	Actual reprimand for students who always have their masks off or worn not properly.
Social Worker	Knowing who is infected with Virus.
Elementary School Teacher	Less people allowed in any common areas.
Other	Our Custodians are amazing at keeping our school clean as well as the other staff members.
CTE Teacher	If my room was cleaned daily. I already sent an email to my admin. That is to be done now.
Media Specialist	Having fewer students on campus so that 6 feet distances can be maintained.
Elementary School Teacher	More knowledge of who has been exposed and fewer students in the classroom.
Elementary School Teacher	Less students in a class and not teaching hybrid.

High School Teacher	Cleaning daily, social distance smaller classes
Elementary School Teacher	Being at home
High School Teacher	If I could just teach from my office or at home. I don't want to risk infecting the students or vice versa and I feel that this way I can be more equitable to all my students and not leaving some at a disadvantage.
Middle School Teacher	Not being in school
Middle School Teacher	Honesty about the number of kids and staff who have been exposed to Covid. If all teachers took the same care towards ensuring their room was sanitized in between periods. I understand that custodians can only do so much, but it would be great if all teachers were committed to assisting them
High School Teacher	Working from home.
Mental Health Counselor	Being able to work from home
Middle School Teacher	I'm not sure there is anything that can be done to make me feel safe at this point. Ultimately it boils down to OCPS being disingenuous in their treatment of teachers and the state being more concerned about the economy and pretending like everything is fine. We should have made a plan taking into the needs of the teachers as well as the students. It's difficult for me to even trust what the state or the district says.
Elementary School Teacher	Proper cleaning and social distancing
Elementary School Teacher	If the cleaning improved and was consistently followed.
Dean	Honestly, nothing. I feel like my admin is doing everything right. Our students are following the rules, just too many parents allowing their children to engage in risky behavior outside of school hours.
High School Teacher	Less students. Strict adherence to mask wearing with repercussions for not wearing. Evidence of cleaning. I've had positive covid cases...no idea if they cleaned my room or not...
High School Teacher	Vaccines, a hybrid model that's more stable like states that do an A/B rotation (A kids on Monday, Wednesday; B kids on Thursday/Friday; Wednesday is an asynchronous day for interventions).

Other	Returning to Launched instruction for all
Middle School Teacher	Being allowed to go back home to teach, having students be required to space apart in the hallways and lunchroom.
Elementary School Teacher	School is not safe. Not for anyone right now with the lack of what we need to make it safe. However, for people like me who are high risk and disability, it's not even an option. I hate that COVID is the reason I will have to make my boss angry with me when I have to tell her I can't test F2F in the spring (I normally have no issue helping), and it will also likely be the reason I resign from 20+ years of teaching.
Middle School Teacher	Smaller class sizes. No exception. Warnings well in advanced for students returning face to face.
Elementary School Teacher	They should clean a little more
Elementary School Teacher	Smaller class sizes.
Middle School Teacher	Honesty about exposure and fair treatment. Other schools get quarantined but we don't!
High School Teacher	Honestly, I don't have a solution. Students need to be in the classroom to learn but it is impossible to have them there because of social distancing. However, if students were made to social distance, i would feel somewhat better.
Elementary School Teacher	I would feel safer if class sizes were smaller so that we can socially distance. I'd like consistency between the school day and after school care.
Elementary School Teacher	More social distancing, smaller class sizes, more cleaning.
High School Teacher	I've had a student who tested positive (1 out of the 3 who are face to face). The student emailed me to tell me he was going to be tested because one of his family members tested positive. I emailed the nurse to let her know and expected feedback once they received info from the parents. A few emails later, I was given the protocol and told I should speak with the principal. Long story short, the assistant principal calls my room to ask for my seating chart and asked had I been next to the student 15 min or more (I'm baffled that the DOH thinks in order to catch Covid you need to be 15 min next to a student while they tell you to keep 6 ft apart). I hadn't been feeling well that week, fatigue and headache. I wasn't sure what I was supposed to do, my next steps weren't clear so I emailed my principal who did make my next steps clear. DOH determines Contract Tracing, they will call me If I need to

	quarantine, If I don't feel well, use my time and schedule a sub as usual. So I did for 1 day.
High School Teacher	Getting the vaccine.
High School Teacher	Everyone pivots to distance learning.
Middle School Teacher	Consistently holding kids accountable for not wearing masks over their nose and mouth. Students should be sent home if they cannot follow the rules.
Elementary School Teacher	Consistency with staff wearing masks appropriately. Administration doesn't always have mask over nose, for example.
High School Teacher	Students monitored for social distancing while changing classes. Students monitored for mask compliance during class changes.
High School Teacher	Work virtually from home. I am ADA approved.
High School Teacher	The ability to social distance at work.
Elementary School Teacher	Better ventilation system
Middle School Teacher	Students should not be allowed to come and go as they please during a term. They should not be able to switch from launched to F2F and vice versa in the middle of the quarter. I don't feel comfortable for myself and don't feel good for a student who has been at home and then shows up to school. Students who are at school are not remaining vigilant and become relaxed. I don't allow anyone to be relaxed in my class, however, I see it in the hallways with other students.
High School Teacher	Fewer kids in person, some sort of asynchronous scheduling to assist with the caseload, more cleaning between class period.
Elementary School Teacher	If meetings were held virtually ONLY and if all adults properly wore masks at all times around others.
Elementary School Teacher	Smaller class sizes. During Covid we should not have more than 12 kids in a room. Most have 20 or more.
Elementary School Teacher	Better social distancing in hallways and cafeteria as well as more compliance from students and reminders from staff.
Middle School Teacher	If they reduced face to face class sizes so the students could be six feet apart at all times.
Psychologist	A room or office that I am able to use privately or with no more than one other person
Guidance Counselor	Working from, having access to the vaccine. More transparency regarding positive cases and quarantine. I completed a columbia index this week on a student who tested positive. I was told today and have not received any instruction on quarantine.

Elementary School Teacher	I feel we're all doing the best we can under the circumstances. Funny how no one has the flu anymore and everyone is diagnosed with covid19
Middle School Teacher	Proper social distancing and fewer face-to-face students in the classroom will make me feel safer.
Elementary School Teacher	Nothing
Elementary School Teacher	Fewer students F2F
High School Teacher	I feel the schools I visit are doing the best they can.
Elementary School Teacher	What is the county doing about vaccines for ALL teachers?
Middle School Teacher	Fewer students in the classroom in order to maintain 6 ft distancing, more transparency about positive cases, surveillance testing of students and staff to find asymptomatic cases, vaccines.
Elementary School Teacher	Less F2F students would make me feel safe.
Elementary School Teacher	Smaller class sizes, stricter social distancing measures, better cleaning, air disinfectant
High School Teacher	Transparency regarding the number of students that are out due to quarantine, have I been exposed to Covid-19, Administrators that are out due to Covid-19.
High School Teacher	Stay home, teach from home.
Elementary School Teacher	If I could teach from home. I am lucky because I have a large classroom so I'm able to keep my students socially distanced as much as possible. They are kindergarten children so they naturally want to gravitate together and they don't really understand the risks.
Elementary School Teacher	Having all classrooms cleaned regularly would help, that includes special area rooms and resource rooms as well. When a child has covid in my class, I'd like to be informed. I'd like for the adults to wear masks at all times and not just around children.
Middle School Teacher	Going back to distance learning. All students going virtual.
Elementary School Teacher	Brick and Mortar shut down at least 2 days of the school week to be cleaned.
Elementary School Teacher	If I was still teaching from my home.

Elementary School Teacher	Smaller class size that is in ratio so I can space desks out more to socially distance. Strict mask policy should be in place if kids don't keep them on. Regular thorough cleaning in classrooms.
Middle School Teacher	Keep me launch Ed
Guidance Counselor	Working from home
Elementary School Teacher	A definitive plan that was consistent and more custodial staff for more cleaning. More transparency with the COVID numbers.
High School Teacher	Less face to face students per group in those classes that are full.
Elementary School Teacher	To be entirely virtual until Florida starts to see a decrease in active Covid infections. It feels like we are playing Russian roulette with teachers' lives.
Elementary School Teacher	If I could teach from home. I am lucky because I have a large classroom so I'm able to keep my students socially distanced as much as possible. They are kindergarten children so they naturally want to gravitate together and they don't really understand the risks.
Middle School Teacher	More space to socially distance or teaching virtually
Middle School Teacher	Working from home
Elementary School Teacher	IF THEY CLEANED. Our janitors suck and have before this all happened. Nothing has changed from the district. In fact we lost janitors and they were not replaced. All they do is vacuum the floors and dispose of garbage. I have to clean the tables and spray supplies kids touch. Tables have been sticky. I have had pee on the bathroom floor that sat there over a long weekend and you could smell it lingering cause it was never clean up properly. There is months and months of dust that is collected around the room on spots that I don't clean or the comes into contact with the kids. You should see how much is on the computers in the classroom that aren't being used this year.
Guidance Counselor	Return to all Launch Ed.
Elementary School Teacher	Better daily cleaning by custodial staff. The only difference in the cleaning from pre-COVID to now is desks get wiped down.
Middle School Teacher	Teaching virtually
Middle School Teacher	Balancing classes where teachers do not have so many face to face students at one particular time.

High School Teacher	Ensure that my class room is deep clean everyday and need to have 6ft social distance in my class. Some periods are too may F2F students.
High School Teacher	If all teachers had smaller F2F class sizes and if students skipping or socializing would be addressed I'd feel safer. Multiple times this year admin has said over intercom to students during announcements that there is NO discipline this year. I have to redirect students trying to skip multiple times.
Elementary School Teacher	Better job with cleaning, especially when a custodian is absent.
High School Teacher	Smaller f2f size. I have 25 students in one period and expect to get more. There is NO social distancing in that class.
Middle School Teacher	receiving the vaccine
Elementary School Teacher	If all teachers and staff followed the safety guidelines in place to keep the students and everyone on campus safe. Some say nothing to students who do not maintain safe distances, some high five classes as they walk by, some look at student violations and just look the other way.
Middle School Teacher	Most days my classroom is cleaned at least 3 times. However with 2 classes being back to back, I am the one who has to quickly spray down each desk once students exit the room and before the next group comes in less than 4 minutes.
Psychologist	At Pinewood - if I had more confidence in the cleaning. This was a challenge for the school before COVID and it continues to be. I am NOT confident that door handles and other common surfaces are cleaned daily. Also, I go in classrooms for 45 minute observations, where teachers are not enforcing social distancing or consistent mask wearing. Administration at both schools I support constantly remind staff of the expectations but some peers apparently are not concerned.
Elementary School Teacher	Fewer people on campus.
Media Specialist	If F2F SAC meetings, SAFE meetings, etc. were held virtually or in an empty classroom. I do not feel safe having strangers in my space!
Psychologist	Others being more diligent about mask use and sanitization
Elementary School Teacher	Less students per teacher ratio in F2F
CTE Teacher	All Launched as students will not follow mask mandates and social distancing guidelines on or off campus

Elementary School Teacher	Less students
Middle School Teacher	Teaching from home or school with all virtual learning
Elementary School Teacher	Vaccination
High School Teacher	Being at home.
Guidance Counselor	No walk in parents No forced parent conferences More cleaning
High School Teacher	Better ventilation
Elementary School Teacher	Limit the amount of students in Face to Face classrooms. Deep Clean rooms Once a week. Send kids home who don't wear masks properly.
High School Teacher	More communication. Too much is being withheld.
Elementary School Teacher	A capped class size and better procedures in the hallway office and dismissal and arrival.
Middle School Teacher	If they really did social distancing.
Elementary School Teacher	Having less students so Social Distance can be maintained at all times in the classroom.
Media Specialist	Having laptops that work consistently well for students so that I'm not being exposed to numerous students and parents daily. Not having to interact with parents whose student is quarantined but their school laptop is not working.
Elementary School Teacher	Smaller class sizes
High School Teacher	Students actually following through with school's policy of physical distancing (not social distancing); in particular, during transitions and during lunch.
High School Teacher	Teachers get vaccine regardless age
Elementary School Teacher	Custodians actually cleaning our classrooms. It appears to me that they only get vacuumed and trash taken out and not much more. Maybe the restroom is cleaned. It's really hard to tell.
Middle School Teacher	If Covid were over. If everyone was vaccinated. If we had more custodial staff - I do not see anyone wiping down door handles, water fountains etc...

Middle School Teacher	Classroom sizes remain smaller and more cleaning in the classroom. Installing protective desk and table shields.
High School Teacher	Mis day cleaning not consistent; cleaning of restroom not consistent.
Elementary School Teacher	Better hallway social distancing
Elementary School Teacher	If the leadership was consistent and made sure everyone was following protocol.
Elementary School Teacher	Fewer face to face students in my classroom.
High School Teacher	Being able to teach virtually until I and my family get a vaccine.
Elementary School Teacher	Less kids fighting. More consistently with students wearing masks.
High School Teacher	Everyone vaccinated. Less students on campus.
Elementary School Teacher	Only because the custodians don't clean.
Middle School Teacher	A principal who recognizes the challenges teachers face. This principal says teachers are "just making excuses" and has created a very toxic work place. We have asked for help. He's still wreaking havoc for teachers
Elementary School Teacher	I'm not going anywhere near a school right now. I don't trust anything in a situation in which I have to trust others to do the right thing. If I can't fully control who I come in contact with, I am not doing it.
Elementary School Teacher	Teaching from home.
Instructional Coach	Cleaning of chairs and desks at the end of the day
Middle School Teacher	Kids wearing CLEAN masks
High School Teacher	I have no idea how to answer this question. Vaccine!
High School Teacher	Shields on my desk and students who keep their masks on. Also my windows won't open so there is no fresh air.
High School Teacher	Small groups, dismissal by areas etc
Elementary School Teacher	I feel safe from COVID, but concerned over physical safety for the students. With some many students both face to face and virtual, I feel it is easier for things to go wrong in class without my immediately noticing it.

Middle School Teacher	Being able to remain virtual due to my ADA
Dean	Students don't understand the severity of this virus no matter what we explain to them.
High School Teacher	Reduce class size because of the pandemic
Middle School Teacher	No face to face faculty meetings EVER. Everything virtual. All meetings Virtual. Continue to tell students if they are sick they can stay h9me and not be penalized academically. Students and parents have mostly changed the learning model due to academic concerns but if they were continually made aware that the health and safety was the priority, students would not come to school when feeling sick.
Social Worker	A place to work at all of my schools.
Elementary School Teacher	Students should eat lunch on the cafeteria!!! Students eat lunch in our classrooms and it is not ok. What's the point of wearing masks if they remove their masks to eat lunch??? Other schools use their cafeteria as intended. Ours uses it for storage. It's wrong and unfair.
Elementary School Teacher	Our custodians have done a fabulous job cleaning each day, everyone is as socially distanced as they can possibly be, so my school is doing a great job.
Elementary School Teacher	More cleaning. There are items that will be on the floor for a week or more with out being picked up this let's me know that things are not being sanitized in the rooms.
Elementary School Teacher	Time. Definitely all having both shots and the ability to distance more and mandate masks at all times besides eating. Proper ventilation. Time to see shot reactions and if boosters will be required.
High School Teacher	Stopping administrators from coming into classroom daily 2 or more at a time touching door handles, tables, computers and chairs. Getting close less than 1 foot away from students.
Elementary School Teacher	If the class sizes were limited to 10 kids per class.
Elementary School Teacher	Provide desk shields for either students or teacher especially when the 6 feet distance cannot be maintained.
Elementary School Teacher	Everyone should wear a mask over their mouth and nose when on campus not just wear pulled down under their mouth,
Elementary School Teacher	Less kids or teaching remotely til I'm vaccinated
Elementary School Teacher	A bigger school with smaller class sizes.

Elementary School Teacher	I feel that the protocol is not safe for reporting a positive case. It takes too long for quarantines to go out and for us to be notified.
Middle School Teacher	To be at home.
Elementary School Teacher	Thorough cleaning of classrooms. Other than a quick vacuum every now and then, there is no additional cleaning.
Elementary School Teacher	If I would be the only person teaching in my room.
High School Teacher	If staff would wear masks. There is a dept that do not and several of them have contracted Covid. I go on campus once a month after school to pick up supplies, but still do not feel safe.
Behavior Specialist	I would like to have appropriate cleaning. In addition I would like to see cases of Covid handled expeditiously and to not feel like it's more important to have people at work than home. I think Covid is very serious and I know it's hard when multiple people are out of work and getting coverage. At some point the school should just flip to virtual so people can be safe and do their job!
High School Teacher	An efficient vaccine
Elementary School Teacher	More cleaning supplies A known student limit in face to face to maintain social distancing.
High School Teacher	I'm not sure.
High School Teacher	Being home or a black schedule with less students engagement per week. Even have early days on Monday Wednesday. Less interaction in school.
Elementary School Teacher	Admin who helps and supports teachers. Our admin doesn't even reply to emails. They close their doors so teachers can't talk to them. They look away in the hallway to not make eye contact.
Elementary School Teacher	Less time with the students. More knowledge of how many in the entire school is out for quarantine or actually have covid.
Elementary School Teacher	Working from home
Elementary School Teacher	If they actually clean properly. They use the same cloth to work every desk. Then there are times when it is evident that the classroom has not been cleaned.
Elementary School Teacher	If the custodians would disinfect the rooms daily like they are supposed to. They often only vacuum, mop, take out trash and rinse sinks and toilets. The students are responsible to clean their own tables and chairs and I am responsible to clean handles and shared surfaces.

Mental Health Counselor	The entire district pivoting to LaunchEd for several weeks.
Elementary School Teacher	No Covid Possibly spraying more to disinfect
High School Teacher	Students and substitutes following procedures a little better. They don't always wear their mask properly and don't always socially distance.
Elementary School Teacher	Vaccination roll out for teachers and staff.
Elementary School Teacher	Smaller class size
Elementary School Teacher	School needs to be Cleaned!!!! Nothing different is happening from any other time.
Elementary School Teacher	Honestly teaching through LaunchEd would make me feel safer.
Elementary School Teacher	Simple, follow safety protocol and everyone use common sense.
Elementary School Teacher	Social distancing across the entire school campus. Too many students, too little space.
Elementary School Teacher	Events outside of my supervisors control, such as shutting down the school to allow for cleanings when positive cases arise, quarantine whole classes (adults and students) when a positive case is identified, instead of being told "your desk is 6 feet away from that student, you're fine" Majority if that is coming from the district and our administration has their hands tied on what they can and cannot do.
Guidance Counselor	I would feel safer if we could all get the vaccine. I am under 65.
Elementary School Teacher	Improved custodial attention would make me feel safer. Also it would be nice if students understood the need to be careful but at 10 (and under) they keep acting like kids.
Elementary School Teacher	If all students would abide by the rules and stop wearing their mask incorrectly.
High School Teacher	I have more students.
High School Teacher	Having fewer students in my classroom or not being on campus at all.
Elementary School Teacher	Not being face to face. Being able to teach from home again. Also, I have students going home with symptoms and then just taking the 10 days because the parents are afraid to get them tested. For all I know some of those could of had Covid. I started back hybrid in January and since then, out of my 8 students, 5 have been sent home with symptoms. Only 2 got tested and were negative. That

	means I have 3 students who could possibly have or had Covid. I can't afford it but if my biopsy comes back as cancer I may be forced to take a leave of absence because it just isn't safe at my work.
High School Teacher	Being Vaccinated for COVID-19. Seeing school being deep cleaned all day.
Elementary School Teacher	Having a clean school! The school is filthy. It is not being properly cleaned. Principal expects us to do small groups, but I refuse. THERE IS NO ROOM LEFT. I have 22 fifth graders face-to-face.
Middle School Teacher	Transparency, protocols, social distancing, students staying home when feeling sick, administration caring and accepting that COVID is real.
Elementary School Teacher	The rooms are cleaned but not a deep clean. It takes them a few seconds to clean the bathroom and that's only the inside of the sink and toilet. Never around the sink or walls. It's nasty. I don't think high touch areas are being cleaned.
Elementary School Teacher	Smaller class size . No more than 14.
Middle School Teacher	I would feel safe if we went back to online learning like other states until the end of this school year.
Middle School Teacher	The administration has been very negligent in ensuring safety all year. The principal is a known covid denier and purposely withholds information to avoid the school being shut down. Many students and staff members have gotten covid and the facts are being withheld so the school stays open. However, all of the staff members know the gross errors of judgement that are being made but we also know that we are powerless to do anything about it. So we roll the dice and take our chances.
Elementary School Teacher	Smaller class size . No more than 14.
Middle School Teacher	Not having to stand in the hallway during class change.
Elementary School Teacher	Less kids in a classroom and following the seating charts we were asked multiple times to make at lunch. Only 1 or 2 people watch the cafeteria. All grade levels go to lunch at the same time. Kids are lined up down the hall and around the corner waiting to get a school lunch. We are told to go to lunch, because we are supposed to have a duty free lunch. There just isn't enough people to watch the kids through this process.
Elementary School Teacher	Smaller class sizes that can actually give social distancing. This cannot occur when the classes are almost filled to a regular classroom size.

High School Teacher	More sanitation and disinfectant throughout the day and students required to sanitize in passing of classes
Middle School Teacher	Just making sure that we are following social distancing protocols. Unfortunately if we keep allowing students to come back we will not be able to maintain any social distancing, and it is already tethering on that line
Elementary School Teacher	Less students in the classroom.
ESOL Compliance	Common areas such as the cafeteria and dismissal locations shared restrooms cleaned and sanitized more affectively and frequently.
Elementary School Teacher	I would prefer to know when someone in my grade level tests positive, rather than just someone in this school has. My students have PE and recess with other students and “contact tracing” does not take this into account.
Middle School Teacher	I feel that there is a lack of concern for teachers and student safety.
Middle School Teacher	I would feel safer if all students were launch ed at home and I did not have to come into contact with them on a daily basis.
Elementary School Teacher	Less students
Elementary School Teacher	Students receiving discipline action for. Or wearing theirs masks. Making sure parents send their children with clean masks daily. Or that we supply a clean mask that FITS daily.
High School Teacher	As long as the pandemic is here, this will be my natural feeling
Elementary School Teacher	Having kids who sit down and aren’t following you around. Also face masks that fit little kids faces so their noses aren’t exposed.
Elementary School Teacher	Staying at home.
Elementary School Teacher	That everyone at all times wear the mask.
High School Teacher	Get COVID-19 Vaccine shot.
Elementary School Teacher	Less children
Elementary School Teacher	Having the appropriate recommended social distancing of students in classroom, as well as other CDC recommended procedures adhered to all the time and not just when it is convenient for administration.
High School Teacher	Teaching from home.

Middle School Teacher	Air purifiers in every room
Elementary School Teacher	More social distancing, partitions on student desk.
High School Teacher	To be at home.
High School Teacher	If I was vaccinated. We are all trying our best to stay safe, staff and students, but vaccines should be prioritized for Teachers especially now because we have more F2F students.
Middle School Teacher	Virtual school
Other	Students do the right thing.
Curriculum Resource Teacher	Less students on a day to day basis. Less students at transitions. Strict rules for lunch. Work from home.
Elementary School Teacher	Clear partitions in front of each student
Middle School Teacher	I would feel safest teaching from home. I would feel safer if there were fewer students in our building. On Monday, Wednesday, and Friday of last week, we got the phone call that someone had tested positive. They don't tell us who it was, so we worry that it was a kid in our class. Kids are emailing us that they have been sent home to quarantine, but we have not been asked to quarantine. I would feel so much safer if there was better communication about who has it and who is being sent home just to quarantine because of contact tracing.
Other	More social distancing in the cafe and plaza and during period changes.
High School Teacher	Less students
Elementary School Teacher	If COVID 19 didn't exist.
Guidance Counselor	NOTHING is cleaned unless we clean it.
Speech Pathologist	If custodial staff actually cleaned my classroom on a daily basis. My surfaces have NEVER been cleaned unless I clean them myself between groups. My floors have been cleaned twice the entire school year. High touch surfaces are not being cleaned daily by custodial staff.
Elementary School Teacher	Staying home! Online
Middle School Teacher	I would feel much safer if the administrators would stop pushing small group instruction.

Elementary School Teacher	Less students per class
Middle School Teacher	Greater social distancing and awareness of covid infections.
High School Teacher	All schools go to distance-learning for at least two weeks to help decrease the spread.
Elementary School Teacher	Working from home. Smaller F2F class sizes to allow for appropriate spacing. Stronger mask policies and enforcement.
Middle School Teacher	no idea
Middle School Teacher	A principal who takes this pandemic seriously
Elementary School Teacher	Less students in the classroom
High School Teacher	New administration
High School Teacher	Being able to work from home. If that cannot happen, then my tables should be switched out for desks. And why cannot teachers have plexiglass partitions to separate us from students?
Instructional Coach	More spacing of students and more quarantines with positive cases.
Elementary School Teacher	Covid vaccines for the full school population from adults to students. We need to face reality - we have it as good as we can get given the circumstance that we find ourselves in. It's time to work with the District and neighboring districts to pressure Tallahassee to make changes, not continue to posture a fight with OCPS. They are honestly doing the best they can given the limitations our state representatives, senators, and incompetent governor have placed on the Education community.
Middle School Teacher	Students wearing masks properly and following social distancing guidelines.
Elementary School Teacher	A shield
Elementary School Teacher	More classroom sanitization. 2 times per day.
Elementary School Teacher	Less students in each F2F classroom.
Middle School Teacher	I should have enough wipes to clean the tables between each period all day, fir the whole week.

Elementary School Teacher	Smaller class size.
ESOL Compliance	Faster contract tracing
Elementary School Teacher	More custodial staff
High School Teacher	More supplies and more transparency in covid 19 cases and quarantines. I was very close to going back to teach in my classroom voluntarily to help an ESE student that was being put in my physical room. My student was in my class for two days before I found out that the student had been spitting in my classroom on staff (Paras and behavior techs). I didn't get this information til Monday. And the student and staff ended up being quarantined and one staff tested positive but no one told me, I had to hear it from word of mouth and then later confirmed. I'm lucky I never told admin I wanted to be back in the classroom but that information would have been 100% vital to my decision about going back or not.
Elementary School Teacher	Being sure that sanitization is occurring after school.
Elementary School Teacher	Greater adherence to social distancing. Students with better fitting masks so that they aren't falling below their noses.
High School Teacher	Teaching LaunchEd, or having at least 6 feet between students again.
Elementary School Teacher	If the amount of students on campus stayed the same.
Testing Coordinator	It would be safer for all of us to stay home and continue LE
High School Teacher	Teaching all students at home.
Elementary School Teacher	The kids don't keep their mask on. It doesn't matter how many times I ask, they just keep pulling it down. I understand that they are kids, the masks are hot and bothersome to the kids. There's only so much that I can do.
Elementary School Teacher	Teaching from home
Elementary School Teacher	Better ventilation. UV lights to kill germs on all surfaces.
Elementary School Teacher	If the county put the people in quarantine when they need to do so. We need to be notifying if the person is being working closely or inside of our classroom. Is FSA crunch time and they don't want anybody with "unnecessary absenteeism"

Middle School Teacher	All students should remain at home until the positivity rate decreases. The more students return, the more positive cases are determined.
Other	Not having lunch duty with 200 students all eating without masks and having to supervise...
Guidance Counselor	The amount of students. I don't see a lot of students. The students uses masks while inside my office. I clean after the leave my office.
Elementary School Teacher	More masks, hand sanitizer, and wipes. Less students. Coworkers who wear their masks consistently and take it seriously even though "they have already had covid so it's okay".
High School Teacher	If I as a teacher could be provided some kind of medical grade barrier in the front of the room so that I can teach effectively without a mask on. Wearing a mask all day while teaching is tiresome and I don't feel as effective. (I know, this is wishful thinking).
CTE Teacher	Students in other classes wearing their masks and gloves when in the lab area with the mixed classes. Social distancing by those students as well.
Elementary School Teacher	If the class sizes were smaller and the custodians actually cleaned and sanitized the environment it would feel a little better
Elementary School Teacher	Less students, transparency about numbers.
Dean	Everyone Working from home
Elementary School Teacher	I would feel safer if social distancing and mask wearing was properly enforced.
High School Teacher	Large number of Covid-19 positive cases in school, extremely large number of quarantined students as well as administrators.
Middle School Teacher	Less students F2F.
High School Teacher	Getting vaccinated
Elementary School Teacher	I only feel moderately safe because that's how I feel all the time no matter where I am (school, grocery store, etc). My feeling of safety doesn't have anything to do with my worksite and what they have or have not done.
ESOL Compliance	Having staff receive the COVID vaccine, not having to sub in classrooms where there has been confirmed cases but not being informed by admin. Finding out through co-workers.
Elementary School Teacher	Not sharing a bathroom with music, art, and resource. I was moved into a classroom with no bathroom. I have to share with all

	the classes that go to music, art, and resource throughout the day. I have to change students pull ups in that bathroom.
Instructional Coach	That all classroom surfaces were actually cleaned daily. Masks mandates included real consequences.
Elementary School Teacher	Less students in my classroom and more room for true social distancing.
High School Teacher	Working from home. I don't trust the numbers the administration reports.
Middle School Teacher	Classrooms being sanitized whenever a student is sent home for 10 days due to COVID symptoms. When they are sanitized only after a positive COVID test students and teachers have already been in the room around the non sanitized surfaces. Monitoring the hallways during class changes and having one way distanced out hallways might help keep kids distanced and less likely to hug and touch and pull their masks off.
Elementary School Teacher	Sick students parents are forced to keep kids home and pick them up from school when called.
Elementary School Teacher	When I return for the testing I am asking to not have to enter the building during the day. My classroom is actually a portable so I don't need to go into the building to be exposed to others and the air in the building.
High School Teacher	Teachers getting vaccinated
High School Teacher	Teaching from home
High School Teacher	To teach from home.
Middle School Teacher	Remote teaching until teachers get vaccinated
Elementary School Teacher	Teaching from home.
Elementary School Teacher	Vaccine roll out for all teachers
Elementary School Teacher	Getting a vaccine
High School Teacher	KN95 masks I would feel safer if the district would stop adding students to my classes.
Behavior Specialist	If we would do a mixed schedule- where the school could be cleaned from head to toe one day a week, and the entire school is virtual that day.

Instructional Coach	Working remotely
Middle School Teacher	Getting the vaccine. Students adhering to protocols.
Middle School Teacher	Stronger stance on mask wearing and social distancing of students and teachers.
Social Worker	More regular cleaning, smaller class sizes, smaller population in cafeteria, 6ft of distance possible in all work and class situations.
Elementary School Teacher	With the rising number of cases, going virtual would be the best option
Elementary School Teacher	Proper cleaning of the building and surfaces, required social distancing.
Middle School Teacher	Everyone being tested for covid-19 at least twice a week.
Elementary School Teacher	Getting vaccinated
High School Teacher	Shutting down the nation for 6 weeks. Do what New Zealand did.
CTE Teacher	On campus testing. Vaccinations.
Middle School Teacher	Vaccine for teachers and school staff.
High School Teacher	I would feel safe if we went back to complete LaunchEd at home. The exposure during mandatory PLC meetings, within the classrooms and during transitioning the hallways between classes is forcing maximum exposure for teachers and students.
Middle School Teacher	Smaller class size. Less crowded hallways
High School Teacher	Fewer students in my room and a vaccine!
High School Teacher	full transparency regarding exposure to those who have tested positive and those who are quarantined
Middle School Teacher	Fewer students, room cleaned daily
Elementary School Teacher	Covid Cleaning of our classrooms. Spraying the room daily and cleaning every surfaces.
Middle School Teacher	Fully virtual setting, or evening out f2f class numbers with kn95 masks.
Social Worker	I would feel safer during Covid being at one school or my office every day. God for bid if I came in contact with Covid I may have no clue where I got it from since I go to so many schools.
Instructional Coach	Teaching virtually

Guidance Counselor	A barrier at my desk. Apparently this is only permitted for secretaries.
Middle School Teacher	Having my ADA upheld and allowed to teach from home. Less F2F students in my classroom.
Elementary School Teacher	If students were held more accountable for mask violations and social distancing violations.
Middle School Teacher	If students were guided into better compliance and real consequences for mask violations. This is a serious health and safety issue and repeated violations should result in suspension or a change to LaunchEd.
Middle School Teacher	Being at home and sending students home who constantly have to be reminded daily to keep their masks on.
Middle School Teacher	Teach remotely from home.
Middle School Teacher	CDC guidelines needs to be enforced in the halls. More staff members need to step up and make sure that students are following the rules. Students should not be walking down the halls arm in arm and kissing each on the cheeks. Parents should not be called and encouraged to send students back.
High School Teacher	More transparency with staff about positive cases and quarantines
Elementary School Teacher	I would feel safest teaching LaunchED@Home, but if not possible, I would feel safer with a smaller group of face-to-face students.
Elementary School Teacher	All students, regardless of medical waiver required to wear a mask.
Other	Higher quality and quantity of PPE, routine testing and masks being made voluntary for all with students having to learn from home if they will not wear a mask and staff being written up if they do not follow protocols to keep everyone safe. All OCPS employees should be given N95 masks.
Middle School Teacher	Being away from others. Strict enforcement
High School Teacher	Teaching from home
Curriculum Resource Teacher	Being told when we have positive Covid-19 cases
Middle School Teacher	I would feel safer if teachers were teaching behind a plexiglass divider between the students and the teacher. I would also feel safer if the school had a strong mask policy. If the students knew if admin sees them wearing the mask incorrectly, they would be sent home for 5 days, all the kids would wear them correctly.

ESOL Compliance	The areas are disinfected in a daily basis. We are provided with everything needed for our safety.
Elementary School Teacher	Lowering number of f2f students in the classroom.
Elementary School Teacher	Teaching virtually.
Behavior Specialist	They
Elementary School Teacher	I believe that the district should have a lot more instructional positions at each school to reduce class-size is. This decision should've been a top down decision to reduce the class-size ratios.
High School Teacher	<p>Timely contact tracing / reporting - OCPS dashboard and local accounting are never real time - always lag, and the excuse is always that DOH is responsible</p> <p>Adherence to CDC quarantine guidelines - often as little as only 3-5 days of quarantine for potentially exposed students/staff</p> <p>Notification of specific information about positive cases in my classroom, as opposed to cryptic questions about my seating chart or whether I circulate when I teach</p>
Middle School Teacher	I used to feel moderately safe, but I am seeing more alerts in Skyward that students are absent for "health reasons" and then students informed me it was because they had come in contact with someone with Covid. I have never been told in person, email or in any fashion other than the all call message that goes out that a person has been identified and has not been on campus since a particular date. Then there is the disclaimer that health information is private. As I am squirting the hand sanitizer on students as they enter the class, like I have been instructed to do, I come very close to them. I've heard through the grapevine that if you aren't in contact with them under 3 feet for 15 minutes or more, everything is fine. I don't think I believe that.
Middle School Teacher	I could be inoculated from COVID.
Elementary School Teacher	Working from home. But I know that Launched instruction doesn't work for many students, do they need the face-to-face instruction.
Elementary School Teacher	Having less face-to-face students in class. Being notified WITH names in case of possible contact with somebody positive to COVID-19.
High School Teacher	Less students inside my portable.

Elementary School Teacher	I want to be vaccinated as soon as possible!
High School Teacher	Not sharing a restroom with students
Elementary School Teacher	Honesty and respect.
Guidance Counselor	Working solely in my office.
Elementary School Teacher	Everyone following stricter guidelines and able to work in my office alone more often
CTE Teacher	If students reported to not wear masks correctly after multiple attempts were forced to go launched. If outside service personnel coming in wore their masks correctly. If we did not have mask breaks with kids outside less than a foot from each other with no masks on and teachers far away not paying attention. If emails were responded to about mask concerns. If in the cafeteria when kids have masks off after they have eaten their breakfast, adults weren't on cell phones and were watching them to see they have no mask on.
Middle School Teacher	Being able to social distance, not force to do groups
Elementary School Teacher	Provide N95 masks and limit the number of students (no more than 15)
Elementary School Teacher	If teachers were allowed to work from home, I think I would feel safer.
Mental Health Counselor	My ADA waiver was honored and I was virtual.
Middle School Teacher	Less students F2F on campus to accommodate social distancing.

Final Comments

POSITION	COMMENT
Elementary School Teacher	I have been at my worksite since November and my students have not been moved into my Canvas classes. I have a student out for 7 days due to Coronavirus exposure, and I expressed concern to my administrators (after the mom messaged me multiple times) to switch my students to my Canvas courses so that I may invite my student to Big Blue Button for the day. She has MANY absences and tardies. Nothing has been done yet and I got no response.

Middle School Teacher	There are some classes that are too big to be safe or to teach in the most effective way. These are also classes with ESE, 504 and ELL. Paras are not effective since they are only assisting virtually.
Elementary School Teacher	One of my main concerns is that the procedure for quarantine is unclear, it changes all the time and is not consistent. No one knows the requirements and it makes us feel unsafe
Middle School Teacher	<p>This is the first year I've ever considered leaving in the middle of the year. The stress of trying to police masks while teaching as well as the continuously changing rosters and the expectation to teach with the same effectiveness as a regular school year is exhausting.</p> <p>Testing and teacher evals should NOT be happening during a pandemic.</p>
High School Teacher	I don't think we should be in school. All the students are right next to each other, no social distancing at all. I am extremely uncomfortable when I have to use the restroom since I have to share it with students. Students are not sanitizing their hands. I have seen students in large groups close together & pushing their masks below their mouth to talk. There is absolutely no social distancing on campus. I try to keep my distance from students, but they walk right next to me & come near me, which makes me feel unsafe.
Middle School Teacher	I am feeling that I don't have the right to talk. That teachers are not important for this system. No respect. That if I talk, I lose my job. This situation is not fair. Some teachers have privileges. Not equal opportunities. They gave me 2 days noticed to process everything. When I went to my room, everything was disconnected. The room was not ready for my students or for me.
Middle School Teacher	I've heard from teachers at school and they say it's very unsafe. Kids are not distancing, etc. Admin is doing a lot, but the kids just don't care when it comes to moving between classes, etc. If I have to go back in person without a vaccine, I'm very worried. I also feel like admin forgets about us teachers at home. I'm grateful to be at home, but it feels like we are forgotten and uncared about this year for sure.
Elementary School Teacher	A teacher in my grade level threatened to leave the school if more students were placed in her classroom, so the Principal decided to place them in my classroom. I am a 64 year old teacher with a heart condition.
High School Teacher	I feel that the hybrid model is beyond difficult. Student engagement is almost non-existent, yet student success metrics are still expected to be rising. Students need direct engagement, and teaching both online and f2f simultaneously disallows this.

Elementary School Teacher	N/a
Elementary School Teacher	Students at recess play football and all other sports without masks.
High School Teacher	I understand that there are a lot of challenges currently. However, class-size is increasing, social distancing is impossible, the Internet is unsupportive of how many students we have, we are not being tested, and we can't get the support in our classes that we need for ELL,/ ESE. On a different note the way they did the races is an absolute slap in the face to any teacher that's been here long term and the fact they didn't do any kind of emergency funding or raises for teachers is unacceptable.
Elementary School Teacher	Assessments for students and observations for teachers this year should be on hold As this year should be focusing on safety and keeping everyone alive and well.
Guidance Counselor	I feel like there should be more of a focus on how we can improve the salaries and benefits of our teachers/union members. We gave up a lot with the low pay increase this year, along with giving up major medical benefits; now how are we going to focus on getting these benefits increased for the next school year. The union needs to start shifting from complaining about the pandemic to focusing on substantial pay increases for its members and winning back some of the medical benefits lost over the year. We need to be on the reviewing committee for bidding out insurance benefits and working on getting better benefits in this area. We don't need a 1.27% pay raise but a cost of living plus 1.5% pay raise. We don't need to pay more for prescriptions drugs but how can we pay less for prescriptions. Or if you raise any deductible from \$300 to \$500 dollars then you also give us a the pay raise stated above plus \$200 more to cover the cost of that deductible. The pandemic is something that you have focused on but has not changed much in what the district is doing. I think it is going to get better and I do not say give up on it all together, but lets start shifting into what affects our pocketbooks now. Let's get teachers the pay and benefits they deserve.
High School Teacher	Yes, thank you all for fighting for teachers every single day.
Elementary School Teacher	They should quarantine everyone until the health dept can get around to contact tracing. Waiting on the health dept is absurd. They should change the manual to say if we have a potential exposure, we will quickly send home a class and all people that have been in close contact until the health dept can make a

	determination. Otherwise- it just keeps spreading and people keep dying.
Elementary School Teacher	We are not all together in this.
High School Teacher	I'm fortunate enough that my largest hybrid class has only 7 students F2F and my largest roster is only 17, but most of my colleagues aren't so lucky. They have larger rosters overall and far more F2F students per period.
Middle School Teacher	Schools are inconsistent and COVID decisions are based on preferential treatment at the school level.
Middle School Teacher	I have been on leave through FMLA since the end of October. I have to go back on February 5th. I am not looking forward to it. The admin at this school do not care about their teachers or staff. They run everyone ragged and are trying to conceal Covid cases. We were getting Connect Orange phone calls about positive Covid cases and those have stopped. We now only occasionally get emails. We were told that email doesn't count as parent contact, so now why aren't we getting phone calls and only emails? Almost 20 teachers were out a few weeks ago. This school is an absolute mess.
Psychologist	Psychologists have been asked to complete evaluations for FLVS, OCVS, and alternate sites for students who are zoned for their schools but not attending. In addition Psychs are told to "try to work on a 45 day time line for evals due in 60 days" to account for quarantines etc. Psychs told to ask schools for PPE then let dept know if we can't obtain that way. I don't feel comfortable doing that - schools are very stressful and hectic. Buying my own PPE since July has been very costly \$\$\$ but the masks provided were of low quality and the cleaning supplies supplied had an overwhelming odor/could not use in small offices
Middle School Teacher	Fewer face to face students
High School Teacher	I want to be clear that our administration has been extremely professional throughout this process.
Psychologist	Schools are not always following virtual procedures. Some teachers have chosen to be in person in conference rooms. Leaving itinerant personnel as only members of the team online. Which makes for difficulty communicating. Team members I. Person do not practice social distancing. And/or improper use of masks. Offices are not cleaned (trash several days later) indicating that doors etc have not been wiped down. Floor carpet never vacuumed. Staff Bathrooms not cleaned.

Psychologist	I haven't been officially notified when people are quarantined at my school site. I found out about a coworker who has an office next to mine 10 days after she had gone home by another coworker. I am frustrated about the amount of downplaying that happens within the administration saying such things as "if you catch it, it won't be that bad" I have had family members who have passed due to covid - the tone of the message is that it isn't a big deal. There is no mercy or understanding when these types of flippant comments are made.
Elementary School Teacher	My husband teaches at Timber Creek and contracted COVID-19 last October. He was told that he had to use his sick time, unless he could teach from home. Fortunately his symptoms were not too bad and he was able to teach remotely while he was sick.
Elementary School Teacher	I listened to the school board and medical advisory board meet all summer and pretend to be concerned to us. After being elected as being pro-teacher, they have not stepped up. They are not protecting us. Contact tracing is non-existent. They continue to say virus not transmitted at schools. How on Earth would they know? Other states are vaccinating teachers. But not Florida. And I don't even want to get into the huge raise for new teachers quite literally taken from my pocket. Florida is absolutely the worst.
High School Teacher	Our administration is really trying hard to help us and to be proactive. The District top brass and our school board (as a whole) make it so much more difficult and frustrating to work every day.
High School Teacher	Professional standards at the downtown office is extremely slow in responding to teachers about when/if we need to quarantine - often taking 72 hours or more, if at all, to get back to us. At that point- what is the point? I've also been told they don't start work until 8. High school starts at 7. In some cases, we've been told to work until we hear back from them - so even if they are on top of things we are working at least the first hour before we find out if we are quarantined... Perhaps more people need to be attached to this department?
High School Teacher	Windermere High is at double its capacity. There are so many students on campus and the Florida Department of Health is always behind in issuing quarantine letters so often exposed individuals, and sometimes even positive individuals, are on campus.
Middle School Teacher	Overall, I feel like I am getting no support. I am extremely discouraged and get no praise or encouragement from leadership. Being in corrective programs during the pandemic is even more

	strenuous. I receive no support in the classroom even during my most challenging classes AND when I have requested support.
Middle School Teacher	We had a student that was ill and her parents took her for a COVID test. Then, sent her to school. In my class, at the end of 6th period, she was pulled out because she tested positive. Administration did not quarantine any students that had been around her for 4.5 days after that episode. The teachers were not quarantined at all.
Elementary School Teacher	If I could quit tomorrow, I would. Working in education has changed drastically for the worse in the last 12-15 years and OCPS is the worst district to work for ever. It is run like a political big business, not caring for it's employees. Sometimes they will make grand statements that sound as if they care but actions speak louder than words. Their actions show they have no regard whatsoever for their teachers. We are treated as disposable pawns in their ridiculous game of "We are wonderful, we have no problems".
Elementary School Teacher	Because of the continuous changes between the first and third 9 weeks I have had several changes to my roster. I may have 3 of my original students, the other students were added between the 2nd and 3rd 9 weeks. If I could walk away from teaching tomorrow, I would. Teaching has changed drastically in the last 12-15 years and it's not getting any better. The pay for veteran teachers is a joke and for teachers to be evaluated this year is so unfair, especially with all the changes that occurred this year.
Middle School Teacher	I am concerned about students flip-flopping in terms of students attending F2F one day and then LaunchEd the next day. We have been told to allow them. I have to mark them present even though I have no idea if their parents know that they are home.
High School Teacher	I am worried about evaluations, especially in relation to student testing. Students are widely underperforming due to the pandemic situation, which neither teachers or students can control. It is unfair to hold normal expectations for students and teachers. They should excuse observations or not count them.
Elementary School Teacher	i am just totally stressed out working under these conditions.
Elementary School Teacher	Students playground is dirty, no social distances in Specials classes more than 25 students per teacher, no safe place for students recess, no distance in classroom with 18 students
Elementary School Teacher	I have had 4 students tell me that someone in their homes had Covid-19 or who have been around family members that have tested positive. The students are not sent home and only 1 of the 4 students were quarantined for the recommended 2 weeks. This

	was because the student's parent is also a teacher and decided to keep her son home for the 2 weeks.
Elementary School Teacher	Blended classrooms DO NOT WORK. I cannot give both my online and face to face students the same instruction and attention at the same time. There are internet issues daily in the afternoon which means the same students are effected each day in the same courses. Our computers ARE NOT POWERFUL ENOUGH for this type of work. At least once a week I need to restart either my desktop, laptop, or both during a lesson. There should be no testing this year. The emphasis on data and scores is tortuous. We do not have time to ensure that students actually master skills before they are tested on them especially for online students. I am only a second year teacher and I am overwhelmed my the expectations of my students and me right now.
Middle School Teacher	My co workers and I were made aware of several covid cases from students or parents, but we were never asked for seating charts. I have personally been exposed several times and I was never asked to quarantine. The week before Thanksgiving there were so many cases and quarantines, I felt that I needed to quarantine from my own family until I got my test results. I am extremely afraid that now teachers are recieving emails to use their own sick leave for Covid quarantines, that many teachers just won't get tested and may come to school ill.
Middle School Teacher	The District and the School Board has shown this year that they do NOT care about their teachers. We are one of the highest districts and we are following other districts in policies, guidelines and even events for Covid and teachers. Believe me when I say- if possible I will transfer to another district in the future and I know I am not alone in this thought. So many good and amazing teachers left this year to follow safer alternatives.
Middle School Teacher	When you Administration does nothing to support safe guidelines, so you can work safely...that's a HUGE problem. The 4 of them do what they can to stay safe. Disgusted with how things are at work.
Elementary School Teacher	It has been made very clear that my admin doesn't care about my physical or mental health
Elementary School Teacher	Get out to see by visiting!!!
Elementary School Teacher	In my opinion the district needs to adhere to their original philosophy which was safety for everyone and stop putting pressures on administration about school scores and teacher data because all they're doing is creating more work for the teachers. The district should not be in the schools hounding admin about

	<p>students scores especially when you know that students are working from home and you have some students getting no help and some students whose family is doing the work for them. Every time I turn around the district is popping in our classrooms virtually but yet teachers are expected to be there in person teaching kids in the district doesn't even have the guts to come into the classroom they protect themselves. They are dictating from a distance and they're not involved in what is going on at all and all you hear about is scores and gains and evaluation this is ridiculous. My job should not have me working as many hours as it does after school, during my lunch, before school, all I do is work and if I don't then I'm unprepared because the district has not given us any resources to teach these kids virtually or to do it safely face-to-face.</p>
Middle School Teacher	<p>I've never been more embarrassed to be a part of ocps.</p>
Middle School Teacher	<p>Quarter 1&2 we had 5 cases.... we are in week four of quarter 3 and we have had 7 cases. At this moment we have 5 teachers quarantined and not enough subs to cover. There is a sub in the library subbing for two classes, diff subjects.</p> <p>We were recently told we have to mark students absent if they join virtual school and are not quarantined or suspended, but when I asked how do we know if a student is quarantined they said they will not tell us.</p> <p>We are so short staffed that there is no PASS or in school suspension. If you receive suspension then it's automatically at home due to no deans being available and no person for pass.</p>
Elementary School Teacher	<p>Compared to what I have heard from colleagues at other schools, our administration is consistently more diligent about maintaining safety protocols, but nothing is perfect, especially when working with young kids who are thoroughly tired of masks and social distance.</p>
Middle School Teacher	<p>It's tough year! I was certain that resources would be made available like extra teachers and support personnel to help with the various challenges we would face... disappointed about that! I am angry that educators will face learning gain score impacts of standardized testing added to their VAM score in addition to taking in so much extra work. That, to me, is Wrong.</p>
Middle School Teacher	<p>A student in my classroom tested positive for COVID 19 1/13/2021. We were only specifically informed who it was because the parent insisted that teachers should know her child was infected. To this day, there still has been no contact tracing or active quarantines. This is concerning to both my health, and the</p>

	health of other students in my class. Also, the child returned to class yesterday.
High School Teacher	My admin is doing what they can. I don't think they are supported by the district as much.
High School Teacher	<p>I have never been so motivated to find another job. I have never sent out quite so many resumes and cover letters, and they've never looked this good. Thanks for the much-needed motivation. I'm looking at this as a positive thing as much as I can.</p> <p>How sad is it that I /fully believe/ that trying to do the right thing, trying to enforce masking and public health policies is just a lost cause with OCPS? No one in district cares because they're locked up tightly in their appointment-only ivory tower, descending when it behooves them.</p> <p>The better way to spend what absolute sliver of time and energy I have left after this daily circus side show is to just find a job with a real employer who will take real action to protect my health. Seven years of service to students to be spat on by out-of-touch Baby Boomers who haven't set foot in a classroom in 20 years. Pathetic, shameful and absolutely offensive.</p> <p>This is the absolute worst company I have ever worked for in my life.</p>
High School Teacher	I hate my job.
High School Teacher	<p>I do appreciate and really like having the LaunchEd model available for kids who don't show up to class in person (for whatever reason). The tech limitations of aging school-issued laptops make kids less able to participate in class virtually. We're all doing the best that we can.</p> <p>One thing that seems more and more aggravating and, honestly, tone-deaf is how admin (most likely pushed by district and state mandates) is forging ahead with evaluations and observations and 'deliberate practice' and other normalities like practice exams like this is a typical school year; all of these are multiplying the difficulties of teaching under the stresses of the pandemic.</p>
Elementary School Teacher	I don't understand the protocol for positive cases. One class quarantined for 1 day, a week after a positive case was reported in that class. Another class at my school currently has a positive student case but that class is still at school sharing common areas (cafeteria, PE, dismissal, etc). Only the 1 student is quarantining.

Elementary School
Teacher

Thank you for all your doing for us. It is comforting to know there is a voice. At this time, I feel like my school is doing the best they can with the support that we are being given from the county level.

For me, the biggest misgiving, is in how the county has managed our pivot of instruction. We are all re-creating the wheel, completely alone. There are resource teachers at the county level, they should be providing us exemplary programs that we can use- Some that have been provided, to me, was subpar. We should not be having to troubleshoot, and find new innovative ways on how to keep education engaging in this hard time, completely on our own, while spending six hours a day with our students.

It seems the county has done away with professional development at the time we could use the support the most.

When professional development is offered, it seems to be a collection of teachers sharing what they have already done the work to do. To me, that is such a disservice to our teachers who already have so much on their plates- and now they have to train other teachers?

I am so disappointed with how the county has handled this shift. All that they have done is the following: provide online modules and training to help us use canvas. There were some video circulating about how to use teams at the beginning of the year. There were some professional development modules on how to use big blue button.

The rest, has come from teacher sharing or work we've done on our own. When we research on our own, we are troubleshooting figuring out how to make it work, finding that it doesn't work with OCPS structures, etc. this takes hours, is exhausting, and still in the end sometimes doesn't even work.

I am so disappointed that at this time, the county has not pulled together their resource teachers, to provide professional development for engaging tech tools that they have already tested and know work.

Our students are suffering because of it. A longer school day will not answer our problems of this year. We are not being led. We were thrown in and are being required to sink or swim.

	Our arms are very tired.
Elementary School Teacher	Social distancing is not happening like they're telling people on the news, there isn't enough supervision in the cafeteria during breakfast or lunch, kids are constantly losing their masks or wearing them improperly, contact tracing & quarantines are not be done properly.
Middle School Teacher	It's very difficult being concerned about your safety daily and meeting all of the other NUMEROUS expectations the district/administration place on us as teachers. The workload is unbelievable under the stress we are enduring during this time.
Nurse	We had a case recently where 2 students spent the weekend with their aunt who started to feel sick while they were staying with her. The aunt subsequently tested positive for covid and DOH refused to quarantine our students because they do not live with the person who tested positive. Within a week one of the students tested positive for covid 19. Quarantines need to be done more quickly and need to be more thorough.
Elementary School Teacher	Teachers should be given a choice to come back F2F just like parents do. Teachers have not been respected this year at all. I am now considering leaving the profession after 13 years of teaching due to this serious lack of respect.
High School Teacher	I think some of the windermere admin plays a good game then acts differently when they don't think they will be held accountable
Middle School Teacher	I am currently working as the school's ECS (ESOL Compliance Specialist) as well and teaching 5 Reading classes . The work load is extreme.
Psychologist	Thank you CTA for advocating for all educators' rights to work in a safe and supportive environment!
Speech Pathologist	Thank you.
High School Teacher	Launched blended model is a disaster and completely unworkable. It is challenging in the extreme to monitor virtual and face to face students simultaneously. It does a disservice to both groups. Also, testing and district/state requirements should not be as strict during the pandemic. Kids are burned out.
High School Teacher	As stated, this is a lose-lose situation. We should be protecting students and teacher safety- and the district/residents should be working hard to make sure teachers are not leaving/quitting/etc. This is not happening- and so further damage is being done to an already fickle system.

Social Worker	MH workers are over-burdened, especially at the high school level, and we are doing our best. Please advocate for us too! Thank you for fighting for us!
Middle School Teacher	We're constantly told to social distance and students are constantly told to be at least 3 feet apart from each other. So why then, when it comes to observations, are we getting in "trouble" or told we're not monitoring if we're not hovering over students to see what they're doing? We use Lanschool, BBB polls, etc. but it seems they think we're being lazy if we're not walking up and down the rows. How do I stay at least 3 feet away if student desks are only 3 feet away from each other? I end up being about 6 inches from them when I walk up and down the rows. The students have also called out the hypocrisy saying "Why do we have to be 3 feet away but teachers can stand right beside us?" It's a joke.
Elementary School Teacher	I have been told that my room on campus is being used by multiple people and students and my personal belongings were left out because I was told my room would be sealed and not accessed while I work from home. I'm afraid to enter my classroom or touch any of my belongings. I was told that an employee's child was seen sitting at my desk twirling around in my teacher chair.
Middle School Teacher	I do not feel supported here
Middle School Teacher	There are too many variables effecting students learning this year (instructional model, illness, stress, etc) yet teachers are told they should be achieving like past years. We should make accommodations for students completing work, but district still expects PMA scores to show normal growth.
Elementary School Teacher	The health department contact people to do quarantine 8 days later after they supposed to start. It's not even worth to get any letters or information at that point you have it or it's spread across the classroom.
High School Teacher	Kids aren't being held accountable for not attending class and are being allowed to flip flop at will between F2F and LaunchEd when they don't feel like coming to school. Now we're being told to record who is attending at home daily for contract tracing reasons. More and more work keeps being added and it's so time consuming!
Elementary School Teacher	Tired of the pressure. Tired of being overworked and given more and more responsibilities. Tired of some teachers being treated differently as in better than others. Tired of not having enough

	pay. Tired of being overlooked in raises. Tired of working extremely hard and not getting credit. Just plain tired!
CTE Teacher	Everything is last minute and we're expected to just roll with it. That's a pain in the butt in a normal year - it's extra frustrating now . Whether we are dealing with an SEL course, testing infrastructure, or other such events, it's a cluster#%^*.
Middle School Teacher	I feel like my administration personal cares about my safety, but I don't see that from district leadership or higher up in the state's leadership. Moreover, the coronavirus pandemic and its impact on education is being politicized needlessly by Ron DeSantis in Florida, to the detriment of students, educators and the community's health.
Other	I teach in homes. Nothing is sanitized, nothing is cleaned, we have to be hand-under-hand with students who cough on us, sneeze on us, etc.
Middle School Teacher	Concerned about lack of quarantines. As a support teacher, I'm concerned that no one thinks to let us know if we've been in contact with a student with Covid. This has happened more than once this year. Lack of transparency with parents about their children testing positive. They just keep them home, have them attend online and no one knows why. This happens frequently now.
Middle School Teacher	Students are unable to comply with safety practices. Adults are unable to comply - the social need to break these rules is very compelling. We knew this going in. It's why I advocated for staying home. I can try all I want, but I can't stop a student from helping another with laptop issues, or from taking off their masks in a hallway rebellion. I can't stop my peers from eating lunch together - we need adult contact. And being in the building gives everyone a false sense of security. It's why we have in school transmission now. And could have been avoided if we acknowledged that humans are fallible and just stayed home.
Middle School Teacher	This year has been so stressful and I wish ALL leaders would try to understand that we are really working hard to do our best. Instead we just get more and more things pushed on our backs. We are over worked and under appreciated.
Elementary School Teacher	Today I was told by the front office clerk that there has been a new symptom added to the "send home" list according to the CDC. I was unaware of this new symptom and apparently one of my students was displaying this symptom and was sent home. They reportedly sanitized my classroom while I was at lunch but there is

	no way they did it. We were never told about this "new" CDC policy.
High School Teacher	would prefer online until covid is under control
Middle School Teacher	We don't trust the county, or our board. We see nothing to show you care about us. The dishonesty on the dashboard IS seen and noticed.
Middle School Teacher	My classroom is not being cleaned during the day. Sometimes custodial comes and cleans one time a day. I am seriously very anxious about this situation and to the fact that school and district are not being straight/honest reporting cases or taking precautions or safety seriously.
Middle School Teacher	Teachers on campus are drowning. Mental health issues are becoming more of an issue than the virus itself. We can't keep up and are constantly being dragged down. Admin is no help as many are taking the time on observations to bring us down and criticize even more, never even acknowledging what we are going through. Student are returning weekly but teachers aren't. We have many teachers whose own children are being sent to daycare/school yet they are too scared to come on campus. Teachers that are in school get to see launched teachers having the freedom to go workout, shopping, take a swim , even go to doctor/dentist appointments during school and class hours. It's dividing teachers and frankly pissing off the ones that are on campus every day doing the job of 2 teachers. Teachers should have had to complete and get re-approved for an ADA waiver for the 2nd semester. It's all just becoming too much and nobody cares.
Middle School Teacher	We are very underpaid for all that we do.
High School Teacher	We need to have the vaccine ASAP!
High School Teacher	Why don't changes in working conditions have to be bargained? Ie. Signing in virtually....
Middle School Teacher	I want to thank CTA for fighting for us continually over the last 12 months.
Elementary School Teacher	This is a very hard year and we are constantly being required to do more and more. I am truly think of taking a leave of absence to recuperate fully. This year is exhausting and the expectations are ridiculous.
Elementary School Teacher	Most of our students need intervention so what is the point of intervention periods? This is designed for small populations schoolwide. Teachers could use the time to reinforce the hybrid model. We need something taken off our list of required duties. I

	want to leave the profession only because the district hasn't made a good faith effort to balance our workload in spite of knowing that the hybrid model requires so much more.
Social Worker	I think overall everyone is doing the best they can and all is good. Thanks for the upper manager for seeing us through this most unusual process of times.
Elementary School Teacher	I have heard from other employees that they were told they had to use sick time because there is no CARES Act. Also heard the same from administration. I did not receive full pay when I had to stay home with my son due to close contact quarantine. I was only paid 5 hrs a day.
Guidance Counselor	This year has taken a toll on educators. It's disheartening that we are in this position in the first place. We are here for the children, but when you have administrators/school board members and district personnel showing a lack of concern it's disappointing.
High School Teacher	Students take off masks in the hallways and bathrooms. Attendance should be reduced - it should not be business as usual.
Curriculum Resource Teacher	My Principal is doing the absolute best she can with what she has been given. She tries to follow all rules as defined by the district
Middle School Teacher	We work hard and well with our admin at my school. I am fortunate at OMS our admin really tries to keep us safe and they listen well to teachers. The kids do not social distance and they are constantly being asked to keep his/her masks up or to back away from each other. This is the issue
High School Teacher	Frustrated with the "business as usual" situation with evaluations, observations, etc. The union should have negotiated for more than just the pittance of a 1.27% salary increase. Other counties throughout the state have scaled back their evaluation methods, number of observations, etc. We are stressed enough without doing a dog and pony show for admin judging us for something they have never done themselves. I've never been so upset with the union. You let us down.
Middle School Teacher	<p>We were not trained to teach online classes. the 1% Self-contained ESE population spent a semester trying to get instructional material that students can understand, access and reply to that is not too difficult. We are modifying the modified material, and teaching their 'helpers' how to access the sites.</p> <p>This is too hard; I have 2 desk tops, 1 laptop and a SMART, data is too important to the administration and we are being asked to make sure Launch Ed are being challenged.</p>
Elementary School Teacher	If I could have found any way to support myself outside OCPS, I would not have returned F2F in August. The infection rate and

	<p>death toll from COVID are overwhelmingly higher now in January, 2021, than when FL schools closed in March, 2020. It's completely irrational. In other states, public education continues to be offered as digital-only. Despite our Republican governor, how can our lovely Democratic Orange County have succumbed to this lunacy? All I can do is pray to survive, against the odds.</p>
Middle School Teacher	<p>Smaller class sizes and actual consequences for violation of the mask mandate</p>
Elementary School Teacher	<p>Parents should NOT be given the option to come back whenever they feel from Launch ED to F2F. Once you choose a modality in August, you have to stick with it. It is rude, annoying, and an inconvenience upsetting the whole classroom. Parents need to make darn well sure they want the modality they pick. For August, this should be the case for ALL schools. No exceptions! Parents should have to stay home who chose virtual for the rest of the year. There is no room for them F2F anyway. We are at capacity. If they don't like it, they can go flex, ocv's, flvs, or homeschool. Parents get way too coddled and this needs to be stopped and administration and teachers need to be able to put their foot down for what works for the existing live students.</p>
Elementary School Teacher	<p>Bring volunteers back on campus who are willing to be there. Our community likes involvement. If they do not want to volunteer, it's their choice, but at least allow teachers to have volunteers. If the agreement is mutual, it should not be a problem.</p>
High School Teacher	<p>We're exposed to the virus on a daily basis, hoping for the best every day. The workload can get overwhelming due to the fact that students will be taking mandated state tests this school year (FSA, EOC's). There's no way of accurately measuring academic progress, but the pressure is present on designing lessons to remediate and prepare students for these tests since so many students are failing. May God help us!</p>
Elementary School Teacher	<p>The load of work and responsibilities have increased since the beginning of the school year. Every day I feel overwhelmed with all the work load and it feels that would not end. At my school, we all look exhausted.</p> <p>When I had Covid back in October I was asked multiple times to work from home, because I sounded fine over the phone. My husband and I got sick at the same time and almost ended up hospitalized. I sadly accepted to work remotely for the last two days of my sick leave because my administrators kept insisting. In the meantime, even though I was sick, I prepared daily slides with all the lessons and assignments in Canvas (every day). Personnel from CTA called to check on me once I reported my</p>

	work conditions and my health status. I appreciate all your support and dedication. Thank you!
Middle School Teacher	I feel the powers-to-be are just covering their job security. Schools should have been prevented from opening without 100% employee vaccinations. This shows me how important teachers are. In my professional opinion, we are as important as furniture. Not more, not less. I hear talk from many, I look for action. I hear more talk. After 32 years in middle school science education, I never thought I would have that opinion. The illusion is gone. I will remain dedicated to my subject and my students until my last day teaching. Last week, after an especially Covid positive week, I just got an email from a student I taught in 1996-1997 thanking me for everything I did for him 24 years ago. That is why I teach. I do not expect such thanks from "the man behind the curtain." I believe the words from my former student. I expect you to protect my identity.
Elementary School Teacher	I just want this whole school year to be over so I can recuperate and see if I want to do 13 more years of this.
CTE Teacher	Tired of fighting to do our job. So many worries
Elementary School Teacher	Shame on the district for those D/F threat letters. What happened to compassion during the pandemic?? Now we are bullying kids back and in turn teachers are forced back. I was told Jan 6 to just send the possible retention but "it's fifth grade no one is getting retained." Then Jan 12 we get a letter and they start making calls threatening retention if you don't return. At least tell parents the truth when trying to get them back!! This hybrid doesn't work. It doesn't work for the 7-8 who opted to return and now cant access lessons at school and it certainty doesn't work for the 32-33 who want to stay home and now have a hybrid teacher struggling to meet their needs when to those families nothing has changed so why are they being short changed.
High School Teacher	Honestly I get more concerned when the fire alarm goes off knowing it wasn't a drill!
High School Teacher	School is working "as a normal school year" as it is it is already stressful with the pandemic, and administration keeps asking us teachers to do things as normal year: evaluations, required assignments to do with short notice and due date not enough time, not flexible with teachers but yet to overly flexible with students grades, asking fir unreasonable expectations, etc.
Guidance Counselor	Middle school students do not social distance & it really isn't possible in a hallway when hundreds go through in 4 minutes. Their masks often are under their noses and sometimes on their

	chins. We provide masks & remind them constantly. They usually comply when reminded. I think staff & administration do their best but there are just too many people in indoor environments.
High School Teacher	With new strands on Covid-19 being found, we need to consider this as a new wave and we need to look at it very closely.
Instructional Coach	I do not understand why I was made to provide accommodation documentation if nothing would come of it.
Instructional Coach	I do not understand why I was made to provide accommodation documentation if nothing would come of it.
Middle School Teacher	<p>I hope people who have refused to come into school but are traveling all over the country are made to come in. It isn't fair to those of us on campus to have the burden of everything while they teach from home. They obviously are not worried about getting sick if they are traveling. Of course, people with actual concerns I completely understand their reluctance.</p> <p>Face to face is best, virtual can work but blended must not be allowed on the table if this continues into next year. We help no one.</p> <p>Parents need to make a choice and stick to it so counselors can schedule appropriately. It isn't fair to them to have to keep reworking the schedule over and over.</p>
Social Worker	Please push the governor to classify educators as essential workers. If he's requiring every district to have a face-to-face option, then we should be part of the second phase of the vaccination plan.
Middle School Teacher	Get students and teachers back to brick and mortar school. The death rate for Covid is very low. People are going to contract this disease and most will be fine. If students and teachers are still scared, they need to move to Florida Virtual or Orange County Virtual. There are too many students and teachers using Covid as an excuses so they can travel, cheat, not get up early, not commute. We need to move on.
Social Worker	i want to back working from home
Elementary School Teacher	I am happy to be working from home.
ESOL Compliance	As the ESOL Compliance Specialist we are taking on more tasks such as learning a brand new online platform for testing, creating meetings for testing, and other job requirements but many of us have other duties such as lunch duty, pull small groups, or are staffing specialists as well. ESOL Compliance Specialists should be considered full time as far as budget to fo the job effectively.

High School Teacher	I think schools have lost their energy and enthusiasm.
High School Teacher	I am fortunate to work virtually
Curriculum Resource Teacher	The district leadership needs to be doing more to support those in schools. And not more trainings or materials. We need time. Send staff to schools and give teachers extra planning time. Relieve some of the sub shortages. Help in the cafeteria. Support testing.
Middle School Teacher	I do not feel confident that our state lawmakers have teachers' best interests in mind. I feel very disrespected and unappreciated in my profession. Not having access to the vaccine until the general public is unacceptable when we should also be considered as first responders if we are required to be at work. The increase in case numbers does not seem to be worth shutting down schools for the sake of our economy. Our economy is a greater worry than the lives of our children's teachers and school employees. I will be seeking other employment in the near future if something does not change.
Elementary School Teacher	The virus is getting worse. It's only a matter of time before this all explodes in our faces.
High School Teacher	I do not agree with the union on this topic. You may be representing the views of some of the members but not mine. The union view does not appear to be supported by science. What is true is that many children are suffering from isolation, depression and anxiety. We need to follow the science, support the protocols that are working and get our children back to school.
Elementary School Teacher	I just don't understand how in a room of 18 students, only 8 would get quarantined. Leaving 10 kids plus a teacher still going face to face. How does that make sense if everyone was exposed in the room?
Elementary School Teacher	<p>My principal is very supportive, i know it's not her. She is trying to help everyone.</p> <p>One of our pe teachers was out this week which left the other by herself with 3 classes- that's not safe during a nor all situation but it's amplified now with covid.</p> <p>Nothing about this year is safe.</p>
Elementary School Teacher	I will be contacting the appropriate channels to express my concerns and disgust for how our school district is allowed to get away with putting teachers lives in danger everyday. There is no accountability...we teachers feel like collateral damage.

Elementary School Teacher	I know I have been one of the lucky ones obtaining an ADA accommodation and being able to teach LaunchEd from home. But, I was also told that I may have to return if more students return F2F. So there is that constant anxiety in the background of having to make the decision to return or take leave.
High School Teacher	The students do not understand how serious this is and they are putting their teachers in danger. Student remove their mask to squeeze because they don't want to get the mask wet. They are sharing food and putting their heads on desk etc... They are kids and they just don't get it! The people sitting behind desk telling us we have to be in these environments picture everything as working perfectly and the reality is much different.
High School Teacher	I am just so "over" this bologna! They could have done something far better than what they are doing if they had truly wanted. We are losing GREAT teachers both new and veteran! Just one more reason there is a teacher shortage... ALL OCPS personnel should be vaccinated ASAP to protect us AND our students. OCPS needs to FIGHT FOR IT!
Elementary School Teacher	The sun situation is out of control especially for ESE! We struggle to get anyone who can help.
Other	After long holiday breaks classes should resume online to give Quarantine time for those that traveled. Some co-workers going away for spring break and that worries me.
Psychologist	We have office days to write reports and do other tasks required by our jobs. Due to covid restrictions, we cannot all safely be in our offices on those days. This means that we have to go to our schools, which are also often overcrowded. Instead of allowing us to work from home, as some teachers are allowed to do, we instead have to report to a location, which is an unnecessary risk and less conducive to efficiency in many cases.
High School Teacher	We are being micro managed in areas that we handle but once admin steps into do a job they are able to do whatever. For example the use of larger spaces when dumping students that don't have subs. No protocols of SD are take seriously.
High School Teacher	Students who were supposed to quarantine attended school unaware they were to be quarantined, and their attendance was modified to reflect as excused absences a week after the fact, even though they were in every class, and their teachers marked them present.
Middle School Teacher	My administration is going above and beyond to support teachers and keep us safe and I am very grateful to be where I am during this. I can see through social media and hearing from friends at

	other schools that not all teachers are as lucky and I understand why teachers are leaving.
Elementary School Teacher	Thank you CTA for being our voice.
High School Teacher	Students who do not wear the mask properly are NOT being sent home.
High School Teacher	I really would like this virus to be over.
Elementary School Teacher	We are expected to teach: reading whole group, reading small group, differentiated centers, intervention(all levels), math, math intervention, science, social studies, health, writing, and not to mention WITH ZERO SUPPORT! This profession is unfair. I don't care that I am at school exposing myself every single day! I want to help these kids learn, but this is IMPOSSIBLE! Absolutely unrealistic. NO PERSONNEL, NO CONSISTENCY, NO SUPPORT. We need help in these school. Our kids are failing.
Elementary School Teacher	Hybrid is a joke. Social distancing is non existent.
High School Teacher	Just as you get used to the hybrid teaching model here come new rules of engagement....increase student involvement, have them on camera, make them talk, the list is endless . There are only 7.5 paid hour in a school day and the amount of parental contact required for all the infractions that have been added to the covid/ hybrid teaching list is ludicrous.
Other	We are doing screenings and testings on campus with launch Ed students and are given absolutely no information as to which students have active Covid in their house or have been quarantined at home. There is no protocol for those parents to notify us or if they notify one person that information is not always getting shared.
Elementary School Teacher	I am an EBD teacher so I am not concerned about my safety but I am concerned for my coworkers.
Elementary School Teacher	Hybrid teaching is horse shit. I can't go on like this I won't do this next year. face to face or virtual but I will quit if they try to make me do hybrid I can't spend 3 hrs a day making resources virtual and constantly reminding parents to upload assignments. I have 1 kid I know sleeps till 10 everyday but mom logs her on and she takes forever to get on and answer questions.
Other	Why must our lives be at stake and we always have to fight for our salaries? AND Although CoVid-19 is the focus, when will all African American professionals be treated equally. Principals do not reach out to

	aspiring African American at the same rate they reach out to Whites or Latinos to encourage/support African Americans seeking leadership roles. There is so much hidden racism in OCPS. I don't know what it will take for qualified African Americans to receive the same opportunities as others.
High School Teacher	I had 2 students test positive and because it was during break, I nor my colleagues were notified. Students notified OCPS but nothing was said to us.
Elementary School Teacher	As a Pre-K teacher, I wholeheartedly believe it is vitally important for my student's large motor skill development to be able to utilize the playground equipment at our school. However, we have been instructed to not use the playground even though it is outdoors and all of our students and teachers wear masks all day every day. Instead our Pre-K students have to run in an open field which has a lot of uneven ground and a lot of drainage infrastructure. Of course we want to stay safe and keep our students safe, however some of this social distancing and not using certain equipment is just not realistically feasible. The county parks are open for children to play on, why is my school playground not open?
Testing Coordinator	I have to cover classes in the auditorium every single day during 7th period. Some days there are over 10 classes in there. I am also the Testing Coordinator and it is very unreasonable to expect me to cover classes with as busy as testing is.
Middle School Teacher	Now it appears that students who failed the 1st semester are being called to be encouraged to return F2F, parents can sign a waiver saying no, but this will greatly increase our F2F numbers which isn't safe and is greatly disturbing.
Elementary School Teacher	I think after a holiday, we need to teach online for two weeks, then return to face to face. I think schools need to monitor the kids who are not social distancing.
Middle School Teacher	Launch Ed is an abomination. Totally untested, tried, or researched. Total educational malpractice.
High School Teacher	We were expected to just teach hybrid as if it's the job we signed up for without any extra planning time or pay. It's insane. My job is completely different. It's also insane to believe the students are really learning anything right now. A lot of extra work for no reason. My stress level is off the charts.
Elementary School Teacher	This year is a disaster with little flexibility. Teachers once again are facing an unknown learning curve with little support except to bow down to the districts mandates. CTA needs to get rid of observations, it's cruel and unjust. It's an unnecessary stress we don't need to feel burdened with. The raise was pitiful, no one seems to want to bend the rules to do what's right.

Guidance Counselor	My admin works diligently to keep our school clean. The health dept needs to inform without so much time passing. Temps are checked every single day for every single person coming into the school.
High School Teacher	We cannot be expected to effectively teach a hybrid class, nor can we be expected to have a small amount of failing students. If a student isn't logging on or doing the work, they are graded appropriately.
Social Worker	<p>School social workers are being asked to go to food distribution sites after work hours to distribute food and chat with parents. We are in the middle of a pandemic which is getting worse every day. Why are administrators asking school social workers to expose themselves to a deadly virus that could cost them their lives and their families lives?</p> <p>There are different methods of communication that can be utilized during this unprecedented times that don't require face to face interaction, such a telephone calls. This needs to be addressed with students services.</p>
Middle School Teacher	At Gotha, we were asked to provide a list of interventions we provided for every student who earned an F during Quarter 2, if we had more than 25 students with Fs. How about instead of giving us MORE work, THEY get accurate contact info for parents, make the kids sign in, make the kids do their work, and give consequences for not showing up and not doing any work.
High School Teacher	Im happy with my job but im scared whats going to happen to our school and our school grade. sometimes the kids needs are not being prioritized because we have to give them a score. scores do not reflect only the teacher's abilities to teach but also factors that teachers have no control over like whether or not they even ate that morning. please help us get these kids back to learning...most have not been learning most are failing and they're still being held accountable for these scores and so are we. data should not be our priority. I know the district loves numbers but right now their basic needs are not being met. we need more SEL and more authentic learning.
Dean	Please help our teachers!
High School Teacher	The work load for teachers doing a blend is ridiculous. I'm exhausted, frustrated and angry. If I could quit or retire, I would. OCPS will continue to shove more and more kids in classrooms, and add more work no matter how many teachers and students get sick or die from COVID. I've never felt so little respect or

	<p>support as I have this year. This is not due to my school administrators but from the district and school board members. To add insult, we now have to “clock in” everyday on a computer requiring more time and effort than the old method . Our technology is so outdated and the district wifi often prevents me from doing my job. Now I’ll probably get docked pay for not being able to clock in. Why do salaried positions have to clock in. Everyone in charge at my school knows when I’m out . It is a waste of time. We should be trying to reduce unnecessary work loads at this time since the teaching of hybrid takes so much more time. More work and less pay is the OCPS way!</p>
Elementary School Teacher	Kids are still coming to school sick and being sent back to class.
High School Teacher	Stipends need to be retroactive for blended model teachers.
Middle School Teacher	<p>You need to made aware that OCPS sent a letter to parents of students with IEPs promising each student a meeting to determine if there has been a loss ok skills in comparison to March 2020. This means that ESE teachers are being told to locate data from that time period for each one of every students’s goals. This will take an inordinate amount of time. Not to mention the ESE teachers are now required to complete a lengthy district form with all this information.</p>
Elementary School Teacher	<p>I want to be able to teach my kids without having evaluations and testing hanging over my head. The expectations for increasing student achievement are unrealistic while our kids are dealing with fear and anxiety. I have a student who has nightmares about Covid. How do I help her achieve academic success when she's scared? I have a student who tells me every day he can't concentrate because his house is loud. How does he make academic achievement when he verbalizes he can't learn in his home environment? Expectations do not meet reality. I have parents who are front line workers, keeping their kids home, but their kids are exhausted being on the computer 7 hours out of the day. They are frustrated their kids aren't keeping up with the demands of distance learning. These are the realities our students and teachers are dealing with every day and yet, we are expected to prepare for testing and evaluations as if this is "normal."</p>
Middle School Teacher	<p>My number one complaint is how many teachers are at home without the accommodation. On campus teachers have had to pick up the slack for those not on campus and are not compensated as teachers in other counties. We truly have a larger workload and more responsibility not to mention constant</p>

	<p>exposure to the virus. I don't know if virtual teachers understand the repercussions of their absence on campus and that on campus teachers are called upon to cover for them on a daily basis from everything to behavior to uncovered classes to labs for students with virtual teachers. And quite frankly it's the kids that suffer.</p>
High School Teacher	<p>So many students have low grades and are failing due to absences . The last survey of the school found that 20 percent of students are absent each day . We are told to mark Launched students as present if they sign on to the web Conference and then leave or even if we can see them away from their laptop on Lanschool air. Teachers have possible raised and evaluations based on CFE or EOC test scores where students are not attending. Following school protocol makes it look like the students ate attending and learning each day when many have signed off or left their name on the conference and walked away from their laptops at home . No punishment for skipping or tardies on Launched and students know this and they are using it to their advantage to do whatever at home except attend class online. There is a serious double standard with the face to face student and the Launched student when it comes to testing , cheating during testing is the norm (no way to use and secure server to test online with Launched) and with tardies , skipping , etc. it is very frustrating to have raises and evaluations based on a system that does not hold launched students accountable and is not fair to the teacher trying to teach their best each day! It is getting worse with attendance and grades and teachers have to speak to admin in meetings to defend their low grades . We have extra pressure when students fail and have extra work to show that we are trying to help students when they are not online or absent face to face . Students are constantly flip flopping from home to school and it is very hard to keep an up to date seating chart with new face 2 face students all the time . I can't wait for this broken teaching method to be over . I don't want to be held accountable for EOC grades or CFE grades when I can't find most of my online students daily . They have to be present to learn and to have consequences for tardies (coming the last 5 minutes is technically a tardy)and it happens each day, skipping and ghosting ... that's the term students call signing up for the web conference and then leaving the laptop on and they are away from it for the period . It happens every period every day.</p>
Middle School Teacher	<p>We are putting our health and the health of our families at risk and on top of it we are expected to work even when exposed to covid and then charged for time ? It doesn't encourage people to</p>

	be honest about exposure. I have no issue with it, but so many teachers just don't want to give up sick leave days because of a situation beyond their control
Elementary School Teacher	Trying to manage Kindergarten students online and face to face at the same time has been extremely taxing. A lot of extra work preparing packets to send home for students who are on launched. I work on Saturdays and most days I'm at school until 6 and then go home prepare more.
Elementary School Teacher	I am exhausted every single moment of every single day. I feel like I'm teaching at 50%, but doing twice the work.
Elementary School Teacher	At my school, the principal and assistant principal has implied and rated me a developing for building a positive rapport with students/families. All because I've had so many changes take place, students switching from virtual to face-to-face. I've had 6 new students the 2nd quarter, 2 new beginning the 3rd. They consistently make me feel inadequate and I'm really trying my absolute best this year given all the changes.
High School Teacher	Please read the above statement!
Elementary School Teacher	Please insist on having OCPS move completely to LAUNCHED before the Pandemic gets worse.
Middle School Teacher	I understand most attention is on the general education teachers and not ESE self contained teachers. Unless you work in/or have worked in a self contained unit people don't understand what occurs in these classrooms. Social distancing is NOT possible and students don't wear their masks! These classrooms are not only about teaching standards, we teach toileting, eating, drinking, life skills, social skills, turn taking, socializing, etc. To be honest, right now it SUCKS and I'm almost over it. We have lost 2 ESE teachers within 48 hours at our school! I could go on and on about ESE but why bother; nothing ever happens because we are the minority in teaching. I'm just bitter right now and it was a crappy day at school.
Elementary School Teacher	More and better cleaning. Air purifiers placed in the classrooms. Plastic dividers to separate the students. Filters that actually filter in the air conditioning systems.
Elementary School Teacher	I understand the changes of classes and teacher roles because of Covid. I have been more than willing to do what needs to be done. The issue I have is with OCPS treating this like any other school year and sending Corrective Programs to us on data which is nearly 2 years old now and picking apart data when the students are bouncing from teacher to teacher or are at home and not

	meeting the requirements of LaunchEd. That is plain unfair and disheartening.
Other	There have been several COVID positive cases in the department and in the building (RBELC) and no one is informed of the cases, only if there is a close contact but in the district office no one got a notice. We can only view the cases on the dashboard but it's very broad and doesn't tell us specifics. PPE was given out once only.
Elementary School Teacher	I feel my covid-19 positive rest was not taken serious. It wasn't until I ended up at the ER that I got an ounce of sympathy. Admin staff took 4 days before initially responding to emails about being sick. Seems like my life was dispensable to them. Students were not notified until a week later. Other staff and subs were not notified of potential threat while holding classes in my uncleaned classroom.
Other	Please add staffing specialist to the drop down. Every single school has one.
High School Teacher	The district's contact tracing is a farce, as are claims by schools that they can somehow be sure that no one had contracted Covid at school. The district policy from day 1 has been to pretend that a person has only been "exposed" to Covid if they spent more than 15 minutes within 6 of a person who tested positive. Within 6 feet for an extended time may carry the greatest risk of infection, but if that were the only way for the disease to be transmitted we'd never have had a pandemic in the first place. Spending an hour at a time in a small, closed-up room with 25 or more people is absolutely exposing people to the virus, even if they happen to be 8 or 10 feet away, or only spend 5-10 minutes within 6 feet. Pretending that isn't the case makes all the effort put into contact tracing and notification into nothing more than window dressing.
Other	we were told if we request an ADA accommodation than we will be assigned to a school or alternate department even though our job of providing professional development can be done remotely with no need to be on an OCPS campus
Elementary School Teacher	I had COVID-19 during the summer so I am not worried about contracting it again; if I contract it again I am not worried about the severity of the disease.
Elementary School Teacher	She also doesn't inform special area teachers and coaches of the cases. They don't hear until or unless we share about contact.
Middle School Teacher	Too many students COVID or noncovid in Electives classes.
High School Teacher	Almost every teacher and employee I know feels marooned by our district and are demoralized by lack of district support. Barbara

	Jenkins making little videos doesn't help us one bit in the trenches. And forcing us to be evaluated by non-pandemic metrics is disgusting.
Elementary School Teacher	As a launch Ed teacher, once I came to my classroom and other teachers were using my classroom with students which had been marked as clean when I entered.
Elementary School Teacher	This is not an original year, so the principal should not be running the school like it isn't Covid.
Other	Teachers and administrators are doing their best to follow social distancing and enforce mask requirements. It is physically impossible to socially distance the amount of students on class and class sizes are the same as always. Admin spends a significant amount of time dealing with contact tracing, notifications, etc. We are constantly receiving calls to notify us of a person on campus testing positive. Teachers and admin are doing the best with what they've got.
Elementary School Teacher	This is exhausting on a day to day basis. Wearing the mask 7-10 hours a day is miserable and we spend so much time telling the kids to pull them up or put them on. Stay in your seat etc. Where is any exceptions or grace for teachers this year? I don't see any consideration for all we put up with. We are still expected to do more more more. I was given a developing on an observation because I "raised my voice " to quiet my class. Really? I was talking through a mask and our microphones don't work anymore. Bottom line we feel like no one cares about teachers. Not really.
Elementary School Teacher	I appreciate what CTA does for us. I am only comfortable sharing anonymously.
Middle School Teacher	This year has been extremely challenging, I wish leaders across the board would understand we can't just continue with business as usual. We are in the midst of a global pandemic; we need a different approach. Teachers are overworked & underappreciated.
Elementary School Teacher	Some teachers allow students to use the water fountain, students repeatedly wear masks wrong, ALL TEACHERS NEED TO BE VACCINATED.
High School Teacher	The CTA should bring STEP Pay back into our Teaching Contract. In addition to rewarding new teachers pay, Honor your Veteran experienced teachers with more pay and those with advanced degrees. Add Medical Insurance for Life like other members of the FRS. The Annual Pay and percentage of a 30 year Teacher Retirement should be equivalent to that of a police officer or a firefighter with 20-25 years.

High School Teacher	This is an impossible year for teaching. The state needs to suspend all testing, prioritize vaccinations for teachers and support staff, and provide hazard pay.
Elementary School Teacher	Our admin is working so hard to be supportive and keep everyone safe. The state makes it impossible for procedures to be improved.
Middle School Teacher	There are many behavior issues and fights at our school. Most Launch Ed students are doing poorly with D's and F's.
Elementary School Teacher	When someone tests positive we get notification saying all infected areas of the school have been identified and thoroughly cleansed, but I have never seen any district or outside cleaning company at my school to disinfect areas so I am confused as to what measures are in place to truly clean rooms where someone has tested positive.
High School Teacher	I hate the hybrid model and believe it is the cause of my major stress issues.
Elementary School Teacher	I have lost any faith in the district's ability to tell us the truth. The governor also had not helped at all. I wish people would take this pandemic seriously. I don't feel comfortable and my anxiety is through the roof. Also having to take reading endorsement classes adds to the stress. So does nothing changing (observations, data chats, etc). It's just disappointing.
Elementary School Teacher	An assistant who was infected with Covid-19 commented he had to use his sick days to stay home for those 2 weeks of quarantine.
Psychologist	I observe in classrooms with too many students to be able to spread out. I have been told that the school doesn't have to report quarantines and positive cases of staff/students if they believe it was contracted in the community not the school. Not quarantining enough of the people that were around the positive person. Being told that a fever isn't enough to send a student home—that they have to have two symptoms.
Elementary School Teacher	Asked to keep up lesson plans while dealing with the deadly virus. This stressed me out because they were worried about the students not being ready for the FSA instead of my health.
Middle School Teacher	My school is ill prepared for the influx of students we got this quarter. Also there are a number of students who do not log in and are gifted grades at the end of the quarter. As teachers we are derided about the number of failing students but how do I grade someone who I have never had in the classroom?
Elementary School Teacher	We have a class at our school that was directly exposed to a student who has COVID. The student received his positive test result while he was at school. My principal followed the protocols and the class has not been quarantined. This is unacceptable!

Middle School Teacher	It is INSANE that teacher evaluation is taking place. That is why this Math teacher is leaving the system.
Middle School Teacher	Hybrid teaching is horrible and it is not sustainable.
Elementary School Teacher	<p>I am very disappointed in our school board and the choices they have made this year for the teachers. I think they are doing something wrong with their budgeting skills when they can't afford to give the teachers decent raises. Also, I think that by continuing doing evaluations, they have added a great deal of stress to an already stressful situation. I have taught for 31 years and this is by far the most stressful year I have endured. Not only that, but I literally put in 12 -13 hours in every single day.</p> <p>I am going to do my job to the best of my abilities at all times. However, I wish the school board would recognize what we have been through instead of constantly working against us.</p>
Elementary School Teacher	We are what the cdc described as hugest risk. Hundreds of kids shouting and eating in the cafeteria, four to a table. 8 classes of kids mixed at dismissal. All frames in a hallway with loads of student same as a normal year. Being unable to eject students who aren't wearing masks properly. Being unable to eject students with runny noses who constantly pull down their masks and wipe nose and face. Then touch everything. No thought of reducing time in classroom inside together. Parents should be taught how to fit a child for a mask. They have masks that don't fit well and they droop.
Elementary School Teacher	Stop the micromanaging
Middle School Teacher	I need to be Anonymous . I hope this survey can be confidential.
Middle School Teacher	None
Elementary School Teacher	The load of work is huge. Keep making and adjusting sources for digital lessons. Designing a whole digital curriculum takes many extra hours after school and weekends. Keeping students engage in class while assisting both launched and face to face is tiresome and frustrating.
Elementary School Teacher	Parents are the ones contracting covid, then they give it to their children who bring it to us! They don't care! There has to be consequences! Students don't come in with masks that fit the face! Parents are not educating their children and enforcing rules. We shouldn't have to suffer for ocps not laying down and enforcing all health protocols!

Elementary School Teacher	No ADA Compliance officer Legal department deciding Teacher being told job dissolved over budget when they did not choose alternate assignment in Kindergarten, or across town creating a longer commute. Told budget reasons when already had ADA Accomodations
Middle School Teacher	My principal dismissed the FAC concerns and lies to teachers. She doesn't report all of the cases to the health department and has not followed guidelines.
High School Teacher	Our Principal is NOT honest with us, the community about our COVID numbers. He does not even call home to report cases. Those have stopped completely this semester!!! I suspect he is not honest with the DOH either.
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High School Teacher	I feel pressured to rush through lessons and use CRMs. It is expected that our data improve from last year to this year with no regard for the limitations due to the pandemic.
Middle School Teacher	Reduce class size, increase teacher salary, listen to those who are on the frontline instead of parents, and take our lives seriously. I don't need you to employ me, but you sure as hell need us to run your schools.
Elementary School Teacher	For medical leave, there needs to be a WAIVER. I can't afford the monthly amount and would like to opt out since I have my husband's private health plan.
Elementary School Teacher	This year has been an absolute disaster. The overwhelming stress I felt every single day pushed me to the breaking point and I had to seek treatment for the panic disorder I have developed. ***PLEASE do not share my specific comments with my school's leadership because I fear retaliation. Some of the situations I mentioned are very specific to me and even without my name, they would know who submitted this survey based on those responses.
High School Teacher	At the beginning of the year I was completely dumbstruck that we were expected to be face to face in any capacity. I completely agree that the best education potential is students in a physical classroom with a teacher, but this has been pure insanity and I cannot believe things aren't worse than they already are.
Elementary School Teacher	There is a daily problem of arrival and dismissal duty not being covered and teachers asked to cover.

	<p>When teachers ask about specific district covid policies and why they aren't being followed they are told that the district only says "should" do these actions, not that it is required. Students who are not feeling well are allowed to come to school and students who have symptoms are not automatically sent home.</p> <p>There is zero transparency about who is quarantined and why, which leads to a lot of uncertainty, rumors, and stress.</p>
Middle School Teacher	Admin used to call with positive cases. We got three phone calls the first week back. Now we only get poorly formatted emails. And we have received NO communications this week (1/25-29), and I am SURE there are positive cases because about 40 kids have been quarantined.
Other	My school is poorly run from its top leaders. They have a lack of consideration for the needs of our teachers and staff at our school.
High School Teacher	Transparency with the district is a challenge. Teachers are sick with COVID. Some have passed away. There is huge room for improvement. Some campuses need to close for 14 days and none have since the New year. It seems as though the point the finger game has started and someone needs to take over. Teachers need vaccinations now. Florida is not teacher friendly. Florida does not report with Transparency what is occurring in the state. Teachers need help with lost many.
Other	Killarney is really doing a great job of working through this very difficult and hard school year.
CTE Teacher	I escorted a student to the CASAS testing room and the tester yelled at my student when she knocked on the door and I was written up & a negative given to me on Domain 4.
Elementary School Teacher	I am not safe here. I am not protected or provided information to help me.
High School Teacher	<p>I think continuing to focus on covid safety is a waste of time and resources.</p> <p>Can we please focus on trying to pause state school evaluation.</p> <p>And the county going beyond FHA's a guidelines for athletics.</p>
Middle School Teacher	I am extremely disturbed by the verbal abuse being piled on teacher from behind a phone. I have had people that I don't even know leave comments on my FB when I put information out the about how unfair the situation was for teachers. I have been told to "quit whining and get your ass back to work like the rest of us " and "you're not special. Lots of people don't have choices. Get over it snowflake". I am truly disturbed by the lack of respect from

	our community in general. Even the polite ones are saying thank you but they are still sending their kid to school instead of keeping them home...
Elementary School Teacher	Mandate everyone wear masks appropriately
Testing Coordinator	LaunchEd need to go away. Students have a tendency to want to go back and forth. If parents want their students to do school virtually, they should go with OCVS.
Middle School Teacher	lunchroom. School is trying, but there is concern that students in families with quarantines are coming in Nd that quarantines are shortened, some staff is not consistently wearing has, I had a student pull down his mask to sneeze in my classroom
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Elementary School Teacher	<p>I am also highly concerned for my child. If LaunchED is not an option, I will have to pull her out of OCPS because of her medical disabilities. While we fight for teacher's rights, please remember to fight for kid's rights too.</p> <p>Also, please work harder to get our salary back to a place where it covers our insurance. Veteran teachers are also losing out because most of the pay incentives go to new teachers for recruitment. But the veterans are the ones you really risk losing. Your experienced, highly effective educators, who stick around because of the students. Even the playing field for them too.</p> <p>Thank you for all you do for us.</p>
Middle School Teacher	Please I beg of you... FIGHT FOR SMALLER CLASSES SIZES. Especially electives. We MUST have a legal cap!
Elementary School Teacher	They can buy children mask for the little ones ..
Elementary School Teacher	Evaluations and FSA needs to be eliminated
Middle School Teacher	Not sure if this pandemic will get worse before it gets better but teachers are being exposed more than they know and exposing others to it as well. Selfish acts are being displayed by grownups and allow their children to come to school sick etc.
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High School Teacher	I feel teacher evaluations should only occur as informal. Deliberate practice should not be occurring either as we have had a workload doubled already. How are we supposed to complete all our work during work hours when everything has doubled?
Elementary School Teacher	I feel supported by my AP and instructional/math coach.
High School Teacher	I understand your concerns about Covid but when are we going to have a survey about the needs of our ESE staff/students???
High School Teacher	If the DOE is so concerned about the mental health and wellbeing of our students in this pandemic, why are we conducting high stakes testing this year?
Elementary School Teacher	I started the year and have remained teaching kindergarten launched from home. It's crazy that I have to say I have been lucky to be able to teach this way! I do go on campus at least once a week to obtain materials from my classroom, but it's after school hours. Many of these questions do not pertain to me.
Elementary School Teacher	I am most worried about the number of kids in my room.
Elementary School Teacher	I believe that random temperature checks are supposed to be required but I have not, nor have I seen any other faculty or staff (other than substitutes) have a temperature screening since preplanning. Only the students are checked.
Elementary School Teacher	Shared items in my class are cleaned only by me. I hope I'm doing it right. The kids are told to walk down the one way hallways. They sit 3 feet apart in class and are told to wear masks. They are encouraged to wear them properly by some teachers and not others. The issue is that some (teachers/ admin/ students) don't take it seriously and it puts us all at risk. We are only as strong as our weakest link.
Guidance Counselor	We have the most cases in the district and our school remains open
Elementary School Teacher	Orange County has never really cared for teachers and I have always seen a gap in what title I schools receive as opposed to other schools. But COVID has made me realize things are much worse than I ever imagined.
High School Teacher	The last week I received a call in which the principal was encouraging the parents to send the students back face to face.

High School Teacher	Teachers like me who haven't taken a day off and are doing the terrible simultaneous bs of f2f and virtual at the SAME time need a stipend. Only those doing the simultaneous stuff, we are working harder than ever. And there should also be a bonus for those who don't take a day off
Middle School Teacher	I feel overwhelmed and stretched beyond my limits for pay that does not equal what I am having to do this year
Elementary School Teacher	Soap was out in one of the student restrooms for about 5 days, which makes me feel that I cannot trust that the custodians are properly cleaning and sanitizing.
Elementary School Teacher	I believe our admin and teachers at our school are very supportive. Anything we've asked for we've gotten or they have looked for answers... material wise , programs to help teach virtually. Our principal has pulled small groups to help support math teachers. During lunch they've made it a fun game to do mental math to again help with the gaps we've seen in students.
Middle School Teacher	My other concern was how I had to use my personal sick days during my COVID illness. I was told that any day I was absent I needed to use my own sick days and that on days in which I streamed from home I needed to put them in as CARES Act TDY. Because of the virus, I could only stream one day. Therefore, all the rest of the 10 days I had to submit them as sick days. I was informed to do this by Professional Standards and my principal. Is there a way for me to get my days back?
High School Teacher	Some veteran teachers got to work from home but I am not because I am a second year teacher. I have to conduct multi-task extremely in every period and everyday. It is like that I am an Air traffic control officer who is managing everything by myself in the busiest international airport in the world; it is pretty intense. In addition, an informal evaluation is non-sense during this hybrid teaching environment. This informal evaluation during this pandemic is analogy to judge a movie which is a two hours long in a first few seconds; it is not an accurate picture of what I do everyday and every class has different situation so ... How does admin. accurately evaluate informally about my teaching? There are so many things going through and under deep levels that do not manifest at a surface.
High School Teacher	I have voiced my concern over f2f roster (I have 99 total) and have learned that I have the most over most teachers on this campus yet nothing has changed. It takes double the time to plan new curriculum for a hybrid class. If I taught several periods that were solely f2f or online it would make things easier. I may have to begin taking mental health days because it is beginning to feel

	overwhelming. To know our observations are impacted even though we are in impossible situations is also disconcerting.
High School Teacher	We need to swap back to all virtual. This is awful. Administration is not listening and more concerned than ever about scores, not the well-being of us or the kids.
Middle School Teacher	I think we are doing the best we can, but hybrid technology cannot do what the school board/superintendent spoke about at the planning sessions. The daily roster changes due to higher levels of back and forth due to student abscess Combined with a slower responding student has thrown off the instructional pacing and delivery of amount of content.
High School Teacher	Teachers should be getting vaccines. Their families should also be able to since, even with the vaccine, we can bring it home to them.
Middle School Teacher	We have a principal at Conway MS who has divided teachers into the group he likes (he calls those few the “positive core”j and all others. He is dismissive, disrespectful and insulting, especially to experienced teachers. He is giving longtime highly-effective teachers beginnings (dishonestly so). The faculty has shared dozens and dozens of completely unprofessional and unethical behaviors to his supervisors but the principal is still there. Teachers are so stressed
Elementary School Teacher	I think it’s absolutely bogus that I am being evaluated with my virtual class when I can not control the student environment. This is my livelihood and I should not be punished because of things that are out of my control. I actually do believe that the students do need to be tested for data purposes ONLY! The student scores should not affect teacher evals or school scores this year. This is absolutely INSANE!!!
Middle School Teacher	Kids wear the same mask every day. Unwashed. Give them all new ones each day if you have to the dirty mask is more dangerous for everyone than no mask
High School Teacher	I did not feel safe at the physical school I was at the begin with. I knew there would be too many kids face to face, and from what I hear, that is the case. Teachers there have too many kids in their room to social distance. I knew procedures would not be followed. This is why I took leave. I was looking for another job outside of OCPS, but ended up getting a transfer to OCVS, which I am unexplainably thankful for.
Elementary School Teacher	Regarding my plan to return to teaching next year: I am applying to transfer to the new OCPS elementary school, but plan to stay with my current school if it doesn’t work out. This has little to do with COVID, however.

High School Teacher	Class sizes should not be the normal size and teacher evaluation should be held back because of the pandemic. There are far too much pressure on teachers in the classroom by administrators. WE were told that emails to parents are NOT an acceptable method of communicating we MUST call parents. It is just too much for teachers. WE ARE NOT PAID ENOUGH FOR ALL WHAT IS EXPECTED FROM US.
Elementary School Teacher	Teachers are essential workers. The Governor kicked us in the face when he removed teachers from the priority list although I am glad teachers 65 and older were privy to inoculation. I have had so many kids in my class that parents have tested positive and I received no information from admin about students status before they are sent to my class. I was told that as long as they have been quarantined for 10 days they should be okay. As it has been reported, children are usually asymptomatic. If they are not tested, 10 days of quarantining does mean they are negative.
Middle School Teacher	The tone of an administration must address the severity of this regularly.
Elementary School Teacher	See above about cafeteria. That's the biggest issue. Why can't students eat in the cafeteria?? Why our classrooms?
Middle School Teacher	Too numerous to name but my colleagues in my hallway have chronic illnesses. Why are we here if it is detrimental to my health?
Elementary School Teacher	The school board's lack of transparency regarding numbers of cases is frustrating. I'm also concerned about the DOH changing the rules regarding quarantines and how cases are reported.
Elementary School Teacher	I am 63 with multiple underlying health conditions. I am in DROP. I would leave now if I could, but it is a money and insurance issue. Also, no question was asked about virtual teachers-our workload has greatly increased due to have to make all items editable for the students to write on.
Elementary School Teacher	My school is really making the effort to keep us safe however there is just so much you can do. I want face to face school personnel to be considered essential workers so we can receive priority for the vaccine.
High School Teacher	Nobody cares about teachers. Not the school board, not the parents, not administration, not other teachers. Horrible District. Horrible state.
Elementary School Teacher	Overall I'm just over this profession and I will not be returning after this school year. I am going back to school
Elementary School Teacher	My school uses my room for after school care. The kids and leader are allowed to touch my desk, my computer and mouse,

	electronics, personal supplies, and classroom supplies. I have asked that they do not touch for COVID reasons(even have a sign posted), but the directions are not followed. There are empty classrooms in the school where all the kids are LaunchED during the day, or even classes that are being used for overflow furniture. These spaces could be used for after school care, and make it safer for me, but that has not been considered. Also, the teacher common areas don't have sanitizer. We are to sign In With the same pen, use the copier right after another teacher, with no way to sanitize. I feel all safety measures are in place for kids, but not teachers.
High School Teacher	Have been pressured to attend meetings f2f. I am the only one that attends the zoom meeting and everyone else is f2f. I cannot hear anything that is being discussed. I am told to come in and I won't have a problem.
High School Teacher	As to the restroom, we are not required to use the same restroom as the students. However, the bathroom for teachers is at the front of the building, has only 1 toilet, and is too far away to get there and back during passing time.
Elementary School Teacher	The admin at this school only cares to please parents and keep their positions. They target seasoned teachers and constantly insist that we do more. No matter what we do, we need to do more. They are doing walk through a every other day to try to "catch us" unprepared. The stress they put on us is absurd and unobtainable. No one can seem to "meet" their expectations
Elementary School Teacher	I can't believe we are going to be held responsible for student learning when many missed school the first 9 weeks, or like my new student that hasn't been in school since last March, or students not being pulled for ELL support, or being out for 2 weeks quarantine and not doing any work.
Elementary School Teacher	I am teaching LaunchEd from home. Because of this I cannot answer a lot of these questions. They do not pertain to me.
Elementary School Teacher	I really don't know how we can social distance in the classroom when we have to do small group in an already cramped class.
Elementary School Teacher	If student in VPK can sleep an hour with no mask why can't we just have no masks all day if we are with the same group?
Elementary School Teacher	If we have to quarantine we should NOT have to use our sick time and it's not replaced! Launched teachers at home do not have this worry. As a face to face teacher we are taken full advantage of. I was hybrid at the beginning of the year and it was awful!
Elementary School Teacher	I know that LaunchEd is not ideal learning for our students but I feel that it is the safest. Since we have returned to school in January, the cases have increased at my school and people are

	<p>having to quarantine in large numbers.</p> <p>Also, we were told by our principal that if we have students quarantined, that we are required to still teach them through the hybrid model. This means that All F2F teachers would have to switch to a hybrid model when this occurs. This concerns me especially when we are still being evaluated and some who don't have much experience with this model are being evaluated.</p>
Guidance Counselor	<p>We have too many students back on campus to be able to properly social distance. I am also a parent of a 10th grader at my school. He reports that student's masks are off of their face all the time during class change. There is not enough administration to monitor when students are non-compliant , since we are such a large high school.</p>
Elementary School Teacher	<p>The school day is filled with constant interruptions and delays. While some are understandable, evaluations, staying on pace, and completing extra paperwork become extra challenging as we don't have enough time.</p>
Elementary School Teacher	<p>The DOH is too overwhelmed. We had a class quarantined for 1 day because the department of health took too long doing their contact tracing. The teacher and a couple students tested positive. There have also been other cases where students should have been quarantined and they weren't because the contact tracing was never done.</p>
Elementary School Teacher	<p>Principal expects us to do small groups, but I refuse. THERE IS NO ROOM LEFT IN THE CLASSROOM. I have 22 fifth graders face-to-face.</p>
Elementary School Teacher	<p>I have concerns about COVID in schools but I am happy schools are open. I absolutely hated launch Ed the first 10 days .</p>
Elementary School Teacher	<p>I have concerns about COVID in schools but I am happy schools are open. I absolutely hated launch Ed the first 10 days .</p>
Middle School Teacher	<p>Ever since the picture of her not wearing a mask came out in the news, we have been getting more and more cases at the school. The principal openly admitted that her daughter was exposed to someone who had covid at the start of the school year and immediately after that picture came out, the entire lunch staff got sick and had to be replaced. All students enter that room at least once a day. The only way students can eat outside is if the PAY to do so. No supervision at the car loop in the mornings so students with no masks pile around each other before coming into class. The level of negligence has been unprecedented and criminal. Many teachers have quit do to the unsafe working conditions. It is possible to have safe working conditions but not under the current leadership.</p>

Elementary School Teacher	I have concerns about COVID in schools but I am happy schools are open. I absolutely hated launch Ed the first 10 days .
Middle School Teacher	Thank you for even caring enough to put this survey out here for us to have a voice. Truly appreciated.
Elementary School Teacher	The PE teachers specifically do not enforce masks during PE, allowing students to have their masks off or below their noses while being within 3 feet of each other. I have seen teachers wearing valve masks and gators. Students often have masks too large for their faces so noses are frequently exposed.
Middle School Teacher	I agree that safety measures can be safely implemented that would benefit students and staff, but I feel the administration has turned a blind eye to many serious issues. I understand that being launched for students is not the best learning option and understand why parents send students back; thus, school staff and administrators' proper planning is essential.
Elementary School Teacher	Can You please tell our Admin: We want K 95 Mask To stop telling us we have to use the CRMS Coaches need to start subbing. Stop grabbing our paras who help us with kids in the room. I haven't seen my para, Mr. Wright. Because he is always subbing a class so that means my see students are not getting their minutes. It's a hot mess, and I blame the leadership.
Elementary School Teacher	Some teachers don't believe Covid19 is an issue and don't wear a mask during meetings and do not enforce that their students wear the mask properly over the nose.
High School Teacher	I have had Covid and am in the process of being vaccinated through the district initiative but with the new strains coming out I am aware that this vaccination will not protect me from those so I almost feel it is senseless to have a vaccine.
Elementary School Teacher	There are many teachers that feel perfectly safe teaching F2F and want to be in the building. You are supposed to represent us all, not just push your own personal /political agendas. I am extremely dissatisfied with union representation this year. Teachers were already looked down upon and you've just helped fan the fire for the teacher hate.
High School Teacher	I think our school administration is doing the best they can, but our school board and district leaders have been the worse. We have been waiting for our raises all year. We were one of the first in the country to open face to face because of Governor Desantis, and we still have no hope of getting vaccinated soon. Meanwhile, other states are already vaccinating Teachers who are not yet full face to face. The rollout plan has been uneven and should have

	<p>been uniform for the entire country. Each state is doing whatever they wish or want to do. I am hoping the Biden administration will provide real solutions, especially vaccine distribution and more funding for raises for veteran teachers. In Florida, many veteran teachers are making the same as new hires. We deserve better treatment. We are the ones trying to provide students an education and bring some form of normalcy to this whole traumatic year for many, teachers are dying from Covid and suicide, and it is not just. Teachers need to be prioritized in this country. It is shameful and has to change if we wish to be the real example of democracy and leadership in the world.</p>
Middle School Teacher	<p>I think it's disgraceful that teachers and school personnel aren't among the first to receive vaccines. I receive a phone call every day about someone else contracting Covid. It is very unsettling and stressful!</p>
Other	<p>Please take teacher in consideration.</p>
Middle School Teacher	<p>Many of my LaunchEd students are struggling. I am tutoring on my own time at night from home to try to catch them up, and I am working all day Sunday preparing materials and PowerPoint presentations and videos to teach content to online and absent students. Most of the students that have been sent home to quarantine are not logging in for online instruction, and I know I will be expected to catch them up once they return to school. It is exhausting, and, even as I type this, my heart is racing due to the stress. I spend hours calling and emailing parents, many of whom do not answer the phone or return the emails. I feel that we need to give the FSA to see how this has affected our students' learning, but I do not believe it should count against me, as I have little control over the circumstances this year. If they would just tell us that the FSA scores would not count against us and school grades would not be tabulated this year, my stress level would decrease 100%. I would still teach as hard as I can to help these kids salvage their education, but I would not feel like I might lose my job because my FSA scores are so low.</p>
Other	<p>I'm just over this and I'm tired of the lack of concern my administration has about it and the lack of caring they continue to show when cases pop up.</p>
Elementary School Teacher	<p>I wish that I was notified like other classroom teachers are about Covid cases for children I have taught. I know of at least two cases where I had a student in my classroom the day they were sent home or the day before, and the classroom teachers are notified that "someone in your class" has been tested positive. I only</p>

	<p>received the "someone at our school" notification, and I would appreciate knowing if I had contact with that student in my room. I previously could take guesses because I would be asked for seating charts for a certain class, but now we have submitted seating charts to a Google Drive for easy access, I do not have that opportunity either.</p> <p>I feel that specials teachers are not considered when notifying staff about cases, and I feel that we have largely not been considered when making safety plans this year in general. We see all students in our schools (for elementary) but have not been given extra resources (personnel/time/space) for cleaning and making sure we are safe.</p>
Elementary School Teacher	<p>I had a positive Covid case in my classroom and the county never did any contact tracing or quarantines. Half of my class should have been quarantined, but because it was the beginning of the week before winter break they just ignored the whole situation. Students were home with family members and possibly elderly family members without being informed that they had contact and should quarantine. This is dangerous!</p>
Guidance Counselor	Fed up!
Elementary School Teacher	I will love to stay home working online and we are priority for the vaccine. We need the vaccine soon!
Middle School Teacher	<p>This year has been a constant drain on my mental status as I feel the County and administrators want to try to act like this year is any other year. We have been required to fill out The domain 4, deliberate practice all while trying to keep our head above water with the enormous work that is required to add curriculum to Canvas. When I have two different preps and both F2F and LaunchEd students, it is really depressing that the county doesn't care enough about our mental health, that some of these extra items can't be tabled this year. I mean really... we are even having to present the students with Lessons on mental health, and all the while, I am questioning my own.</p>
Elementary School Teacher	<p>Social distancing and students being required to wear masks is a joke. We are too close and students don't want to keep masks on. I don't blame them, but what can we do? There should be less students per class this school year.</p>
High School Teacher	<p>I am often in my classroom when my custodian comes in. There are times that they does not clean or sanitize the desk, they just takes out the trash.</p>
High School Teacher	Current administration is racist.

Middle School Teacher	If something were to happen to me, who would be responsible; the school district, the school board, the Governor, or the Superintendent?
Elementary School Teacher	Students returning from virtual are being placed in my class because the other regular teacher threatened to leave if more students were added to her class. A regular teacher decided to retire during pre-planning. No teacher was placed in her classroom and her students were re-assigned to the other teacher's classroom and mine increasing my class size to 22 students.
Elementary School Teacher	I want ALL students to return F2F in August, this hybrid teaching has gone on long enough.
Elementary School Teacher	You have no idea how hard it has been.
High School Teacher	Continued: my para was in the same classroom as my spitting student and the infected staff but she wasn't told to quarantined. She just joined her union and I hope they can help her. There is no scientific rhyme or reason behind the districts rules or who is considered to be close contact and who should be quarantined.
Elementary School Teacher	Schools are not super spreader venues. I think the unions focus needs to reflect this . The union needs to work towards a plan to have all students come back to campus safely. This will require extra classroom space and personnel. Masks and social distancing is a must. There are too many students that are not receiving the support they need both virtually and face to face. Our minority students are falling behind. The union needs to work towards a solution to this BIG and lasting issue. Change your focus.
Elementary School Teacher	I am concerned that our staff is stressed. Teacher that are stressed do not perform well and this does not help or students. We are not aware of COVID cases on our campus. Our coaches are pushed into classes and still have to do their jobs and meet deadlines.
Elementary School Teacher	This year has been EXTREMELY stressful. The demands on the teachers this year is unfair. I am made to have to teach in this Hybrid environment that is not conducive for learning. However, I am still expected to have students fill gaps of knowledge that are more than two grades below grade level, I am still having to have formal observations and getting "Applying", my pay and teacher record can potentially be negatively impacted if my students don't pass the FSA, and a whole slew of other issues. It is not fair that I am still expected to perform as a Highly Effective teacher under these types of circumstances. The students are suffering, parents are confused, teachers are exhausted and there is a huge lack of

	support for the community that I serve and I think COVID just exposed them.
Elementary School Teacher	Had to use my sick days when I was out with Covid in Jan.
Guidance Counselor	I will feel more safe if the provide vaccines to the teachers and school personnel. Are we or are we not essentials worker?
High School Teacher	Teachers need access to the vaccine! Other states are calling teachers essential - why can't Florida do the same!?
High School Teacher	My school (Edgewater) is very strict on masks and cleaning and we are all committed and trying very hard. Our principal is very strict on masks and there is zero tolerance for those who do not follow. As a school, I feel we have come together and I am impressed with our leadership at Edgewater. They are trying and have been So supportive of the teachers and staff.
Elementary School Teacher	Parents are telling he school about positive cases in the home and the information is not passed to teachers. One one occassion, a parent was positive and her children were pulled out mid day. The classroom was not cleaned until hours later. The classroom teachers were not notified. I heard it through the grapevine. On another occasion a mother came to pick up her child because the father was positive. The front desk was alerted. As the teacher I was never told, the class was not cleaned until after school. I found out when the student emailed me the next day. Thirdly, our numbers changed on the dashboard, the staff nor parents were told that quarantine letter were given. I believe that 2 staff members were positive.
Elementary School Teacher	I am fed up with how things have been going where I work. I don't plan on quitting right now, but I am going to look into possibly working at another school. I though things were getting better, but things keep changing and there are no real explanations. Teachers are kept in the dark and often informed late when things change such as class list, positive COVID cases, etc. I feel powerless and I just pretend everything is okay for the sake of my students.
High School Teacher	I know my administration is truly doing EVERYTHING they can to keep staff and students safe. I do not feel that same level of support from the district.
Elementary School Teacher	Having class sizes the size they were before the pandemic is very concerning. Then being expected to teach and be evaluated on pre-COVID standards is just ridiculous.
ESOL Compliance	Very difficult year to keep work up to date when getting the necessary data or assignments take more time to get done, but having the same guidelines and expectations like a normal year when we all know it's not a normal year. For compliance there are

	no fluid plans just more work and responsibilities in the same amount of time. No bonus and a 1.27% increase just doesn't cut it for the additional expenses we have had this year.
High School Teacher	I have more students this year than any other year I have taught. I started with 40 students in 5 of my classes. I teach both virtual and face to face at the same time. 30% of my students have either 504's, IEP's or are ELL students which require a lot more work/paperwork. The amount can be overwhelming. I work on average an extra 8-10 hours a week. I'm really not concerned about catching Covid at school. Students wear their masks and are apart from one another.
High School Teacher	The administration complains that students are not learning and that they need to come back. They are imposing the CRMs at the fast pace of this lesson plans is overwhelming for the students and they have told me. The students have complained with the administration about the work load, but if you try to adjust the lessons to facilitate the work for the students, they immediately tell you that you cannot do that. Our literacy coach drives us nuts with the CRMs. Now instead of teaching language arts, they have turned the classes in to FSA prep courses. That is why students performance is so low. We are not teaching for life, we are preparing students to answer the FSA.
Elementary School Teacher	F2F teachers who choose to be F2F should have received hazard pay.
High School Teacher	This school year is EXTREMELY different. Teachers have had to make many adjustments. But everyone from the district and admin, they all act like this is a normal school year.
High School Teacher	God help us.
Elementary School Teacher	Admin are the best I have worked with anywhere, I do not feel they are making me take any unnecessary risk. I feel that launched is being exploited by parents and is detrimental to the students. If it is extended to Dec 21 we will have done enormous damage to their future despite teacher going the extra mile for them.
CTE Teacher	It's the wild wild west. I had at least 5 cases in my room last week.
High School Teacher	I am very uncomfortable having to attend PLC Meetings F2F, it is not necessary! We are a corrective school and have to have PLC meetings 2X per week, however it does not stipulate that it has to be F2F. We are being forced to meet F2F one time each week, increasing our risk of exposure.
High School Teacher	If there is only one COVID 19 manual for OCPS to follow, why are there so many inconsistencies across the county with following it?

	For example, number of symptoms it takes to be sent home? Some schools send out lists of students in quarantine, while other schools never do? Teachers are kept in the dark; Rooms are not being thoroughly cleaned or sanitized;
Middle School Teacher	My concerns are mask violations, the lack of pay for all the extra work put into teaching hybrid, and having LaunchEd students not turning their cameras on during class. It is extremely stressful not being able to see them
Social Worker	During this time of possible surge and with new variations of the virus it would be helpful if our school district would limit the itinerant access on campuses unless they are specifically needed in person to be on that school campus. Itinerant individuals should be able to work from their learning community office during, this unprecedented time.
Middle School Teacher	There have been cases where rooms have been sprayed because of a covid positive person but we never received a call nor was it on the dashboard
Elementary School Teacher	I contracted Covid-19 and was out for weeks. I did not receive any pay. I'm struggling to pay my bills because I only had a few sick days. I feel like we should receive some sort of financial assistance.
Middle School Teacher	This has been a difficult year. The district should be accountable to stick to their guidelines. If they say students can only come or leave at the beginning of the 9 weeks that should be it and not this students come and leave at will.
Middle School Teacher	I would like to continue teaching but in a safe- environment I need my job...
Elementary School Teacher	We receive Covid-19 calls from our principal on a weekly basis. I am high risk, as are all of the family members in my household, including my children. So, I do not feel safe in a classroom that is small, with no windows and is slowly beginning to fill up as the year goes on.
Middle School Teacher	I am doing double the work, having to teach online and face to face and I am not being compensated for that. It's very difficult to reach students online and that's my frustration.
High School Teacher	I am extremely concerned with formal and informal observations, and well as fulfilling Deliberate Practice, while trying to juggle teaching 6 Blended F2F and virtual classes. To teach and monitor Blended classes, I am working on 3 computers simultaneously while also conducting lessons. I must bring my personal laptop to use in addition to the desktop and small laptop the school provides. Teaching has changed drastically this year, but more and more demands are being forced upon us. I go home each day totally drained and exhausted, unable to keep up with creating

	<p>lessons, grading, calling parents, intervening, and trying to be engaging. I never feel like I have had a good day of teaching. I wish I could call it quits...</p>
Middle School Teacher	<p>I am concerned that admin and probably the district are trying to run this school year like a normal one. We are having data meetings about kids who are learning from home concerning their CRM tests on Performance Matters. I don't know if they are cheating, I don't know if they are guessing, and the data we are going over doesn't help me understand what students are doing incorrectly. We are also supposed to use small group instruction with kids at home. WHAT??? Yes, small group instruction may be best practice, but this isn't 2018-19. Every teacher I've spoken with who opened new team rooms with a few kids in each said they will never do it again. I'd rather be marked as "not using" and take a pay cut than to have 20 kids in either groups at school or different Teams rooms online. The teacher can't even monitor all the different Teams rooms at the same time! I would like the district and my school to stop trying to treat this like any other school year.</p> <p>The hybrid model increases the workload by quite a bit. Teachers have to create their Canvas lessons from scratch, and perform the same school year in person for F2F kids. It feels like two different classrooms running simultaneously sometimes. Every assignment, quiz, test, or sheet of paper I give to my F2F kids, I have to create a corresponding assignment in canvas and upload. It's a lot of work. I'm super lucky to have 1st period planning so that I have two hours at the beginning of my day to get ready.</p>
Elementary School Teacher	<p>Having seating charts is not affective when students congregate in hallways or in cafeteria.</p>
Behavior Specialist	<p>Administration is not being transparent with the COVID cases and we are not receiving calls from Connect informing us of COVID cases on campus</p>
Elementary School Teacher	<p>Although this year has been tumultuous with all of the changes, I feel like our school administration has tried to be as transparent as possible. I understand that this is not an ideal situation for any educator, but we are making the best of what we have been dealt the school year.</p>
High School Teacher	<p>Overall poor communication from superintendent down, much like most issues in the district which illustrate a culture in which teachers have no input to our processes. In the people-process-product model, none of the 3 are creating an effective result</p>

Middle School Teacher	<p>I'm extremely upset that as teachers, we worked through Covid when it first shut down and jumped through hoops to figure out a way to make everything work. Florida teachers returned to work while the rest of the country's schools were shut down. I think that speaks very highly of our teachers. My students are getting great grades (mostly) except for the ones who are at home and the parents don't do their part. Next to nurses and doctors, I think teachers and perhaps Disney workers come into contact with the most people and are at risk of catching everything the kids bring to school, coughs, colds, flu, pink eye, lice, chicken pox, measles, etc. but now the CDC says teachers are healthy, kids don't catch Covid and don't pass it along, so we don't deserve to be a high priority to get the vaccine. Gee, a couple months ago we were heros, parents couldn't stand to teach their own children and couldn't wait to get them back in school, and now we are classified as non-essential. How essential would we be if all the teachers stayed home, went on a leave of absence or went on strike. I not only think teachers should be right up there to get the vaccine, but that it should be given at their own schools by a traveling nurse(s). A different school each day. Or a different school each Friday, in case we have a reaction, we will be home on the weekend and won't have to try to come to school to teach because it is so difficult to take time off. If we can't do all teachers, they should at least consider the older teachers nearing retirement that do have underlying health issues, or those that have underlying health issues who are younger as well. If kids don't pass covid, why are they being made to stay at home and quarantine if a parent has it? We all went to college to become teachers, we are not dumb! And masks really only control spittle or sneezing and coughing and not getting it on anyone else. Masks are porous and germs are microscopic. Thousands if not more can get through a mask! I get light headed from lack of fresh air and I feel so much more tired after rebreathing carbon dioxide from my own breath all day!</p>
Elementary School Teacher	School staff must be vaccinated Immediately. We are exposed to Covid 19 all the time. My daughter is a LaunchED student but I brought the virus home and contaminated my family.
Elementary School Teacher	Other than having to use a mask that I DO NOT WANT TO WEAR because I do not think masks are necessary or work, I am satisfied with how things are. I am not scared of getting sick.
High School Teacher	<p>Is very difficult to teach a 2 people job at once.</p> <p>We are expected to monitor all students failing and keep track of everything with a binder full of charts and data to complete every day. Is impossible.</p>

High School Teacher	<p>Students walk through the teachers parking lot without masks when they are finished with their sports activities but teachers are told to wear masks in the parking lot until they get to their cars.</p> <p>Students in sports wait for their transportation at the front of the school in large groups unmasked and not social distanced. This has NOT been addressed by Admin.</p>
Elementary School Teacher	Teachers are being pushed to their limits and it's effecting home life tremendously. We are having to work 7 days a week and have no time to decompress. The stress level is very high this year.
Guidance Counselor	It would have been nice if the principal at my school would've gotten a permanent substitute for the English teacher who has to stay home and teach b/ c his kid became sick and his immune system is compromised. When other teachers have gone on maternity leave they get a permanent substitute teacher.
Guidance Counselor	It would have been nice if the principal at my school would've gotten a permanent substitute for the English teacher who has to stay home and teach b/ c his kid became sick and his immune system is compromised. When other teachers have gone on maternity leave they get a permanent substitute teacher.
CTE Teacher	There is no protocol for what to do with students or staff who repeatedly violate mask mandates. There is no official accountability, just ignore emails and conversations about safety
Elementary School Teacher	After filling a grievance against my school for trying to force me to return to campus, even after having ADA accommodations from the County, stretching all the way to the third step and just decided not to pursue forth step out of frustration. I decided to put my 2 weeks notice and try to find a job working from home. This whole situation is sad, after so many years working with the School District, leaving like this hurts.
Middle School Teacher	My school is trying really hard to adhere to all covid regulations, but it is practically impossible when more and more kids keep returning F2F!