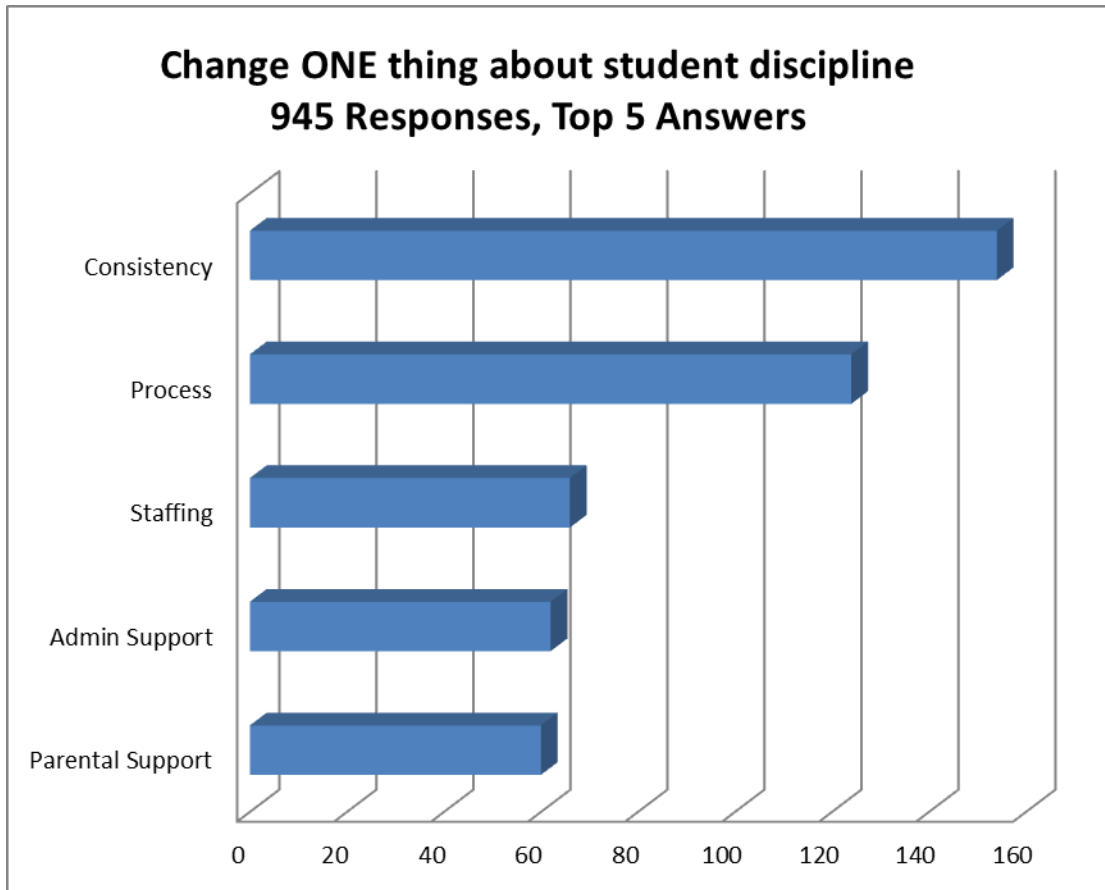


# Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?



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2

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

### Administrative Support – 62 Responses

- 3
- 4 • Administrators would contact ALL parents involved in situations when students are hit by other
- 5 students.
- 6 • I would like to be able to send my students to the office and not feel as if I am burdening the
- 7 administration
- 8 • Visibility of administrator
- 9 • That administration would publicly support the teachers and follow through.
- 10 • administrative supervision in common areas and in transition
- 11 • Dean's do not follow through with written referrals. We are forced to keep disruptive students
- 12 in our classes even after we have exhausted ourselves calling parents, holding detentions, etc.
- 13 • More support from the office. We are told NOT to send discipline problems to the office - office
- 14 seems to want to avoid dealing with discipline. WE are blamed when students are sent to the
- 15 office.
- 16 • Administration that is willing to handle discipline instead of saying it's the teacher's problem.
- 17 • SUPPORT FROM ADMINISTRATION. Students have thrown chairs, papers, cursed at teachers, hit
- 18 other students, and yet XXXXXXXXXX tells us NOT to write referrals, because it would reflect
- 19 negatively on administration. They do nothing about our discipline problems other than to tell
- 20 us it's our own responsibility.
- 21 • Administrative support
- 22 • The administration should handle discipline. When the same students are disruptive across the
- 23 board, it makes it impossible for others that want to learn and participate to do so. They are not
- 24 attempting to correct behavior and every day is a waste of many students time.
- 25 • Administration not be afraid to enforce the rules.
- 26 • Make administrators and deans accountable for their actions. How they handle referrals and
- 27 discipline affects the classroom and the school.
- 28 • More support from our senior director
- 29 • Administration back up teachers
- 30 • Support from Administration
- 31 • I think we keep re-tasking the responsibilities of our administrators. They have to observe
- 32 teachers, attend meetings, deal with discipline, among a host of other tasks and instead they are
- 33 pulled in so many directions, they can't be available to us.
- 34 • Administration/stronger administration to deal with the population
- 35 • Genuine support from Administration
- 36 • Get kids off this campus who make it impossible for me to teach and their classmates to learn.
- 37 • allow for after school detentions/ Written detentions are not productive
- 38 • The administration being more involved instead of expecting the teacher to handle most of the
- 39 issues.
- 40 • Let the Deans handle the ESE not the facilitator!

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 41 • Active Administration that comes out of their office.
- 42 • Students would not be spoken to outside the classroom and returned to class when we have
- 43 had such a difficult problem that we called for administration. That student should be
- 44 disciplined immediately.
- 45 • the administration--go back to what we had 5 years ago
- 46 • Make sure administration backs up the teachers.
- 47 • Stronger leadership when it comes to discipline
- 48 • The first days of school if the administration would take a strong stand and enforce problems
- 49 the rest of the school year would run much more smoothly.
- 50 • Support from administration
- 51 • Require principals to follow the Code of Conduct.
- 52 • The administration gives to many chances, so the behavior gets worse and they bribe the kids
- 53 with candy.
- 54 • administration
- 55 • Realistic expectations from the county offices and the Superintendent.
- 56 • Support and respect from our APA and not being ignored or treated rudely when concerns arise
- 57 (by that individual).
- 58 • support from the administration on discipline and ideas working with the students
- 59 • Do not punish teachers that write referrals!
- 60 • The AP use something other than a "STICKER CHART" to encourage discipline!
- 61 • Teachers are threatened by administration if they write referrals.
- 62 • I would like for school administrators and personnel to be better supported by the district office,
- 63 which will allow them to be better supportive of teachers as it relates to discipline issues and
- 64 parent complaints.
- 65 • help from admin. in the Head Start, pre School
- 66 • The freedom to buzz the office for assistance without getting into trouble or getting marked
- 67 down by my principal.
- 68 • Administrators telling teachers to not send referrals. Administrators are making a concerted
- 69 effort to be visible between periods after grade level feedback.
- 70 • We were told, "We don't have bullying" on our campus and what a teacher "thinks" is bullying is
- 71 really not--even though kids are targeted by the same kid all the time. Also, administration
- 72 should be REQUIRED to be accountable for any referrals that are not processed due to their
- 73 subjective discretion. AP routinely "forgets" to put the teacher copy back in mailbox that shows
- 74 what action was taken because most of the time, NO action is taken. Student profanity and
- 75 assault at/on other students are ignored and "called" something else routinely. When the
- 76 students call the Reading AIF "gay", they are suspended. When they call me profane names,
- 77 they are sent back to my classroom.

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 78
- I would like for administration to start believing teachers about behavior problems and follow through with consequences that don't include giving the children candy and sending them back to class.
- 79
- 80
- 81
- When a student gets into trouble in the classroom and is sent to the office the student does not see this as a punishment or a disciplinary action. Generally the student is sent right back to class and usually has a smile on his/her face. It is my belief that the office does not 'want' teachers to write office referral because if too many is received it looks poorly on the school. For the most part we are told that we are responsible for the discipline of our students in our rooms. This is the offices way of not having to deal with it, and putting it back onto the teacher. If we make too much fuss over it and make waves than we are marked as ineffective in our classroom management. It is as if the wind is being taken out of our sail. It seems that the teacher is the one that has to 'change' and extra work is put on to our already completely LOADED plate to accommodate a positive behavior modification for a student that is a constant behavior problem. If we the teachers have to accommodate/ implement this 'positive' behavior stuff (modeling....) why shouldn't the teachers receive the same gratuity from administration? Why not address and take care of the 'problem'/student as soon as it happens and levitate some of the work load and pressure off of the teachers.
- 82
- 83
- 84
- 85
- 86
- 87
- 88
- 89
- 90
- 91
- 92
- 93
- 94
- new administration
- 95
- ADMINISTRATION BACKING UP THE TEACHERS! Regardless of the situation, student or PARENT involved.
- 96
- 97
- That discipline is handled consistently by the administration, and teachers enforce the discipline policy.
- 98
- 99
- Discipline, students at our school are not intimidated by administration at all. Students ask to be sent to the office for "time-out, a snack or just to take a break."
- 100
- That the code of conduct would be followed by the Administration.
- 101
- Principal
- 102
- Support from administration
- 103
- Support for teachers. I do not feel supported by the deans at all.
- 104
- I would change the feeling that we have that asking for help and assistance is taboo, and if you require help, there must be something wrong with you...either you don't know how to manage the classroom or you should somehow be able to deal with the situation on your own, etc. I don't write referrals not because they are not needed, but rather because these e-mails, announcements, etc., are always telling us "We need to have zero referrals this week, etc. Honestly, I feel totally abandoned and like there is no support. There are other teachers at my school who have been threatened by students, students have taken a punch at them, and the response to this teacher
- 105
- 106
- 107
- 108
- 109
- 110
- 111
- 112
- 113
- No changes - our administration has a good handle on the above and we all work to enforce the plan.
- 114
- 115

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 116 • We need an administrator who will handle discipline effectively.
- 117 • Principal and APA are looked upon as friends to disruptive students
- 118 • to see that our administration gives a hoot
- 119 • Hold the administration accountable to follow the school code of conduct and not write and
- 120 follow their own rules to make students and parents "happy" and call it creating a positive
- 121 environment.
- 122 • Our Assistant Principal would handle all discipline issues in an effective, timely, fair, and racially
- 123 balanced manner.
- 124 • more support from the administration!

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

### 1 Consistency – 154 responses

- 2 • consistency
- 3 • consistent consistency
- 4 • More discipline coming from administration - following the code of conduct in a closer manner.
- 5 • consistency at all levels
- 6 • NOTHING - OUR PRINCIPAL AND AP ARE WONDERFUL AND ADDRESS DISCIPLINE ISSUES CONSISTENTLY
- 7 AND WORK TO SOLVE PROBLEMS BEFORE THEY ARISE NOT AFTER THEY TAKE PLACE.
- 8 • consistency
- 9 • Enforcement by teachers
- 10 • Consistency from the top down.
- 11 • Administration is consistent with discipline and does not baby students when they come up to the
- 12 office for discipline. They give treats instead of punishment.
- 13 • consistent enforcement of dress code
- 14 • That all students are treated equally
- 15 • More consistency across the board
- 16 • consistency in enforcing the discipline
- 17 • Consistency among administrators and students
- 18 • Handing out the discipline more consistently and effectively, the students know that they run the
- 19 school.
- 20 • Consistency in following the student code of conduct on ALL students ALL the time
- 21 • administration be more consistent
- 22 • have all teachers on campus be consistent in enforcing established rules
- 23 • strict and consistent consequences!
- 24 • Stricter adherence by administration to cell phones, dress code, and CHEATING/PLAGIARISM
- 25 • more even-handed approach (no favoritism) less "chats"
- 26 • Enforce existing policy consistently - don't allow parents to intimidate administrators.
- 27 • Enforcement of Code of conduct completely
- 28 • Deans being more consistent, students not being buddy-buddy with the deans.
- 29 • Treat all students regardless of race or gender the same...the "pick your battles" attitude of disciplining
- 30 is not fair to staff members or students!
- 31 • consistent, pervasive, uniform across campus, which it is not
- 32 • CONSISTENCY!!!
- 33 • Administration would do their job and back up teachers. Furthermore if pea would also stand up for
- 34 teachers in all situations.
- 35 • Stronger and consistent enforcement of rules.
- 36 • More consistency and communication
- 37 • Consistent help from administration when needed/requested.
- 38 • FOLLOW thru on threats which will in turn SUPPORT the teachers

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 39 • The principal needs to do something with the students. The students are not scared to go to the
- 40 principal.
- 41 • consistency with following the Code of Conduct guidelines.
- 42 • get the dean to quit being the students friend, and to apply the code of conduct equally to all students.
- 43 The dean is the discipline problem at our school and needs to retire, be retrained, or be released
- 44 • Everyone campus wide including deans enforce dress code for all students
- 45 • expect older students to follow same procedures the younger children do
- 46 • one set of rules for everyone. Athletes no special attention.
- 47 • Hold students accountable for actions--do not allow parents and students to run the school.
- 48 • consistency
- 49 • Consistency
- 50 • Have all staff enforce discipline equally
- 51 • enforce the rules by every one for everyone
- 52 • consistency
- 53 • Teachers would have less discretion to enforce the Student Code of Conduct. Our teachers are a big
- 54 reason why students feel they can do things against the code.
- 55 • If the administration would enforce the rules across the board.
- 56 • tougher and more consistent consequences
- 57 • More teachers taking an active and supportive role of PBS
- 58 • Consistency-- especially from the county
- 59 • Communication and follow through
- 60 • CONSISTENCY!
- 61 • Consistence
- 62 • consistency and increased support from senior director
- 63 • Consistency-
- 64 • enforce the rules of cell phones, dress code, discipline
- 65 • Consistent enforcement of all rules.
- 66 • To truly enforce consequences for misbehavior.
- 67 • Proactive administration, need consistency and a backbone
- 68 • Consistency
- 69 • Firm Consistent Procedures followed by the book
- 70 • That the discipline procedures be followed and be consistent, regardless of what the parents want.
- 71 • consistency between teachers
- 72 • consistency in enforcing stated policy
- 73 • Enforcement of Rules without Exception
- 74 • consistency
- 75 • Everyone should be treated fair and on the same level, there are a lot of second chances given out.
- 76 • Treat children equitably.

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 77 • Consistency
- 78 • If there was a consistent policy for ALL students. If a student is violent they should be removed from
- 79 the classroom.
- 80 • Administrators show full support for ALL staff, not just their chosen few. They support me in matters
- 81 of discipline, but not everyone gets the same treatment.
- 82 • Consistency in enforcing rules about dress code and cell phone use.
- 83 • Consistently apply, and stick by any policy that is put in place, and require teachers to abide by these
- 84 policies. Also, some oversight of teachers, and enforcement of what they should be doing would go a
- 85 long ways.
- 86 • the lack of firm and CONSISTENT, as well as effective procedures
- 87 • To have administration enforce the same rules and policies they expect us to enforce.
- 88 • Consistency
- 89 • everyone treated the same when it comes to discipline.
- 90 • Consistency
- 91 • consistency
- 92 • Enforce the rules that are in place instead of "picking battles".
- 93 • consistency
- 94 • Strictly follow county codes
- 95 • follow the Student Code of Conduct
- 96 • Follow and Enforce PCSB Code of Conduct
- 97 • consistency throughout the school
- 98 • distribute discipline equally among students
- 99 • Consistency
- 100 • Consistency and apply the code of conduct.
- 101 • consistency for all students
- 102 • Over all Consistency along with support and execution of all staff
- 103 • To treat all of the children the same, it seems like there are different rules for different students and
- 104 staff. Everyone is not treated the same by the administration or the support staff that thinks they are
- 105 administration.
- 106 • Be consistent with discipline and get some kind of punishment.
- 107 • Consistency on handling behavioral issues for all students across the board
- 108 • Code of Conduct be uniformly and consistently followed
- 109 • follow and truly endorse the code of conduct. Our school does not even use the county wide discipline
- 110 site....therefore they pick and choose which referrals to process...this makes the administration look
- 111 good. Our teachers are afraid to write referrals because the administration always puts blame on the
- 112 teacher. And, the "progressive behavior plan" is repeated after the tea (comment cut off)
- 113 • equal and consistent distribution of the code of conduct
- 114 • To have one rule that everyone follows

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 115 • Our school has a school wide behavior management system that everyone adheres to, all schools
- 116 should have a program similar to ours.
- 117 • Teachers rarely are consistent with enforcing rules, most of the time they turn a blind eye to minor
- 118 infractions, in turn, this sends the message that discipline is not important.
- 119 • to make sure everybody is following the code of conduct.
- 120 • be consistent in handling problems and take care of it before it get out of hand
- 121 • consistency; less "chances"
- 122 • Consistency needs to occur.
- 123 • Consistency
- 124 • Set a standard and make it apply to all, not just some, some of the time.
- 125 • getting a rule and enforcing it
- 126 • Consistency
- 127 • Enforce discipline consistently FOR ALL STUDENTS and increase student accountability regarding
- 128 classroom disruptions
- 129 • consistently and record data
- 130 • Be consistent in enforcing the rules among the entire school.
- 131 • consistency & communication
- 132 • Consistency
- 133 • teamwork and consistency
- 134 • Students disciplined evenly and a transparent course of action.
- 135 • Consistency by both teachers and administrators in enforcing the Code of Conduct on ALL ISSUES.
- 136 • Rules are meant to be followed by everyone.
- 137 • consistency across the board in all grade levels -
- 138 • consistency
- 139 • consistency in the consequences for inappropriate behavior across the board for all students.
- 140 • consistency among staff
- 141 • have the rules in place enforced
- 142 • Consistent and unbiased administering of the Student Code of Conduct
- 143 • The Code of Conduct would be followed consistently for all students at all times
- 144 • When there are rules in place, then everyone should follow them, not just a select few.
- 145 • not to discipline according to ethnic background, but according to offense
- 146 • Follow through with discipline rather than rewarding students with computer time and other activities
- 147 in the office.
- 148 • Enforce the rules equally no matter the race of the student or how much an administrator likes that
- 149 student
- 150 • Treat all students fairly.....
- 151 • More consistency for all students
- 152 • Consistency and enforce rules. Teachers are not supported

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 153 • a clear, consistent policy of what is allowed and what is not
- 154 • consistency, an administration that follows through with discipline procedures/steps
- 155 • everyone would follow the code of conduct and dress code
- 156 • Administration better support the staff & be consistent with rules/regulations with parents.
- 157 • Consistency
- 158 • Be fair no matter whom the student is. Don't show favorites because they are football players.
- 159 • More consistent and strict punishment from administration
- 160 • Consistency and training on how behaviors are going to be address. Information on how things work in
- 161 this school.
- 162 • Stick to my word when it comes to consequences
- 163 • I would like to see the school rules enforced by all administrators and deans. The same rules should
- 164 apply to all students.
- 165 • enforce code of conduct rules/regulation with consistency
- 166 • More consistency by all teachers AND on school grounds (not just in classrooms)
- 167 • Being consistent
- 168 • every one doing the same thing w/ rules & consequences
- 169 • Consistency
- 170 • Consistency
- 171 • Follow the code of conduct and treat everyone equally.
- 172 • The handling of discipline would be straight across the board. Not one thing for general ed. students,
- 173 and something else for ESE students.
- 174 • Consistency
- 175 • Having a CONSISTENT discipline policy that follows the Code of Conduct rather than the
- 176 administration, (our AP especially) pick and choose who he will and won't discipline and how much
- 177 based on his like/dislike of certain students. CONSISTENCY...
- 178 • Applied on a consistent basis and not gender biased.
- 179 • consistency
- 180 • consistency
- 181 • Administration needs to be consistent with discipline and back up the teachers.
- 182 • Consistency across the board on all discipline issues.

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

### 1 Parental Involvement and Support – 60 responses

- 2 • Holding parents accountable.
- 3 • holding parents more accountable
- 4 • Parents should be required to attend at least two conferences each year.
- 5 • Making parents accountable for their child's behavior
- 6 • Hold parents more accountable
- 7 • parent accountability for the behavior of their children
- 8 • Parental support!
- 9 • Send parents to parenting classes.
- 10 • More parental involvement to PREVENT discipline issues from happening in the first place
- 11 • being able to hold parents accountable to student's choices
- 12 • More parent involvement and assistance from the home
- 13 • more parental involvement with much less apathy
- 14 • Force parent involvement
- 15 • Parental involvement
- 16 • Teach parents how to teach good morals, work ethic and behavior at an early age... by the time
- 17 they get to HS it is too late. Bad behavior habits are entrenched and even defended by many
- 18 parents.
- 19 • more parental/custodial support
- 20 • Parental Involvement
- 21 • Parent Cooperation
- 22 • make the parents accountable, not the teachers (for grades, behavior, supplying a working
- 23 phone number... everything)
- 24 • Get more parental support by building better relations with parents.
- 25 • Increase parent involvement.
- 26 • Note home to parents/ guardians in the form of a signed contract about expected behavior in
- 27 the classroom.
- 28 • Send a letter home which the parent needs to sign if the student is out of dress code or have
- 29 parent come to school.
- 30 • Provide all of our students with a functional home, supportive parents, and an economic
- 31 situation which offered hope and provided for basic survival needs.
- 32 • More parent accountability - wasn't even mentioned in this survey
- 33 • hold parents accountable
- 34 • mandatory parental involvement
- 35 • Classes need to be divided up evenly. Some teachers seem to get more than their fair share of
- 36 problematic students. We also need some way of getting parental support for our severe
- 37 problems. Our hands are tied, as far as substantial consequences for discipline issues.

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 38 • Parenting Classes Offered to parents to discipline their children
- 39 • Find a way for parents to be more supportive of the staff's efforts
- 40 • Parents backing us up.
- 41 • To hold parents accountable for their children behaviors. Install cameras or one-way mirrors in
- 42 classrooms so that parent(s) can come an observe their children.
- 43 • Increased parent involvement
- 44 • Improve parent involvement- have parents on campus/teach them the school rules/empower
- 45 them to help enforce the rules
- 46 • find ways for better parental support
- 47 • Arrange MONTHLY MANADATORY PARENT MEETINGS for students to transition.
- 48 • Make parents responsible.
- 49 • Parental Support
- 50 • parental support
- 51 • Get the parents more involved
- 52 • I would team up with parents to help them correct their children behavior.
- 53 • Inconvenience the parents of the children who are constant behavioral problems by putting
- 54 more burden on them.
- 55 • parents learning to be parents
- 56 • Parents should be more cooperative and involved.
- 57 • That parents not have as much power at school as they do. Kids should not be protected from
- 58 natural consequences of their actions.
- 59 • Have a way to "force" parents to respond to discipline communications with the teacher. Some
- 60 parents never answer or sign discipline infraction forms.
- 61 • If a parent comes in with a concern, or a student of yours is involved in a situation, I would like
- 62 to know from the administration that a student of mine is having problems, not from the
- 63 students telling me, This impacts the students learning, when situations arise through out the
- 64 day, and students are talked to,. I would like to know when one of my students is involved in
- 65 something.
- 66 • More support from parents.
- 67 • That the parents (guardians) would be required to attend a conference on parenting and
- 68 supporting their children in the school process.
- 69 • Have parental support .....
- 70 • Tell parents to teacher their children to be more respectful to teacher and peers
- 71 • Parents being held responsible.
- 72 • the time out time and more responsible parents
- 73 • To improve discipline on my worksite would be to have parents sit in on the classes.
- 74 • Parental support!!!
- 75 • Parents need to be held accountable too

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 76 • Parents must come and get the child the time of the referral or if a teacher calls for assistance
- 77 • Getting parent support for discipline and having an official ISS spot and staff member to monitor
- 78 • parental cooperation
- 79 • Make students and parents accountable

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

### 1 Process of Discipline – 124 responses

- 2 • bring back infraction cards
- 3 • There should be stricter consequence for students that are purposely hindering other students from
- 4 learning and the teacher from teaching. The distinct should contact these parents so they understand
- 5 the seriousness of these offenses.
- 6 • Change ISS to be every day, not canceling it
- 7 • eliminating students that are in constant disruption of the learning process
- 8 • Make sure the Code of Conduct does not conflict with itself!
- 9 • Not be fussed at for referring students who need to be referred.
- 10 • Saturday school
- 11 • Implement Lunch detention
- 12 • That the deans ad AP would get a backbone and not let the students run this campus.
- 13 • For referrals to be processed and handled immediately so students can see right then what should
- 14 happen to them when they repeatedly misbehave.
- 15 • to not be threatened that too many referrals count against you on your evaluation, even when they
- 16 are justified.
- 17 • using the 'high' end of allowable consequences for repeat offenders instead of using the low end every
- 18 time
- 19 • Students LIKE going to the office and are not afraid of being sent to the office when in trouble.
- 20 Administrators need to support teachers more in enforcing the rules and bullying policy.
- 21 • have administration DO SOMETHING-not brag because we"have no referrals here"
- 22 • give follow up in a timely matter
- 23 • Students should have a consequence when sent to the office and referrals should not be ignored!
- 24 • Don't let students get away with so much. They can Physically or verbally assault a staff member and
- 25 get away with little punishment!
- 26 • tough discipline and follow through
- 27 • Reduce the number of steps in the discipline flow chart to four.
- 28 • follow through and communicate what the outcome was
- 29 • When children are sent to the office, they usually return to the classroom after a while. We are
- 30 discouraged from sending children to the office
- 31 • follow our policy that is in place without exception
- 32 • Would like to see the students realize that there are consequences for actions and that their actions
- 33 affect everyone.
- 34 • Removing habitually disruptive students from the regular classroom to allow for instruction to proceed
- 35 uninterrupted.
- 36 • Stricter penalties for insubordination
- 37 • Remove a student who is disrupting the learning process from the classroom without having to go
- 38 through the long referral process.

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 39 • more consequences
- 40 • We are discouraged from writing referrals. Students have become aware of this and misbehavior is
- 41 becoming more of a problem. I would like to see students that misbehave and break rules dealt with
- 42 in a manner that reinforces the idea that there are consequences for misbehavior.
- 43 • This was difficult to mark because I have learned not to ask for help from the "office" in discipline
- 44 because the consequences are far more lenient than what I would do in my classroom. The children
- 45 are most often "talked to" and sent on their way. And even worse, they are coddled from then on, and
- 46 babied as the principal sees them every day. The other kids see this and, of course, know how very bad
- 47 the kid is, and don't understand why they are given so much attention for behaving badly! Also, since
- 48 we have new Music and Art teachers, they have now decided that they will give their lack of classroom
- 49 management problems to the teacher when we pick them up from their Art or Music class. We have
- 50 no idea what went on in the class, but we are now being required to deal with it. rather than have that
- 51 teacher deal with it. The students are disrespectful and out of control for what our school is used to,
- 52 and it is because of the administration.
- 53 • Enforce discipline so that respect will come back into the classroom
- 54 • Consequences in place and enforced every time. Not so many "warnings" and then returned
- 55 immediately to the classroom.
- 56 • Enforce It!!
- 57 • more efficient and frequent counseling with repeat discipline problems
- 58 • If the Lake Wales Charter System was not allowed to send students to our school without following the
- 59 Polk County Code of Conduct rules.
- 60 • Have ISS
- 61 • For the administration to actually do something about it and not to threaten teachers about our
- 62 evaluation with referrals written.
- 63 • Formal after school detention
- 64 • More support of the teachers and acknowledge to continued offenders that we are a team
- 65 (Administration/Teacher) and we will support each other.
- 66 • principal becoming an authority figure and backing teachers in disciplinary measures
- 67 • ISS is only 2 days a week, so that by the time the kid actually serves (could be weeks later) there is a
- 68 real disconnect between action & consequences. Make ISS a place of rethinking/retaining
- 69 choices/actions taken, not a fun place to go, so much that students will deliberately do things so that
- 70 they can end up in there with their friends.
- 71 • Alternative placement (off campus) for repeat offenders.
- 72 • Following through with discipline.
- 73 • Bring back ISS.
- 74 • have an alternative place for those who do not behave and we can work with those who do behave,
- 75 • enforce the policies that are set. Students get away with too much
- 76 • follow the code of conduct instead of lesser punishment

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 77 • Students that use abusive language or are physically threatening to teachers, or are out of area should  
78 be suspended.
- 79 • Stricter
- 80 • time out area for students who need to cool down
- 81 • The principal's need to 'look good' in Bartow by 'making the referrals disappear...
- 82 • Poor behavior needs to be acted on right away.
- 83 • Bring back ISS, stop sending them home to watch TV.
- 84 • Strict ISS every day.
- 85 • Implement A CHOICE room on every campus
- 86 • Student should be held at a higher level and I find that too much time of instructional time is being  
87 spent dealing with behavior issues that arise in class. Students should be expected to follow classroom  
88 rules and if they choose not to, they should not be allowed to remain in that classroom. If they remain  
89 in the classroom with their misbehaviors that are taking away from the learning environment, they  
90 need to be taken out of the class and not allowed to return.
- 91 • The office staff should NOT have to babysit students who need discipline.
- 92 • Stronger consequences for disruptive behavior
- 93 • To suspend students that are a constantly, disrupt the learning process for others. We have many  
94 students on AYP that are a constant problem. Also are principal does not like to rule with a heavy  
95 hand, he just gives them the minimum. I think it is all a money and numbers games as to how  
96 discipline is run. Can't have too many referrals, so they don't document . Can't have too many  
97 suspensions. It is getting worse by the day. We do have one bright spot, we got a new Asst. Principal  
98 last month(Mr. Damien Jones. He is just what we needed to help us.
- 99 • not playing favorites and trying to 'fix' the students - discipline the behavior
- 100 • For the teachers to handle discipline in class a little better than writing a referral on petty stuff
- 101 • work detail on Sat.
- 102 • Don't have students just sit in the office for discipline all the time
- 103 • Administration, Deans, and other personnel tasked with discipline are too stratified. They also need to  
104 be more assertive with discipline, so as to alleviate and reduce the issues in the classrooms, and  
105 support teachers more assertively when teachers write appropriate referrals.
- 106 • Using appropriate punishments. Our kids do no fear or care about any punishment we use, therefore  
107 they do what
- 108 • This is a direct quote from our dean of students - " 3) Please continue enforcing your classroom  
109 discipline plan. It is better for your students to fear your consequences than the conference or  
110 warning they will receive from us. Sending them out of class cannot be an immediate response.  
111 Before calling for the Dean ask yourself this question: Is there anything the dean can do according to  
112 Code of Student Conduct?" This basically sums up what happens - nothing. A warning or a conference  
113 at most. I have yet to see an OSS code in attendance this year. EVERYTHING is being put back on the  
114 teachers to deal with, and we are told over and over that if the kid is not in front of us, they cannot  
115 learn. While this is true, we should not be constantly told to not write referrals because of this.

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 116 • Require the office to handle the bulk of the paperwork and disciplining issues rather than throwing  
117 putting it all on the backs of the teachers.
- 118 • remove the disruptive student with effective consequences
- 119 • more consequences
- 120 • create a more accurate SIC system
- 121 • Actual enforcement of the code of conduct rather than looking for reasons to NOT enforce the code.
- 122 • I would like to be able to send out students who cause problems in the classroom. Discipline is not  
123 immediate and discipline happening days/or a week later is not effective
- 124 • Reinstate ISS on campus
- 125 • We should have indoor suspension for discipline problems and quicker and more effective ways of  
126 removing a student who is hurting and disrupting instructional time for other students
- 127 • Fairness and feed back
- 128 • get rid of Saturday and after school work details and suspend them instead
- 129 • We need an in school suspension program for kids that shouldn't be sent home, but should also not be  
130 sent back to class.
- 131 • When students are sent to the office, they need to be dealt with at that time and not sent back to class  
132 immediately or the referral is ignored until there is a foot tall stack.
- 133 • Immediate, automatic enforcement of the rules rather than appealing to them as a last resort or  
134 reducing consequences for certain students out of fear of their parents.
- 135 • That students not be left in office all day for secretaries to take care of
- 136 • The students need to be made accountable and face consequences when they make choices.
- 137 • to restart work detail instead of ISS which actually punished the students
- 138 • cool off room for any breach- gets students out so we can teach and the students will know we follow  
139 the code of conduct
- 140 • Have an actual classroom to take students who need discipline away from other students
- 141 • Have in-school suspension with a room for students to do their work and a hired staff member to  
142 oversee that room.
- 143 • follow through after writing a student up.
- 144 • out-of-school suspensions for fighting
- 145 • bring back infraction cards, work detail, suspension
- 146 • more support for discipline issues in elective classrooms.
- 147 • a place to send students immediately when you need them out of the class!
- 148 • Consequences for students sent to the office. Not just "Don't do it again, ok."
- 149 • take care of the situation in a timely manner and enforce the correct punishment
- 150 • Consequences have to be followed.
- 151 • Follow the Code of Conduct and let teacher know of outcome of referral.
- 152 • Get rid of ISS
- 153 • communication of expectations/processes

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 154 • I would like the consequences for discipline fit the problem.
- 155 • Reduce pressure on schools to NOT suspend students when it is warranted. Yes, those students may
- 156 miss work time, but the other students' classroom environments are improved.
- 157 • Give discipline that actually deters bad behavior. I.S.S. does not deter bad behavior. Students who
- 158 misbehave like to be out of class.
- 159 • Add an in-school suspension program.
- 160 • not being held accountable for number of major infraction-related referrals written
- 161 • Enforcing the district and supposedly, school policies without reprimand to teachers who do so or
- 162 threatening a teacher's evaluation for writing up too many referrals for dress code and cell phones.
- 163 • Making it easier to enforce these issues (discipline, code of conduct), so that I can focus on academic
- 164 priorities in my job.
- 165 • We need daily ISS!
- 166 • Punishments should be handled quickly and with tougher punishments.
- 167 • Maybe instead of ISS all the time, include some sort of work detail the students have to do such as
- 168 picking up trash or moving stuff.
- 169 • Work Detail used as a consequence.
- 170 • immediate response to a problem
- 171 • ISS / time-out classroom and staff to manage it.
- 172 • Having more intense interventions for Tier II and III students
- 173 • Longer discipline....they are only affected 1 period kids joke about it
- 174 • Consequences and disciplinary action for students who continually disrupt the learning environment.
- 175 • It should not be the teacher's responsibility to call a parent about dress code or any other discipline
- 176 issues above classroom handling.
- 177 • Consequences for inappropriate behavior
- 178 • Consequences- our students don't seem to be
- 179 • ISS room with a teacher and Para
- 180 • I think that if behavior problems were dealt with sooner, it would be better. Sometimes it seems like
- 181 they are allowed to go on for some time before anything serious is done.
- 182 • quick processing of electronic referrals
- 183 • Don't tell us not to write referrals and be sure that kids are being properly punished!
- 184 • Implementation of ISS
- 185 • We need a place for disruptive students. The other students can't learn if we keep these students in
- 186 our classrooms.
- 187 • NOT AFRAID TO WRITE REFERRALS AND LOG IT IN THE COMPUTER
- 188 • actually disciplining students
- 189 • That discipline is immediate and effective.
- 190 • more consequences

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

### 1 Staffing – 66 responses

- 2 • Put the AIF's back in the classroom to relieve the class sizes
- 3 • change the Dean
- 4 • We need more adult supervision on campus. We also need to hold parents accountable and
- 5 expect them to help their children follow school rules and discipline procedures.
- 6 • If deans didn't have to teach/only cops handled discipline
- 7 • Hire another Dean of Discipline/this site needs two deans.
- 8 • We are a center that could definitely use more personnel for our toughest students.
- 9 • We have too many wandering students in the halls during class. We need to use agendas as a
- 10 school to help reduce this problem. Students are texting each other to meet in the bathrooms
- 11 for sex. Our students are on campus at 7am to meet up with each other with no supervision.
- 12 • More staff
- 13 • Hire a counselor that genuinely cares about the students and is not just collecting a paycheck.
- 14 • class size
- 15 • A Para for ISS
- 16 • number of deans
- 17 • better supervision of students in the halls after lunch and after school and in the cafeteria, with
- 18 stricter procedures in place regarding expected behavior
- 19 • Male Administrator
- 20 • More supervision
- 21 • I wish we could have a full-time resource officer, especially to help with 3rd/4th/5th grade, but I
- 22 know there is no extra money for that position.
- 23 • I teach an elective and my class sizes are too large for me to effectively and safely manage some
- 24 of my classes.
- 25 • Staff other than teachers stressing dress code and no phone policy. At my school, teachers have
- 26 to do this on top of their regular work load.
- 27 • More help in assisting the teacher in the classroom. You are made to feel your problem is not
- 28 important and you feel useless. The disruption can cause the loss of learning time for the
- 29 majority of the class. We need help. Thank you.
- 30 • I would like to see a person on campus whose job it is to just handle discipline and it would be
- 31 nice to have a cool down room that that person is in charge of.
- 32 • new Principal
- 33 • ap's moving about during change of classes not just in hallway
- 34 • get a stronger Principal...one who is more attuned to our school
- 35 • Having a security person back in the student parking lot.
- 36 • someone in each wing to handle discipline
- 37 • More security on campus

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 38 • Smaller elective classes; some are 35+; 2 preps; too big. I love my job and don't want to give it
- 39 up, but when is it going to overtake me and I have to find another career to survive financially?
- 40 • Get rid of the AP she doesn't want to do her job. She will delegate her job out to others.
- 41 • Get a new principal
- 42 • More deans
- 43 • To have the SRO more visible on campus.
- 44 • We need men on campus
- 45 • That we need a dean of students in our school, so he/she can deal more with discipline leaving
- 46 the rest of the administration to deal with other problems in our school.
- 47 • I would add a security guard on campus
- 48 • Hire more staff!
- 49 • Administrators presence in the hallways and lunch room.
- 50 • More deans on campus, principal to be out of his office more, ESE students to be held
- 51 accountable for their actions
- 52 • Change administration
- 53 • Smaller ELECTIVE CLASSES! Students are being dumped into electives that they do not have any
- 54 interest in taking and cause continual behavior problems.
- 55 • Get a principal that doesn't believe that "kids need to fight to get it out of their system" and
- 56 who doesn't respond to the fights and have the Deans do their job instead of hiding or deleting
- 57 referrals and/or hanging out inside buildings when the bells ring. This school is scary with our
- 58 new Principal and several staff are afraid of a possible riot and staff getting hurt due to no
- 59 leadership by the Principal and Deans. Bring back our former Principal, Dr. Santiago.
- 60 • Administration
- 61 • Additional Resource Officer
- 62 • a full time qualified person to deal with the unruly children
- 63 • another dean
- 64 • More staff for duty work
- 65 • Leaders placed in this school who could put fear into these students
- 66 • Just got new discipline guy and he's great.
- 67 • More people to help watch!!!
- 68 • More staff to enforce policies when students are between classes.
- 69 • More staff. Too many students in areas and not enough supervision.
- 70 • Another Dean unit is needed, it is unrealistic that 3 deans can handle all of the discipline on a
- 71 high school campus
- 72 • add an ISS teacher to staff
- 73 • More administrative support.
- 74 • Have the Dean's more visible during class changes.

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 75 • Administration
- 76 • New AP - She's great at analyzing data... She's a TERRIBLE disciplinarian.
- 77 • Replace APA and DEAN!
- 78 • More security guards or hall monitors
- 79 • We would have a FULL time ISS teacher, and WORK DETAIL and everything wouldn't always be a
- 80 'classroom management" issue.
- 81 • THE PRINCIPAL
- 82 • More adults in the classroom (at least a second adult).
- 83 • administration
- 84 • administrators roaming the halls between class and in classrooms during class
- 85 • We NEED our Para educators and other staff members back. We need all eyes and ears on deck.
- 86 I believe the District was wrong for removing MUCH needed staff members to help our Students
- 87 feel safe and confident in a Learning environment. I do not blame the school administrators for
- 88 all our discipline short comings. I do ultimately blame the District for pulling necessary staff
- 89 members.
- 90 • Bring back deans from lost units.
- 91 • New Principal

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

### 1 Cell Phones – 40 responses

- 2 • Be able to confiscate cell phones
- 3 • Cell phone policy
- 4 • no cell phones at school
- 5 • Quit giving constant warnings about cell phone use. Confiscate them immediately when
- 6 students use them. Make the parents pick them up from the office.
- 7 • Cell phones banned from classrooms with severe consequences for violators.
- 8 • Cell Phone Ban @ schools
- 9 • More consistency in cell phone policy.
- 10 • Cell phones / electronic devices should be banned from campus.
- 11 • change the cell phone policy to one that can be enforced, enforce dress code
- 12 • change cell phone policy to allow for phones to be confiscated
- 13 • ban student cell phones from campus
- 14 • Ban Cell phones from campus
- 15 • Eliminate cell phones
- 16 • Cell phone policies
- 17 • Have a no cell phone policy district wide!!!! or means to deal with it
- 18 • eliminate cell phones on campus and enforce the policy.
- 19 • NO cell phones and MP3 players!!!
- 20 • Allow teachers to collect cell phones for the class period and return them at the end of the
- 21 period in order to eliminate all of the issues with cell phone usage by students.
- 22 • cell phone use in the classroom
- 23 • co. wide procedure of turning off cell phones in class / CONSEQUENCES that don't count against
- 24 the teacher
- 25 • Cell Phone compliance and Uniform compliance
- 26 • confiscate cell phones
- 27 • have everyone in every building enforcing dress code and cell phone electronic device rules
- 28 • No cell phones at school at any time
- 29 • enforce no cell phone use
- 30 • Inability to receive signals for cell phones inside school buildings
- 31 • We should still be allowed to take cell phones!!! and write a referral whenever a child skips a
- 32 class...not after 3 times!!!
- 33 • Get rid of cell phones and enforce the dress code.
- 34 • Ban cell phone and other electronics in classrooms - must be off/not seen at all times - no
- 35 consistency!
- 36 • Consistency and teacher support
- 37 • Leave cell phones/iPods AT HOME!!

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 38 • Strict Dress Code - No Cell phone policy period
- 39 • no cell phone, no disruptive kids in classroom
- 40 • I would not permit the possession of electronic devices on campus.
- 41 • Cell Phones, Hats, and Public Display of Affection (PDA)
- 42 • PLEASE Collect Cell Phones
- 43 • Cellphone Policy enforced and confiscated.
- 44 • More enforcement with the Cell phone policy
- 45 • Ban cell phones!!
- 46 • Cell phone/mp3 player/earphones policy

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

### 1 Dress Code – 30 responses

- 2 • SCHOOL UNIFORMS NEED TO BE AT THE HIGH SCHOOL LEVEL
- 3 • Dress Code Policy
- 4 • Dress Code Policy
- 5 • Dress Codes written by all the teachers not just a few.
- 6 • great school....need dress code enforcement
- 7 • enforce the dress code
- 8 • Consistency amongst teachers on dress code.
- 9 • Allow shirt tails to be out. I get tired of saying tuck it in.
- 10 • Drastically change the dress code / uniform. I don't want to be uniform police.
- 11 • uniforms for all students K-12
- 12 • Employees follow dress code!
- 13 • Code of Conduct - dress code should be followed.
- 14 • i feel the dress code is useless.
- 15 • dress code
- 16 • uniform for the middle schoolers
- 17 • 1. Student Uniforms! 2. Have a no smoking campus
- 18 • make teachers dress like professionals and not street walkers
- 19 • Students should be required to wear some type of uniform.
- 20 • A stricter dress code
- 21 • Dress code
- 22 • Clarification of dress code - reasonable expectations written into the code of conduct so it can
- 23 be followed to the letter. (Examples: black jeans are okay, but not grey - how does a teacher
- 24 reasonably differentiate between "faded black" and grey? Or hoodies have to be in solid, school
- 25 shirt colors only - I honestly don't know where these can be purchased and as seldom as jackets
- 26 are needed, would object to this if I were a parent...)
- 27 • Enforcement of dress code
- 28 • Middle school should be in uniforms.
- 29 • Implement a school uniform.
- 30 • Require students (and faculty) to wear uniforms.
- 31 • Adopt a school uniform similar to Lake Wales High School.
- 32 • Enforce a Dress Code Policy
- 33 • The principal needs to enforce the dress code. And the Principal also needs to back up what
- 34 they say, or no one will take them seriously.
- 35 • have a uniform for all students
- 36 • security and dress code on students

37

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

### 38 ESE – 18 responses

- 39 • treat all the same...no double standard for ESE students
- 40 • Students that should be in self-contained classrooms due to intense behavior problems would
- 41 be put there. I have one child that is a constant distraction all day long and nothing is done
- 42 about him. This is causing a bad working environment for my other students which will affect
- 43 my scores.
- 44 • autistic behaviors not dealt with.
- 45 • Equal discipline of ESE students. They get away with much worse because of their disabilities,
- 46 and I believe they are in control [usually] as much as a non-disabled student.
- 47 • Students who verbally yell at teachers should be punished equally, even if they are ESE!
- 48 • ESE students are not being prepared to leave high school (discipline wise)
- 49 • This is an ESE school. I think the staff does a good job handling the different situations that arise.
- 50 • get rid of problematic ESE kids quicker
- 51 • ESE suspension policy. Some act out because they know they will only get 10 days so they use it
- 52 as a crush.
- 53 • Change the 10 day ESE "rule" for suspensions
- 54 • students need to be in a learning environment they can excel from whether they have edu
- 55 handicaps or not.
- 56 • ESE students need to be disciplined just like the regular ed students.
- 57 • ESE students are allowed to abuse the staff. The school supports the teachers but the district
- 58 does not support the ESE teachers.
- 59 • Immediately remove the 10 day limit on ESE student suspensions.
- 60 • Equal discipline of ESE children and general education children
- 61 • Policy applies to all students regardless of their ESE status, most students know exactly what
- 62 they are doing and saying.
- 63 • The law that says ESE students cannot be disciplined as regular students. Why should ESE
- 64 students be allowed to disrupt and misbehave more than other students?
- 65 • violent children would be expelled once they have hurt someone, even if they are ESE.

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

### 1 PBS – 33 responses

- 2 • Get rid of PBS and go back to our old system of discipline
- 3 • get rid of PBS
- 4 • Do away with PBS. There needs to be more bite to our discipline.
- 5 • More consequences, but we are a PBS school and this is frowned upon....
- 6 • That PBS does not work for every situation. There needs to be rewards for positive behavior,
- 7 but there are hardly (if any) consequences for misbehavior. Teachers are told to work it out in
- 8 the classroom with PBS methods. The excessive misbehaved are not dealt with.
- 9 • Discontinue PBS! Make advisory class a homeroom class with my students.
- 10 • The use of PBS has created quite a bit of emphasis on the positive side of discipline, but there
- 11 are not enough options for classroom teachers for their students who choose not to comply or
- 12 behave. These students repeatedly disrupt the learning in the classroom and monopolize my
- 13 time.
- 14 • Do away with PBS it is not an accurate account of life.
- 15 • Reduce the emphasis on PBS. There should be an equal emphasis put on rewarding positive
- 16 behavior and teaching about consequences for negative behavior. Students should be able to
- 17 "lose colors" if that is what works for the teacher and their class.
- 18 • PBS behavior policy
- 19 • Modify PBS
- 20 • To have serious consequences available to reinforce behavior. Students know they can get
- 21 away with a lot because there are few serious consequences. Being a PBS school, we celebrate
- 22 having a lower number of referrals, but this in turn makes teachers feel like they shouldn't write
- 23 referrals, and then students keep getting away with poor behavior. Classroom discipline is
- 24 critically tied to academic achievement for all, there should be a zero tolerance policy for
- 25 repeated disruptive behavior in the classroom.
- 26 • Get rid of PBS, and ask the groups who say we discipline too much one question. If your child
- 27 was sitting next to a child doing {whatever behavior}, what would you recommend be done?
- 28 • not to use PBS
- 29 • Even though I like PBS, I wish there was a system set in place for stronger disciplinary actions
- 30 when needed.
- 31 • PBS at my school is a joke a waste of time and money
- 32 • ALL Teachers need to effectively implement PBS, and not write a referral for classroom-
- 33 managed behaviors.
- 34 • There are no consequences with the PBS program as it is handled at our school. The students in
- 35 the upper grades catch on to that real quick.
- 36 • More positive reinforcements/rewards!!!
- 37 • Get rid of PBS

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 38 • have a plan in place after PBS and behavior plans do not work for the student. Please don't  
39 keep saying-keep doing what you are doing.
- 40 • Stop the use of PBS. It rewards/punishes children as if all have the same level of ability to make  
41 the correct choices, instead of differentiating ESE, regular education students, students with  
42 mental illnesses, and students having difficulties at home. It also does not teach needed social  
43 skills that allow students to learn how to act correctly.
- 44 • PBS would be used throughout the school by all members of staff
- 45 • The children need to know there are consequences to their actions. I understand the need for  
46 PBS, but it's too lenient. They earn points/starbucks throughout the day, but teachers aren't  
47 allowed to take them away for poor behavior choices. If I robbed a bank, the police officer  
48 wouldn't care if I said please or thank you, he'd just put me in jail. The real-world has  
49 consequences. The children need to learn that.
- 50 • Get rid of PBS
- 51 • PBS is in the way of effective discipline of students. Referrals are written on infractions that go  
52 beyond the teacher's authority. They should be handled when submitted by teachers, not sent  
53 back and told that teachers need to call home on 3 prior occasions prior to writing the referral.
- 54 • having bus drivers receive training in PBS and how it really works
- 55 • More time to reward students who make good choices to boost positive behavior
- 56 • PBS. It is not helping.
- 57 • Children are not to be reward with material items after having been a disruptive student in  
58 class. They should be disciplined and checked on to see if behavior is better.
- 59 • PBS does not work for my school. Students are not treated equally when it comes to disciplinary  
60 action. Two different students will do the same thing and they will get different punishments by  
61 the Principal, but not by the AP.
- 62 • I would get rid of PBS
- 63 • Do away with PBS

64

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

### 1 Training – 19 responses

- 2 • Teachers more skillful
- 3 • more training on difficult student behavior issues. we have some extreme behaviors at school
- 4 • train teachers
- 5 • Bus behavior-the children need to be trained on how to ride the bus most of our discipline
- 6 occurs on the bus.
- 7 • Effective teaching of self-control
- 8 • I would provide training for teachers, especially new teachers, in classroom management
- 9 techniques.
- 10 • More staff members trained on verbal de-escalation
- 11 • more trained personnel that are able to subdue large students
- 12 • To know if we have a referral system in place
- 13 • stronger administration team.
- 14 • More of the Guidance, Social Workers and Court Systems working with families on Parenting
- 15 Skills, Domestic Violence and Drug Prevention & Intervention Programs funded, serviced and
- 16 implemented in the Polk County Area. If these services are being implemented; then, the regular
- 17 classroom teacher needs to know these services are available.
- 18 • more training- more staff in Para positions
- 19 • I would receive more training and know more clearly what the expectations are. I came in about
- 20 a month after school began and I am unsure of what is really expected.
- 21 • Educate the teachers on how to better manage their students. Proactive classroom
- 22 management instead of reactive adults behaving like children.
- 23 • more training
- 24 • competent staff
- 25 • More teacher training to help them deal with students from low socio-economic backgrounds.
- 26 • on-site training for students who have behavioral challenges
- 27 • Better Training for new hires in the ways of the school

28

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

### 1 Removal of Disruptive Students – 20 responses

- 2 • To allow us to send discipline problems elsewhere permanently, especially when they return
- 3 from DW and their behavior has not improved!
- 4 • To send severe behavior problems to another school!
- 5 • Get the students out of this school who need to be in a special school!
- 6 • Have in school suspension programs put in place to help teachers.
- 7 • Send disruptive students to virtual school. That way other students can get an education.
- 8 • To have extremely unruly students removed from our campus ASAP
- 9 • Have a system in place to immediately remove disrespectful students.
- 10 • Get students sent to Best or County wide in less than two years.
- 11 • in school suspension classroom
- 12 • Removing students from the regular classroom who show numerous and consistent problems
- 13 on a daily basis. These students at our school are making it extremely difficult to teach class and
- 14 the other students suffer.
- 15 • Get rid of the troublemakers!
- 16 • Send about 5% troublemakers to alternative education locations
- 17 • It would be easier to get troublesome kids to other appropriate facilities
- 18 • Having an alternative for severely disruptive students would improve discipline.
- 19 • students who have chronic behavior issues should be taken out of the classroom so that the
- 20 education of the majority isn't compromised.
- 21 • Remove the 5% of students who are disruptive
- 22 • removal of out of control students
- 23 • Students need to be removed that are causing major problems
- 24 • Get rid of the ones that are a daily disruption to the educational process due to their daily
- 25 disruptive behavior. They not only keep the teachers from teaching, but their peers from
- 26 learning.
- 27 • Remove the students from the classroom that are causing the problems. It is usually just one or
- 28 two students causing the trouble. Find them another place to go until they can learn how to
- 29 behave in a classroom. Stop blaming the teachers and let us write the office referrals as needed
- 30 and follow up in a timely manner. Also - do not make teachers feel bad for writing referrals.

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

### 1 Other – 122 responses

- 2 • I am satisfied with discipline in my school site - my only safety concerns come as a result of not
- 3 having a secure campus and people from the community have access to the campus.
- 4 • The location of the Deans office.
- 5 • Have the students be accountable for what they do.
- 6 • portables so far away - need building closer to main campus
- 7 • I am very satisfied with the manner in which my administration/dean handle discipline on this
- 8 campus.
- 9 • I am not sure. Unfortunately nothing seems to work.
- 10 • General student attitude towards school
- 11 • different bell schedule
- 12 • she's gone! Thank God!
- 13 • Take it seriously.
- 14 • standard issued uniforms for all students
- 15 • "bullying" and "racist" as catch phrases by kids in order to get others in trouble when it is not
- 16 necessary takes focus off the REAL problem situations.
- 17 • That we could have a crystal ball to remove students before issues arise.
- 18 • More Cameras
- 19 • almost everything. they wait till things are overwhelmed and out of control to handle the
- 20 situations and open investigations.
- 21 • Quite satisfied with present policy
- 22 • get the people responsible for discipline out of their office "waiting"
- 23 • Frostproof is incredible
- 24 • code of conduct would be written to support staff instead of student
- 25 • school board support our school with their own rules, been a problem for years
- 26 • Not sure, I have been here 4 months and I have not had any issues. So at this point I would not
- 27 change anything.
- 28 • being here previously
- 29 • not sure
- 30 • At this point in time I have no discipline issues I would like to see changed.
- 31 • None - Newer cameras and moving administrators take care of problems immediately. We will
- 32 miss Mr. White as he retires.
- 33 • no tolerance for saggy pants.
- 34

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 35 • students in my classes talk too much the talking and needing of this that going to the
- 36 bathroom I need this is my real disruptive issue. I do not feel threatened at all, nor have
- 37 students cursed me out here this year. But education experience for student could be a lot
- 38 better with much quieter classrooms. Students should come prepared to class pencils, books
- 39 paper bathroom issues taken care of more like pre-adults that they are.
- 40 • Lakeland Senior High to enforce policies as well
- 41 • Nothing
- 42 • I am pleased with our procedures
- 43 • Nothing.
- 44 • Student lunchroom behavior - noise level and manners
- 45 • Teachers should be able to give "Fs" and fail students, including ESE w/o suspicion of
- 46 incompetence.
- 47 • At this time nothing just stay open minded, respectful and keep the children best interest at
- 48 heart.
- 49 • More arts, sports opportunities
- 50 • We are almost like a Christian school. no problems. a model for the county.
- 51 • We are an adult school and we really do not have an issue with discipline.
- 52 • Discipline more appropriate to the issue & less students wiggling out of it.
- 53 • Peace Education
- 54 • teamwork
- 55 • nothing, i am very satisfied with the way our school runs
- 56 • support your staff
- 57 • Add competitive sports program
- 58 • A perimeter fence to secure our location and limit movement on/off campus.
- 59 • apathy on the part of the staff. Uniform compliance is not a major deal on this campus in their
- 60 eyes.
- 61 • Lunch Room-noise Have the teachers help with lunch room duty
- 62 • Communication among staff and administration members.
- 63 • They focus on too many issues. Kids are in school to learn why don't we let them do that and not
- 64 worry about if somebody's shirt strap is not thick enough etc...
- 65 • not sure
- 66 • caring teachers
- 67 • n/a
- 68 • The pay need to improve to attract more qualified people
- 69 • More hands on electives to give borderline students incentive.
- 70 • this is my first year at this school and it seems to be handled very well
- 71 • Nothing as of now.

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If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 72 • re-instituting corporal punishment would solve 90% of our problems
- 73 • I have no discipline problems in PK, but paddling needs to be reinstated for older students.
- 74 • paddling
- 75 • None
- 76 • supporting teachers in disciplinary issues
- 77 • Nothing. Discipline is not an issue at our school because of Mr. Joe, the best principal in Polk
- 78 County.
- 79 • stricter enforcement and expulsions
- 80 • stricter consequences for bad behavior
- 81 • none
- 82 • Return to neighborhood school districting
- 83 • no changes
- 84 • I wouldn't change anything, they are doing a great job.
- 85 • Disrespect should have a harsher punishment.
- 86 • Have some
- 87 • my classroom's proximity to the actual school building (1/8 mile away)
- 88 • Students report to class on time instead of lingering in hall
- 89 • respect
- 90 • none
- 91 • To make sure students are where they are supposed to be at all times.
- 92 • This survey doesn't really address elementary concerns. I am pleased with our administration.
- 93 Our parents need to be held accountable for their children's truancy and behavior. There are no
- 94 teeth behind the school systems bark when it comes to discipline. The most difficult part of
- 95 teaching is dealing with student interruptions to the learning environment.
- 96 • decrease student population
- 97 • more respect for paraeducators
- 98 • Return paddling to the schools
- 99 • full time ISS
- 100 • holding all children accountable for their behavior on a consistent basis
- 101 • Less work for current staff so we could all take care of business (due to cuts last year, there is
- 102 more work for everyone).
- 103 • Faster turnaround
- 104 • Not using ESE teachers as ISS support, Administration backing teacher referrals
- 105 • Corporal punishment
- 106 • don't group behavior kids together in one class.
- 107 • Get rid of the number count and take back our schools

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- 108 • When a teacher makes a report that they are not questioned and other students are not asked  
109 to verify the problem as some students will side with their friends. Teachers feel like they have  
110 to defend their actions.
- 111 • enforcement
- 112 • Make I.D's be on neck only at all times enforced by everyone.
- 113 • Actually discipline the students!!!!
- 114 • following the code of conduct
- 115 • Less insistence on making parental contact. I spend much time trying to call parents who are  
116 either not at home, have changed phone numbers or do not speak English.
- 117 • The principal should be able to use discipline regardless of the race of the student.
- 118 • stronger consequences for discipline issues
- 119 • return the ability to spank children, as given permission by parents
- 120 • I would like to see a plan that allowed disruptive students to be removed from the classroom  
121 when the disruption occurs. I would prefer not having the student sent back to class within the  
122 same period in which the disruptive behavior occurred.
- 123 • be allowed more time to develop mutual respect with the students
- 124 • Support from all discipline office members, not just one of the 3.
- 125 • Trained and Certified CNAs to work with disabled students instead of Para with no training.
- 126 • work on hallways at class changes
- 127 • Adding negative consequences for bad behavior.
- 128 • The limitations on what administration can do with ESE students.
- 129 • Send our disruptive students back to their zoned school. Ours is a school of choice.
- 130 • Stronger discipline measures
- 131 • Student are very disrespectful to Office Secretaries, I wish this could change.
- 132 • When a student is disrespectful I think a referral is appropriate, if the parent has been called or  
133 not.
- 134 • not let the students get away with physical assault towards other students and/or staff.
- 135 • Dealing with problems that are evident in primary grades to prevent them from being  
136 unmanageable by intermediate grades. The problems get worse, not better over time when  
137 they are not dealt with.
- 138 • Code of Conducts negative effect which renders teachers helpless and powerless.
- 139 • There should be consequences for bad behavior.
- 140 • Stiffer consequences for disrupting the educational process.
- 141 • There are many discipline problems at this school. I would change the level of consequence  
142 because they are not enforced to the max.
- 143 • The hours - students are here 7 hours, 30 min - we need a BREAK!
- 144 • Not allow students to get away with inappropriate behavior - there is too much leniency granted  
145 for students, yet teachers are expected to perform above and beyond.

## Discipline Survey 1 – Short Answer 945 Responses

If you could change ONE thing that would help improve discipline on your worksite, what would it be?

- 146 • I would deal with the kids that "hang out" after the tardy bell by sweeping the halls.
- 147 • SOAR plan is expensive. I am spending too much of my own money buying the little rewards that
- 148 I am expected to give to my students every 5 days.
- 149 • bring back corporal punishment
- 150 • Nothing
- 151 • Greater consequences.
- 152 • Discipline is very effective at this school since we deal primarily with adults.
- 153 • More consequences for bad behavior - the students get away with way too much b/c they don't
- 154 have real consequences
- 155 • Communication between administration and staff