

EMPLOYEE THOUGHTS: STIMULUS/FOUNDATION AID PLAN

Rush-Henrietta Central School District

Q1 As a Rush-Henrietta employee, do you support the district's plan for the utilization of the increased Foundation Aid and federal stimulus funds (see introduction for details)? Do you have suggestions for other uses of this funding?

The hourly wage increase is essential for retaining and recruiting skilled/knowledgeable staff.

4.6 ★★★★★ (40) 
Ranked #1 of 99



Increase salaries Salaries in RH are not comparable to similar, even smaller districts. Retaining and attracting staff will become impossible, including teachers.

4.5 ★★★★★ (43) 
Ranked #2 of 99



Make salaries more competitive.

4.5 ★★★★★ (40) 
Ranked #3 of 99



A real ICOT program has 1 regular ed and 1 special ed teacher together ALL day not for a few hours. If we are going to go to this model then let's do it right especially if we keep saying special education is a priority.

4.5 ★★★★★ (38) 
Ranked #4 of 99



Wage increase for current long time employees. Special Education needs more support. New hires are making equivalent wages to existing employees. It is inequitable. Special Education students continue to rise with less support.

4.5 ★★★★★ (36) 
Ranked #5 of 99



Absolutely. We have an increase in our mental health crisis for staff and students. We need additional staff members to handle that increased load during the school day

4.4  (43 
Ranked #6 of 99



Retention incentives Keeping teachers is crucial, incentivize at all levels of employment.

4.4  (43 
Ranked #7 of 99



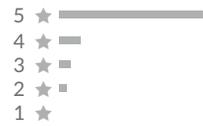
Yes, especially retention of teachers - this is a growing problem on a national basis

4.4  (43 
Ranked #8 of 99



Pay teachers more. Inflation has been painful this year and we are working harder than ever. Kids win when we retain good teachers. Many teachers have left the profession/district this year because it's too much for too little.

4.4  (42 
Ranked #9 of 99



I do agree with what the funds are being used for. Mental health and quality staff retention are crucial to keeping the district with strong teachers and leaders.

4.4  (39 
Ranked #10 of 99



Mental health After working with students this year and national events, I feel mental health is a top priority. Many students couldn't learn and do academic tasks

4.3  (42 
Ranked #11 of 99



An addition of professional development for behavior interventions and training for staff. There has been an increase in youth involved violence towards classmates and staff. Proper training would be an addition to SEL training.

4.3  (41 
Ranked #12 of 99



Class sizes have gotten too large at the Jr. High. This is something that makes such a huge difference in learning, behavior and school community.

4.3  (37 
Ranked #13 of 99



Pay Teachers More! Salaries are not competitive. I work "on the clock" hours, but to do everything required & be effective, I easily add 4-6 hours/night. Many hours setting up classroom in summer.

4.3  (37 
Ranked #14 of 99



There is a need to have more behavior specialists in the district. The specialists provide guidance and support to staff. They can help to input plans quicker and more effectively. The ones we have are spread thin.

4.3  (37 
Ranked #15 of 99



Additional in-district sped options to serve those who need something in between ICoT and LifeSkills (small, behavior and/or academic focus). Sped is a district priority but in reality providers are stretched too thin and both sped and gen ed students get shortchanged.

4.3  (36 
Ranked #16 of 99



Why do we say we are going to use the aid-but then increase the class sizes at 4,5,6? Acad. struggles are real & the ment.heal. challenges are tough too---the kids in this age group got use to learning w/ a max of 13 now to 23-

4.3  (33 
Ranked #17 of 99



I would put a high priority on "Mental health and social-emotional learning support." Our students are in crisis. Suspensions numbers are abnormally high and mental-socio-emotional health issues are driving those increases.

4.3  (30 
Ranked #18 of 99



Increase mental health staff in K-12 We need to know WHY the students are behaving the way they are. Let's intervene sooner than later.

4.3  (30 
Ranked #19 of 99



We need more mental health professionals in each building. Mental health issues are on the rise- we cannot meet student needs. These kids deserve our help and in doing so, we will have less behavioral issues

4.3  (25 
Ranked #20 of 99



Hire additional Mental Health Professionals

With Mental Health & Wellness being a district priority I don't understand why we have not hired additional staff at the intermediate level.



More mental health staff needed in K-3 buildings

We have increasing numbers of students who have experienced trauma. We do not have the staff to manage the number of students who need help.



Focusing on how to retain and reward dedicated substitutes seeking permanent employment, thereby increasing the value of subbing here.

Subbing has been very shorthanded Many subs are looking to land a permanent position. That is not the reputation RH has. Which then leads to less subs



The 4-6 schools DESPERATELY need additional school counselors. We need integrated mental health and mindfulness support to reinforce PBIS and help the kids function as healthy people, not only academics.



Increase employee pay rate Working on split shift, dedicated all day for 8 hours job cannot support increased cost of living with the current rate of pay.



Incoming K students need MORE support not less in all emotional and academic areas. Remove MAPS testing and focus on self regulation, social skills, executive functioning, solving problems. Behavior problems exist because S's are not taught how to navigate tough situations. Make time, provide PD.



yes, I support it. However, the district should have a focus/plan on the teachers mental health too. As a veteran teacher it is becoming more and more difficult to balance work and home with the fall out of COVID.



Put it into Employees we are stripped bare bone One school is down 2 ap's different departments are so short staffed, people are quitting! We are too top heavy and not enough worker bees.



Yes We need a third Behavioral Specialist and trained paras and teacher assistances who are trained to deal with K-3 students with behavioral issues



Paraprofessional need better pay. Paraprofessionals are being pushed to the breaking point. The ones that have been at the schools should be awarded for that dedication.



Maintain the small class sizes even if new teachers need to be hired. The numbers in our classrooms have been slowly creeping up.



I believe we need a full spectrum of special ed services. CT services should also be returned to all buildings. We do not offer all levels of service. Outside placement is then required. CT services should be at each building to keep kids in their home schools.



Absolutely The gaps created by COVID are evident in both gen ed and special ed. We also need to consider the needs of the students who are retraining from RLA



RH does not prioritize mental health/SEL in K-3 Buildings and I doubt this will change with this funding. RH prioritizes MAPS scores even though they are known to be inappropriate and unreliable. Principals compete with each other at the expense of children over these scores. \$ wont change that.



add mental health staff- social workers, counselors, psychologist for each building The ratio to trauma and staff is overwhelming and we cannot meet the needs of the students



I think more should be devoted to the increased amount of special ed students that are going to be coming back to the district from outside placements There are a lot of stressors being placed on teacher and other students because more support is needed for behavior students



We need to pay teachers to put systems in place. There doesn't seem to be any type of organization when it comes to systems throughout the district. We need to pay teachers to come up with systems that will be used district wide for the special education process, access to mental health staff & AIS



We need to stop making teachers sub for others who have had to take a personal day. It has gotten out of control! Students are missing out on important academic instruction and teachers are feeling used and is if what they teach is viewed as unimportant.



Why no dental insurance for full time employees? This is ridiculous. As a professionals with masters degrees, no dental? Other districts have it! Most other districts have dental insurance. According to HR, it's not very expensive. Sadly RH is known at dental offices as the district without ins.



Salaries need to be increased for bus drivers, clerical staff, paras and custodial. We are not getting and keeping staff in these positions.



More AIS teachers The reality is that more student than ever are below benchmark. We need to close gaps before it is too late.



Teachers need an increased salary. We do not make as much as many comparable districts.



Put \$ into Smaller Class Sizes Hire more teachers! RH touts it's small class sizes, yet I now have more students than I have chairs, table space, or even coat hooks to accommodate.



Additional mental health services at the primary level. Primary students in gen ed classrooms have suffered trauma due to the pandemic. Our mental health team has had to focus on the sped students.



The 4-6 buildings should have counselors at every grade level. If we can get mental health under control here, hopefully less problems higher up.



Jr. High needs more qualified paras to help in classrooms.



We need resource periods for kids at Jr. High. Studyhalls are not beneficial for most students. Identified kids need a staffed resource room.



Where is the support for the Jr. High? I see intermediate, elementary and high school mentioned in the plan yet jr. high class sizes is increasing, mental health is in dire need, etc.



Would love to see Youth Assistants receive a pay-raise . Our students' and our own safety should be priority 1 and to retain and hire more quality YA's, we need to pay them more.



Jr. High needs smaller class sizes.



Pay our cleaners more. My classroom hasn't been properly cleaned ALL school year!



I think the ones that the district has suggested are great ideas. We need to focus more on the mental health of our students. Also, I think incentives to keep our staff is important. It is good for our mental health.



I think we need more mental health staff. We need more counselors and social workers. When I call to get support all of the counselors and social workers are busy with other students. We have so many significant needs without the staff.



Yes I support this plan. Increasing wages for hourly employees is crucial.



Special education is a priority and the year it became one 3 jobs were eliminated. How does that make sense (one has been reinstated)
Special Education is not a priority. There is not enough staff. Needs to add another beh. Spec and Tosa's to chair meetings. Need more resources!!!



Additional administrative support at primary level Primary buildings should have assistant principals to assist with behavior concerns. The level of behavior issues is unmanageable for one person.



Good plan for funding Increased instructional support for the growing achievement gap



Equity and Inclusion strategies need to trickle down to staff as practical classroom application.



Youth Assistants need a pay increase . They are a crucial part to each building. They are usually the first to de esclate many situations. Youth assistants are almost always the first person dealing with situations in the buildings. They are called first before student goes to AP's



We need more than one counselor in 4-6 buildings. We need at least one more if not 2. One for each grade level. For the mental health of the counselor. When spread too thin they will burn out. The rising number of kids who need counseling is sky rocketing.



I support the plan, and the targeted areas, but believe there needs to be additional MH and SPED staff hired to meet the needs of the students The increased number of students being referred/identified for SPED services as well as MH needs is overwhelming the staff



Additional support to feed our students quality lunches. Inflation is rising quickly, most students rely on eating at school.



Life skills special education funding and programming NYSAA students need elective small group classes at all levels, not just certain grade levels. These students also need therapeutic environments.

3.8  (41 
Ranked #63 of 99



Jr. High needs redistricting. The two buildings are do not evenly distribute enrollment

3.8  (39 
Ranked #64 of 99



Consider an electronic system for sub scheduling - gives subs some control over own schedule, could also reduce errors with tracking pto. Currently, we are short subs constantly and pulling paras/AIS/etc., but we do pay well. If more advance planning is available subs might follow thru.

3.8  (38 
Ranked #65 of 99



Jr. High needs academic intervention support for all levels of learners.

3.8  (36 
Ranked #66 of 99



we need as much funding as possible to create safe learning environment

3.8  (32 
Ranked #67 of 99



I would suggest adding increased security measures to all buildings. Safety is becoming a bigger and bigger concern amongst students and staff. All staff and students should feel safe and secure in their surroundings while working and learning. Our school community needs to always

3.8  (25 
Ranked #68 of 99



PD for anyone that coteaches together: content teachers, specialists (ENL, SPED). There's some really ineffective coteaching practices occurring. Some specialists are not used to their full potential; certain coteachers do not value their expertise/input. Require coplanning time& accountability

3.8  (25 
Ranked #69 of 99



Increase the pay for bus drivers. I have recently gone through the training program, and I think the amount of responsibility and the risk involved should be better compensated. I also think this will increase the retention problems and the quality of the employee.



Allocate resources for early identification and prevention of reading failure. Children who get off to a poor start in reading rarely catch-up. Several studies have now documented, the poor 1stgrade reader almost never catch up.



Every building should have a continuum of academic services, including special education. Having special ed students in regular ed rooms without special ed support makes it hard to meet these students' needs. It also impacts other students.



Teachers need trauma informed PD and help with S's behaviors, by way of trained professionals that can intervene to provide assistance and solutions. It only takes one challenging student to derail a class. Challenging kids have unmet needs that need to be addressed. Teachers cant do it all.



NYSAA funding. We need support to help encore teachers adapt their classes for our students. We need after school program options for them as well. NYSAA students are very limited in their choices throughout their schooling. They have very little choice.



Keeping students in district Create quality programs and hire experienced staff to keep special ed students in district rather than outsourcing.



Yes I support it all



We need more youth assistants at Roth. We need more hands on deck in the hallway, we need people in the hallway when classes are going on.

3.7  (19 
Ranked #77 of 99



My only wondering is how will these additional supports be sustained once funding is no longer available? budget

3.7  (18 
Ranked #78 of 99



Yes I think these ideas make sense. I do think that student behavior is a major concern moving forward too. Academics obviously needs to be a priority. Social emotional needs of the students and teachers is a major area as well.

3.7  (14 
Ranked #79 of 99



We need help with reading at K/1. We need a dedicated reading teacher for those levels. Literacy is an issue of equity and diversity. There is considerable evidence that children from families with low socioeconomic status are at risk.

3.7  (13 
Ranked #80 of 99



Reading instruction and intervention MUST BE a priority. All but 2-5% of students can learn basic reading skills in first (Mathes et. al, 2005) Yet- our percentage of proficient readers is MUCH lower than 95%

3.7  (8 
Ranked #81 of 99



Yes - additionally to those identified, also, using funds for safety and security The SHS could benefit from additional youth assistants. The district could also benefit having a SRO.

3.7  (7 
Ranked #82 of 99



We need a stronger focus on early intervention for ELA. The best solution to the problem of reading failure is to allocate resources for early ID & prevention.(Francis, Shaywitz, Stuebing, & Fletcher, 1996

3.6  (12 
Ranked #83 of 99



Calling academic supports at K-3 "Boot Camp" is a red flag that RH does not understand the needs of our youngest children. They are not soldiers, they didn't sign up for this. Put money into developmentally appropriate instructional supports that consider the healthy development of the whole child.



We need an increased focus on language proficiency and literacy. Not just ESL, but English speakers as well. Increase the # of speech teachers K-3! Students with delayed or poor language acquisition will likely be poor readers and writers (Catts, Adlof & Weismer, 2006).



I would like to see the district support the Senior high Student Council in hiring an additional mental health professional for the CALM room Kids need another option for relationship building. The CALM room atmosphere opens door for this with the right person to connect with kids in need



Hire more mental health staff The overwhelming needs of our students call for increased mental health staffing, to help decrease troubling behaviors and remove barriers to learning



Increase youth assistant staff Hire more and reliable youth assistants (pay them well!) to help ensure the safety of students and staff



Increase bus driver pay and add a more structured training program. Increasing pay would create a larger pool of applicants and stabilize the team. Putting more effort and creating a team of trainers for new drivers



Additional reading support for all K-3 this could reduce the %age of children reading below the basic level in 4th grade from 38 percent to 6 percent or less. (NICHD)



When we started Full Day K there was a plan for executive functioning instruction and early academic intervention. This never was put into practice and then covid. No early childhood development experts run our K-3 programs and it shows. We will keep struggling until we start doing the right thing



The overall breakdown looks good. Please consider also reinstating an English Teaching Assistant at the High School. The high school has been without an English TA for several years.



add youth assistants at Roth our children need safe boundaries in unstructured settings where most of the disruptive behaviors occur



Others districts are starting to increase and it's going to create a larger void of drivers for our district. Staying ahead of that trend is smart.



We need to know that staff and students are safe. This is part of mental health. With the threat of violence happening, we need to be prepared. What are we doing to protect students and staff?



yes security



Yes

3.1  (34 )
Ranked #97 of 99



Parent Liaison Have a dedicated person on staff (preferable someone bilingual--perhaps Nepali?) who could support with parent outreach, attendance, etc.

3.1  (31 )
Ranked #98 of 99



Yes.

3.0  (22 )
Ranked #99 of 99

