

Jackson County Schools Educational Forum

Ripley High School
April 23, 2019

The following information is a compilation of the survey results and comments from the Education Forum held at Ripley High School on April 23, 2019. Efforts were made to capture and report the information and report it in a manner which would provide an accurate overview of the topics reviewed and discussed.

Topic Area: Funding Opportunities

- Increased Compensation
- Enrollment Floor
- Local Levy Rates
- Local Share Cap

Survey Results

Note: Not all individuals responding to the survey responded to every question.

1. Providing increased compensation to teachers and school service personnel.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
5/9	2/9	0/9	0/9	1/9

2. Creating a 1,400 enrollment floor to provide additional funding to counties that have less than 1,400 students.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
6/9	3/9	0/9	0/9	0/9

3. Allowing local communities to generate more funding locally to support their local schools.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
2/9	5/9	2/9	0/9	0/9

4. Increasing the state's share of the school aid formula and allowing more local funding to remain in the county (local share cap)

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
4/9	3/9	2/9	0/9	0/9

What do you like about the Funding Opportunity policy ideas presented during the legislative session and this forum, and why?

1. Better/higher compensation for teachers and service personnel is a must in order to compete with surrounding states and the growing certified teacher shortage.
2. We need to be more competitive in pay and benefits in order to maintain and retain quality educators.
3. Need to raise teacher and service personnel to a livable wage. Higher pay will attract younger people to enter the profession.
4. Certainly support additional funding for teacher and school service personnel.
5. School employees aren't greedy, but we need to make a living wage. We can't attract and retain qualified teachers, aides, counselors, nurses, custodians, bus drivers and tradesmen/women without decent wages and benefits.
6. An increase in compensation would result in better teachers.
7. Increased compensation would have impact of more employees wanting to stay in the profession.
8. All teachers should receive the same pay raise.
9. Need to increase salary/benefits to get people to enter the profession (both teaching and service personnel).
10. Need to pay more to get better credentialed teachers resulting in better education for our students.
11. Agree with funding a minimum enrollment floor of 1400. Many rural counties have lower population but larger geographic area (Pocahontas, Calhoun, Ritchie, Webster). Must provide a minimum level of services.
12. Support the enrollment floor to provide a minimum funding for small schools to ensure small counties don't get left behind.
13. Necessary to help those counties with low enrollment. All services are necessary no matter the number of students.
14. Provides help for smaller counties.
15. I do feel that smaller schools should have the same opportunities as larger schools and increasing the enrollment floor would be good.
16. Smaller counties still need to maintain facilities and pay for employees
17. Some services are required regardless of size
18. I am from one of the affected counties, and we had a drastic loss of employees because of declining enrollment.
19. Local share cap and enrollment floor go hand in hand as positives from the bill.
20. More funding that can be sent to the local level, the better.
21. Educational experience across counties should be equitable. Should not be the have/have not.
22. I am in favor because some fixed costs must be provided.
23. In support of enrollment floor funding.
24. Allows the communities to generate needed funds.
25. Local levy rates and local share cap are good ideas.
26. Support additional funding (from local share cap) remaining in county.
27. Local levy rates and local share cap are good ideas.
28. Not sure, but local share cap may be good.
29. Direct way to keep additional funding at the local level.

What concerns do you have about the Funding Opportunity policy ideas presented during the legislative session and this forum, and why? How could the policy ideas be improved?

1. Teacher already get cost of living and educational level and five percent.
2. Do not like across the board pay increases. Instead, increase starting pay, reduce cap from 35 years to 25 years for top pay with higher increases in the first ten years than the last fifteen years and go from seven pay schedules to three (AB, MA, DR).
3. Concern regarding blindly giving compensation to teachers or school personnel without an assessment to make sure completing job appropriately.
4. Only in favor of "earned" compensation. Need competition and merit pay. Not just across the board pay increases.
5. In favor of accountability in conjunction with increased compensation.
6. Higher demand for higher quality would result in higher compensation.
7. Advanced knowledge should be rewarded.
8. Raise was promised without any strings attached.
9. Teaching field not getting the attention of potential students because of salaries.
10. Employees should not have to work multiple jobs to make ends meet.
11. Suggests possible restructure to of salaries to increase retention and recruitment by increasing starting salary and having larger increases for a shorter number of years (20-25). Thirty-five years with small automatic raises too long. No difference in value received whether a teacher has 20 or 21 years of experience. Merit or production based payments after reaching maximum years (20-25 years)
12. Want to do more than live paycheck to paycheck
13. Unsure about the enrollment floor. I think county consolidation may be the answer here. I do know this would not be popular.
14. Is this in compliance with the Recht decision?
15. Disgraceful that this (enrollment floor) was brought up as a separate issue and voted down in the legislature.
16. Should consider possible consolidation of counties; but keeping local representation.
17. Totally against local levy rate increases. The state needs to fix the formula so they can contribute more to school funding.
18. Disagree with increasing local levy rates. State needs to fund education. There will be backlash toward excess levies which will probably then fail.
19. Would any of this increase in local levy rates have to be sent with students that went to charter schools?
20. Would any of this be used in local share calculation?
21. Fearful of impact on excess levy.
22. Excess levy is the only tax that taxpayers get to vote on. Every other tax is decided by elected officials and they are either voted in or out of office.
23. No new taxes.
24. Would make board of education elections more political because of candidates running on a tax platform.
25. Potential danger to excess levy.

What other policy suggestions do you have for addressing Funding Opportunities to help improve educational outcomes and student achievement in West Virginia?

1. Need merit based incentive for pay—reward your good teachers!
2. Private sectors have evaluations and give more to most productive employees.
3. Increase starting salaries to attract competent teachers.
4. Special pay for teachers in “hard to recruit” subjects (STEM).
5. Improve teacher compensation with tuition reimbursement or other compensation areas—children tuition if teach for state for so many years.
6. Suggest education reimbursement and/or compensation in other areas such as healthcare or other benefits.
7. PEIA must be fixed. The education community are struggling with health issues related to their insurance.
8. Alternative compensation such as forgiveness of college debt for needed teachers or rural areas that are having a hard time attracting competent teachers.
9. Increase in beginning teacher’s salary would encourage new teachers to stay in West Virginia.
10. Housing allowance is a good option.
11. Not as many people entering the teaching profession because it is not as attractive as some other occupations.
12. Need respect for this profession.
13. Teachers are having a hard time paying off debt.
14. Support other types of compensation such as tuition reimbursement.
15. Need to shore up PEIA.
16. Still waiting on promised base starting salary of \$43,000.
17. Employees willing to stay in West Virginia for less money because of family ties, but need reasonable wage.
18. Need to show appreciation, put on a positive face for salary increase to have positive impact.
19. One-time payment for certifications (such as math) will not be enough to keep teachers.
20. Elementary teachers not being eligible for bonus will result in hard feelings.
21. Why are teachers so against alternative schools? Why not allow special charter schools for STEM, journalism, arts, etc., affiliated with WVU, Marshall?
22. Eliminate 55 county boards and make regions. More cost effective.
23. PEIA Funding needed.
24. Some type of accountability system for funds spent.
25. It’s our oil and gas. If outside industries/entities want it, they can pay for it. Raise severance and transmission taxes. Make their work vehicles all be tagged with WV plates.
26. Teachers should not have to buy teaching supplies with their own money.
27. Taxpayer should be listed as one of the constituent groups.
28. Change idea from “reform” to “renewal”
29. Severance/transmission taxes should be considered as a revenue source. Huge possibilities.
30. Legislature needs to be more positive towards teachers.

Topic Area: Instructional Quality

- Teacher Leaders
- Teacher Preparation Programs
- Support for Math Teachers
- County Salary Supplements
- Reduction in Force (RIF) Decisions

Survey Results

Note: Not all individuals responding to the survey responded to every question.

1. Creating teacher leader positions that have increased coaching responsibilities and higher pay, but lighter teaching loads.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
7/28	16/28	3/28	2/28	0/28

2. Reforming teacher preparation programs at colleges and universities to better prepare teaches to enter the classroom.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
17/28	6/28	4/28	1/28	0/28

3. Providing support, both financial and otherwise, to teachers pursuing coursework to become certified in areas of high need.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
8/28	5/28	5/28	7/28	2/28

4. Allowing counties to provide supplemental pay to attract certified teachers in hard to fill positions.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
4/28	8/28	7/28	8/28	2/28

5. Allowing RIF/Transfer decisions to be based on criteria other than primarily seniority.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
9/28	6/28	3/28	1/28	7/28

What do you like about the Instructional Quality policy ideas presented during the legislative session and this forum, and why?

1. Teacher preparation should include co-teaching for a year. Teacher preparation should include crisis and behavior training that relates to students in crisis.
2. Teacher leaders are a must. This would benefit many and is a way to keep teachers engaged without having to become an administrator.
3. RIF/Transfer process should include more objective criteria. Examples would be to consider total seniority, not just in-county; advanced degrees and credentials.
4. Supporting teachers in areas of shortage with higher pay was seen as a positive by many in the community.

What concerns do you have about the Instructional Quality policy ideas presented during the legislative session and this forum, and why?

1. Teacher preparation should be like an apprentice or internship. They need to spend a longer amount of time with their supervisor. Education majors should be in school their freshman year, so they can change their mind immediately. Someone in teacher prep needs to have a crucial conversation and tell students that they are not teacher material.
2. Teacher leadership programs should be ready on day 1 of school. They should be in the building with new educators on prep days helping set up the classroom.
3. The RIF/Transfer issue seems punitive and a swipe at teacher unions. In a perfect world this would be based on ability rather than seniority; however, our state is not perfect.
4. Paying teachers more for working in areas of high need is creating a 2-tiered pay system. This is concerning when schools are collaborative places. Other pointed out that pay is not equitable because of higher degree levels.
5. Retired teachers should be able to come back to work at a beginning teacher salary with no benefits. It works in other states, so our retirement system should adapt.
6. Scientists and people retired from other positions should have a clearer path to working in classrooms, similar to an adjunct professor.
7. Attract teachers with a good system with benefits and not just money.

What other policy suggestions do you have for addressing instructional quality to help improve educational outcomes and student achievement in West Virginia.

1. Give teachers years of service for saving sick days.
2. Class size should be reduced.
3. Offer tuition reimbursement instead of extra pay for teachers to go into shortage areas.
4. PEIA needs to be fixed.
5. Give a signing bonus to teachers in areas of shortage rather than a higher pay scale.
6. Library/media specialists at all schools.
7. Expand the number of instructional days.
8. Vocational school should begin much earlier.
9. Create a viable alt ed system.

Topic Area: School Choice and Innovation

- Innovation Zone Expansion
- Expanded Preschool
- Open Enrollment
- Charter Schools
- Education Savings Account

Survey Results

Note: Not all individuals responding to the survey responded to every question.

1. Allowing for the expansion of Innovation Zones where schools and counties are exempt from specific rules and regulations for the purpose of increasing student achievement.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
14/37	14/37	2/37	3/37	0/37

2. Providing access to preschool for 3 year olds at parents' discretion.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
25/37	3/37	1/37	3/37	2/37

3. Allowing counties to enroll students from other counties, without permission from county of residence.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
4/37	2/37	12/37	6/37	10/37

4. Creating new schools exempt from most rules and regulations placed on traditional public schools.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
3/37	5/37	0/37	3/37	23/37

5. Providing funding to parents to educate their students in a nonpublic school setting.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
4/37	4/37	2/37	6/37	17/37

What do you like about the School Choice and Innovation policy ideas presented during the legislative session?

- 1 Innovation Zone Expansion:
 - i. Federal money is available for this as it is for charter schools.
 - ii. Community Schools Programs
 - iii. Allows for waivers such as to allow students to receive World Cultures credit during Spanish class.
 - iv. Promotes new ideas toward the needs of your school's students.
 - v. These have worked in WV. Focus on things that have worked.
- 2 Expanded Preschool:
 - i. The sooner we get them in school the better.
 - ii. Improves social-emotional development.
 - iii. Addresses vocabulary and language issues.
 - iv. If a child participates on the Birth to Three program, then they could continue into Preschool without having a year out in between programs.
 - v. Early interventions, specifically speech services, are more effective than intervention at age 4.
 - vi. In some of our area these kids need all the help they can get.
 - vii. Keep kids from missing out on early admission if they have a late birthday.
 - viii. Level the playing field for all students more.
- 3 Open Enrollment:
- 4 Charter Schools:
 - i. Evaluating class sizes and fewer restrictions. These are things we could do in every public school.
 - ii. We need renewal, not reform.
 - iii. Might improve student access to vocational and job skills.
 - iv. Helpful to the public schools because there are students that the public schools do not reach. With competition comes innovative programs while discipline and behavior issues may move to the charters.
 - v. The county is responsible for the oversight of these schools.
- 5 Education Savings Accounts:
 - i. Opportunities for parent choice as long as the accounts have clear criteria for use.
 - ii. Provide opportunities for parents who cannot make the move to private schools due to resources.

One parent stated: As per the state senate president, "our schools suck." We need to do a heck of a lot of innovation. Concentrate on the high achieving/gifted students. We need to restore discipline and get back to basics. My wife is from the Philippines... wooden benches, slates to write on, larger class sizes.

What concerns do you have about the School Choice and Innovation policy ideas presented during the legislative session and this forum, and why? How could the policy ideas be improved?

1. None of the programs address student achievement.
 - a. Innovation Zone Expansion
 - b. Expanded Preschool
 - c. Open enrollment
2. Recruiting for sports. Smaller schools might lose their athletes to larger programs.
3. Charter Schools:
 - a. Relax some restrictions on discipline/reporting so that public schools are not judged on their discipline numbers.
 - b. How is taking money from struggling public schools going to improve them?
 - c. Data is not there to support charter schools. How are we going to work with students coming back from charter schools that close and the money has already been spent for them?
 - d. Mountaineer Challenge Academy and Alternative Education work for students now. Expand those programs.
 - e. Virtual charter schools have even less oversight. A virtual charter school in Ohio lost/misused 80 million dollars then closed.
 - f. How will we ensure the safety of students if they are not seen by the schools each day?
 - g. If funding is taken away, what help/programs are public schools going to lose? Elementary schools now need more behavior services.
 - h. Outside influences. Out of state union leaders coming to our state and being involved in this issue.
 - i. Public funding to charters. We have a public school system, fix it if need be, don't replace it.
 - j. Why shift public tax dollars to the private sector? Why is education money the only public tax funding that can be sent to the private sector if you disagree with it?
 - k. Charters should have to accept every child in the bottom quartile if they are going to help with students that the public schools don't work well with.
 - l. Placing special education students in a charter school without the proper oversight/protections.
 - m. Proposal is verbatim from other states.
 - n. Charter schools do not outperform good public schools.
 - o. If we lose students in public schools, we lose funding and teaching positions so class sizes will increase. Deterioration of the public schools from this.
 - p. Charters in other states have failed/closed. How would we prevent them from closing here? How would we recoup the money given to the charter if they close?
 - q. Not opposed to improving anything, but we should all be held to the same criteria. Everything is based on a test now.
 - r. We are lowering our expectations. Society is having a negative effect. We are going to have to raise our expectations.

- s. Charter schools will separate the motivated from the unmotivated students, because they would have chosen to go to the charter. Why don't we take out regulations so that we can focus on teaching successfully?
4. Education Savings Accounts
- a. Accountability for the money. Prevent parents from misusing this money.
 - b. How are we going to keep track of expenditures? If a defendant does not accept a public defender, can he get the money they would have been paid to do something else with?

What other policy suggestions do you have for addressing School Choice and Innovation to help improve educational outcomes and student achievement in West Virginia?

1. Have specialized charters, STEM charter with a higher education institution.
2. Remember that teachers are taxpayers also.

Topic Area: Social Emotional Supports

- Communities In Schools
- Student Support Personnel
- Increased Student Support Personnel
- Training For Teachers

Survey Results

Note: Not all individuals responding to the survey responded to every question.

1. Redesigning schools to embed social services to address student needs, such as Communities in Schools.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
24/34	7/34	1/34	2/34	0/34

2. Allowing flexibility to counties to employ the type of professional student support personnel (psychologist, counselor, social worker, etc.) that best meet the needs of the students in a particular school.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
24/34	8/34	0/34	1/34	1/34

3. Providing additional funding for student support personnel to work directly with student's social emotional needs.

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
32/34	1/34	0/34	0/34	1/34

4. Increased access to professional learning resources to address the needs of students who are experiencing Adverse Childhood Experiences (i.e., Trauma Informed Education, Positive Behavior Intervention & Supports)

Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
31/34	3/34	0/34	0/34	0/34

What do you like about the Social Emotional Support policy ideas presented during the legislative session and this forum, and why?

1. Trying to think about those children who need the most help.
2. Flexibility given to counties (individual schools w/unique needs).
3. Need to increase student support services (counselors, nurses, therapists). Children in kinship care.
4. Can't address instruction without addressing the mental health issues/baggage children bring with them to school.
5. Need additional support services [in addition to counselors].

6. Training for ALL teachers w/increasing population of poverty, abuse, and trauma [Trauma Trained Schools] opioid crisis, de-escalation strategies, understanding of mindfulness and self-regulation, positive behavior support, lack of executive functioning, ACES, bullying, student suicide.
7. Legislative acknowledgment of the diverse needs of students (beyond academics).
8. Providing additional FUNDING to increase student support (counselors, therapists, nurses. (Additional funding rather than cutting programs or personnel to increase student support positions)
9. Providing 3-year old preschool
10. Provision of psychologists, counselors, emotional support, especially for young students.

How this could be accomplished:

- Increase the number of counselors improve the counselor/student ratio
- Embedding social services to meet basic needs so children can learn
- STUDENT Comment: more training for teachers who have rapport w/ students, don't know the counselors very well, more training for teachers regarding warning signs
- Student support at the younger level
- Training to be proactive rather than reactive
- ALL teachers need training in de-escalation strategies
- Training on mindfulness, de-escalation, self-regulation
- Teachers need specific strategies and policies to manage students with emotional needs.
- In-service training monthly
- Emotional support for educators as well as students
- Training for Grandparents/Kinship, caregivers/parent training opportunities (coping mechanisms, clear, consistent environment/relationships, basic needs) - Maslow, feelings of safety and security
- Even Start program to help parents get their TASC **and** teach parenting skills
- Parent-Educator Resource Center
- Find ways to help parents become better parents; many need education/parenting.
- Communities in Schools
- Support for Parents- Provide funding to host parent nights 1 – 2 times/semester.
- Collaboration with law enforcement, community stakeholders, outside agencies, MDT.

What concerns do you have about the Social Emotional Support policy idea presented during the legislative session and this forum, and why? How could these policy ideas be improved?

1. Legislation needs to be stand-alone legislation not linked to the other provisions of SB 451 (multiple comments)
2. Funding availability
3. Funding cycle to continue beyond one or two years
4. ADDITIONAL funding...don't rob Peter to pay Paul
5. Will more support personnel draw from instructional resources?

6. Concern that these four priorities will not receive adequate funding for appropriate implementation
7. Where do you get the money to fund these initiatives.....start by not funding ESAs
8. Decisions made based on funding rather than needs...caps?
9. The state cannot be competitive in salary schedule for nurses and others with private sector
10. How are we going to quantify staffing needs and decisions?
11. Teacher training would be just "triage" training
12. Training needs to be in-depth not just awareness level.
13. Training needs to be long-term and in-depth and provide additional resources to help kids.
14. Support areas: suicide, bullying, isolation, transgender dysphoria
15. Training to address: trauma, neglect, hunger, homelessness, opioid crisis, fewer high paying jobs, foster care
16. Concerns about the term "flexibility" ...who makes this decision...community stakeholders???
17. How will we determine what best meets the needs of student when allowing counties flexibility in hiring support personnel?
18. Criteria for additional support...what stipulations will be put on the support staff?
19. Will there be enough support staff hired to fulfill the needs of students?
20. Teachers do not feel qualified to address the mental health needs of students...training will not be adequate to feel well qualified to respond...not every teacher should be attempting to address mental health issues
21. Training for teachers could create a situation where teachers are expected to fulfill the role of a social worker or psychologist without being qualified to do so.
22. Will the training for teachers result in more responsibility for teachers without the support of mental health professionals? Time to provide staff training (professional development time/days w/in the school calendar
23. Time for training teachers and to develop policy and strategies for the classroom
24. Many students trust teachers more than counselors and/or parents because students see their teachers more often and if teachers are trained in these areas, they can better help the students who go to them for help.
25. Concern with teachers trying to provide mental health advice because due to lack of training, they can do more harm than good.
26. Students may not have a trust level or bond with school personnel to self-report or report knowledge of suicide.
27. Not all student will openly come to teachers or counselors with their problems.
28. Counselors dedicated solely to counseling
29. Counselors are too bogged down with scheduling and other administrative duties rather than providing counseling supports (mentioned in two focus groups)
30. Referral process to counselors...
31. Hoops to go through to refer students for additional support...access to school-based mental health providers.
32. Flexibility of Student scheduling issues and meeting policy requirements; e.g. basic skills minutes...can students be pulled when counseling needs are a priority
33. More time with counselors for some children...release time from class
34. Time for students to see support personnel during the school day(access to support in a student schedule; e.g., not just at lunch time
35. Parent consent required to receive counseling (some parents of students with high ACEs may be reluctant to allow school-based therapy for fear of disclosure)

36. The role of parents and guardians is not addressed.
37. Generational, systemic problem due to the opioid crisis, changes in the demographic going forward.
38. Trying to play catch-up with children who have irreversible damage from prenatal exposure to drugs and alcohol.
39. The problems don't originate in the school and the school cannot solve all the problems without parent/community/stakeholder collaboration
40. Stricter enforcement of truancy (court system) ...need to be in school to take advantage of the emotional supports, often the students who have mental health issues also have attendance problems
41. Need for additional MDT (interagency collaboration) time
42. CPS follow-up on referrals
43. Expanded support through a mentoring program....potential liability for community mentors?
44. Emotional supports for students who are home schooled (ESAs); may be those who most need these supports

How this could be accomplished:

- Adding trauma specific resources & support for teachers.
- Making mental health resources available to parent and staff
- Have more flexible policies to allow students to receive services
- Counselors in the classroom at the secondary level (developmental guidance, advisor/advisee, etc.) prioritize it in the schedule
- Increased focus/priority on addressing bullying issues.
- Establishment of character building programs; e.g. ROTC/Jr. ROTC (team building, character development)
- Mentoring program (background check, successful in their field [not necessarily professional])
- Training for parents, guardians, and community members (anyone who has an opportunity to impact the life of a child) free of charge in a community accessible facility.
- Positive male role models within the school setting ("a caring adult" with high expectations)
- Expand the Snack Pack program from weekends to include evening meals.
- Team meeting/planning to address individualized needs of students; meet with students
- Vertical team planning at the elementary level
- Opportunities for student engagement w/teachers
- Flexibility in hiring process as demographic changes and needs change)
- Flexibility in special education process (relax/streamline the special ed process and meetings to make available time of school psychologist
- Reallocation of IDEA funds
- Cross training for support staff (bus drivers, cafeteria staff, custodian
- Shrink the instructional calendar to 170 instructional days and have an additional 10 days for professional development
- Fewer instructional days in calendar/more days for EFFECTIVE training.
- Allowing time before and after instruction to fit in social-emotional learning within the work day.

- Training for teachers needs to be individualized for each school based on their needs.
- More recess/less screen time
- Teachers, students, community stakeholders to have input in the decision making process.
- Minimum of one full-time counselor, nurse, and therapist/social worker and PRO in each school, regardless of size..."follow national standards," social worker for every 250 students (mentioned in two focus groups)
- Employment of nurse practitioners to provide diagnosis and prescriptive services to students.
- Every school should have a full-time librarian/media specialist.
- Rules and regulations to protect teacher.
- Supporting emotional support dogs in schools...funding the training and hours to get a dog certified as an emotional support animal.
- Separate severely mental and behavioral deficient students so other student can learn. Can join in some classes but shouldn't disrupt all other students.
- Parents should be taking care of their children. All these supports are creating a generation of sissies and snowflakes.