

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED SELF)

Teacher Suffered PHYSICAL ASSAULT

Admin Inaction, Insufficient Action and/or lack of Support

S - 1	<p>From August to December 2018, I had a student who would terrorize my classroom by running around the room, breaking/throwing things, hitting students or throwing things at them with no cause, eloping from the classroom, and hitting adults. Almost every single one of my students was hit, punched, slapped, kicked, or had something thrown at them during this time. Five parents came to speak to administration about their concerns along with a parent from another grade level because her daughter had experienced being hit by the student during lunch. Aside from having a strange obsession with horror movies (i.e. It by Stephen King) and quoting parts of the movie to us, he would threaten to come kill us and "make us float so he could see the blood." Although I had great support by my administration during this time, including them hiring a substitute paid out of general funds to sit one-on-one with the student after I told them that the rest of my students were losing out on valuable educational time, the process to have the student evaluated which is required for a change of placement was ridiculous. The school psychologist failed to label him and, in turn, the student was officially moved to [REDACTED] the day before Christmas Break. We are now dealing with the student returning in the fall because he is a "model student" in the classroom of 7 students with 3 adults. This really concerns me as, in January, another student returned from [REDACTED] after being there for a year and a half and also considered a "model student" there to him returning to his previous behaviors (destroying the classroom, having intense emotional outbursts that included wanting to hurt himself, etc.). This student was also not properly labeled by the same school psychologist despite the fact that he exhibits the signs of a student with EBD (she associated his behavior to a possibility of ADHD, similar to my student). I feel that my school has been riddled the past couple years with extreme behaviors which are only intensified by administration's lack of support to the teachers (I was lucky compared to my colleagues), an ineffective behavior matrix, and lack of consequences which give other students the idea that they can mimic the negative behaviors and get away with it.</p>
S - 2	<p>A student grabbed me by the arm and pushed me this year. I called for security and no one came. I happened to see a security person walking by my room and flagged them down. They had no idea I had an emergency. They left me to teach my class, through tears as no one checked on my well being. The student's actions were caught on camera and the student was subsequently suspended for 5 days. At no time did anyone ask me if I was ok or if I needed class coverage to calm down. No one told me I should give a statement (I'm a new teacher and didn't know what to do), another teacher helped me when I told them what happened. An administrator asked me the following day if I had seen the nurse and I told them no one even came to relieve me after the incident.</p>
S - 3	<p>Last year I had a severe behavioral student. This student repeatedly assaulted other classmates, our ESP and myself. This student destroyed many things in my classroom, parents were never made to pay for repairs, and I was NEVER given replacements. This student threw laptops, and just about anything they could get their hands on.</p>
S - 4	<p>I had an extremely violent student in my classroom where he was constantly hitting students and adults at the school with little to no consequence. He started breaking and damaging my belongings. When I asked for help from administration they would lecture me and tell me I shouldn't be calling for assistance so much. It was only when I started taking pictures of the damage done that they finally moved him out of my room, however, he still continues to do the same things in other classes with again little to no consequences or assistance.</p>
S - 5	<p>I have over 20 referrals which have been labeled as "Pending/More Info Needed". A student who pushed me to the floor and then stood over me yelling that I deserved it (I was blocking him from hitting another student) was returned to class within 15 minutes. He later assaulted an elderly substitute who has been out on medical since then.</p>
S - 6	<p>I have been teaching for 20 years and have never had a group of First Grade students like I have this year. The blatant disrespect towards myself and other adults has never happened to me in all the years I have been teaching. I have 8 students who have either torn up my classroom, threatened injury to themselves and others, hit, punched, kicked, spit on, other students and myself, have had tantrums for more than 40 minutes within the classroom, eloped my classroom, or stolen personal items from myself or others. I've had to clear my classroom multiple times because of dangerous situations to myself and the other students in the room.</p> <p>I spent my year trying to keep students from hurting others and disciplining, that I couldn't get through a lesson. Now I'm going to be paid for my classes performance on a test that I couldn't prepare my students for properly. I spent my days writing daily notes, keeping data, and writing almost 40 referrals on top of trying to do everything else required of me.</p> <p>Students had to put up with the abuse of other kids. No child should have to come to school and deal with that. It makes me terribly sad.</p> <p>Due to all of this, I ended up in the hospital. No teacher should ever have to deal with any kind of situation like this.</p>

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S - 7	One of my students spagt in my face last school year for no apparent reason. He was kept at the school and in my class then eventually moved to another teacher. He never got suspended or any disciplinary action taken.
S - 8	Yes, I've had teachers within my department who've been hit and the student been sent to 10 days external for their behavior per the matrix. I myself have been hit and received a hematoma but it was disregarded. That student was sent back to our location for schooling. She shoved me into a desk and I had a lump on my hip for a week. She did her time at [REDACTED] repeated her behavior at ft lauderdale and came back to us. I was forced to hand her her diploma in the diploma room upon graduation.
S - 9	I have a student who lies on the ground, has pushed me, disrupts class constantly, basically does whatever he wants. Several referrals, parent conferences, guidance referrals. No real consequences except time out of the room. He even refuses commands from Administrators. I also have 2 other students with major behavior issues. I am beyond exhausted physically and mentally from them. I have considered changing careers several times! It is especially unfair to my well-behaved students.
S - 10	I used to be a lot more friendly and affectionate with my students until students prior to being scratched, kicked, bruised, beaten, and bitten. The one time I was bitten, I reported the incident and wrote a referral for it, but the student was never given a consequence. Likewise, the student was never removed from my classroom after I called a code. No one came to assist me.
S - 11	I have been thrown against weight room equipment and the student got 3 days in internal suspension. Seriously????
S - 12	I have been verbally, physically and emotionally assaulted by my students and the administration does not follow through with proper punishment. Thereby, enabling the out-of-control, disrespectful and violent behavior to continue. It is a hostile work environment.
S - 13	Last year, I taught in a class with student who experienced so many setbacks in his life that made him behave terribly in class. The assistant principal and guidance counselor committed to giving him counseling at school but never followed through and at the end of the year, they asked me why the student failed. During this year, I dealt with his violent behavior in class. When I pressed the button for help, they only came 2 times and the rest of request for help were ignored. As a result of this discipline problem, I suffered from anxiety attacks and my health suffered tremendously prompting me to consider leaving this profession. However, this year, I was lucky enough to be transferred to a Specialized Pre-k class that changed my life for the better.
S - 14	I have seen my colleague pushed, shoved, cursed at, and money stolen from her purse and this is a first grade classroom. I have also experienced a child who has thrown objects at me on many occasions. We have gone through the RTI process, a behavior tech, PBIP plans etc. It takes almost a whole year of this before a student receives help but by then many other students suffer from all the disturbances. I do believe in "inclusion" however there are some times when a student just benefits from a smaller classes with people who have been trained. Not just a 20 minute online class either. Something has to be done. Students need consequences when they hurt people.
Teacher Suffered PHYSICAL ASSAULT	
Admin Inaction, Insufficient Action and/or lack of Support due to the student being an ESE STUDENT	
S - 15	I was assaulted 4 times by a student with Autism. The Gen. Ed. teacher (s) have been assaulted many times. the students in 2 Gen. Ed. classes where this student has been placed have been assaulted as well.
S - 16	I was spit on by a student and I was bitten by a student. The student is in an ASD cluster and is blind. CPS has been called many times and they do nothing but blame the school for calling and making uninformed allegations against the parents. I have another student where a paraprofessional makes fun pf a student because he is blind and the school administration do nothing about it.
S - 17	I work with students with autism— I had two students beat me daily, attempt to strangle me, kick, punch, threaten, run at me with sharp objects, and hurt other students. Both students have since been moved to a more appropriate setting (cross creek) but I dealt with the abuse for several months. As a brand new teacher it was disheartening and I was so close to quitting.
S - 18	This year was a tough year for me. It took 3/4 of the year for a student who was verbally, physically, and mentally abusive to me, my students and the administration to be placed in an EBD class. That is so wrong. His behavior resulted in me not being able to teach the other students the way they should have been. The process is TOO LONG. There should be exceptions!
Teacher Suffered PHYSICAL ASSAULT	
Admin Inaction, Insufficient Action and/or lack of Support with ADMIN BLAMING TEACHER	

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S - 19	I teach primary grades and this year a student hit me in my stomach while I was trying to calm him down. He is infamous for running away and getting aggressive towards adults and students. Last year a student posted up and tried to come at me. The fact that these students have no regard or respect for authority is beyond me. It's scary actually, These young children have no concept of what a real consequence is. They know there will be no real consequences to their actions. So they have no fear and do whatever they want. They were both moved to another class immediately and suspended for a couple days but the one student from this year put his hands on his new teacher so suspension and class change didn't solve the problem. They moved him again and he continues his antics. It just put a very loose bandaid on it. My AP has been really good about responding to these issues for me in a timely fashion I have to say. She's always been very supportive and helpful. I know her hands are probably tied as to what consequences she's able to impose. That's why I'm hoping this survey will be a call for change in the schools!! It's been drilled into our brains about shout the positive, whisper the negative, we are a [REDACTED] school and we're told they act this way because they don't know how to act so we're told teach them how to act. We teach and they continue to behave this way and as usual it could never be the students fault, it's always the teachers fault-what are WE not doing. Try PAX, try this try that. It goes on and on. The kids these days just lack basic respect for themselves, others and authority. They lack basic manners. How do we as educators fix that? I can teach these things till I'm blue in the face but trying to undo years of bad habits and actually have them put it into practice is quite a challenge. I teach about kindness before lunch and as soon as I pick them up from lunch Johnny's tattling that Jimmie called him a fat butt. I'm really at a loss. I'm a pretty well structured teacher and have good discipline and control in my room but the issues still exist even for me. I've been doing this a loong while, and I'm still passionate about it but these issues slowly chip away at me. And it's tiring and frustrating and disheartening. I'm hoping this survey will lead to some real discussions about the problems we're having in the schools. I can't imagine doing these things in the workplace and getting away with it. They'd get written up and ultimately fired. These kids have no concept of the real world. They need a major reality check!! When will they get one?
S - 20	I was hit by the same student on numerous occasions and i was told to not incite or instigate being hit. I believe the direct quote was, "If teachers stopped provoking students they wouldnt get hit." How about, YOU ARENT ALLOWED TO HIT.
S - 21	Students running in the hall knocked me down. (Elementary school). PK class student very disruptive and no support from ESE to move child to a better suited program or provide more support. Instead required to fill out data daily for multiple weeks. Then blamed me the teacher and stated what I wasn't doing instead of actually helping the child with additional intervention. Process is too cumbersome.
S - 22	A student attacked me in the classroom and I was anonymously reported to the Abuse Hotline as having attacked the same student by someone at the school . Despite the charges being found to be false I was investigated by DCF, BSO and other law enforcement entities, spent a week outside of my class without seeing my students as the investigation progressed.
Teacher Suffered PHYSICAL ASSAULT	
Admin Inaction or lack of support with Admin telling teacher to NOT Press Charges	
S - 23	I had a student two or three years ago throw chairs at me and flipped a table on its side. The student also kicked me and bruised my leg. When I told administration I wanted the student removed they said they would honor my request but trade that student with a child who had more severe behavior issues. I also wanted to press charges and was told that it would go on my permanent teaching record.
S - 24	As a teacher I've been slapped across the face, my clothes pulled up by a students as he is laughing. I've been bitten, kicked, and pinched. When asked they say theses kids have a disability. I don't feel it's ok. It abusive and because the class size is so large you are unable to meet the behavior needs. Also, children that are being disruptive in mainstream classes are being placed in our classroom because teachers are unable to cope with the behaviors. This disrupts the learning environment and safety of the other students and teachers.
S - 25	I had 2 (1 ese and students this year. The students on many occasions threw books, crates shoes, chairs, shoved tables, tore things off the wall and scream at me. I had to remove my entire class from the room until the student was back in control. The student would scream at me. My colleague next door also had a student who scream at her and would throw furniture. It was very scary for the other students and myself. A great amount of teaching time was lost during these episodes
S - 26	I had an instance where I felt charges should have been pressed, administration chose not to.
Teacher Suffered PHYSICAL ASSAULT	
No Concern About Admin Expressed	

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S - 27	I have had chairs and desks thrown at me. I have been kicked, punched, been called a bitch, ugly, been cursed at. I
S - 28	A student pushes me and yelled at me Admin suspended him for two weeks
S - 29	I had a student who pushed me, he was immediately removed my class
S - 30	I have suffered injuries from students. Other students have had pain inflicted all year by a student.
S - 31	I lost several students in the school shooting last year. This year I was pushed by a student. The student behavior is awful , I teach intensive reading
S - 32	I as well as colleagues gave been verbally and physically abused (hit, kicked, spit on, cursed out) too many times to count.
S - 33	I had a student who verbally abused me every day and on one occasion shoved a desk into me. He interrupted my class numerous times every hour. How are my other students supposed to learn and get me good scores (part of my evaluation) if they can't focus. This student would also tag team with another difficult student in my class every afternoon. The 2 students were extremely difficult to handle.
S - 34	I was punched in the chest by a student in my class this past February. This is something I never thought I would have to face while teaching in elementary classroom.
S - 35	I was recently injured when two students were playing around in the hallway. One student pushed another in to me nearly knocking me down. My shoulder was injured in the process. I had spoken to the same two students, not my own students, about this behavior as they ran into the day before while running. The same week, another teacher was knocked down by students "play fighting" in the hallway. Food fights and other fights are happening too frequently.
S - 36	I was punched and the student was in my class the next year.
S - 37	Was shoved by a student
S - 38	I have been teaching for 17 years. During that time, I was hit by two students in two different incidents. One student stayed in the principals office; and the other expelled.
S - 39	1- Student throwing the test papers and scantron to my face because he "does not like tests on Mondays" 2- Student saying that I'm "picking" on him because he is black and I'm afraid of him 3- Students slamming my door and runing
S - 40	This school year I had a student spit in my face.
S - 41	A student of mine threatened to punch me.
Teacher Suffered PHYSICAL ASSAULT Requiring MEDICAL ATTENTION Admin Inaction, Insufficient Action and/or lack of Support	

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED SELF)

S - 42	<p>I used to work at [REDACTED] I left because I was assaulted by a student during dismissal. My administration, [REDACTED] and [REDACTED] were not supportive in this matter. They down graded the student's consequence from "battery of a staff member" to just "battery". The parents appealed my referral because they didn't want it on their child's permanent record. [REDACTED] was in support of this stating that she understood why a parent wouldn't want this on their child's record. I had to seek medical treatment as a result of the assault. This child was allowed to go on a field trip, play at recess, and was only given two days of in-school suspension for the assault on me. [REDACTED] called an ISU officer, [REDACTED] into to talk with me. I was asked to provide a written statement of what occurred. I was pulled out of my classroom and interrogated by [REDACTED] and officer [REDACTED]. He attacked me and treated me as if I was a criminal. It was clear that the administration had a conversation before I had entered the room. He questioned me by stating, "As a parent I would want to know why you...". As a parent??? I thought you were a police officer...? I have never been treated with such disrespect as a professional. There was no concern for my safety. The only concern was being an advocate for the parents. [REDACTED] made it clear she felt it was NOT her job to be an advocate for me. She only cares about what parents think of her and pleasing them at all costs. She allows parents/ visitors on campus BEFORE school hours when no one is signed in or screened. She allows adults/ visitors on campus throughout the school day. Parents roam the campus without supervision or care for the school rules/ policies. I have been accosted by parents at my classroom door and in the hallways, in front of children. I brought my concerns to administration. I told them on many occasions on how it did not feel safe at school. ANYONE could walk right up to my classroom door, at any point. This means an active shooter could also. They have ZERO concern for the safety of their staff and students. They only care about maintaining positive reputations and perception by parents. The affluent white children have very little consequences however, a lower socio-economic/ African American student is given consequences immediately, no questions asked. The lack of concern for school safety and bullying of teachers by parents is disgusting and caused me to transfer. I am now very happy at my new school.</p>
S - 43	<p>I was pregnant this past year and students still pushed and shoved me down the stairs in the hallways and yelled profanity at me in class. [REDACTED] did nothing to stop this. She reads them quotes and acts as if nothing has happened. I also tutor a girl student who refuses to show up to school on time in fear of being caught in a fight on the way to school. Her mom has to drop her off everyday 10 minutes after school has started.</p>
S - 44	<p>I teach 4th grade. A student got angry because he didn't want to listen to me and threw a desk at my leg injuring my knee. The student was taken out of my class for one day and then returned. I end up having to have surgery on my knee because when the desk hit my knee it tore my meniscus. I have never experienced this type of abuse as a teacher. What hurts the most is that nothing was done about it and I still had to teach with this student in my class.</p>
S - 45	<p>I was hit in the face, punch many times, broken classes ,no consistency going on. [REDACTED]</p>
S - 46	<p>I have been hospitalized for chest pain this year due to the stress of my job. I have students that curse, scream, yell verbally hit each other, run in the halls, video tape the class with our permission, get in to fights, The administration blames us, None of the parents phone numbers work, parents yell at us in meetings and the administrators do nothing.</p>
S - 47	<p>Teachers in ESE classrooms are told that we have to manage the behaviors. We get support when we call in our building but there are no consequences for the student or parents. I have gone home with bite marks, scratches all over my arms and face, bruises on my legs from being kids and had my lip broken open by a student who head butted me. We are told to collect data and then told that it is frowned upon to recommend a change of placement. Yes I signed up to teach students with disabilities and yes there is a behavioral aspect. However the abuse that my staff and I are subject to with no recourse is not right.</p>
S - 48	<p>I endured three major assaults this year from students. One resulted in a broken foot. Students were not in correct placement. There is a confusion about the matrix and it's use for ESE kids. [REDACTED]</p>
S - 49	<p>Students are out of control. They feed off of other behaviors. It is exhausting and I go home very upset. I can't teach my class when I can't get them to respect me as a teacher. it's not as if I'm a new teacher. I know I'm not the only teacher that feels the same way. A few years ago, I had a student that was extremely violent. For no reason, one afternoon, after he was on red for the day and was in a bad mood. I walked him out with car riders and he was calling everyone a "bitch". I ignored him and he turned around and kicked me in the shin. I was out the next day and the principal were asking other teachers what I did to provoke him. She never asked how I was feeling. I did file a police report for simple battery against the child. He was eventually removed from the school and the parents sued us.</p>

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S - 50	I teach Autism Spectrum Disorder students, as well as behavior students. Daily I get spit on, scratched, bitten, kicked and slapped. Recently I had to go to Workers Compensation because of a bite. There is no designated on-site support. I am concerned that these students may do extreme harm when they get older.
S - 51	I was frightened, every time he came near me I flinched and had to duck down and put my hands in front of my face because of flying objects, and fear of scratches causing bleeding and bit marks. And had to go to the workers comp doctor twice. What is wrong is this ridiculous "Positive Behavior" Plan. If a child acts out, there should be discipline and the parent should take ownership of their child's bad behaviors. The parents do not care if the teacher or other students in the classroom are getting hurt and abused. Thank goodness I have a wonderful administration who stood by me and helped get the student to a correct setting. Still the administration of Pre-K ESE just throws student who don't belong in Specialized Pre into my class because the parents won't accept that their child is autistic and wants them in what they think is a "regular" pre-k class. The district needs to get a handle on the parents. There is a fine line between doing what is right and doing things that will harm the students education and have the other 15 students in the class being fearful all year.
S - 52	Girl pushed me and tore my rotator cuff requiring surgery.
S - 53	Two years ago, I was in my door to welcome my 4th Period class and suddenly two students were running to my door and hurt me in my left shoulder and I stayed home for 2 days because I was injured just because of students misbehavior.
Teacher Suffered PHYSICAL ASSAULT Resulting in LEGAL ACTION by Teacher Admin Inaction, Insufficient Action and/or lack of Support	
S - 54	I had a student give me 3 bruises: one in my arm, stomach and foot. I spoke to the principal. He called the parent. She did not even apologize. I made a police report to the school resource officer. The student was not disciplined.
Teacher Suffered PHYSICAL ASSAULT Resulting in LEGAL ACTION by Teacher Admin Inaction, Insufficient Action and/or lack of Support due to student being an ESE STUDENT	
S - 55	I was attacked by a student. The student was suspended but then returned. I asked for the student to be not placed with me, and it was only after I got a restraining order that the student was moved away from me although he remained in the school with aggravated assault charges filed on him by me. I am still awaiting the trial which will take place this summer. I am afraid that a student may snap as that child did. I don't feel backed as I called the union and was told it wasn't a school issue...it was personal since I was pressing charges. Yet this happened in my classroom and the student has compulsive explosive disorder. Is that a child who belongs in the regular school setting with 25 students minimum in a room to set him/her off at any time?
Teacher Suffered PHYSICAL ASSAULT Resulting in LEGAL ACTION by Teacher No concern about Admin expressed	
S - 56	In thirteen years of teaching, I filled out my first police report this school year....battery on a teacher....but he is too young so it went nowhere.
S - 57	This year I was attacked by a student in class. I have pressed charges and I am currently involved in a case to seek justice for the student's PHYSICAL ASSAULT.
S - 58	A student committed battery (not assault) on me. I filed a police report to have a paper trail as this child had multiple occasions of physically fighting children and had threatened another teacher verbally. The child was suspended because when I reported the battery incident he cursed at the administrator. He was not suspended for the incident. I took the incident to the principal and requested the child be placed on the other team. The child was permanently removed from my roster within 48 hours.
S - 59	A few years ago I was kicked in the back by a student. I filed a report with BSO and a referral at school. The student was suspended for a day, Baker Act by the group home and then placed back into my class. A week or so later, the student was moved to a facility. We get kids from the facility, sometimes more than one in a class, and we could use a system in place to deal with all of their needs (academic and behavior). Conferencing with the "House Parent" doesn't seem to be enough. Guidelines for severe behavior/emotionally disturbed children need to be addressed. Such facilities may need their own educational facilities to meet ALL of these students needs.
S - 60	Am currently involved in litigation in a case of a violent, aggressive student
Teacher Suffered SEXUAL ASSAULT and Threats No concern about Admin expressed	

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED SELF)

S - 61 Several years ago, I was sexually harassed by an over-age male, middle school student. After being removed from my class and scheduled in another class, he continued to pass by my class to harass me. There was another incident where a female middle school student had drawn a picture of me and she was shooting me. Both male and female students were suspended and kept at [REDACTED] Fourteen years ago at [REDACTED] an ESE male student had scissors in his hand and made a motion with it towards me. At the end of the period, he came with 2 more of his friends and was trying to intimidate me; he was suspended.

Teacher Suffered THEFT by Student

Admin Inaction, Insufficient Action and/or lack of Support

S - 62 Last week I had someone go into my backpack and into my purse & steal my cash. The got scolded for sending a precautionary em. Not cool! [REDACTED]

Teacher Suffered THREATS by Students

Admin Inaction, Insufficient Action and/or lack of Support

S - 63 While working at [REDACTED] for the last three years (not this year), I experienced very limited support for extreme misbehaviors involving threats or actual harm to staff and students. Despite my very strict and fair behavior management system, certain students were very challenging when it came to behavior. [REDACTED]

One example is when a fifth grade male student got into a fist fight with a fifth grade female student while standing in the dismissal line in the cafeteria. As the teacher, I attempted to break up the fight. When one administrator arrived, the male student was permitted to run out of the cafeteria into the field. He then hopped the fence and fled the school. The student was back in my room the very next day as if nothing happened.

In another situation at the same school, a fifth grade male student threatened me with scissors. After seeking help from a neighboring teacher, I was able to calm the student down, remove the scissors from the student's possession, and get him to sit at the "STAR (Sit Think And Relax)" Desk. Administration was called immediately by the neighboring teacher, but no one came to assist for ten minutes. When the (now former) principal entered my room and saw the student sitting calmly, he simply left the room. He did not address the situation at all. This made me feel extremely unsafe at that school.

I do feel that administrators are tied to the county discipline matrix. Students need a meaningful consequence that immediately follows the poor choice. This does not happen consistently in the schools where I have worked in Broward County.

S - 64 My life has been threatened by two separate students this year. The first was a volleyball player while I was coaching. After several occasions of benching him due to profanity, disrespectful behavior, and sexual harassment towards female students and teachers, the student threatened my life. This particular student continued to not receive punishment for his behavior because he was believed to be critical for the athletic departments success. The second student has continuous behavior issues in and outside of class. He has brought a weapon to school, threatened to shoot the school, and threatened the lives of my students and myself. He also threatened suicide. He was back in class the next day without an evaluation from a psychologist. He continues to receive special treatment despite my multiple warnings to administration that he is a danger to himself and others. [REDACTED]

S - 65 A student threatened to shoot me on his social media platform which was reported to administration; however, my school did not warn me of this behavior or any of his other teachers. There should be a detailed plan in the school board's threat policy, which I read. It is jargon that explains what resources are available, yet they ARE NOT HELPFUL TO STAFF [REDACTED]

S - 66 Students yell at me, use cures words, throw objects hit each other. Administration does nothing. One of them is on her cell phone while she is supposed to supervise the kids. The kids treat us like dirt and administration claims it is our classroom management. [REDACTED]

S - 67 Two years ago I had a student who verbally abused me on a daily basis and other students in class as well. The year prior he hit a pregnant teacher in the stomach. He was suspended one time and was back in school again last year. [REDACTED]

This year I have a student who threatens other students and pushes them around if I'm not watching. It's very stressful this year because admin stacked my class with 15 boys and 3 girls. Even though I have asked for help or an aide Nothing was given.

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED SELF)

S - 68 Some of the worst thus far:

Incident 1- 12/20/18

First incident: Learner just sat and refused to complete the SWAG assignment, even after being prompted. Second incident: During the code red, learner flipped off the lights and ran to the other side of the room before he was given any instruction and before any other students were able to safely get into position. When told to turn the lights back on, learner responded with "It's a fucking code red, I don't care." I asked student to leave my classroom to join [REDACTED] class, and he called me an "ape" and a "bitch".

Incident 2- 1/18/19

Learner was told to exit my class after causing disruption. He proceeded to enter into my classroom threatening, "I'm gon' kill that bitch" when he was wrestled into a safe position by [REDACTED] and several other students. Those students assisted the police officer as they carried him out of the classroom.

Incident 3- 1/18/19

I have contacted learner's mother on several occasions after he has cursed at me on numerous occasions; I have placed him in timeout on several occasions with instructions for his assignments; and I have written him up referrals on several occasions for his aggressive, disruptive behavior in my class. He has stood outside of my hallway for no apparent reason on several occasions for which the behavior specialist spoke with him about this harrasive behavior. I will make it clear: I NO LONGER FEEL SAFE AROUND THIS STUDENT IN ATTENDANCE AT [REDACTED]

Incident 4- 4/30/19

Learner walks in and addresses me about her zero that she earned on yesterday's vocabulary quiz. I told that she did not complete it and she attested that she had. I told her that it was already brought to the attention of [REDACTED] and she stated, "Fine, I'm gonna go talk to her about it right now" and walked out of class without permission. Approximately 30 minutes later, learner returns and attempts to confront me during instruction about removing her backpack from a desk, which I did not do. Another student moved her backpack. First learner returns to class and asked who had moved her backpack. She then looked at me and stated "Don't touch my stuff, because if you do, it's going to be problem." She then gathered her belongings and walked out of class for a second time that period.

S - 69 2018/2019 School year a student started a fire in my classroom and he was spoken to then let back into my classroom.
No consequence.
The student was able to get attention for starting a fire...

S - 70 I had a student who threatened to kill himself, told other kids to kill themselves, and threatened to kill other people. Nothing happened to him k-5, finally in middle school he is at cross creek. There are a few 1st graders that run out of class and around the school, one had scissors the other day outside, or he's allowed to collect caterpillars (that are poisonous/give rashes), this student is out of class more than in class, he should be placed at another school setting.

S - 71 I was so afraid for my life after a student threatened me that I had to take sometimes off because I fear for my safety. Although I wrote a referral about what transpired, the student's administrator did nothing.

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED SELF)

S - 72	<p>Last year a class of students who wished me dead in an anonymous letter (with multiple handwriting) and was told they could do nothing due to no names. Teachers matched the handwriting to student work, and they could have called in student in to question them. This was never completed.</p> <p>Students are increasingly becoming disruptive and defiant on a daily basis. However, accountability is on the teacher, not the student or the students parent. It seems if students misbehave or are failing, parents are empowered to call the district, and the students behavior/ failing grade accountability is placed on the teacher, not the parents or student.</p> <p>Accountability for student behavior/grades should fall on the parent and student and all too often we are told the "Matrix" does not allow us to effectively discipline students.</p> <p>IN THE PAST STUDENTS HAD TO PASS 4TH QUARTER TO PASS THE YEAR, THIS IS NOT THE CASE, AND THIS CAUSES VERY DISRUPTIVE BEHAVIOR 4TH QUARTER AS STUDENTS HAVE THEIR POINTS AND FEEL 4TH QUARTER IS PLAY TIME. ALSO, IN THE PAST STUDENTS HAD TO SCORE A 2 OR HIGHER TO BE PROMOTED (OF COURSE ALTERNATIVE TESTS WERE ADMINISTERED), BUT THIS TOO KEPT ACCOUNTABILITY ON STUDENTS. HIGHER ACADEMIC AND BEHAVIOR STANDARDS MUST BE IMPLEMENTED STARTING WITH THE COUNTY. BUT THE ACCOUNTABILITY BACK ON STUDENT AND PARENTS, NOT JUST TEACHERS. EVALUATIONS ARE NOT THE ANSWER TO STUDENT ACHIEVEMENT, STUDENT ACCOUNTABILITY SHOULD BE PART OF THE EQUATION.</p>
S - 73	<p>My life and the lives of my students were threatened this year and the child was in school the very next day. Apparently this child was assessed as a "low level risk" even though this child has outbursts and disturbing displays of behavior daily. The punishment was a timeout and parent contact. I have had kids stick their middle fingers up at me and say "fuck you stupid bitch" on more than one occasion without any support or assistance from my administration. I was told to take a classroom management course in response to asking for assistance and support. It's insane. These things occur daily.</p>
S - 74	<p>social media slander use of pictures and school pta email, suggesting to come to my home, sent me my address, another first in 20 years is a fight on my desk and the two students remained in the same class all year both chronic behavior problems</p>
S - 75	<p>Emotionally disturbed student who was mainstreamed verbally abused me and the other students on several occasions. This student was not removed from my class as requested. Functioning of the class was adversely affected because this student could erupt at any time. Actually threw books at other students. Student would even refuse to leave room for security. There was a "Oh well, what can we do" attitude.</p>
S - 76	<p>I had a student threaten to slap me, it was on video. It took admin/security 20 minutes to get to my room. Admin took 9+ weeks to get this student off my roster because I did not feel safe having her in my class. The student would see me on campus and harass me in an attempt to intimidate me, when I told admin they did nothing to correct it. The student only went to IS for my class, there was no real disciplinary action. Another pair of students who are twins beat other students up badly in the halls on camera, but nothing happens to them either. I have been cussed out by students from grade 3 - 8. I write referrals and all the do is take away the extra curricular activities which means nothing to them since they aren't in one. I had an 8th grade student call me a sinner and cuss me out - admin gave him a behavior contract and one day of IS. Security does nothing, they act like they are friends with the students. The students can cuss us out in front of security and they do nothing about it. Kids run by my room and bang on the door for no reason other than to see me jump. I have written over 125 referrals this year, if you wish to talk further please call or email me,</p>
S - 77	<p>Threats to the school and personal staff members need to be taken more seriously. Depending on certain AP's we never know what kind of discipline we are going to get. I have been moved for my own safety instead of removing the student from the school. They wanted to "keep the student happy" instead of keeping the staff safe.</p>
S - 78	<p>I watch interactions daily. One child's PARENT CHASED my vehicle as I left -I had to call police in fear for my safety. Severl students kick teachers EVER day, Other students verbally threaten teachers or display disrespect and NOTHING is done.</p>

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED SELF)

S - 79	A student told me to shut the fuck up, I reported it, nothing was done. 2. At my school teachers have to facilitate their own detention, then when the student doesn't serve such, then they can be issued administrative detention. Therefore, the teacher has to notify parents of first detention, if that one is not served, it is again the teacher's responsibility to notify parents of second detention. Too much responsibility on the teacher, who is already overworked.	
S - 80	I've been threatened by the students. A student threw a table into a wall in another teacher's classroom. The table left a hole in the wall. The teacher was not happy with the consequences the student faced.	
S - 81	<p>A student from the classroom next (first grade) door ran after other students, was aggressive and violent along with cursing. The class had to be removed from this student's aggression and came into my classroom for safety. The assistant principal, SRO and the office manager went into the classroom to address the student and get him to calm down. He was later that same day returned to class! This occurred on a regular basis. Referrals that were put into the system however; were not followed up or were not accounted for. We print a hard copy b/c we know this all too well that referrals are not to be counted in our school. It would look bad!</p> <p>So while discipline is lacking or not followed through, the students that want to learn suffer and the attention goes to the disruptive and violent outbursts on a regular basis.</p> <p>OR How about the year, I had a student that stabbed another student in the neck with a pencil while sitting across from me at our guided reading group table! or when the so called six year old wrapped the overhead cord around his partner's neck and said, "it's only turning blue, I thought it would turn purple!" or when the student stood on top of the table and began to yell and scream "you can't ignore me". These are only a few of the young student whose resume would include other actions/violations/aggressive behaviors in class that are similar to the actions of NICHOLUS CRUZ (MSD tragedy) as a six year old!</p> <p>When we, the teacher ask for assistance in the classroom and then are told, " the RTI process is 6 weeks of anecdotal records and interventions" NOT going to help the student or the students in the class.</p> <p>Something needs to change to help the process for these students and 6 weeks of interventions and monitoring are NOT doing a thing!</p>	
S - 82	There is a group of students who express disgust with me because I am holding them accountable for their actions. I have been cursed at for monitoring them online, threatened by then to get me fired when they don't like being held accountable or don't want to do the work, have had my life threatened and heard them say that they want to be in other classrooms so they can do whatever they want.	
S - 83	There were several students who have threatened to hit a colleague or myself. Students have used profanity toward myself, my colleagues, and other students and nothing was done to make us or the children take administration serious. When the situation happened to the administration that's when discipline is given but never when it happens to students or my colleagues.	
S - 84	I have a student who gets very angry at other students most of the day and yells in their face, calls them "stupid" or "dumb", says "I hate you"... I believe this student has emotional/social problems and I have had NO support from guidance or the principal this year. I have gone home crying and very upset because I can't handle this student on my own.	
S - 85	I have a student in my class that is consistently disrupting the classroom. The other students and myself are anxious when he is in class because we never know how severe his outbursts will be. Cursing at me and other classmates, throwing desks, and computers, etc. we have had to evacuate our classroom several times but it seems nothing can be done besides documenting because he is an ESE student in a general Ed classroom.	
S - 86	I was verbally assaulted and threatened with physical attack but because the student was ESE with behavior issues he was only given a 2 day outdoor suspension. He is here on re-assignment and could have been removed from the school but wasn't.	
S - 87	I had a female student accuse me of touching her. The AP sided with the parent! Thank God I had the whole incident recorded on the school cameras and they revealed I was at least 5 feet away from this student at the time of the supposed contact. This same student has a reoccurring pattern of making false accusations against teachers and yet because they are just a "child" nothing is ever done about it. I am so glad they will be at a different school next year.	

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED SELF)

- S - 88** Yes. #1 I found a student with a vape pen of some sort. I called security and they removed him. He was back in my class the next class meeting and he apologized to me, but I don't believe he received any consequence. Earlier in the year he was suspended for the same thing, but I am not sure why this instance was ignored. NO CONSISTENCY AT THIS SCHOOL. One kid gets away with everything while another gets suspended the first time (and they were lied about in the first place). #2 I personally was accused of saying something inappropriate by students as I reprimanded them for misconduct in the hallways. Disciplinary action was taken on me but NOT the kids who were unruly and LIED about what I said to take the focus off of themselves. I was promised a fair investigation but MY students were never questioned and were asked to give statements. Only a ONE SIDED investigation was conducted and only the UNRULY students and their friends made statements. It is corrupt, it is wrong and hopefully it STOPS with our new principal.
- S - 89** I have a student who I have identified as dangerous in one of my class. I have had numerous calls with the family. Created a discipline contract with the student/family. Sent email seeking help from the grade level AP and Guidance Counselor. Sent a request to the Principal to come to my class and tell the child directly within my classroom where he is allowed to be (danger is a result of non-stop wandering and touching). Written referrals that resulted in internal suspension twice. Fielded calls from parents of other student in class about their children being hurt and having items broken. Parent insists I am the problem and Admin told me I could not remove the student from my class.
- S - 90** Last year I had a Prek student who would curse at me, threaten me with an arm raised toward me, and was physical against peers. My administrator literally was blaming me for this student's actions. Fast forward to May, 2019. This student has created such havoc in kindergarten that the administrators are attempting to send him back to his home school-guess I wasn't the problem!
- S - 91** A student wrote on the mirror in our bathroom "I will kill you all" and I was told by admin that I was in the wrong and accusing a student. I was asked if I was a hand-writing expert and ridiculed in front of my class. The student confessed to me that it was him but no referral or discipline action was ever taken.
- S - 92** I had a principal who sided in favor of an unruly student when I finally reported to the principal about the student's constant misbehavior! Afterwards, that particular student was relentless! I transferred from that particular school for those two reasons— the student AND the principal.
- S - 93** After being threatened by a student, administration turned it around on me because mother complained. This student was later suspended for fighting. We no longer get support but the student does!
- S - 94** there are no consequences for actions however, if a teacher asks for assistance it is held against you ex: this year I had a parent screaming at me as she pulled through the car pool line. It is a parent I had expressed concerns to admin regarding the parents level of hostility including profanity. I was told, "you don't seem to build positive relationships with your parents ." This parent is in court ordered anger management classes for her behavior in public that has involved arrest. I am not the problem.
- S - 95** When I write referrals for students for verbally attacking myself or another student the administrator does not use a code for verbal aggression when completing the referral. When the referral is processed by the administrator, the event created says "insubordination". Our school's data is not accurate since no matter what I report, the administration will use the "insubordination" code. It is frustrating since our school's behavior plan is created with the data from the referral database that is inaccurate.
- S - 96** A few years ago a student threatened, via social media, to "shoot up" my first hour classroom. But since the parent assured Coral Springs Police Department and the BCPS that the child could never get access to a gun and the student "promised not to do it again," the child was permitted to resume classes, right across the hallway from my own. My (then) SRO REFUSED to write a police report and I was told that I was being mean and unreasonable by not wanting this student to return to my school.
- S - 97** I had a student threatened to strip and poison me then hug my dead body before he buries me.
- S - 98** I had a 6th grader found with drugs and bullets in his backpack and he was sent back to my classroom within a week.
- S - 99** I had a student last year who threw a book at me and held up his middle finger. The book missed me, he was escorted out of my classroom. I requested that he be reassigned to another teacher and he was. This same child has gone on to throw things in other classrooms and was caught having sex in the bathroom. He is still at our school!

Teacher Suffered THREATS by Students
No concern about Admin expressed

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED SELF)	
S - 100	I was threatened by a student on Thursday, May 16, 2019. He told me he would slash my car tires after I asked him to wait at the door to be escorted out of my class because of his constant disruptions. I later wrote a referral and he got 1 day in-school suspension May 20, 2019.
S - 101	I've had my life threatened (I will kill you) by one student within the last month AND another student attempted to trip me several times.
S - 102	Yes, but I would rather not go into specifics. A student cursed and pushed me. I asked and filled out a request form for the student to be removed from my classroom. Nothing was done for over a week. When I finally was interviewed, the most important question was "if the student was actually looking at me when the student cursed me out".
S - 103	Yes on a daily basis my student would scream, cry, throw things, bang things, kick desks refuse to listen. Students were scared and I was afraid due to safety concerns and teaching was very difficult throughout the whole school year as a result.
S - 104	student with psychiatric issues mainstreamed in an elective class got very close to me where I felt threatened. this student tried to kill himself and was Baker Acted various times. A fight broke in my room just a week ago and students were left to return to my class. I called the Dean to inform regarding the incident and they were taken away however, I have seen one of the students walking around and in school so I believe one of them is returning.
S - 105	A student who was pulled out of my class for open insubordination stated that "He would SEE me next quarter!" I took it as at least a veiled threat against my person.
S - 106	I was once threatened by a student and the student was ready to fight me (the teacher) he was on suspended for two days for profanity towards staff. He was able to come back on the campus and walk around by my classroom like nothing happened.
S - 107	I was verbally assaulted several times throughout the school year by different students. But in one case the male student said to me "I want to fight you and you better not come to school on the last day!"
Teacher Suffered THREATS with Weapon Admin Inaction, Insufficient Action and/or lack of Support	
S - 108	I currently have a student who has brought in multiple inappropriate items to school. For example, in February a fake/ plastic knife, in March a several books of matches and convince another student to light them and then last week the student brought a Swiss Army knife to school. The student was stabbing a desk, when she was asked to hand it to me, she tossed it with the blade out at me. The only consequences this student received was a conference and was sent back to class. This student has been a disruption all year, between verbally and physically attacking the other students and myself, destroying property, and stealing items. Her only consequence this year has been a conference and sent back to class.
Teacher Suffered THREATS with Weapon Admin Inaction, Insufficient Action and/or lack of Support due to the student being an ESE STUDENT	
S - 109	504 Plans and IEPs have too much red tape. Had a 504 student not be expelled after using a razor blade and making threats but something that wasn't done correctly with the 504 in elementary school prevented the expulsion. This student is now in 7th grade. He made it through 6th grade without any knowledge of this deficit in the 504 even though there were several signs that warranted investigation into a possible expulsion. I documented all issues in RTI/BASIS during 6th grade as did other staff members. Student was actually in Promise program in elementary school and parents claim they did not know of this when asked about it during a 6th grade conference...
Teacher Suffered THREATS with Weapon No concern about Admin expressed	
S - 110	I am afraid everyday with what the students may carry in their backpacks. They talk about guns and hunting. I went on a field trip to the courthouse and a student had a 3 1/2 inch knife in his backpack. I was so scared and very concerned that he had it in his backpack at school before we left the school grounds. Who knows how long he had been carrying that weapon and why he had it on him in the first place. The scary thing about it is that I wouldn't have thought that this particular student would have brought a weapon to school and a government facility such as the courthouse fully aware that his bag would be going through the metal detector. He was only suspended for 2 weeks and allowed to come back for FSA testing. I was so appalled. And this was shortly after MSD shooting (Stoneman Douglas high school). I actually had to go to counseling because brought on PTSD. So when you ask has the student discipline and/or violence affected, the answer is a strong YES!
2	A fight involving several students in my classroom with one running out of the school and coming back with a weapon.

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED SELF)

Teacher Suffered THREATS and PHYSICAL ASSAULT

Admin Inaction, Insufficient Action and/or Lack of Support

S - 112 I had a student that was caring a knife and gun for months when I taught fifth grade. Students in two classes, knew about it however, he had threaten them and they knew he was in a gang as well. It was discovered months later, when I allowed my students to have open discussion on social issues. They were still fearful and begged me not to disclose their names. I explained that I had to let the principal know and was able to get them to write down what they knew. Needless to say, SIU and the local police got involved. However, because the students did not report it at the initial time, no weapons were found and it was ruled alleged. Because of his rights, he still got to come to class. My students were horrified when he walked in the door. No one discussed their rights. I, on the other hand, spent two days under observation in the hospital as a result of realizing what could have happened. SIU informed me and my colleague that we couldn't tell any other staff member because it would cause pandemonium in the work place. Rumors did get around and yet I had to deny knowing anything about a weapon being at the school. I wanted to walk away from teaching, but, I knew my students needed me. How right I was, because no one spoke to them about the ordeal, or reassured them they would be safe. It was all on me as I became the "guidance counselor" for my homeroom class and my second period class as well. There was no follow up. Just that the principal had to check his book bag every morning, eventually that stopped. My question was "Who will check when the principal is not there?" No respond. The students felt like he got away with it. To this day, I do not like centers in the classroom, because apparently that's when he would walk around the class, lifting his shirt and showing students what he had, while I was across the room in a teacher led small group. He was very defiant and seldom followed rules. He had drawn symbols on his desk, in which the GRADE officer identified them as local gang symbols. As much as I tried to reach this student, I couldn't. As much as I wrote him up on referrals, he seldom was suspended. When MSD tragedy happened it was hard for me to digest because I realized one of those 17, could of been me just a few years before. Since that time our school has gotten new administration, new teachers, and new students and yet nothing has changed as the misbehavior continues.

Teachers are told to find other ways to deal with students fighting, like calling the parent or sending the student to another teacher, who by the way have their own misbehavior students to do deal with. Some instances with certain classrooms where the misbehavior is at a high level, administration does not even show up when you call for their assistance. If they do, it's support staff that comes. Teachers are also told they need to write referrals based on what just occurred and not mention the repeated behavior. It often comes across as discouraging because what is emphasized is that different offenses don't equal to the consequence being suspension or internal suspension. Hence, is the reason many teachers don't bother to write the referral. It sadden me to see students I have taught prior with no behavior issues having to use survival skills in order to make it in their class.

Colleagues have dealt with students attacking, spitting and kicking them from K-5 grade. One colleague had a student stand from the upper level stairway and spit down which landed in her hair and face. He was not suspended, instead the principal shifted him to another class. The matrix always seem to be the scapegoat. Even more now because K-2 has a separate one from 3-5. A lot needs to be taken into consideration concerning discipline. Students are not phased because you call their parents, or they sit out a few hours or a sent to another class. They view it as weak and that they won. Many of the things in place is not effective. Until we hear teachers from across the spectrum, which means all types of schools with all demographics, and include them fully in the decision making things will never be effective.

S - 113 I had a student threaten to kill me and blow me up. This same student also would hit me constantly and nothing was done.

S - 114 One time a student cursed me out, using profanity and racially degrading me in the presence of the other 30 plus students in the classroom. I wrote a referral, but it was never acted on. Another time a student cursed me and put her hands on my chest trying to push me into the classroom so she could get in without a tardy pass. I wrote a referral on her, but nothing had happened till this day.

Teacher Suffered THREATS and PHYSICAL ASSAULT

Admin Inaction, Insufficient Action and/or Lack of Support due to student being an ESE STUDENT

S - 116 I had a student 2 years ago who would physically assault me daily with hitting, kicking, spitting in my face, etc. I wrote 40 referrals and he was only suspended after doing this for several months. Finally I did get him into the behavior change program with help and support only from the guidance counselor, and no support from my administration. I do not have a student like that this year, but several of my colleagues do. Students tear apart classrooms, kick over desks, make gun threats and are returned to the classroom like it is nothing. The excuse is that the students have an ESE label so there is nothing they (admin) can do.

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED SELF)

Teacher Suffered THREATS and PHYSICAL ASSAULT

Admin Inaction, Insufficient Action and/or lack of Support with Admin Blaming Teacher

S - 118 In 2014-15 school year, I had a student with severe behavior problems (tantrums, throwing objects at other students, disrespecting others, and defiance). I did not have administrative support, with referrals and following up with contacting student's family. I was told "It's YOUR problem" by assistant principal, and the guidance counselor was my only support in handling the misbehavior at school. I followed the Matrix from the Broward County behavior management and tried to work with the parents of student to no avail. Thus, this student was suspended every year in other grades, with administration support.

S - 119 Yes. I have been assaulted, threatened. I have endured sexual harassment and vandalism to my car. This is a regular occurrence. I know of examples where teachers were baited and accused by students. The teacher was innocent, however put in a position outside of the classroom the following year.

S - 120 I have had to deal with students who have been "dumped" in my school and classroom who are constant disruptions, and because the administration wants to keep the referral counts low, it does as little as possible about serious infractions. They leave anything and everything, no matter how bad, that happens in the classroom, to the classroom teacher. I have been spit upon, sworn at, ignored by students, threatened by violence, had things stolen from or destroyed in my classroom, and the administration doesn't seem to care at all. The students have no fear of any consequences and have told administrators and teachers to "f off."

I have over 20 years of teaching experience in other places, and I have NEVER seen this kind of behavior and I have NEVER been this poorly supported by the administration. As one of my colleagues put it, "We are teaching the 'trash heaps' of students and we are flying solo."

Teacher Suffered THREATS and PHYSICAL ASSAULT

No concern about Admin expressed

S - 122 I had to hide a student in my room because another one made a threat to jump her. It was the end of the day. The aggressive student showed up at my door and launched to attack the student while I was trying to shut the door in the middle of both students. Four security MEN struggled to pull the child away. The student kicked and spit at an AP. This was at the end of the school year. The child was suspended. This year the student is back. She had fights and threw a laptop at an AP. The AP had to go to the hospital. This child in my opinion needs interventions that our system does not provide.

Teacher Suffered THREATS and SEXUAL ASSAULT of students

Admin Inaction, Insufficient Action and/or lack of Support due to student being an ESE STUDENT

S - 124 ESE student; 300 lbs; sexually harassed female students, drug dealer and user. Reported to ESE Dept. Was told there is nothing to do about it; student is "socially and emotionally disabled." Girls were afraid to tell parents because his mouth was so disgusting. I even reported to ESE Dept that I was afraid of the student, that if he were "under the influence" and got physical, I could do nothing about it. Still told about his "emotional and social disability." When student turned 18, he quit school. Two weeks after that he was in jail for beating a man to a bloody mess. I wrote to the FLDOE and reported the situation. Was told student should have had a different placement. After Feb 14, 2018, I again contacted FLDOE and asked about the procedure for removing "socially and emotionally disabled" violent students. THERE IS a procedure which the district apparently has refused to implement...evidence - the shooter.

Teacher Suffered THREATS and PHYSICAL ASSAULT requiring Medical Attention

No concern about Admin expressed

S - 126 I am presently in therapy for PTSD partially exacerbated by the violence and threats of physical aggression which went unaddressed at my previous location over the course of 5 years.

Teacher Suffered THREATS and PHYSICAL ASSAULT requiring Medical Attention AND resulting in Legal action by teacher No concern about Admin expressed

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED SELF)

S - 128 Yes, an old one first. About 10 years ago after school, a student, whom I did not know, and who was recently suspended for bad behavior, was walking down the hallway after being advised of his suspension with a History textbook in his hand. I happen o leave my classroom to go across the hall to wash my hands unconcerned with the student walking toward me with the book. As I was washing my hands he came into the restroom, knocked me in the head with the textbook and ran. I attempted to pursue but it took me a moment to realize what had happened and I missed seeing him. The video cameras caught him going into the restroom after me, with the book, and leaving shortly thereafter sans book. Apparently he exited the female restroom, straight into the male restroom. I pressed charges and he was sent to an alternate school. UPON his return, remember I do not know him or what he looks like, I WAS NOT ADVISED!!! Apparently he passed by me several times sizing me, until my students noticed and advised me that they were concerned!!!! This year- I had a student who made remarks and threatened other students on a constant basis. I continually stepped between him and other students in an effort to redirect him. One day he actually swung at me, which I dodged, and later said he was going to f---- me up. He was moved to another class. I still see him on campus and I notice him sizing me. I pray for the new teacher who now has him.

**Teacher Suffered THREATS and PHYSICAL ASSAULT resulting in Legal action by teacher
Admin Inaction, Insufficient Action and/or lack of Support**

S - 130 A student came into my classroom and threatened me, all while refusing to leave. I called the front office several times for security to have her removed, since the floor was unattended; however, no one picked up the phone. I had to use my cell phone to call. Only under threat of calling the [REDACTED] did the female security guard show up, audibly complaining about having to be there (since I'd reported her for unprofessional behavior previously). Rather than take the student to the front office as directed, she helped her evade capture/administration. When the bell rang for lunch and the hallway was deserted, I could hear the same security guard in the hallway outside of my classroom complaining about me to the offending student, the latter of whom was threatening to come and confront me again. To add insult to injury, the behavioral specialist took issue with me calling security instead of her. She, in fact, questioned me on whether the incident "really did happen"? I subsequently filed a police report with the school resource officer.

**Teacher Suffered THREATS and PHYSICAL ASSAULT resulting in Legal action by teacher
No concern about Admin expressed**

S - 132 I was recently threatened by a student on social media. He was in a group chat (his friends turned in the chat to an administrator) that stated he wanted to 'Shoot his teacher on G-d'. He was questioned on May 2 in school when the administration was unaware of which teacher the student was referring to until he was arrested in the same evening. The student was able to tell the detective which teacher it was and I received a phone call early the next morning. I called my administrator and she had to contact the SRO officer to relay what they knew. After talking with the detective when I was giving my formal statement, he encouraged me to get a restraining order. I contacted my administrator to let her know that I would be following up with the detective's advice and she preferred that I come into work, then sign out afterward. After careful consideration, I emailed my principal, two administrators and my dept head to communicate my concern regarding my safety and priority to be at the county courthouse in the morning to file a restraining order. My administrator responded the next day to take the day at the courthouse.

S - 133 A student stalked and threatened my life several times this year, the student was put through a threat assessment, suspended for three days without promise, and placed in the classroom next to me. I have to attend work every day in fear that this child will fulfill his promise of killing me by shooting me in the back of my head. I have personally spent my own money in order to pursue a restraining order when the union refused to file a grievance.

**Teacher Suffered Repeated Damage to Vehicle
No concern about Admin expressed**

S - 135 For a period of 5-6 months, my car was singled out and systematically vandalized in the staff parking lot, releasing air from my tires, sticking a stick in one tire that split the tire, and damaging 2 valve stems which required replacement

**Teacher Suffered VERBAL ABUSE/THREATS
Admin Inaction, Insufficient Action and/or lack of Support**

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED SELF)	
S - 137	The other day, I had asked several students to pay attention in class. I noticed that 2 of them were looking into their laps. I realized that one or both had either a laptop or phone hidden from my view. I walked over to them and asked for the device. One student immediately said to give me the phone, but the other student said no. I asked again and he said no again. I then told him that I'd contact the office to have the student dean come and retrieve the phone. He cursed at me as I was walking away. I then proceeded to write a referral for both the phone and profanity. The AP said that there were only a couple days left of school, and she could not contact the parents anyway, so nothing was going to happen. Similar issues have happened to many of the teachers that I have talked with at my school. This has happened numerous times throughout the school year.
S - 138	Last school year, I had a student use inappropriate language towards me in the classroom repeatedly and nothing was done about it. I did everything I was told to and he never got disciplined. I truly felt the other students in the classroom should not have been exposed to such disrespectful behavior.
S - 139	I spend 75% of my morning deal with classroom management and behavior issues. I have a severe behavior student who acts out and is brought back to class after a short "break." The student uses obscene language constantly towards my student and I and has only minor consequences. He has been defiant and has demonstrated unruly behavior all year and has only been suspended twice.
Teacher Suffered VERBAL ABUSE/THREATS Admin Inaction, Insufficient Action and/or lack of Support due to student being an ESE STUDENT	
S - 141	I had a student call me a racial slur. This student was labeled as an exceptional student and did not have the accommodations provided for their unique needs.
Teacher Suffered VERBAL ABUSE/THREATS No concern about Admin expressed	
S - 143	6 months, 45 referrals and ONE external suspension for CONSTANT defiance, cursing students & me VERBALLY ABUSES everyone, screams, leaves without permission and will NOT respond to ANY adult- except the ONE person they can WALK ALL OVER to get their way- rude answers to everthing. PARENT refuses to answer phone calls- child hits kicks and defies EVERY DAY Finally relocated- less than 2 weeks at behavior change and already kicked out.
S - 144	Student who was routinely verbally abusive would smirk when returned to class after his one day in IS. FINALLY managed to have him switched to a male colleague since he seemed to have no respect for women. It made that class unruly until he was removed. It took half the year to accomplish that.
S - 145	Beginning of the year a student said "Fuck You!" to me. Administration said they needed to have witnesses. Three of her friends were "interviewed". I was told that they all claimed she never said that. A few weeks later another student directed profanity at me. Referral was processed and the student was "suspended" for two days. I happened to be in the office at that time and I heard him tell the administrator he was not going to be in school the following week. He was "suspended" for those two days when he was already not going to be at school.
Teacher ILLEGALLY RECORDED by student Admin Inaction, Insufficient Action and/or lack of Support with Admin Blaming Teacher	
S - 147	A student blatantly violated rules and illegally recorded me reprimanding a student. This resulted in me being removed from my class for a month while both students, who incidentally set the whole thing up, remained in the class. The recorder was given a three day external suspension and continues to be disruptive. The other student remains on my roster but does not report to my class. This entire incident stems from both students admitting they were violating school procedures in the first place.
Referrals or requests for assistance ignored Admin Inaction, Insufficient Action and/or lack of Support	
S - 149	Student headlocks other students, pushing and shoves. I am told to bring more RTI data. No support.
S - 150	My AP would not hear me out to balance my classes. Most of my classes averaged 20 students, but when my last period had 26 students and I was given 3 boys, one in which had an ankle monitor. These boys were know to use drug bully other students and skip often. I asked can one be moved to a different period with an elective teacher she refused. it made it difficult to teach that class.
S - 151	I have written at least three referrals on two different students for cutting class, interrupting the learning environment and walking out of class without permission and the referrals have not been addressed. Both students have attendance issues and are failing. No administrative help, no social services, parents don't respond. No help

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED SELF)

S - 152	<p>I have written referrals for students cursing at one another and administration was not supportive. I have also disciplined students and parents criticized the discipline to administration or gone over my head to district.</p> <p>Administration is supportive most of the time but not all of the time and this has caused explosive issues that should have been resolved with administration putting their foot down with the parent, but administration is too afraid of parents.</p>
S - 153	<p>This school year (2018-2019), I was placed in first grade with another group of students with marked poor behavior issues as well as the students who are the lowest on the grade level. I emailed the leadership team in September, stating that I needed assistance in my classroom, since fourteen of the students should have been retained in Kindergarten and eight of my students had serious behavior issues.</p> <p>There was no reply to my email, but a month later I was called to the principal's office where I was questioned about my ability as a teacher. I informed the principal and the assistant principal that I am capable, however, I should not have the burden of teaching a class with all of the behavior issues as this is certainly not conducive to the overall growth of any class. I feel that serious behavior issues within students should be spread out equally among the other first grade classes. I was then told that they would move two students to other teachers.</p> <p>The principal stated that I should email her to remind her of the students that she said she would move, hence I sent the email. By the end of the day, I was again called to the principal's office and was told that she couldn't move anyone out of my room, because a teacher one new student and was also told that there was nowhere to place any of the other students because all of the classes were filled. She also stated that if I knew a sub who was willing to work in my room every day, then that would be my help. I had 23 students at the time.</p>
<p>Referrals or requests for assistance ignored</p> <p>Admin Inaction, Insufficient Action and/or lack of Support due to student being an ESE STUDENT</p>	
S - 155	<p>Current primary student acts out due to frustration with academic difficulties. Guidance refuses to intervene as "he only does it for attention, and we don't want to reinforce behavior". Admin does nothing. Working with a colleague on individual behavior plan which has shown minimal improvement.. Student disrupts class, calls peers names, and destroys class property. Parent contact does not solve problem. Student has been lables ese as of 5/19.</p>
S - 156	<p>I personally broke up a fight between two students and they were hitting each other- students talked to however, returned to school and class the following day. If an ESE student is caught in a fight that student receives 2 days as the other student receives 10 day. This needs to be re-evaluated especially severity of fight.</p>
<p>Referrals or requests for assistance ignored</p> <p>Admin Inaction, Insufficient Action and/or lack of Support with Admin Blaming Teacher</p>	
S - 157	<p><i>Referrals or requests for assistance ignored · Admin Inaction, Insufficient Action and/or lack of Support with Admin Blaming Teacher</i></p>
S - 158	<p>Administration has told me to get between students who are fighting.</p> <p>Administration has told me that I lost authority in my classroom by calling security to break up a fight.</p> <p>Administration tells teachers that they lose authority in their classroom by writing referrals, but then when something escalates they say teachers should have written referrals.</p>
<p>Referrals or requests for assistance ignored</p> <p>Admin Inaction, Insufficient Action and/or lack of Support with admin telling teacher to NOT enter referrals</p>	
S - 160	<p>A couple of years ago one student punched another student in the face during field day. He was sent to the office but 20 minutes later he was out on the field again. I wanted to write a referral but I was not permitted and was told it was already taken care of. In the following days I saw the child amongst the school population as if nothing happened.</p> <p>In another incident that same year a child was allowed to drop the "F" bomb one time an hour and didn't receive a consequence!! I did not understand why?</p>
S - 161	<p>Students engage in physical fights, they are sent to the office to get on iReady then sent back to class. The AP has a major problem with teachers entering referrals into Basis and will reprimand teachers for it. She chooses who she will assist with behaviors over other teachers she favors.</p>

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED COLLEAGUE)

Colleague Suffered PHYSICAL ASSAULT

Admin Inaction, Insufficient Action and/or lack of Support

- A - 1** STUDENT ASSAULTED A TEACHER, WAS ARRESTED, RELEASED AND ALLOWED TO ATTEND GRADUATION; THE TEACHER, OF COURSE, DIDN'T ATTEND BECAUSE THE STUDENT WAS GOING TO BE THERE.
- A - 2** When I first arrived, a student had assaulted another teacher. He was not disciplined, nor was he impacted in any way. The teacher quit, but the student was placed in my class and I was not told of his violent behavior. That is unacceptable. If you know a student is violent, the teacher should know so as to know how to approach the student or speak to the student. Much like an IEP or ELL accommodations, a teacher must know how to approach and speak to a student who is violent as opposed to the non-violent mainstream population.
- A - 3** A third grader punched a teacher in the face and the child returned to the class. A first grader bit a teacher in the arm and the child returned to the class. A child threaten to kill the teacher and the time returned to the class.
- A - 4** A teacher was hit by a flying chair and the student was not removed from the class. This is not the only incident I have heard of by several teacher. There was no consequence, the students remained in the class.
- A - 5** A few co-workers have been physically assaulted by a student. One of my co-workers gets very nervous when the student who assaulted her and her students is allowed back to class that that or the following day.
- A - 6** I have seen two colleges assaulted by students. The students have not had the discipline matrix consequences used.
- A - 7** Three years ago I had a student that had behavior issues. He physically picked another teacher up off her feet as well as other students and he was often returned to my classroom after a conference with administration or guidance.
- A - 8** Often time teachers are asked and required to supervise the corridors between class periods to help maintain safety, enforce discipline, and report students running late to class. The administrators often accuse us of not doing our hallway duties. I have always encourage teachers in my hallway to help maintain safety by being on the hallways between class periods. One time I observed our principal being run over by raucous students running down the hallway while they were late to class. The principal could not establish control of the students nor secure the safety around her. I observed hoe the principal did not take any disciplinary action nor made an announcement of the incident to warn students of possible consequences for such behavior.
- A - 9** There are several students that are in first grade at our school that have serious behavior problems. They verbally, and physically attack students, and teachers. They are removed from the classroom, and then return to class the following day. It is not fair to the kids in the class, or to the teachers.
- A - 10** In the past, we have had students assault teachers (stabbing with a pencil TWICE) and the student was not removed from the class or the school. In the past, expulsion was a rare occurrence. Now, students are expelled immediately for carrying a JUUL cartridge. I understand this measure, however, it seems disproportionate with more violent infarctions.

Colleague Suffered PHYSICAL ASSAULT

Admin Inaction, Insufficient Action and/or lack of Support with Admin advising to NOT Enter Referrals

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED COLLEAGUE)

A - 11 A colleague, [REDACTED] was in a motor vehicle accident last Spring. She was medically cleared and returned to school in August. Despite her physical challenges, she was moved to another building and another grade level in August. Then, due to a new hire for 4th grade who did not pass the GKE exam for certification, his students were added to her 5th grade class. This unexpected addition led to management problems in the crowded classroom, along with the stress of teaching two sets of standards for two grades.

Suddenly, a new teacher was hired, [REDACTED] students were transferred out, and [REDACTED] was given yet another class, another grade level, due to overcrowding in grade 2. Unfortunately, she was given the most challenging students from each 2nd grade teacher, and her class is now filled with behaviorally-disturbed students.

She has been kicked and hit by students multiple times. Room clears are fairly common, as several of the students engage in throwing chairs and computers. The students are aware of her physical limitations, as her scars are visible and she uses a walker and/or cane.

Administration has not addressed this dangerous situation with any apparent concern for her or for these students, whose behavior is inadvertently reinforced each time they "get away with" losing control. To my knowledge, none of the students have been suspended or moved to an alternative school location. Most disturbing is the placing of blame onto the teacher for the behavior of the students. The teacher is given low observation scores for "classroom management."

I have personally seen the "request for behavior assistance" log, which lists teachers who call for assistance. If this log were to be used to help students, the log would be listed according to student, not teacher. Do teachers who call for assistance too often also get low "classroom management" scores? Coincidentally, [REDACTED] happens to be the [REDACTED], and historically, this principal has targeted the Union at every opportunity.

The lack of professionalism in the administration is stunning. A sense of covering up is rampant, as admin has said to staff, on more than one occasion, to "keep incidents in-house." The recording of referrals is not accurate. Some referrals are removed, and many are left in "pending" status, so there are few referrals with consequences on record. The "books are cooked" to make our school look safe and relatively low in behavior incidents. It is not.

Colleague Suffered PHYSICAL ASSAULT

Admin Inaction, Insufficient Action and/or lack of Support due to the student being an ESE STUDENT

A - 12 My mom works in the same district as a Classroom Assistant/ESP for students with disabilities. Students physically assault staff all the time and get away with it. A student even bit a staff member on the cheek and was not disciplined simply because he was classified as ESE.

A - 13 I'm an ESP and I have witnessed a student who assaulted staff, other students, and only received 1 and 1/2 days suspension each incident only to be placed back in the classroom. The classroom students were greatly affected by the what they witnessed. This student has been placed in three different classrooms this year. Conferences with admin and ESE specialist have not been effective in handling the behavior. Parents always look to the school as not meeting the needs of the student. When is enough bad behavior enough to over ride the parents wishes?

A - 14 Student was choking another student. Teacher rushed over to stop during reading time. Due to being ESE student can only be granted some days of out of school suspension for the year. I am being inundated with complaints from parents as paper work.

A - 15 We have a few students this year (and had a few last year too) who become violent and have thrown footballs, tennis balls, flipped tables, thrown chairs, and even physically assaulted other staff and students. The process to collect data and have them evaluated for an emotional behavioral disorder is SO long and frustrating. We have to put up with this kind of behavior in the school for so long before anything can really be addressed. And it is doubly frustrating because we don't have behavior techs in our school who can restrain students when they become violent. This leads to unnecessary harm to students and staff. I personally have signed up for training to restrain students appropriately when necessary but was removed from the course because I am not a behavior tech. It is very difficult to handle this kind of behavior and have materials thrown at you and get hit by students with no ability to defend ourselves other than turning our backs and taking the hit.

A - 16 1 student has physically all 3 of his teachers. After each teacher was physically assaulted, he was moved to a new room and teacher. There is an IEP, RTI, and ESS paperwork; however the parents fought back tooth and nail to keep the student at this school.

**Colleague Suffered PHYSICAL ASSAULT
No Concern About Admin Expressed**

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED COLLEAGUE)

A - 17	In May of 2018, during what is commonly referred to as our school's [REDACTED] Students began a water fight in the gymnasium that sent students scrambling. It was not safe. Faculty members were hit in their faces and backs of the head with full water bottles being hurled by students. She "forced" the students who were caught to "apologize" But, the apologies were coerced and the students were giggling through the whole ordeal. Those students who enacted physical violence on other students AND adults were permitted to participate in the graduation ceremony. Our principal is so worried about being popular that she is afraid to discipline students, or to be firm with an irrational parent. She expects the faculty and staff to be vigilant with addressing common behavioral issues, but she herself does not lead on these issues. As we attempt to prepare our high school students for the adult/professional world, she addresses the student-body over the intercom in an elementary school-affected voice and wants to be known as [REDACTED]	[REDACTED]
A - 18	A student at my school poisoned a teacher's water with hand sanitizer.	[REDACTED]
A - 19	My colleague has been punched by a student. Our behavioral specialist suspended the student.	[REDACTED]
A - 20	Another teacher was working with a class of 18 all but 7 have or are being referred for Rtl. One has tantrums and is physical with the teacher. Since about January the teacher has had assistance with this child.	[REDACTED] Elementary School
Colleague Suffered PHYSICAL ASSAULT Requiring MEDICAL ATTENTION		
Admin Inaction, Insufficient Action and/or lack of Support		
A - 21	A student initiated a fight with a teacher at [REDACTED] school. The female student hit [REDACTED] in the face. The altercation escalated to the two of them pulling hair, hitting each other, and choking each other to the point their were bruises around each of their necks. Before the fight began, the teacher had the student removed from class. The student was told to sit next to the secretary's desk after the AP spoke with her and walked out of the office. The student left the area when the bell rang (as they usually are sent to the next class). The student went back to [REDACTED] class to retrieve something that [REDACTED] the teacher, took. When [REDACTED] refused to give it to her, the girl hit her. It did not appear that SIU was called in. The Resource Officer handled the situation with administration. (There is no Internal Suspension room to house students who misbehave during the day.)	[REDACTED]
A - 22	Student has had multiple referrals. The student screams, yells, curses at teachers. She flips over desks. She took her long fingernails and scratched up a teacher's face while pushing him in the doorway. He wrote a report and submitted it to the police officer and administration. She got suspended for three days and returned to his classroom when he asked that she be removed permanently	[REDACTED]
A - 23	On numerous occasions request for behavior support was ignored or not taken seriously., until staff were physically abused and required to go to workman compensate.	[REDACTED]
A - 24	We just had a student with significant history of assaulting other students, assault and push an elderly teacher to the ground. He also used profanity toward this teacher. The student was placed in school detention in the office while my colleague was under medical rest and was placed to work in the same office.	[REDACTED]
A - 25	I have had colleagues give up on getting help at times. I have heard of teachers walking out. I have been the teacher to get the students with the recurring problems. This has affected my blood pressure for many years. I feel like students can be violent with each other and get away with it just because they are in elementary school. Things have improved a bit because we got a good principal but the discipline matrix is a joke with what they can get away with.	[REDACTED]
A - 26	Had a student punch kick and scream at a security specialist. A teacher punched. Multiple trips to workman's comp for many teachers who were injured during fights.	[REDACTED]
A - 27	One of my colleagues used her body to shield another students from being attacked by three other students. She was not supposed to but her protective instincts kicked in and she just naturally did it. She is still trying to mentally recover from that even though the physical pain and bruises are gone.	[REDACTED]
A - 28	One teacher jumped into a brawl where middle schoolers were trying to hurt and thereafter were pulling the clothes off another student. The teacher was a little bruised.	[REDACTED]
A - 29	Multiple employees have had to go to workman's comp because of injuries during fights.	[REDACTED]
Colleague Suffered SEXUAL ASSAULT		
Admin Inaction, Insufficient Action and/or lack of Support		
A - 30	My colleague was sexually assaulted by a student and nothing was done. The same scratched and caused serious injury to another student and nothing was done. The same student violently attacked and choked another student and nothing was done.	[REDACTED]
A - 31	We have an emotionally disturbed young man who expresses himself inappropriately in a sexual way. We've documented his behavior, as a team, all year. He has harassed female. It is uncomfortable and needs to be addressed properly.	[REDACTED]

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED COLLEAGUE)

Colleague Suffered THREATS by Students

Admin Inaction, Insufficient Action and/or lack of Support

- A - 32** Students know that there are no consequences for them. When security brings students in, they have reported on numerous occasions that [REDACTED] will tell them, "Go to class", and direct them back out into the hallway, or tell them "Behave", and send them back to class. Security has stopped because admin doesn't support them. Last week, students CHASED a security monitor in their car, rammed the gate, laughed and were allowed to walk across the stage, even though the security monitor told them what they had done. I advised the security monitor to call the police next time. [REDACTED]
- A - 33** A student threw desks etc and physically assaulted another student and put everyone in danger and the teacher called a code. The fight was broken up. The teacher was shaking and in emotional turmoil. The student was walking around campus the next day with no discipline no suspension nothing. This is usual and happens often. [REDACTED]
- A - 34** A student in my class has made threats towards my colleague by making a shooting motion with his hand. Child was returned to class same day and school the next day. [REDACTED]
- A - 35** A colleague was threatened by a student and his punishment was to be removed from her class only for four classes only. [REDACTED]
- A - 36** We have a student that was on [REDACTED] a few years ago. He constantly threatens students and staff members, several times a week and he gets to stay in school/class. To my knowledge, the threat assessment team is not called, per District protocol. [REDACTED]
- A - 37** A student threatened to physically assault the neighboring teacher to the point of needing restraining. The student was transferred out of her class into my class (directly next door). When I told admin that this would not work, I was literally given a shoulder shrug and told "Well she's out of her class right?" A few weeks later the student was removed from my roster and was actually placed BACK in the teachers class she threatened. Every single person on campus was aware of this incident and yet this mistake was still made. [REDACTED]
- A - 38** Colleague has been threatened with physical harm for not honoring copied work. Colleague has been berated in front of the class by student and told she "needs some d**k", "you must be on your p**d". Student was placed back in her classroom without conference. Students who were supposed to be externally suspended showing up on campus and entered classes causing confrontation with teacher and disrupting class. [REDACTED]
[REDACTED]
Certain security members trying to force teachers to accept suspended students in their classroom despite the teacher having documentation of a referral and an issued suspension
- A - 39** My colleague was threatened by his student and the consequence that the student was removed from his class. However the student is still in the same building passing by that classroom everyday. [REDACTED]

Colleague Suffered THREATS

Admin Inaction, Insufficient Action and/or lack of Support with Admin Blaming Teacher

- A - 40** I don't like the fact that Administration is coercing or forcing students to write statements on teachers they dislike. Next, I personally have observed an Administration asking a student leading questions in relation to an event. [REDACTED] asked the student did she "stab" you with the key this is about another teacher at our school. I did create an e-mail of the event on the day I witnessed it so it is memorialized. At this school teachers under [REDACTED] have had last days. [REDACTED] was also supervised by [REDACTED]. I heard that she had five students write statements to say that [REDACTED] hit a child. I truly do not believe this. [REDACTED] is known for harrassing her subordinates and of-course lying whenever she is caught up. [REDACTED]

Colleague Suffered THREATS

No concern about Admin expressed

- A - 41** Students have threatened to bring their relatives out to physically attack/fight a teacher. [REDACTED]
[REDACTED]

Colleague Suffered THREATS

Admin Inaction, Insufficient Action and/or lack of Support due to student being an ESE STUDENT

- A - 42** We have one student who has disrupted the entire school year for our team. This student's teachers alerted guidance and administration early on in the year, but nothing was really done. The child kept getting a slap on the wrist until the she discovered she could get away with basically anything. The student was disrespectful to teachers and students, assaulted another student, threatened to harm a teacher, caused all types of girl drama to the point where she needed to be escorted from class to class by security every day, her schedule was changed to keep her away from other students, yet here we are with 9 days left, and she is still in school. She's still getting into trouble, but only being put into Internal Suspension or being talked to over and over again have created this disaster! [REDACTED]

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED COLLEAGUE)

A - 43 A colleague next door to me had a student throwing chairs, tables, books etc. and required the class to be evacuated into my room. Administration was called and when they finally came they removed the student from the class and there was no further discipline taken. **[Redacted]**

A - 44 A teacher was run into while at their classroom door and nothing happened to the students. The students run full speed down the hallway during passing time. I was recorded during class and during my lunch period for 4 months. When I first asked they said I could not move the student. After 4 months and the parent complained I had to show where in the code of conduct it states that phones have to be OFF and in their backpack at all times. My lawyer made them remove the students who complained from my class. The attorney stated that recording in class is a felony. They removed the accusing student's. The parent is still harrassing me by having other parent's write unfounded complaints. We have paper copy referrals that get thrown out and not handled. If you call for student removal security comes sometimes. I witnessed a student dragged down the hallway while being beaten, dragged into the bathroom beate, by multiple students, I called the office and when security came there were at least 20 kids hitting and punching one student. Worst fight I have ever seen. **[Redacted]**

A - 45 A teacher was assaulted by a student. The student was moved to another class and then threatened that teacher he was moved again to another class in the same school. Students at one school where I used to work are "protected" by members of the support staff. They bully other students, threaten teachers and students and the matrix is not followed. **[Redacted]**

Colleague Suffered THREATS and PHYSICAL ASSAULT

Admin Inaction, Insufficient Action and/or lack of Support with Admin Blaming Teacher

A - 46 A student whose phone was found plugged into the wall (against well known policy) was upset that she wasn't handed back her phone the moment she demanded it. She and two of her friends surrounded the teacher - who explained she was just trying to get her to acknowledge and own the error - perhaps garner an apology, but that wasn't happening. After asking the other two students to leave - and being ignored - and after she told them she was going to give them the phone in a moment - the student in question went behind her desk saying she was going to take something of the teachers when she was intercepted the three students were so threatening the teacher had to pick up a trash can as a shield and tell them "I'm not going to let you hurt me". She told them to wait outside and she would bring the phone. (Which she did). The teacher walked away with a huge bruise on her arm where the student made contact with her. The students were unharmed, but reported her to administration claiming that she attacked them with a trash can. **[Redacted]**

A - 47 When students get violent and start loud arguments and one calls **[Redacted]** he doesn't come to your classroom. We have a student who is very disruptive and hits other students in all classes every year, nothing is done. Instead he is rewarded by letting him participate in the step club and working in front office! In fact, teacher are being accused of stirring up his behavior which is not true. Always excuses for his behavior, parents complain because he is a bully and I have lost good students to **[Redacted]** because of him. Parents don't want to send their kids to school to be physically and mentally abused by bullies. This is what happened in **[Redacted]** **[Redacted]**

Colleague Suffered THREATS and PHYSICAL ASSAULT

Admin Inaction, Insufficient Action and/or lack of Support with Admin advising to NOT Enter Referrals

A - 48 A student pushed a colleague in the chest so hard her chest was red. Food fights in the cafeteria that actually escalated when administration came into the room. A teacher was told to remove the referral that was entered due to a student stating "Fuck you" to the teacher. **[Redacted]**

Colleague Suffered THREATS and PHYSICAL ASSAULT

Admin Inaction, Insufficient Action and/or lack of Support due to student being an ESE STUDENT

A - 49 student who came at Christmas who was in a detention center. He has done everything possible to get all consequences from the discipline matrix including, assault towards students (hospitalized), a teacher, he brought weed to school and smoked and passed it out, he has cursed, threatened and threw desks/books at teacher and students, he has broken the glass window in the office, walked out of class and internal suspension, written up on referrals constantly, BUT because he has an IEP from a previous school, we cant do an expulsion packet on him because downtown keeps sending it back. **[Redacted]**

Colleague Suffered THREATS and PHYSICAL ASSAULT

No concern about Admin expressed

12 Do you have a personal story to share about how student discipline or violence has affected you or a colleague? (AFFECTED COLLEAGUE)

A - 50 A student with severe emotional and behavioral problems was enrolled in my class at the beginning of the 2018-2019. She was extremely violent against anyone that attempted to exercise authority over her. She even attacked her mother and was arrested for doing so. That child was allowed to come to school and act out in class, as well as the hallways. In a fit of rage, she destroyed one of my colleagues class. We had to endure her behavior for almost an entire semester, until she was finally transferred to another school. In cases like the one described, the child should not be allowed to go from school to school distributing the learning environment of their peers. Especially when the child is a threat to the safety of the students and staff.

Colleague Suffered VERBAL ABUSE/THREATS

Admin Inaction, Insufficient Action and/or lack of Support

A - 51 The lack of response when dealing with student discipline has caused severe disruptions to the learning process. My students don't feel safe from the student who has the discipline problems. This student bullies and antagonizes other students and at one point he was given a before school 30 minute detention for hitting and using profanity towards a student and staff member, which in my opinion was not a harsh enough consequence, especially for a repeat offender.

A - 52 I am support, so I do not have a scheduled classes, however, I witness everyday teachers' being verbally abused by students. Some of them even make threats, students are allowed to abuse teachers.

A - 53 I've witness students use racial slurs towards a teacher and the student was not removed from the roster of the student. I've witnessed several students that are chronically dangerous to their peers still allowed on school premises.

Colleague Suffered VERBAL ABUSE/THREATS

No concern about Admin expressed

A - 54 I was supporting a teacher in a 5th grade classroom and the students' behavior was very concerning. The students use profanity, sexual gestures, and inappropriate language to several classmates, teacher, and a substitute teachers. The students' behavior disrupted the classroom environment, the teacher missed many days. The teacher and I requested a transfer this year.

Colleague Suffered THREATS with a WEAPON

Admin Inaction, Insufficient Action and/or lack of Support

A - 55 A student threatened to shoot up the school, he was back at school the next day.

Colleague Suffered DEATH THREATS

No concern about Admin expressed

A - 56 Death threats, however, with consistent persistence by teachers and union stewards, the students involved were removed from the school.