

The Fresno Teachers Association's Safety and Discipline Committee reached out to all Fresno Unified teachers in an anonymous survey, asking about discipline in classrooms and student violence. Here are some of the responses the FTA collected from teachers.

(Warning: Survey contains offensive language.)

"In the locker room a student was asked to change shoes because they were out of dress code. The student **became verbally abusive, cussing and yelling at me**. The student was seen cussing at me by an administrator but was not disciplined. The student was back in my class 10 minutes later."

"Students are being allowed to throw rocks at teachers. When they are sent down to the office they returned moments later. **Students are allowed to call teachers niggas**, break windows and classroom doors when they are mad. A student was seen **touching his privates** in class and **sexually harassing** others and was not even suspended. They break into rooms and steal with nothing being done."

"A student threw a chair across the room when I took his phone away. He cussed at me, flipped me off and knocked over a desk. My admin came and asked me what happened. I was then asked why I provoked this student. I'm often told to engage with students who are being a disruption in class and ignore as much as possible their behavior. Later, when everything is calm, **I saw this student attack another student.**"

"Three students were removed from class due to continual class disruptions. They repeatedly said **"fuck you", "fuck off", and "fuck you nigga"**. They also told my assistant to **"fuck off"**. I was called to the VP to explain why had to remove the students from class. I was also asked why I don't work more with these students. A student assaulted me this year. Two students had left my class without permission. **They went to the office and got in a fight, resulting in three staff members being hurt.**"

"A student **took off his shirt in class** and was sent to the administration. The result was one lunch time detention."

"An officer brought a runaway student to my room for me to babysit for three hours. They were waiting for the mom to get off work and pick him up. He was being defiant and **verbally abusive** to myself and a male teacher. He walked out and nothing was done it was a nightmare! My vice principal walked by the door later to see how things were going. I told him that the student was defiant and verbally abusive he did remove the person from my class and placed him with another teacher. I did not voice my opinion any further because I was afraid since my Vice Principal is also my evaluator."

"I had three students continually disrupt my lessons. After numerous reprimands, the talking continued. When I called the office to have them removed the answer from the administration was NO!"

"A colleague was **threatened** by a student and then he was automatically transferred into my class with ZERO notification as to why. I sent him back to the office demanding a courtesy of **the background information** which **was DENIED**. Instead, they sent him to another teacher."

"Right before Thanksgiving break, one of my **students attacked me physically**. It all started because I asked him to go to the end of the line outside of class. While he was talking he blew up. He started screaming "let me in" at the top of his lungs. I got the class in and then he rushed at me and started socking me in the stomach. I attempted to hold his hands and **restrain him** even though we are not supposed to do that. He then **started kicking me and head butting me in the stomach**. I held him for 10 minutes and before someone came in and got him. All he got was a three-day suspension and a fresh start in another class. He **attacked** that teacher too!"

The **district continues to place some violent** ED children in our SDC classes. This poses a threat to teachers and students. I have worked at other FUSD schools in the past and have been assaulted. I have been hit in the stomach four times. The administration downplayed the fact but not documenting it. **This happens because of the pressure from Hanson puts on admin to reduce suspensions.** Another teacher was **assaulted with scissors** and that child was allowed to get away with it for the same reason. We've had children leave our classrooms and have continually assaulted other children."

"Student **yelling profanity** at three security staff and couldn't be removed while he was **striking students** and three adults. Classroom instruction waited until this one student is removed to the office. Before leaving, he again **shouts profanity** and attempts to chase another student around the room while security puts stop to it. They are not CPI trained."

"A student **screaming and disrupting** class. Student ran out of the classroom. Administration remove student brought him back 15 minutes later. Student was given treats by the administration."

"Student removed from class last period of the day **with marijuana**. Student made threat. The student was counseled after being written up by the teacher and received no consequences. Two boys had a knockdown drag out **fight** in the classroom. After I stopped the fight, one student was sent outside and one student remained inside. I tried calling the ministration six times before a person answered. The other calls went to voice message. When admin finally arrived to my classroom they made it seem as if it was my fault that the fight had occurred."

"I was **threatened** by a student saying he was going to have his parents come to school and "**kick my ass**". I called the office for security but they never showed up. I was called later by the secretary in the office who wanted to know why the student was there. She apologized for security not coming to the room. I called the VP and left a voice message about the situation and threat. This event occurred on a Thursday. On that Friday morning, I contacted the VP to see if they were taking care of the situation. He stated that he had not checked his voice message because he had been busy. Students in my class are **frequently violent and aggressive towards staff and students**. Because the students have disabilities, I am never allowed to ask for a suspension. To this day, there has not been no "**manifestation of determination**" for that individual."

"50% of class time spent trying to get kids to work or dealing with discipline issues. This occur so often that it has become the norm and not the exception. The administrators treat teachers as inadequate as opposed to offering support."

"Over the years when I have had discipline problems, it often takes several weeks or months for anything to get done. If I request FTA support or have to call my FTA rep, then things get done much faster. Last year I had a student who would bang his head on the desk and make noises that were not appropriate. He would act in an odd way and he was in my room for two months before being placed in a different school."

"A student **cursed at me** repeatedly and **threw a chair across the room**. He was transferred to another class. His behavior there was no different. A student **pushed** me when I was going through the door to class. He was only made to apologize. He laughed at this request and said "NOT"! Nothing further was done."

"My site admin has a person going from class to class to evaluate our disruptions. We then we spent hours at an in-service being taught how to de-escalate problematic students. When I send students in on a referral they are sent back the next day after being counseled. I have taken numerous steps including getting parental support and trying to get the students cooperation. The **students brag about the availability of marijuana on campus**. Heck a few months ago we were on the news and kids still brag about it."

"**Verbal abuse towards teachers**, defiance, constant talking, **inappropriate language**, shoving, **fist fights**, phone calls home, one-on-one conversation with students, referrals to admin, security pick up, 2 day suspensions, class suspensions... all this and the student is right back in class. There is no admin documentation and when confronted the admin only shrugs their shoulders."

"Student has yelled at **obscenities**, ran through the classroom knocking things over, hit, kicked and spit on me and my aid. They did not come to the classroom after being called..... they couldn't make it because they were dealing with another crisis. Mind you this was a general ed kid placed in the SDC setting for social emotional support."

Special needs students transferred into my class. No one informed me he was special needs. He was violent and started hurting my students. Various times I asked for assistance and told I need to come up with strategies on how to keep him calm. Up to you today, no one has assisted me with him nor he has he had any type of IEP or SST plan put in place.

Behavior students typically do not change. When a student sees a VP it varies. There does not appear to be a consistent policy. It appears pointless to send students to one VP in particular.

"**Students think they are in charge.**"

"A girl was leaving my class during passing when two boys approached her. One of the boys slapped her on the butt hard. The VP told the girl to go on to class, and then sent both the boys in my class. The VP told me to call him down and to lower my voice when I told her what had just happened. A boy also **pretended to masturbate in my class**. He was sent back to class the same period with a note of apology. **This boy destroys my class daily.**"

"I recently had a student use **profanity**. He is consistently tardy, engages the name-calling in class and has been involved in numerous on campus **fighting**. Recently he was sent out on a direct referral to the VP after the student walked out of class. The VP suggested that I call the parent regarding a tardy issue."

"I had to have my students evacuated from my class while a student remained inside. My administrator told me to not leave the student by himself or he might do something. Later his father had to be called to remove him this student was a fourth-grader."

"**Students slam chairs, curse at teachers**, walks out of the room without permission. The only solution is to transfer students to another classroom. While this works for me it puts the burden on another teacher that isn't willing to speak up. That classroom is now in complete chaos with very little learning occurring."

"**A student punched me in the cheek and my nose**. Admin tried to get him out of the school. Special Ed placed him on temporary home instruction and I hear he still may be coming back. No long-term decision has been made. My site has been very supportive but I am still injured. **Nobody from Special Ed has checked on me even though I am the 13th person this year to be hit by that student.**"

"A student was observed **physically fighting** with another student.....all he lost was his recess and was back in class that afternoon."

"I have a student that **picked up a desk** and slammed it into another desk, he lifted the desk over his head and slammed it against another desk again. There seems to be no consequences for negative behaviors this is been an ongoing issue."

"In class there is continuous talking, yelling, and **swearing**. There is not a fear of consequences for misbehaving. "

Students **cussing out** teachers, stealing from teachers, running out of the room without permission, etc. **No consequences equals repeated behavior!"**

"A young man who is a constant disruption is still in my class and amazingly still enrolled. On Atlas he has over **130 behavior entries ranging from "mother fucking" staff to student violent behavior**. This goes back to middle school and he is now a senior. He also has 30 Atlas entries for suspension. When he is in class he did demands all of my attention. When he is not in class, my class runs smoothly and we get work done. Other teachers have the exact same experience with him."

"Summary of what teachers have shared and/or observed. Basically students preferred to be sent to the office, "send me to the office they say with a smile"! They're assigned lunch detention and they don't serve because there is no accountability. Students leave the classroom with or without conduct referrals and the student never makes it to the office. Nobody knows where they went. Later, they may get detention for 20 minutes. They spend detention on their phones and listen music the whole time."

"My principal came to my class and wanted to talk right away about a situation that occurred. In the

hallway with the door open he told me. **"I don't want to deal with this stuff, you deal with it!"**

Students at my school continually roam the hallways, disrupt classes or congregate in the middle of the quad to chat. The students are doing this rather than be in class. One particular counselor walks his favorite student to class telling a teacher that the tardy is excused..... they were with me. Students appear and disappear from class rosters, many times without an explanation or approval. Sometimes in the same office, **the right hand doesn't know what the left hand is doing."**

I had an adult at my school hit by a student..... no help. **A student shouting in my class "he hates me, teachers are stupid, he hates the school!"** When sent to the office he received no consequences I was told to not take it personally and let my Amygdala fire."

"A student slapped another student, then punched him twice in the stomach. It took over 30 minutes to see the principal. The principal called the wrong family to address the behavior. Nothing ever happened to the student and he returned the classroom."

"I deal with all my descriptive problems on my own because nothing will be done except for the student sitting in the office and learning from others how to be disruptive and misbehave."

"I teach a lab class and I find that students destroy equipment at a rate unseen before. The disregard for property is an all-time high."

"Students have cussed at me directly and I have seen them placed back in my class the very next day. Students continually **cuss** at teachers and nothing happens with the student."

"A student bit another student. The skin that was broken and blood was present. There wasn't any action taken."

"When a SPED student is violent the district makes excuses for the behavior. SPED students are not properly taking care of in regards of violent behavior. **They allow the violence toward staff** and others to occur. This is allowed from **downtown admin** not at the site."

"I have several students who have all "F's" or a very low GPA. They are waiting to get into JE Young or an equivalent school to get caught up on credits. In the meantime, they attend class but do not attempt to do anything. They tend to talk and interrupt which leads to many disruptions. They might get suspended for a few days but then they're back. It's just an endless cycle."

"A student said he would shoot and kill me. Three students heard the threat as **"shoot and kill"**, but the administration believed the perpetrator who claimed that he said he was going to prank me with a slingshot. **Administration said that since he didn't specifically use the word gun** it was not as serious threat as I thought."

"Lately the kids in our classes have been taking pictures of class teachers and students and posting them on Instagram. Administration does not think this is a serious problem and should be dealt with on her own. There are many more stories like this at our school."

"School sites have become like a war zone."

"There were **physical punches and fight** at least three days a week in my class. Often the kids sit in the office **yelling profanities** at staff and incoming parents. **We are being hijacked by kids and families.**"

"CA's have it very difficult. Often times, students **cuss** at them or leave without permission. When the CA is called, they take off saying "I'm not waiting.....I **don't give a fuck!**"

"The use of **profanity and verbal abuse directed to me** is out of control. I am told **"to fuck off"** and **"fuck you"** by students on a daily basis. When student is written up and sent to the office nothing happens. **The student will be sent to his or her next class like nothing ever happened.** I have been **shoved** by more than one student and nothing has happened to the student. If I would've done that or spoken to a student in a manner like that I would have my credential revoked. Even the CA's on campus don't like to take students to the office because they know nothing will happen. **The restorative doctrine being pushed down by downtown admin has made my school site dangerous and out of control!** Administration for feel that they are following the directive sent to them from downtown."

"There is no student accountability!"

"I had a **student punch another student in the face** while in line. The perpetrator was sent back to class without a suspension."

"I had a student make a **physically aggressive** action in my class that endangered me other students. Student was sent to the office with the referral and stayed there until dismissal. After class I went to follow up. I've was told that I should talk to the parent. I was also told that it was entered in Atlas by the admin.....**This was probably six weeks ago and it still has not been entered in Atlas.**

"I provide support to Gen. Ed classrooms. There are 2 classes that are absolutely out-of-control. In a 50 minute class, there is about 20 minutes of instructional time that takes place. The kids are constantly out of their seat, parading around at their leisure. When they are asked to sit down they smart off to teacher and use **profanity**. They do not respect authority and have no problem telling teachers what they think of the teachers attempt control the behavior."

"Constant, **habitual tardiness is tolerated**. It is so rampant that many teachers regularly lose anywhere from 15 to 30 minutes of instruction time daily dealing with interruptions of the late arrivals."

"Our principal and vice principal fired two beginning teachers last year because they had discipline

problems in your class. The same students that the fired teachers were having problems with are constantly in the office this year. Obviously it wasn't last year's teachers fault. **Teachers are losing jobs because Fresno Unified does not enforce rules and doesn't support teachers.** Teachers are blamed.....now they're hesitant to send kids to the office."

"Earlier this quarter, a male student told an aid in my class. " **Fuck you**!" The student was only assigned detention for his **verbal abuse**. Administrator handling the matter inaccurately logged this in Atlas as student defiance. Because the aid was visibly shaken, she was advised to speak with the principal in regard to this matter. Rather than receive support, the principal told employee that she shouldn't take it personally because middle school kids do this kind of thing."

"I have had students breaking my personal property in small pieces and then throw it across the room at each other. I've had students **throw work in my face, swear at me**, and then walk out. I had a VP come talk to me about my class decision-making skills. I have had VPs and CA remove the students only to have them return the next day."

"**Chronic disrespectful behavior towards teachers** and classmates by a student on a daily basis."

"We need to sort out the bad apples before school campuses can become safe. Discipline data will look ugly at first but we can't keep sugarcoating the problem. We have to face the music and correct it before I can get better."

"I had a student **with physical aggression**. He had been in **several fights**. He had a fight during a school breaks. Once in class, he lost his temper and flipped his desk over. I immediately contacted administrator. **I was told to just ignore his behavior and continue teaching.** The students who saw everything were shocked. The fact that he was not disciplined was stunning to them."

"On November 7th, a **student punched another student in the stomach three times**. As of December 9, the student has never been dealt with or spoken to about what he did to the other child. The parents of the child that was hit was not notified of the assault. How can we call the school a "No Bullying Zone" or a "Zero Tolerance Zone" when there are not consequences for these types of behaviors? How can teachers ask students to report what happens to them when they see that there's no support for them? We are not fooling them, we're definitely not falling the victims or their parents that's for sure!"

"One of my **students hit a staff member** and had no consequences. Parent was not even notified. Student repeated disruption in class continues to this day with no change. **Bullying occurred** in my class last year. I had one **fight** for almost one month to have the boys removed for my class.

"**Admin does not want to be bothered with discipline problems and we are discouraged from sending**

them to the office. Problems don't have to be extreme, but I still spend an inordinate amount of time dealing with student discipline."

"My daughter works as a tutor in after at an afterschool program. Every day she endures profanity towards her. The students cuss at her calling her" **fucking bitch right to her face.**"

The following are commonplace: yelling at a teacher, chronic defiance and students running from the classroom. **Restorative practices do not have consequences**, students just have to sorry. **A student in another class threatened to kill the teacher and called her a "fucking bitch" ... nothing was done.**"

"My room is right across from the office. Often there a number student sitting outside on the benches waiting to be seen in the office. There is rarely an adult supervising them. They're on their phones, chasing each other, using profanity and generally having a good time. **They are not concerned about facing discipline... They are happy to be out of class.**"

"One of my students walked across the classroom and **punched another student in the face**, knocking out their chair. One student laughed when this happened and called the hit boy a crybaby. Other students started **chanting hit him, hit him**. This is a third-grade class. They were only given five days detention."

"I had a student who would throw chairs, kick tables and throw classroom blocks. The student would also run out of the room. This student bit a classroom aid and kicked me. The student was sent to the office. The student was brought back to the classroom and the behavior was the same. It is a safety issue and I was not able to teach. **I was told to let the student use Plato, play a game or give the student a snack. I do not feel that these suggestions are appropriate for disruptive behavior.**"

"I had a student with severe violent and aggressive behavior towards fellow students, parent volunteers, and myself. He spit he bit people and destroyed school property. Is a very difficult situation for everyone who are involved with the student. The administration did assist in restraining the student when the student went out of control. Two years later, the student still attends our campus. His bad behavior has continued. He has stabbed students with pencils, bitten people and attacked school personnel. **Our district needs to be proactive with the students and get them out of our regular ed classes.**"

"I had a student at **slap, pull hair, sock others, poke** others, throw pencils at students' heads and face. He has kicked, pushed and terrorized students, running around the classroom, going under tables and desks. He threw a pencil box of the classmate. The principal told me that he did not have those behaviors in another first grade class. I contacted the teacher and was told that the student is still displaying the same behavior. **The printable was lying to make me feel that it was my fault.** She even came to my class to tell me first grade to tell my first grade students that the only way they could go to the office was if they broke the law."

"I had a student come to my class **smelling of pot**. I've had multiple referrals for students who are **verbally abusive** to me in class. The students call me a liar, they backtalk and they dare me to call their mom. They tell me this loudly and disrupt my lesson"

"Students continually are disruptive. They yell, they call me a liar, they refuse to follow directions or be quiet and refuse to do work. Still, there is no help from the administration. I observed the principal meanwhile shaking hands with these student out on the yard. No change in behavior from the student! This is only one example... Many referrals go up to the office and very few times do we see any notes on Atlas.....the administration usually plays it down."

"I had two students **fight in my classroom** and they were back in my class the next day."

"Students continually make disrespectful comments to teachers and aids. **Students openly use profanity in class.**"

"I currently have a student in my art class that was caught with a **taser gun** on campus. He **discharged the taser weapon on school grounds.** He was suspended but is still attends my school. This students has been argumentative and disrespectful towards me on multiple occasions. All incidents have been documented on Atlas. As of today, he has been administered only two days in the ark. **This individual should not be in a public school.....he is a senior.**"

"Due to the relaxed enforcement and the fact that there are no consequences for behavior... Kids that would never behave or attempt to be bad, are following suit because nothing is being done! No wonder some of the high schools are off the hook behavior wise."

"You can't safely park your vehicle. Parents are parking in your staff parking, causing many staff members to park outside of school grounds. You never know if the person on school grounds is a parent or a vagrant walking off the street, because anyone can just walk on campus at any time."

"The district has our admin attending a ridiculous amount of meetings so we rarely have on campus leadership. It's all about appearances for the superintendent and area superintendents. Not about kids and teachers."

"Several students involved in multiple fights and assaults are still in school. The distribution of drugs is not a big deal still in school. Students who have threatened staff are still in school. Students have so little respect for admin and teachers and continually break Ed code without consequences. This behavior intimidates other students as well as staff. Admin expect teachers to handle all situations."

"There are significant fights or confrontations involving students/student or student-teacher the staff is not informed of a timely camp of a timely fashion of what is going on campus."

"Here's the situation that occurred. A teacher knew the medical history of a student, and told him administration of the kid was not acting right during lunch. The teacher said the student needed to be evaluated by the school psychologist. The teacher filled out the referral form and said that the student was a danger to himself or others. Later in the day the student walked in class and blew up. He ended up leaving class. He then disrupted other classes as he walked the halls. Ultimately an ambulance was called and the student had to be restrained in the quad. Luckily this happened before the bell rang.

Because the school psychologist or the counselor could not be found, the admin chose to send him to class. This is a problem because student safety and teacher safety should be her number one priority."

"Bullies are allowed back in class. The same students are being babysat in the office staff, librarian, computer tech and others while on campus. They're able to leave class and walk the halls.....basically running the school and continuing to hurt and bully others. They have no consequences. All the while using their intimidation tactics to get their way."

"I moved to a new site this year. One of the biggest reasons I moved was because I was **physically threatened** and the students served no disciplinary action..... it was not handled by the ministration."

"We had a teacher **shot** on our campus. The administration does not enforce any discipline. There have been tons of **fights** and **theft** on campus and administration will not step up and do anything. It is an entirely unsafe campus! Students will not be punished and they know it!"

"I have become increasingly concerned with the **physical altercations**, particularly in the intermediate grades. Inside and outside the classroom, there is an increasing level of disrespect from the students towards the staff."

"Many students spend time in the office, which they happen enjoy. Then they are sent back to the classroom with little or no change in behavior. It seems that the administrators are reacting to situations rather than be proactive to prevent them from occurring."

"We are told by her principal to not send students to the office with behavioral issues. Teachers are expected to deal with severe behavioral issues directly in the classroom. We have so many students with psychological problems, it seems as though we are counseling students more often than actually teaching."

"I believe the push for lower suspensions has allowed for disruptive students to feel no responsibility for their actions. **It's taking a lot of instructional time away.**"

"The kids are **out of control**. Disruptive student behavior is logged into ATLAS, parents are contacted, and student assigned detention. After checking the detention list and ATLAS, found that there is no action taken."

"A **bomb threat** was made. The student who made the threat was suspended for five days.....the expulsion was revoked."

"Admin does not want to deal with bad behavior students and puts the blame on the teachers. It has been a horrendous work environment at my school. I'm extremely concerned the admin will give teachers bad evaluations when they send students to the office for disruptive behavior. As a result, we are having to instruct in the negative work environment. I am a veteran teacher!"

"Our site and district is still more concerned about saving students rather than removing students who are rude, defiant and disruptive. The students are consuming the time and energy of teachers, leaving the leftovers for those who really want to learn in class. This is unjust and wrong!"

"Students are learning that there are no real consequences to misbehavior and regularly state admin won't do anything to them when they're confronted by teachers. This is leading to **more brazen and dangerous behavior**. There is no structure and discipline protocol in Fresno unified.

"Safe enough to be in but not always safe to learn in. The reason it's **not safe** is because the classes are way too crowded, especially now that RSP now in regular ed classes. Time is spent taking attendance and dealing with discipline. The kids are never quite enough to listen to the teacher's lesson or other students during groups. I'm embarrassed of what my classes must look like an outsider coming in. The desks are crammed together in too tight of a space. There is no teaching anymore! It's just crowd control. The admin doesn't know what to do with discipline either....they just send the kids back to class."

"We were given a student from another school. The staff was not made aware of his behavior and the teacher was hurt. Unfortunately this teacher was put on leave for the remainder of the year. On top of it all, the staff was not informed of any incident involving the teacher. It was only found out through word-of-mouth that we had a **dangerous student** on our campus. Also, there is a first grade student who was threatening students and staff. This student was supposed to be expelled. Unfortunately, the paperwork was not done correctly and the student is back at her school, threatening students and teachers lives by bringing a knife to school. There is another first grade student who is defiant, walks out of class and runs around campus. These are three different students, three different instances, three different teachers.....all at the same school."

"When students continually disrupt the classroom by talking, arguing, bullying others, with symbols, remaking the wheezes, the teachers are told that they can't send these students to the office because they have not committed a level III offense. So the teacher takes recess away. The student then goes home and tells the parents. Later the parent calls the principal and is angry for their child missing recess. The next day the principal will talk to the teacher and discipline a teacher for doing what he or she was told to do by the principal. If the teacher does nothing, then he or she gets disciplined for not having class management. Either way the teacher is the one being disciplined!"

"The district simply has stopped suspending students to lower the suspension rate."

"The two students who **attacked** people are still attending school."

"District policy is to reduce suspensions. Bad behavior is allowed and I have less control over the class due to no consequences."

"I had a student who said she was being **sexually harassed** and bullied by three males. These male students, according to the female student, we're only given a slap on the wrist. I want to know why the bullying policy was not enforced?

"Teachers are expected deal with all but the most dangerous behaviors on their own. We have been told that if a teacher sends a student to the office, that the teacher lost their power regarding the student."

"Students fight in the office... run in the office... run out of the office... and there are no repercussions. Our security guards do not have a key to all the hallways our school is very unsafe!

"Fort Miller struggles are already well documented with FTA. You have been the catalyst for change and we appreciate it. Please don't abandon us. Please keep this in our campus and bringing a special guest with you."

"Students are disruptive, defiant, and **excessively use profanity** like it's no big deal. There's no consistency in addressing these issues by admin.

"We have students at our school who **throw desk**, tables, and objects on a regular basis in **the fit or a tantrum**. Some of my students are **very physical** in response to other students and staff members."

"There are a lot of things that happen here and I just feel that they are pushed under the rug instead of being dealt with."

"Discipline is a huge issue. There are no consequences due to the fact that are administering is told they cannot suspend. I don't blame them....**I blame the district office**. Please do what you can to get through to them that this is a **district-wide problem**. Parents must take responsibility for their students and if they don't, consequences need to be in place. **This doesn't happen in Clovis unified... We need to take a look at that and see why.**

"Until we have admit a problem and force consequences without fear of district repercussions, teachers will continue to deal with the same negative behavior and lack of respect that we are faced since FUSD decided to begin the core waiver.

"Poorly behaved kids are allowed to roam the hallways unsupervised, disrupting class and sticking their heads in classrooms. Some of these kids that have made **threats** against teachers. Some have **assaulted** teachers too. Admin will call not police until they have concluded their own investigation on the **assault**.

"There are no consequences for disruptive behavior, disrespectful behavior or **physically abusive** behavior."

"I spend so much time managing and correcting behavior that is it negatively affects my instruction."

"The worst part of our discipline is that as a school year progresses, I see students that were not previously a problem, resorting to disruptive behavior. This is due to the lack of strong authority from the office."

"It is not a safe environment when there is not a clear consistent discipline policy for disruptive and excessive behaviors. I feel it can be a safe environment if the district would allow admin to suspend and not hide the reality of what is happening in many Fresno schools."

"In our safe and civil meetings, students state that **the number one barrier to learning was disruptive classmates** that make it difficult to learn. I have a colleague in my department who has a class of a dozen or more students that do whatever they want. Because there are no consequences she is burnt out."

"We have many students who should not be in regular Ed. Unfortunately it takes an entire year to get them appropriately placed. Meanwhile the classroom and the child **suffer**."

"Students are **out-of-control**. **Gangs** walk around and cause problems. Students are **"under the influence"** and very disrespectful to each other and to the staff. Very little is done to correct the problems. **Belligerent** students have gotten **physically into my space** and **yelled** at me. The hallways are congested and chaotic during passing times."

"**We do have a discipline policy at my school.....it's actually referred to as the revolving door**. The last student who transferred into my class had just **completed three years at CYA for burglary** and some type of **assault charge**. I only knew this because I spoke to the student and he told me what the admin had not. **The best safety policy in the district is to watch her own back**."

"A student was recently removed from my class the last period the day with **marijuana**. Student **threatened** me as used profanity. The only consequence was that the student was counseled."

"I was **threatened** by a student saying he was going to have his parents come to school and **kick my ass**. I called the office for security but they never showed up."

"It is emotionally exhausting to constantly deal with the negative and disrespectful actions the students are displaying towards each other. Many students at our school are **physical** towards other students and even through audition class. Students also like to run out of class."

"Students are constantly running out of class and attempting to run off campus. I believe there is a huge safety liability for teachers and students. Students are continually done disrupting class instruction. Behavior has worsened since begin the school year and I fear that this trend will continue. Because students are not being disciplined consistently for the inappropriate behavior, more students are beginning to act out. Earlier in this year there was a **huge fight off-campus** that involved numerous students. The main person in the **fight** used **brass knuckles** on the person he **attacked**."

"Administrative staff does not believe in calling 911 when a parent or student is **violent**, out of control or says inappropriate things to staff."

" I am never informed of my students' suspension, expulsion or probation histories. Gang related dress and behaviors seem to be ignored or tolerated."

"There is a growing amount of disrespect towards adults. This lack of respect and discipline of an early students who get in teachers faces and challenge staff and other students create a hostile environment to teach in."

"I have twice voiced to my admin that I did not feel comfortable with a student after certain behaviors had occurred. Absolutely nothing was done about it. The questions to me from my admin is "what can you do to keep the kids in your class?" "Why do you have so many referrals?" I had only four and it was a month into the quarter. If I send too many students to the office, the principal comes to my room and wants know what the problem is."

"Dress code is dealt with subjectively and only when they feel like it. Sagging is only addressed if a student is told to fix it but doesn't comply."

"When parents act threatening, the admin backs down. Students can cuss, threaten and even hit staff memberswe have no backing from admin!"

"The disruptive kid gets all the attention and support while the hard-working kids suffer."

"Students who disrupt teaching and learning are not dealt with appropriately by administration so the instruction cannot be effective. This is due to the fact that the classroom teacher has to utilize the instructional time to deal with misbehavior."

"Teachers cannot teach. Many poorly behaved student or so disruptive that the majority of the period is spent dealing with their negative behavior. Students comment that if they don't care if they get sent to the office. This is because the admin fails to punish them properly for their actions."

"We have had fights, student to a push teachers, students of cussed out teachers, and in most cases the students are still at school."

"Students are being improperly placed in class which adds to the unrest and non-engagement in class. Therefore, the need for more discipline in the classroom."

"If the discipline is not contained and negative attention starved, the atypical behaviors take over."

"Students know that there are no consequences that so they freely misbehave. I have never seen it this bad in a nearly 30 years of teaching!"

"There are too many fights. One day we had eight fights. Some students threaten and curse at teachers as they walk out of the room."

"Disruptive and disrespectful students are allowed to return to class... This shows the other students that they can do and say whatever they want this is a **dangerous situation.**"

"There are numerous instances of an incident in each grade level involving disruptive student behavior and discipline that do not get reported or document in ATLAS. To say everything is fine or okay is a lie. **Admin covers up these incidents because they refused to address the acts or incidents effectively, correctly, adequately and appropriately! As a result, quality teaching and learning suffers and is neglected.**"

"Each day is different....sometimes students become **angry** and there's no way to predict their behavior. The students can be **aggressive** and sometimes innocent bystanders are **hurt.**"

"Admin does not care about the staff!"

"The level of disrespect and **acceptable violence** makes rigorous learning impossible!"

"Students are **bullied**. I see students doing whatever they want. **The students lie about what has happened and the admin take their side.** As a teacher, I have to defend why I sent a student out of class."

"Too many students are prone to **defiant behavior** and cause interruptions to the learning environment."

"There are too many disruptions in class to teach effective lesson!"