



Reporting on the Fourth Acute Wave of COVID-19 in Alberta K-12 Schools (Fall 2021)

ATA Pandemic Research Study
Pulse Survey #6 (November 5 to November 19, 2021)



The Alberta Teachers' Association

www.teachers.ab.ca

Contents

Overview 1

Respondents..... 3

Well-Being..... 6

COVID-19 Vaccination Status..... 17

School Leadership and Contact Tracing..... 20

COVID-19 and Alberta Schools..... 23

Conditions of Professional Practice..... 25

Class-size and Composition..... 38

Return to Teaching Position 2022/2023 (Retention/Attrition)..... 42

Considerations, Questions or Issues 45

Demographics 53

Overview

*"One doesn't have to operate with great malice to do great harm.
The absence of empathy and understanding are sufficient." ~ Charles M. Blow*

When the sixth ATA pandemic pulse (rapid research) survey was conducted, during the last week of November 2021, Alberta was engulfed in the fourth acute wave of the pandemic with a Delta variant of SARS-CoV-2. A short two months later in January 2022, Alberta would be engulfed in the fifth and most intense wave of the disease with an 'Omicron' variant that would generate a positivity rate of forty six (46) per cent¹ within the Calgary region during the very early part of the new year.

The sample (random and open) from this sixth pandemic pulse research study was balanced by geography, school jurisdictions, gender, all grade levels, and is highly representative of the demographics of the profession of teaching in Alberta. It provides an excellent sample of over 1000 teachers and 200 school leaders, with a margin of error sitting at +/-2.5% (19 times out of 20) on the questions asked.

The following are highlights from this November 2021 rapid research study:

- ❖ 87% of the respondents strongly/agree that students in their classes are struggling with learning, and have experienced significant gaps in their understanding of curriculum during the pandemic. Further, eight out of ten teachers note they are 'extremely' concerned with the new draft K-6 curriculum.
- ❖ Over 30% of teachers are managing class sizes well above 30 students, particularly in the Primary Grades (4 to 6), English Language Arts (7 to 12) and Mathematics (10 to 12).
- ❖ 85% of teacher respondents report that their class complexity and diversity of student needs (eg, socio-economic, linguistic, behavioural, cognitive, social/emotional) has significantly increased (52%) and somewhat increased (33%) over last year.
- ❖ 96% of respondents reported receiving a COVID-19 vaccination in November 2021, with only 4% stating that they were not yet vaccinated against SARS-CoV-2.
- ❖ One third of respondents reported that they are unsure (20%) or will not (10%) be returning to their current teaching position for 2022/2023. Within this population, when asked what they will be doing in the next five years, the respondents reported the following sentiments:
 - 16% will have retired
 - 14% will leave the profession for another occupation
 - 7% will leave the province of Alberta to teach in another location

¹ Government of Alberta: COVID-19 regional active cases (2022) <https://www.alberta.ca/maps/covid-19-status-map.htm>



Most striking in this data on teacher and school leader attrition and retention is that the proportion of respondents reporting they will leave the profession of teaching for another occupation has now doubled (14%) over previous random sample member opinion surveys that have posed the same question. Further, a growing population (7%) of rural and urban teachers are now signaling that they have interest in leaving the province of Alberta to teach in another location.

Teacher and School Leader Well-Being

Stress continues to be at an unsustainable levels (88%) within the overall sample, breaking down to 54% strongly agreeing and 34% in general agreement with the statement: "I feel stressed".

Fatigue is extreme at 92% within the overall sample, breaking down to 69% strongly agreeing and 23% in general agreement with the statement: "I feel exhausted by the end of the day".

Anxiety remains at levels seen in the spring 2021 pulse survey, with 51% overall reporting they are "feeling nervous, anxious, or on edge" more than half of the days of the week (22%) or nearly every day (29%).

Depression remains higher than the general public, with 36% of teachers and school leaders reporting "feeling down, depressed, or hopeless" more than half of the days of the week (18%) or nearly every day (18%). Of note, the questions on anxiety/depression used in the Association's pandemic pulse research studies are part of a research scale developed by the Centers for Disease Control and Prevention (CDC) that are being used within a national sample in order to assist in the deployment of additional clinical support(s) and treatment(s).

Hopelessness sits at 45% within the overall sample, breaking down to 13% strongly disagreeing and 32% in general disagreement with the statement "I feel hopeful". This is down from the previous 54% of respondents feeling hopeless as reported in April 2021.

Of note, over 80% of the Alberta's school leaders (principals and assistant principals) have had to directly contact trace families as part of COVID-19 exposures, adding up to an additional 10 hours of work per week. This work intensification is on top of an already demanding workload that ranges from between 50 to 60 hours per week². Time during the day that is being taken away from their instructional leadership duties within their school community.

The ATA pandemic pulse research studies are the only systematic documentation of the conditions and experiences of Alberta's K to 12 public schools during the COVID-19 pandemic, and as such will become an important part of the historic record. The Association is committed to monitoring and openly reporting on COVID-19 developments throughout the pandemic in support of students, their families, Alberta teachers and school leaders, and in the broader interests of public education.

² Alberta Education and Malatest Research: Alberta Teacher Workload Study (2015)

<https://education.alberta.ca/media/3114984/teacher-workload-study-final-report-december-2015-2.pdf>



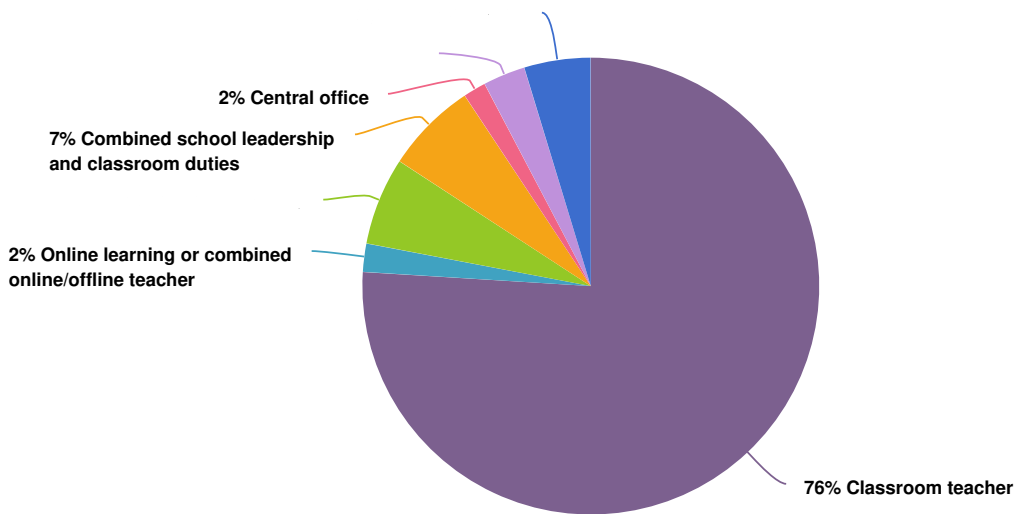
Respondents

(See Demographics for Details)

Response Counts

Completion Rate:	100%	<div></div>	
Complete		<div></div>	1,315

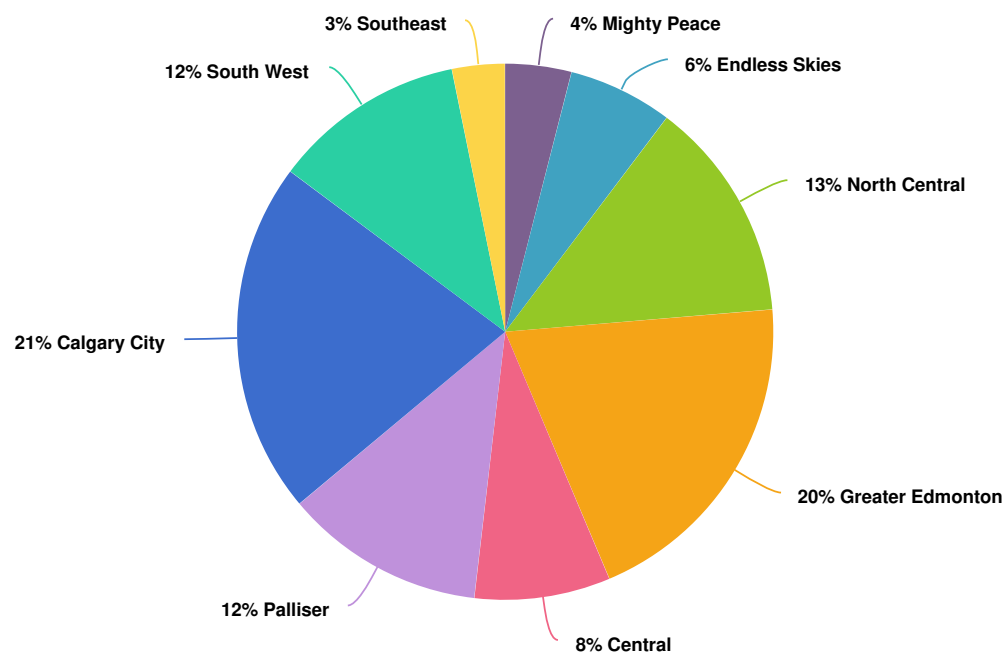
1. Your current assignment



Value		Percent	Responses
Classroom teacher	<div></div>	76.0%	999
Online learning or combined online/offline teacher	<div></div>	2.0%	26
School leader only	<div></div>	6.2%	81
Combined school leadership and classroom duties	<div></div>	6.5%	86
Central office	<div></div>	1.6%	21
Substitute teacher	<div></div>	3.0%	40
Other - Write In	<div></div>	4.7%	62

Totals: 1,315

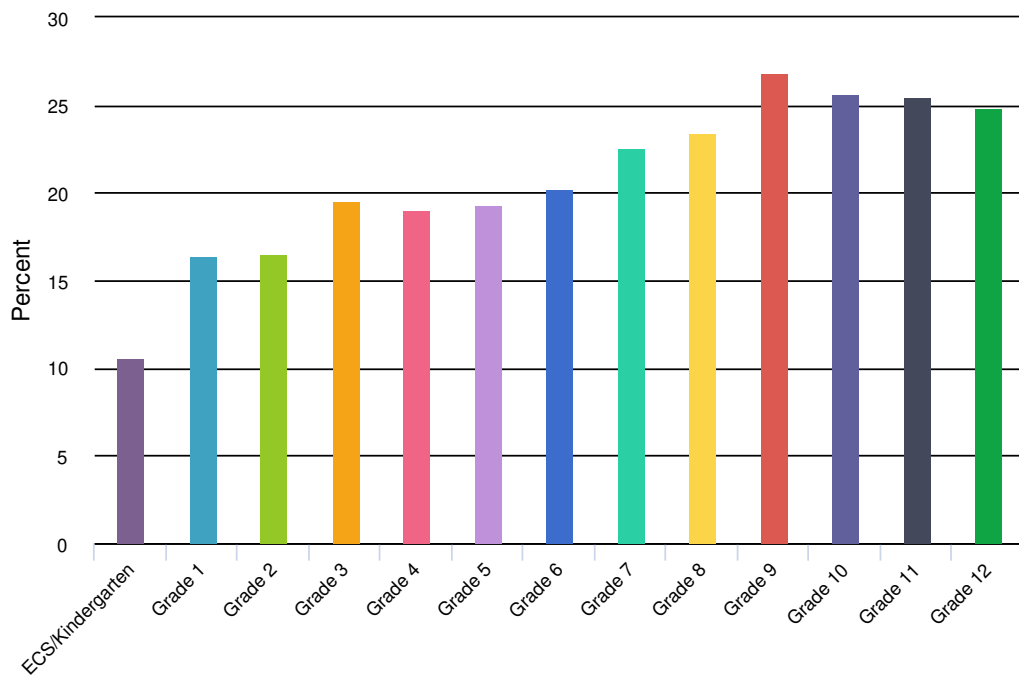
2. Teachers' convention that you attend



Value		Percent	Responses
Mighty Peace	<div><div></div></div>	4.0%	49
Endless Skies	<div><div></div></div>	6.3%	77
North Central	<div><div></div></div>	13.4%	164
Greater Edmonton	<div><div></div></div>	20.0%	246
Central	<div><div></div></div>	8.2%	101
Palliser	<div><div></div></div>	12.1%	148
Calgary City	<div><div></div></div>	21.3%	261
South West	<div><div></div></div>	11.6%	143
Southeast	<div><div></div></div>	3.2%	39

Totals: 1,228

3. What grade levels are you currently teaching? Please check all that apply.



Value		Percent	Responses
ECS/Kindergarten		10.6%	122
Grade 1		16.4%	188
Grade 2		16.5%	189
Grade 3		19.5%	224
Grade 4		19.0%	218
Grade 5		19.3%	221
Grade 6		20.2%	232
Grade 7		22.6%	259
Grade 8		23.5%	270
Grade 9		26.9%	308
Grade 10		25.7%	295
Grade 11		25.5%	293
Grade 12		24.9%	286

Well-Being

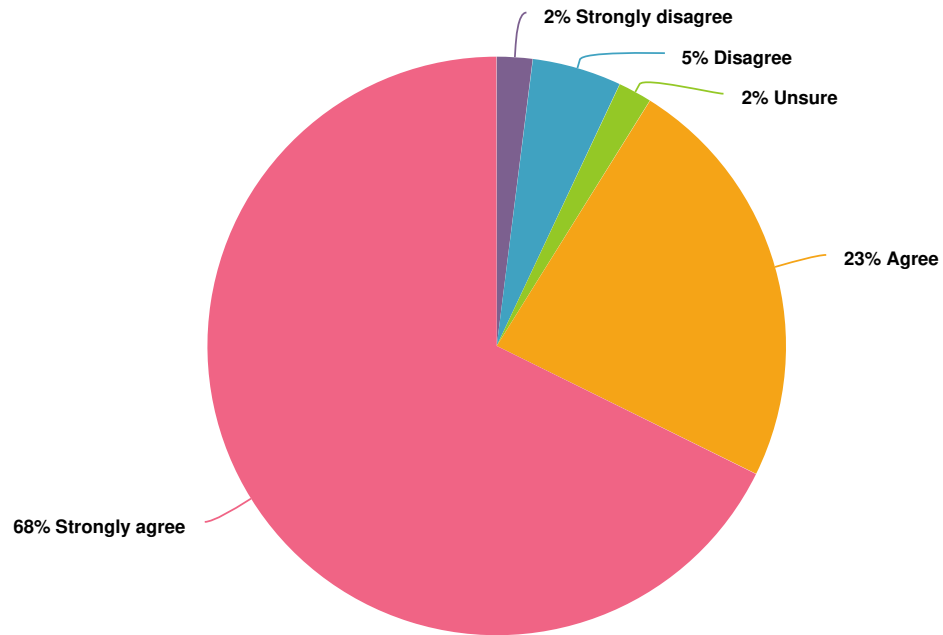
4. How are you feeling?



Value		Percent	Responses
Very Unhappy	<div><div></div></div>	15.5%	187
Somewhat Unhappy	<div><div></div></div>	32.1%	388
Neither Happy or Unhappy	<div><div></div></div>	32.4%	391
Somewhat Happy	<div><div></div></div>	16.8%	203
Very Happy	<div><div></div></div>	3.2%	39

Totals: 1,208

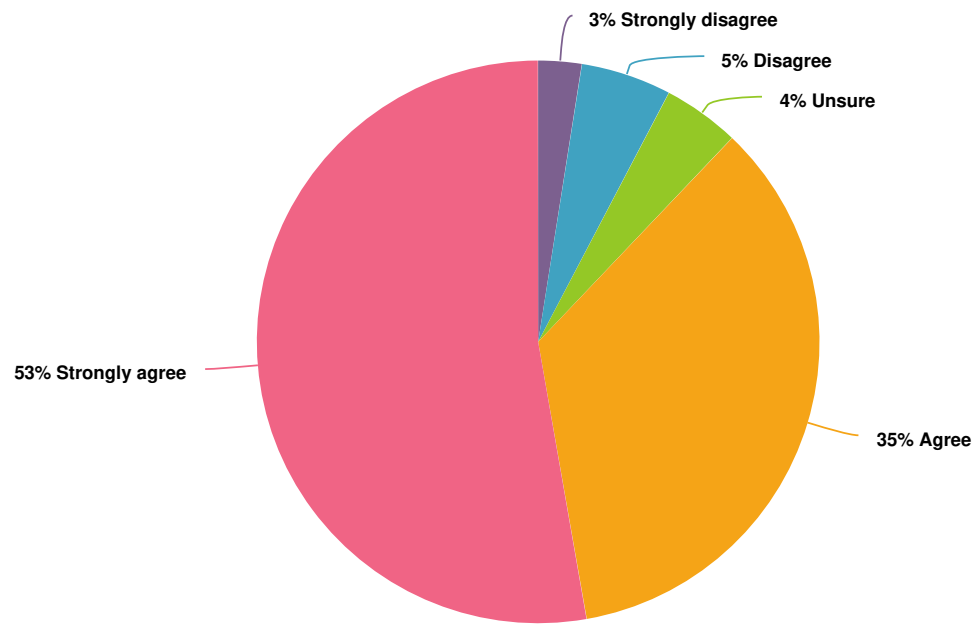
5. I feel exhausted by the end of the day.



Value		Percent	Responses
Strongly disagree	<div><div></div></div>	2.0%	26
Disagree	<div><div></div></div>	5.0%	66
Unsure	<div><div></div></div>	1.9%	25
Agree	<div><div></div></div>	23.4%	307
Strongly agree	<div><div></div></div>	67.7%	888

Totals: 1,312

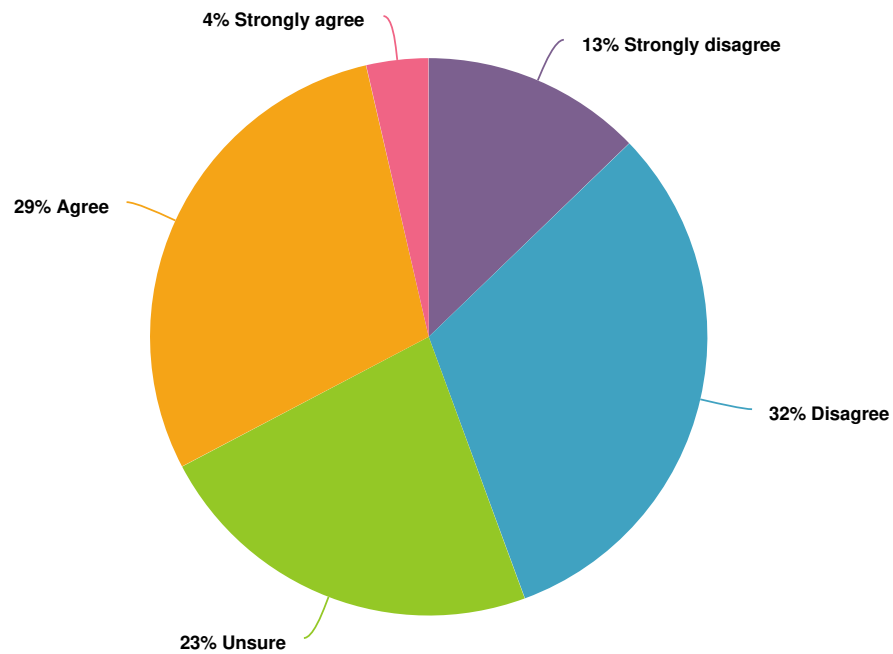
6. I feel stressed.



Value		Percent	Responses
Strongly disagree	<div><div></div></div>	2.5%	33
Disagree	<div><div></div></div>	5.2%	68
Unsure	<div><div></div></div>	4.4%	58
Agree	<div><div></div></div>	35.1%	460
Strongly agree	<div><div></div></div>	52.7%	691

Totals: 1,310

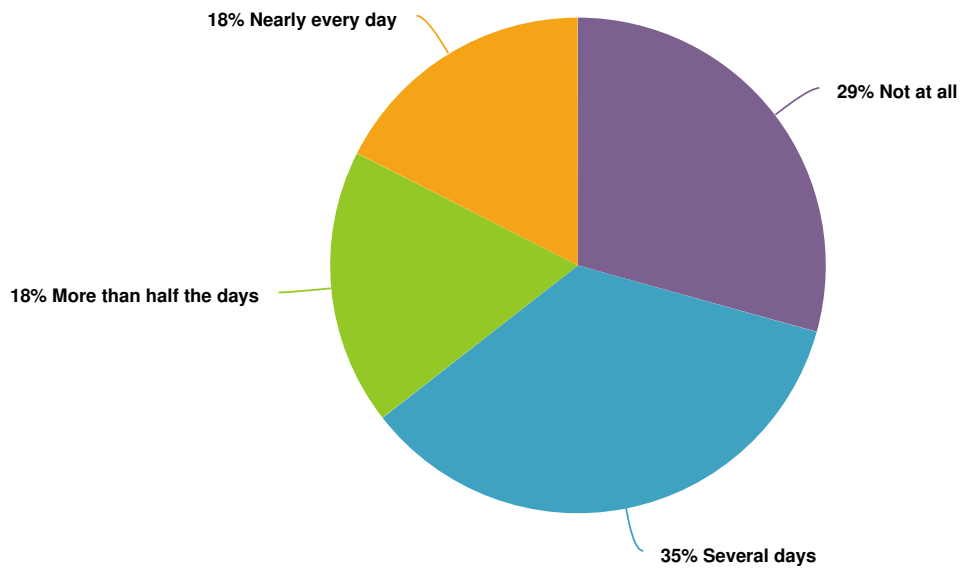
7. I feel hopeful.




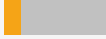


Value		Percent	Responses
Strongly disagree		12.8%	167
Disagree		31.6%	413
Unsure		22.9%	299
Agree		29.1%	380
Strongly agree		3.6%	47

Totals: 1,306

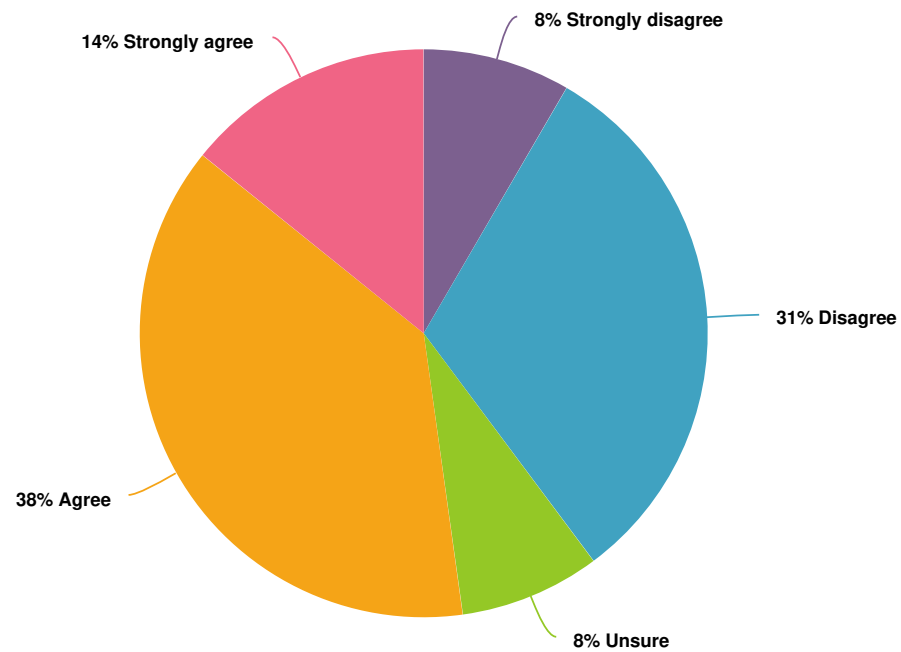
8. ...feeling down, depressed, or hopeless?



Value		Percent	Responses
Not at all		29.3%	384
Several days		35.1%	460
More than half the days		18.0%	236
Nearly every day		17.5%	229

Totals: 1,309

9. I feel isolated.



Value		Percent	Responses
Strongly disagree	<div><div></div></div>	8.4%	110
Disagree	<div><div></div></div>	31.4%	411
Unsure	<div><div></div></div>	8.0%	104
Agree	<div><div></div></div>	38.0%	497
Strongly agree	<div><div></div></div>	14.2%	186

Totals: 1,308

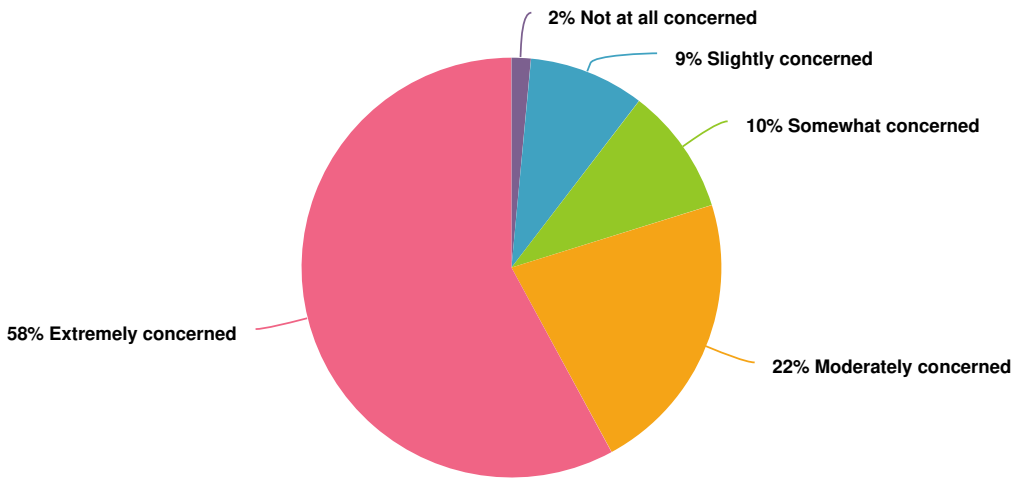
10. Thinking about this past week, please identify your level of agreement with the following statements:

	Strongly disagree	Disagree	Unsure	Agree	Strongly agree	Responses
I feel isolated. Count Row %	110 8.4%	411 31.4%	104 8.0%	497 38.0%	186 14.2%	1,308
I feel hopeful. Count Row %	167 12.8%	413 31.6%	299 22.9%	380 29.1%	47 3.6%	1,306
I feel stressed. Count Row %	33 2.5%	68 5.2%	58 4.4%	460 35.1%	691 52.7%	1,310
I feel exhausted by the end of the day. Count Row %	26 2.0%	66 5.0%	25 1.9%	307 23.4%	888 67.7%	1,312
Totals Total Responses						1312

11. Over the last 7 days, how often have you been bothered by..._____

	Not at all	Several days	More than half the days	Nearly every day	Responses
...having little interest or pleasure in doing things? Count Row %	306 23.3%	434 33.1%	300 22.9%	272 20.7%	1,312
...feeling down, depressed, or hopeless? Count Row %	384 29.3%	460 35.1%	236 18.0%	229 17.5%	1,309
...feeling nervous, anxious, or on edge? Count Row %	209 16.0%	447 34.1%	276 21.1%	378 28.9%	1,310
...not being able to stop or control worrying? Count Row %	313 23.9%	443 33.8%	252 19.2%	303 23.1%	1,311
Totals Total Responses					1312

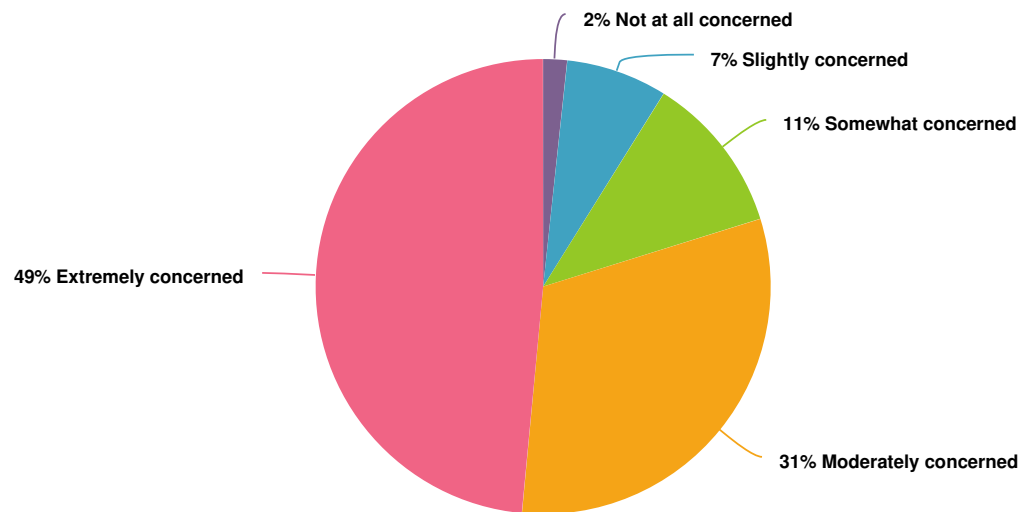
12. Teacher mental health (eg anxiety/depression).



Value		Percent	Responses
Not at all concerned	<div><div></div></div>	1.5%	19
Slightly concerned	<div><div></div></div>	8.9%	112
Somewhat concerned	<div><div></div></div>	9.8%	123
Moderately concerned	<div><div></div></div>	21.9%	274
Extremely concerned	<div><div></div></div>	57.9%	726

Totals: 1,254

13. Student mental health (eg anxiety/depression).

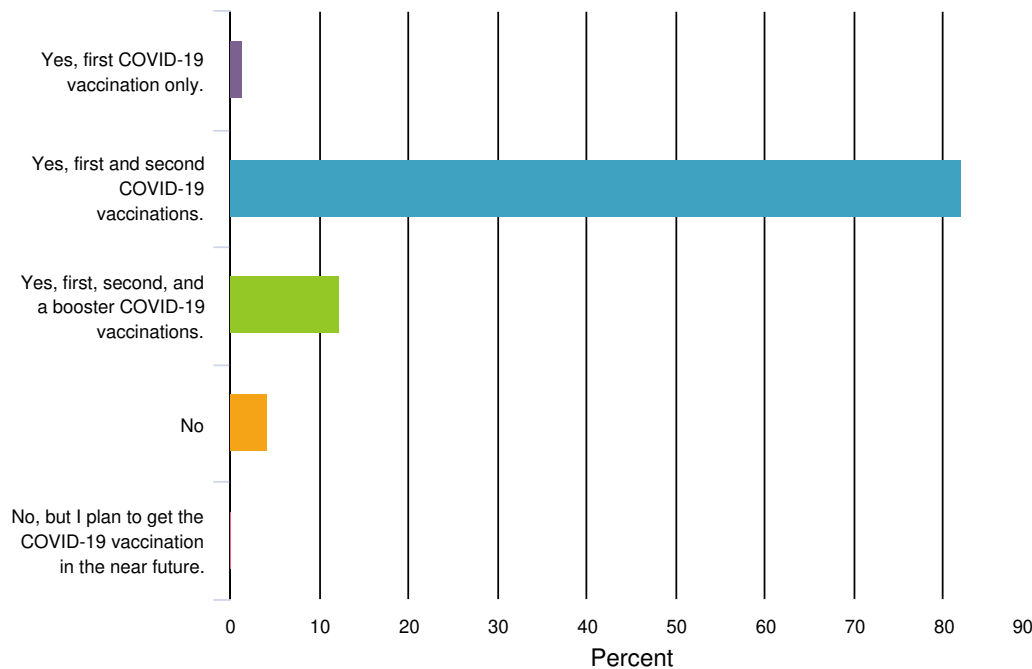







Value		Percent	Responses
Not at all concerned	<div><div></div></div>	1.7%	21
Slightly concerned	<div><div></div></div>	7.2%	91
Somewhat concerned	<div><div></div></div>	11.3%	142
Moderately concerned	<div><div></div></div>	31.3%	393
Extremely concerned	<div><div></div></div>	48.5%	609

Totals: 1,256

COVID-19 Vaccination Status

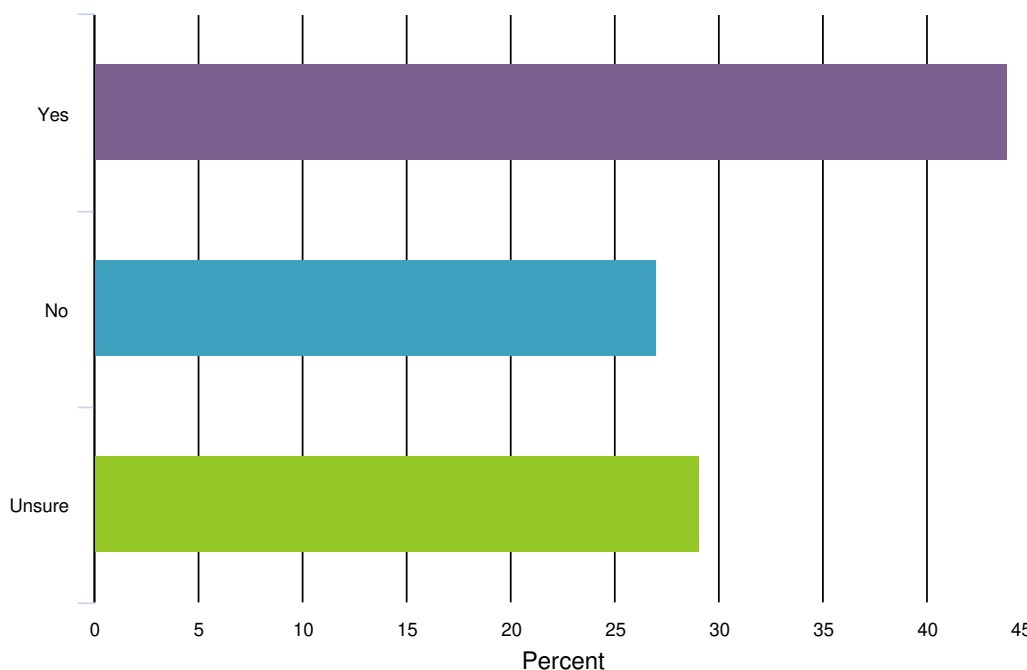
16. Have you received a COVID-19 vaccination?



Value		Percent	Responses
Yes, first COVID-19 vaccination only.		1.3%	17
Yes, first and second COVID-19 vaccinations.		82.1%	1,040
Yes, first, second, and a booster COVID-19 vaccinations.		12.2%	155
No		4.1%	52
No, but I plan to get the COVID-19 vaccination in the near future.		0.2%	3

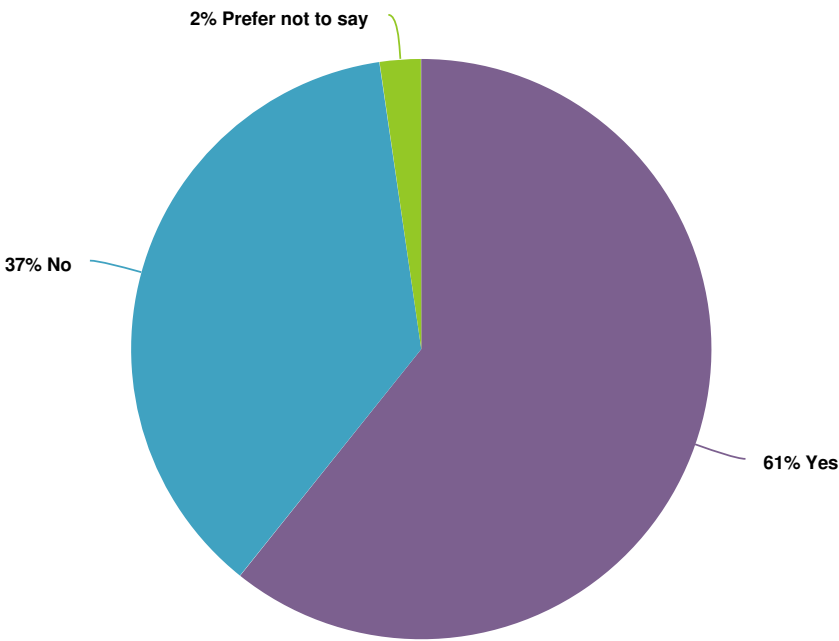
Totals: 1,267

17. Do you think most of the people in the community where you live have received at least one COVID-19 vaccine, if it was recommended for them?



Value		Percent	Responses
Yes		43.9%	553
No		27.0%	340
Unsure		29.1%	367
			Totals: 1,260

18. Do you personally know anyone in your family, group of friends, or community networks who became seriously ill or died as a result of COVID-19?

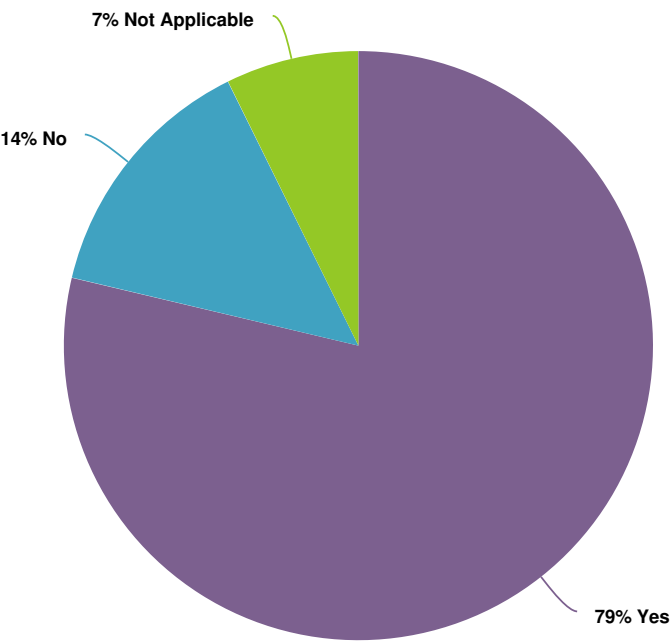


Value		Percent	Responses
Yes	<div><div></div><div></div></div>	60.8%	774
No	<div><div></div><div></div></div>	37.0%	471
Prefer not to say	<div><div></div><div></div></div>	2.3%	29

Totals: 1,274

School Leadership and Contact Tracing

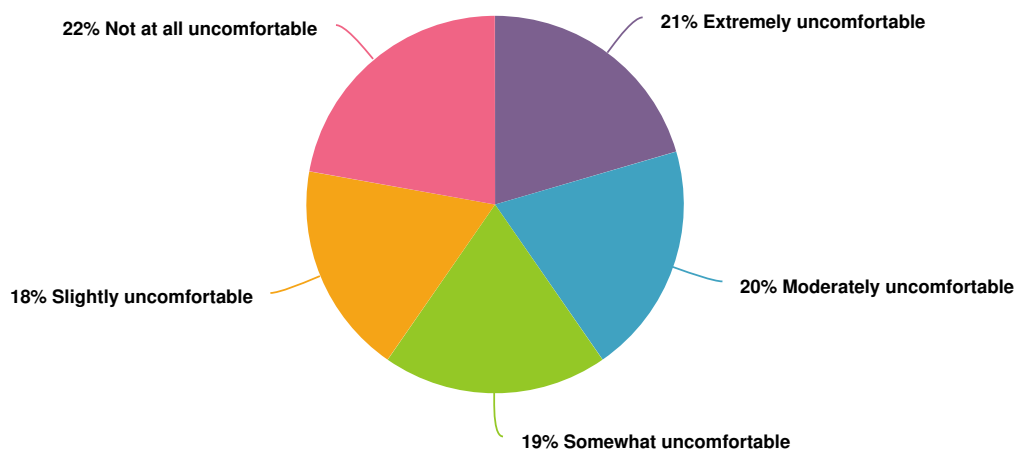
19. As a school leader have you had to directly contact families as part of a COVID-19 exposure?








Value		Percent	Responses
Yes	<div><div></div></div>	78.8%	141
No	<div><div></div></div>	14.0%	25
Not Applicable	<div><div></div></div>	7.3%	13

Totals: 179

20. What is your level of comfort being asked to contact parents/guardians (contact tracing) of students in quarantine/isolation regarding COVID-19 exposures?



Value		Percent	Responses
Extremely uncomfortable		20.5%	36
Moderately uncomfortable		19.9%	35
Somewhat uncomfortable		19.3%	34
Slightly uncomfortable		18.2%	32
Not at all uncomfortable		22.2%	39

Totals: 176

21. What is your level of comfort being asked to contact parents/guardians (contact tracing) of students in quarantine/isolation regarding COVID-19 exposures?



"I am not a health professional and I have hated having to have conversations where I ask about COVID since I can't answer the parent questions about it."

"I can but it is very stressful."

"This downloading of basic reporting requirements is a shameful abdication of responsibility by our government. The fact that they abolished it, seemingly overnight and has now taken weeks to re-establish is disgraceful."

"I'm not uncomfortable in terms of my ability to communicate with parents. I just don't think it should be on my list of tasks for a health issue. I'm an educator!"

"This is a core focus of my current work."

"The main concerns is the amount of time that goes into contact tracing and the number of parents 'upset/angry' that they are being contacted once again. Like it is the principal's fault that there is another COVID 19 case."

"I was uncomfortable the first time but not since - mostly putting parents at ease (family mental health) it is also frustrating that contact tracing has fallen on the shoulders of schools."

"Significant language barrier. Our parents just don't understand the complexities of when and why to isolate. It's always a long conversation and we never know if they understood. Students come back early or with symptoms or both."

"It strains relationships already built."

"This should be left for Alberta Health Services. This has nothing to do with education."

"Only indicated 'somewhat' because we have been doing it for so long now it has become more routine."

"There are many questions and concerns families have that we are unable to answer. We are not health experts, and yet, families expect us to be. We have had angry or upset parents when we can regarding quarantine/isolation. We have been sworn at and hung up on."

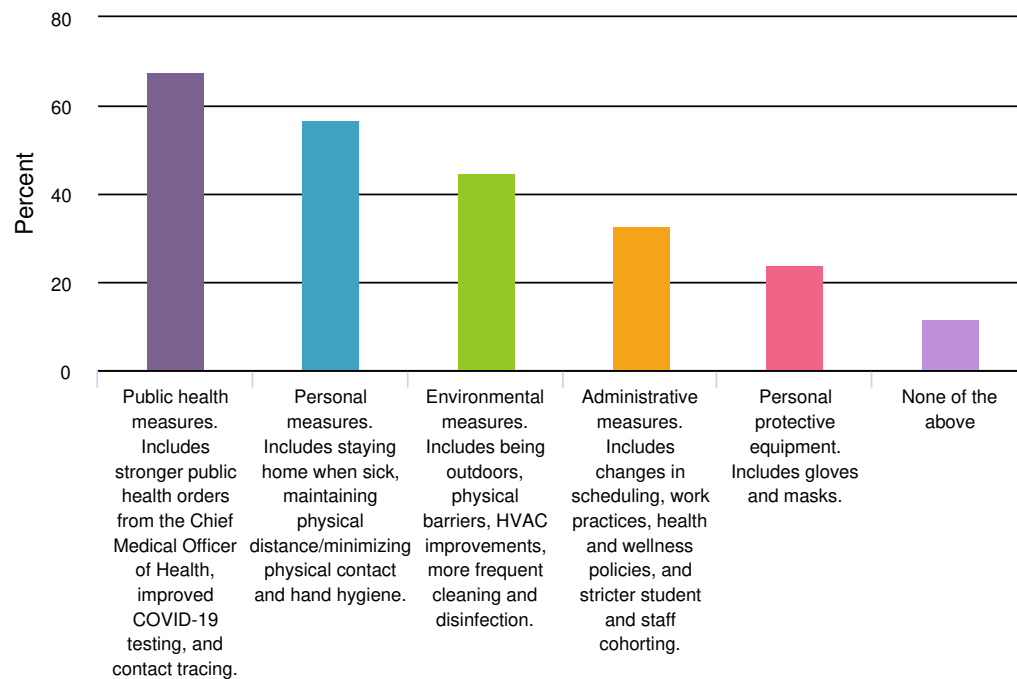
"We are all part of a community and if I can be of assistance then the efforts are worthwhile."







"I'd rather we do it than wait for AHS but it is sooooo much extra work!!"

"I don't ask AHS to design learning tasks or consult with parents around student learning...why am I being directed to act on their behalf on medical matters?"

COVID-19 and Alberta Schools

22. Which of the following health measures do you think requires more attention and resources in your school community to prevent and control the COVID-19 pandemic? Please check all that apply.



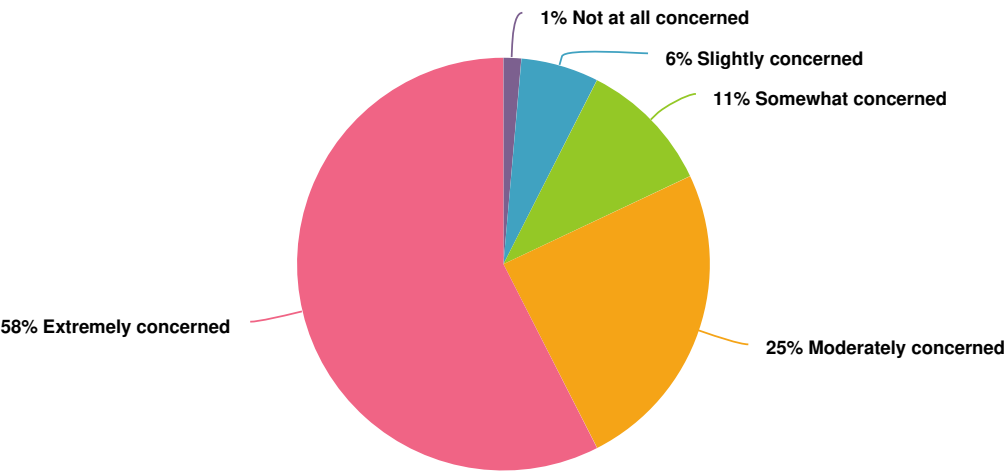
Value		Percent	Responses
Public health measures. Includes stronger public health orders from the Chief Medical Officer of Health, improved COVID-19 testing, and contact tracing.		67.6%	121
Personal measures. Includes staying home when sick, maintaining physical distance/minimizing physical contact and hand hygiene.		57.0%	102
Environmental measures. Includes being outdoors, physical barriers, HVAC improvements, more frequent cleaning and disinfection.		44.7%	80
Administrative measures. Includes changes in scheduling, work practices, health and wellness policies, and stricter student and staff cohorting.		33.0%	59
Personal protective equipment. Includes gloves and masks.		24.0%	43
None of the above		11.7%	21

23. Please identify your level of agreement to the following statements.

	Strongly disagree	Disagree	Unsure	Agree	Strongly agree	Not applicable	Responses
COVID-19 feels close to me. Count Row %	54 4.3%	118 9.5%	87 7.0%	507 40.6%	471 37.7%	11 0.9%	1,248
COVID-19 feels like it is spreading slowly. Count Row %	116 9.3%	401 32.1%	212 17.0%	396 31.7%	109 8.7%	15 1.2%	1,249
COVID-19 is something I think about all the time. Count Row %	72 5.8%	280 22.4%	59 4.7%	506 40.5%	327 26.2%	4 0.3%	1,248
COVID-19 is <u>not</u> fear-inducing. Count Row %	357 28.6%	562 45.0%	115 9.2%	138 11.0%	73 5.8%	4 0.3%	1,249
COVID-19 is media hyped. Count Row %	389 31.1%	370 29.6%	130 10.4%	185 14.8%	171 13.7%	4 0.3%	1,249
COVID-19 is something that makes me feel helpless. Count Row %	63 5.0%	292 23.4%	129 10.3%	522 41.8%	229 18.3%	14 1.1%	1,249
COVID-19 is stressful. Count Row %	25 2.0%	21 1.7%	20 1.6%	444 35.5%	726 58.1%	13 1.0%	1,249
Totals Total Responses							1249

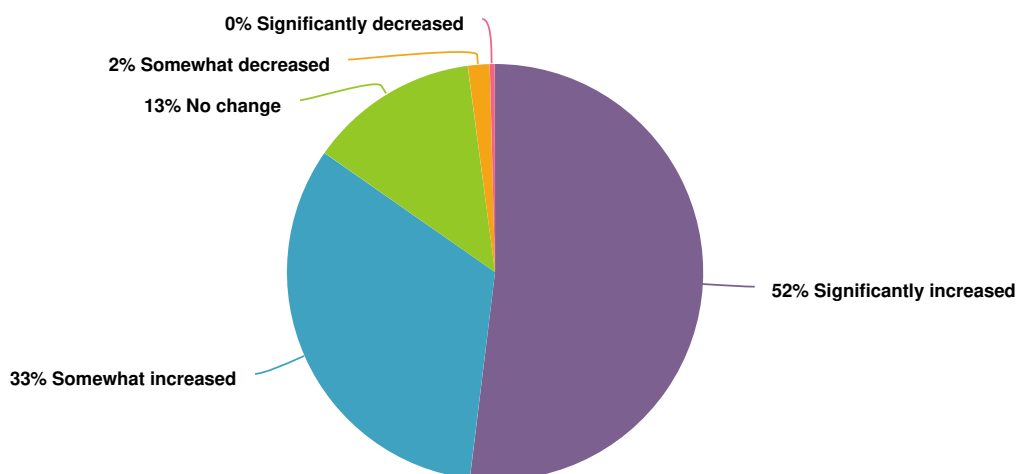
Conditions of Professional Practice




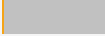

24. Conditions of professional practice (workload/balance/control).



Value		Percent	Responses
Not at all concerned	<div><div></div></div>	1.4%	18
Slightly concerned	<div><div></div></div>	6.1%	76
Somewhat concerned	<div><div></div></div>	10.5%	132
Moderately concerned	<div><div></div></div>	24.5%	307
Extremely concerned	<div><div></div></div>	57.5%	722
Totals: 1,255			

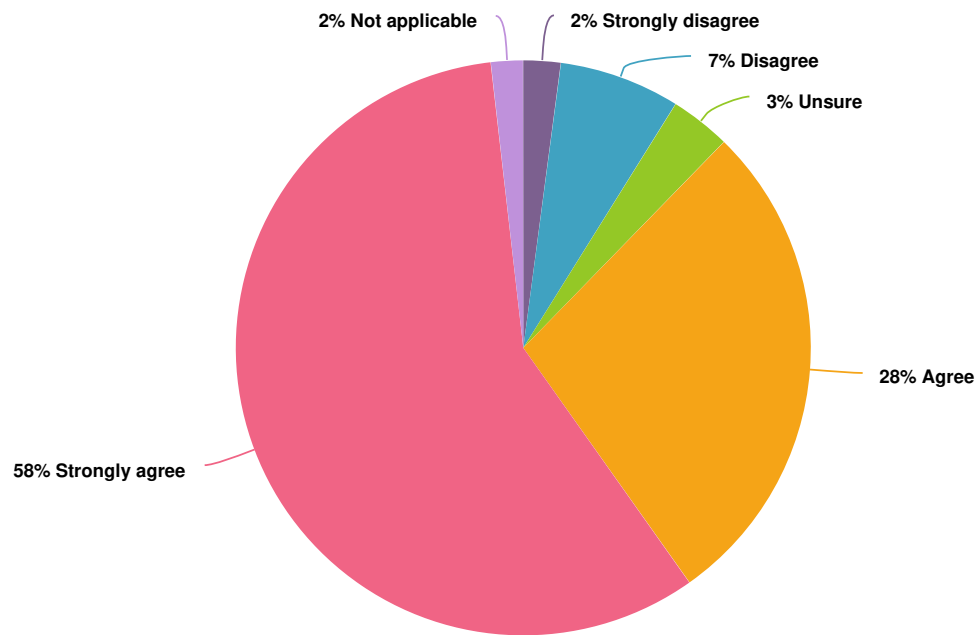
25. The complexity and diversity of student needs in your classes (e.g., socio-economic, linguistic, behavioural, cognitive, social/emotional)



Value		Percent	Responses
Significantly increased		52.0%	663
Somewhat increased		32.8%	418
No change		13.2%	168
Somewhat decreased		1.7%	22
Significantly decreased		0.4%	5

Totals: 1,276

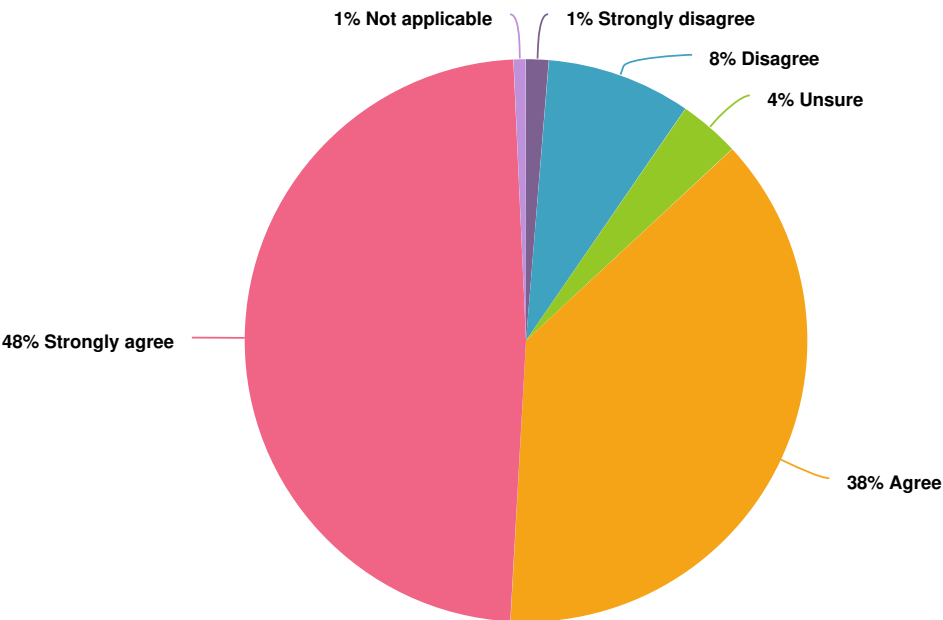
26. Many students in my classes have significant gaps in their understanding of the curriculum I am teaching.



Value		Percent	Responses
Strongly disagree	<div><div></div></div>	2.1%	23
Disagree	<div><div></div></div>	6.8%	75
Unsure	<div><div></div></div>	3.4%	37
Agree	<div><div></div></div>	27.9%	308
Strongly agree	<div><div></div></div>	58.0%	640
Not applicable	<div><div></div></div>	1.8%	20

Totals: 1,103

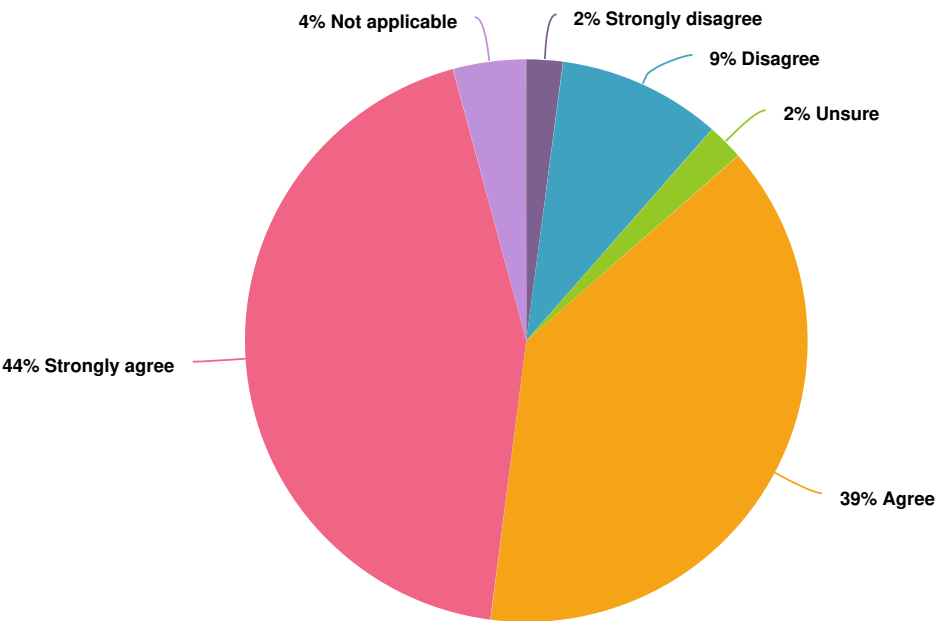
27. TEACHER: Many students in my classes are struggling with learning.



Value		Percent	Responses
Strongly disagree	<div><div></div></div>	1.3%	14
Disagree	<div><div></div></div>	8.3%	92
Unsure	<div><div></div></div>	3.5%	39
Agree	<div><div></div></div>	37.8%	417
Strongly agree	<div><div></div></div>	48.4%	534
Not applicable	<div><div></div></div>	0.7%	8

Totals: 1,104

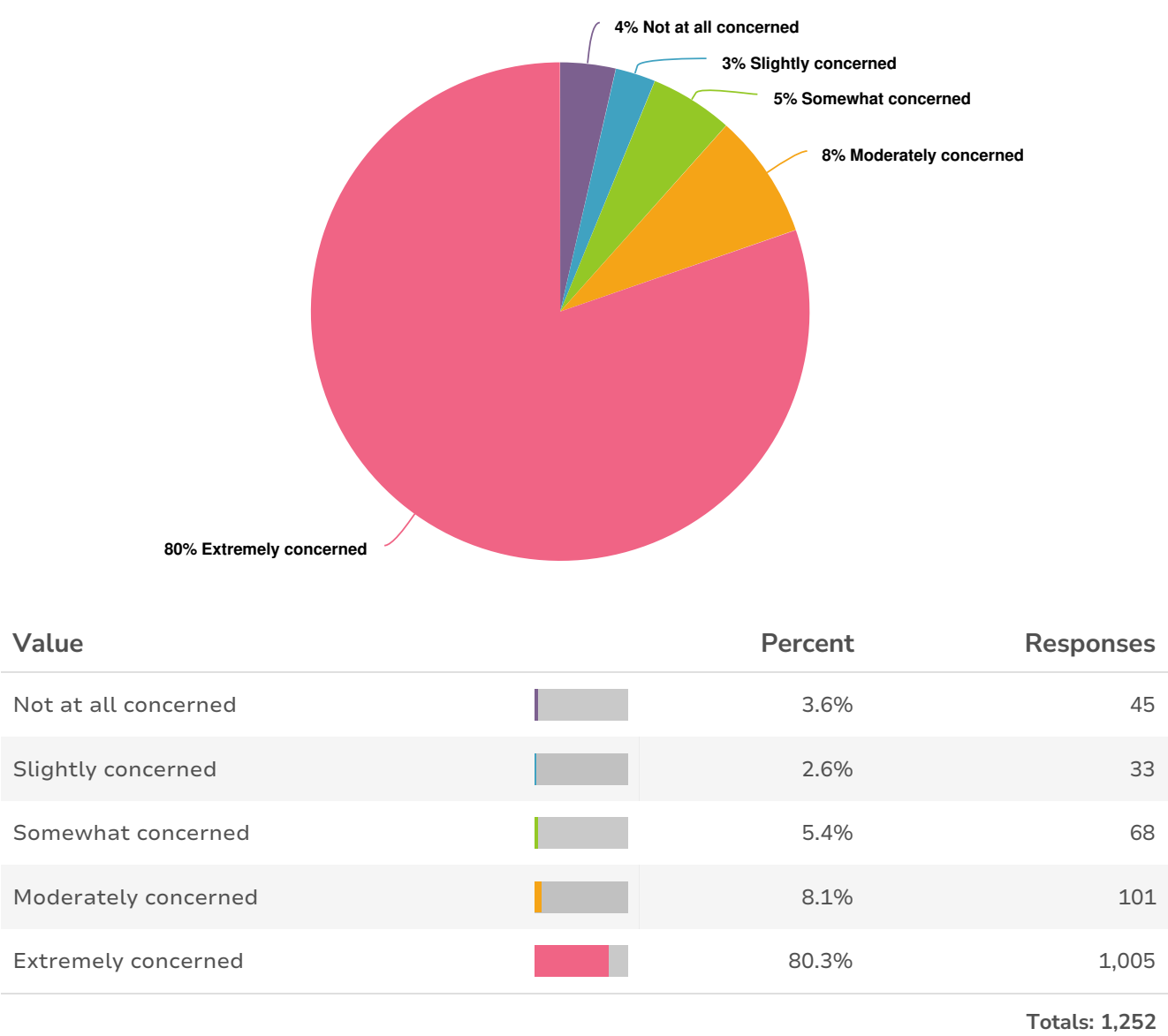
28. SCHOOL LEADER: Many students in my school are struggling with learning.



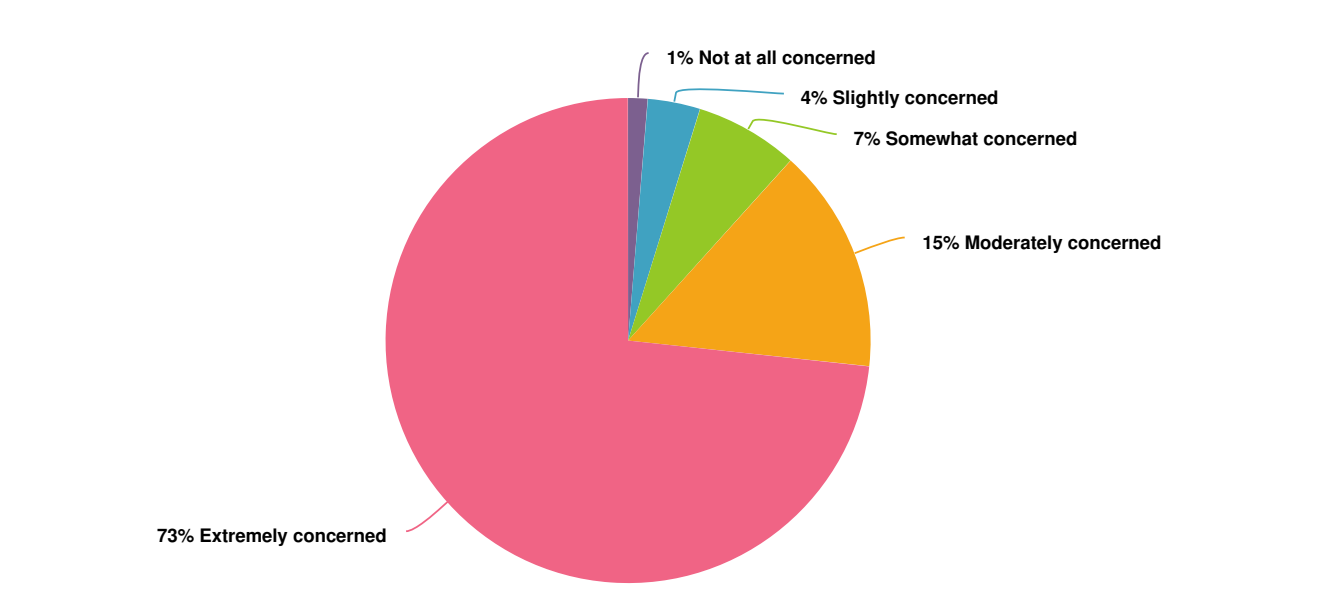
Value		Percent	Responses
Strongly disagree	<div><div></div></div>	2.1%	2
Disagree	<div><div></div></div>	9.4%	9
Unsure	<div><div></div></div>	2.1%	2
Agree	<div><div></div></div>	38.5%	37
Strongly agree	<div><div></div></div>	43.8%	42
Not applicable	<div><div></div></div>	4.2%	4

Totals: 96

29. Level of Concern with the New DRAFT K-6 curriculum.



30. Political environment (eg government rhetoric/job security/funding cuts).



Value		Percent	Responses
Not at all concerned	<div><div></div></div>	1.3%	16
Slightly concerned	<div><div></div></div>	3.5%	44
Somewhat concerned	<div><div></div></div>	6.9%	86
Moderately concerned	<div><div></div></div>	15.0%	188
Extremely concerned	<div><div></div></div>	73.3%	919

Totals: 1,253

31. Identify your level of concern with the following issues?

	Not at all concerned	Slightly concerned	Somewhat concerned	Moderately concerned	Extremely concerned	Responses
Teacher mental health (eg anxiety/depression). Count Row %	19 1.5%	112 8.9%	123 9.8%	274 21.9%	726 57.9%	1,254
School leader mental health (eg anxiety/depression). Count Row %	87 6.9%	161 12.8%	189 15.1%	380 30.3%	436 34.8%	1,253
Student mental health (eg anxiety/depression). Count Row %	21 1.7%	91 7.2%	142 11.3%	393 31.3%	609 48.5%	1,256
Student academic performance. Count Row %	24 1.9%	92 7.3%	208 16.6%	410 32.6%	522 41.6%	1,256
Conditions of professional practice (workload/balance/control). Count Row %	18 1.4%	76 6.1%	132 10.5%	307 24.5%	722 57.5%	1,255
Loss of a professional community (eg isolation/physical distancing). Count Row %	95 7.6%	145 11.5%	224 17.8%	381 30.3%	411 32.7%	1,256
Political environment (eg government rhetoric/job security/funding cuts). Count Row %	16 1.3%	44 3.5%	86 6.9%	188 15.0%	919 73.3%	1,253
My personal basic health needs (sleep/nutrition/physical health). Count Row %	81 6.5%	120 9.6%	203 16.2%	388 31.0%	461 36.8%	1,253

	Not at all concerned	Slightly concerned	Somewhat concerned	Moderately concerned	Extremely concerned	Responses
Diagnostic student assessments and/or testing Count Row %	102 8.1%	148 11.8%	322 25.7%	364 29.1%	316 25.2%	1,252
New K-6 draft curriculum. Count Row %	45 3.6%	33 2.6%	68 5.4%	101 8.1%	1,005 80.3%	1,252
Totals Total Responses						1256

32. Use the scale below to indicate the degree to which the following conditions have changed this school year compared with last.

	Significantly increased	Somewhat increased	No change	Somewhat decreased	Significantly decreased	Responses
The size of your classes Count Row %	245 19.3%	451 35.5%	467 36.7%	90 7.1%	19 1.5%	1,272
The complexity and diversity of student needs in your classes (e.g., socio-economic, linguistic, behavioural, cognitive, social/emotional) Count Row %	663 52.0%	418 32.8%	168 13.2%	22 1.7%	5 0.4%	1,276
Supports for students with exceptionalities Count Row %	94 7.4%	166 13.0%	355 27.9%	346 27.2%	312 24.5%	1,273
Requirements to supervise and undertake other assigned tasks Count Row %	372 29.2%	502 39.4%	331 26.0%	63 4.9%	5 0.4%	1,273
Access that students and families have to mental health services Count Row %	62 4.9%	200 15.7%	638 50.2%	233 18.3%	138 10.9%	1,271
Expectations to undertake new diagnostic testing for students Count Row %	402 31.6%	388 30.5%	432 33.9%	37 2.9%	14 1.1%	1,273
Expectations to report student progress to parents Count Row %	298 23.4%	418 32.8%	536 42.0%	20 1.6%	3 0.2%	1,275

	Significantly increased	Somewhat increased	No change	Somewhat decreased	Significantly decreased	Responses
Positive working relationships with parents/guardians	30	190	760	250	46	1,276
Count						
Row %	2.4%	14.9%	59.6%	19.6%	3.6%	
Totals						
Total Responses						1276

33. TEACHER - As a result of the COVID-19 pandemic, please identify your level of agreement with the following statements on curriculum and assessment:

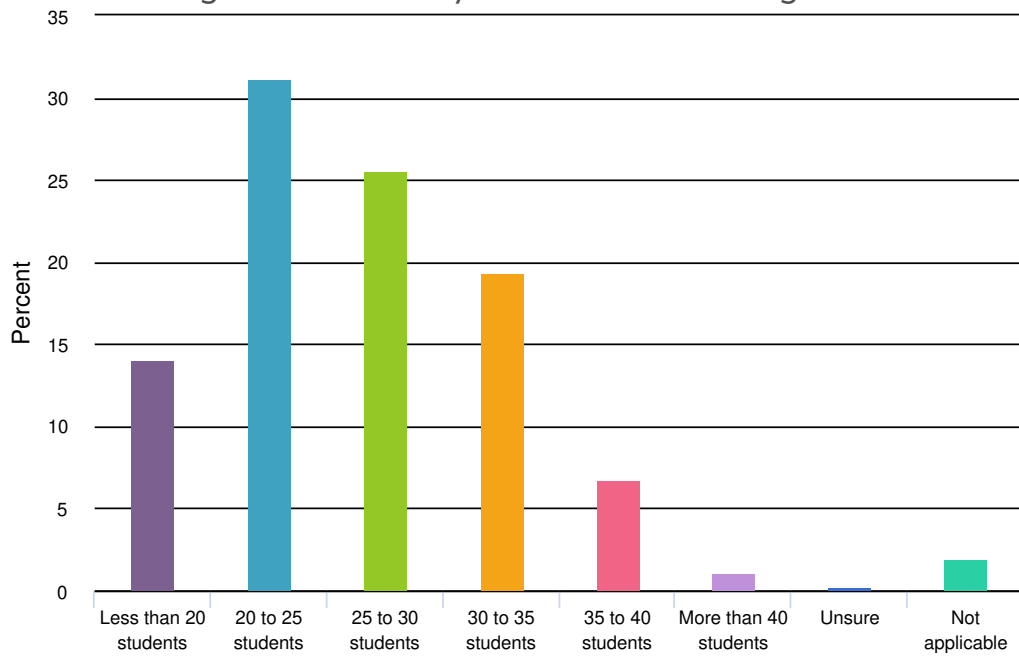
	Strongly disagree	Disagree	Unsure	Agree	Strongly agree	Not applicable	Responses
Many students in my classes have significant gaps in their understanding of the curriculum I am teaching. Count Row %	23 2.1%	75 6.8%	37 3.4%	308 27.9%	640 58.0%	20 1.8%	1,103
Many students in my classes are struggling with learning. Count Row %	14 1.3%	92 8.3%	39 3.5%	417 37.8%	534 48.4%	8 0.7%	1,104
The current health measures in schools are hindering my ability to cover the curriculum. Count Row %	43 3.9%	343 31.1%	179 16.2%	324 29.4%	190 17.2%	23 2.1%	1,102
Student assessment practices are more challenging as a result of the COVID-19 pandemic. Count Row %	17 1.5%	115 10.4%	84 7.6%	434 39.3%	443 40.2%	10 0.9%	1,103
Totals Total Responses							1104

34. SCHOOL LEADER - As a result of the COVID-19 pandemic, please identify your level of agreement with the following statements on curriculum and assessment:

	Strongly disagree	Disagree	Unsure	Agree	Strongly agree	Not applicable	Responses
Many students in my school have significant gaps in their understanding of the curriculum I am teaching. Count Row %	2 2.1%	4 4.2%	1 1.0%	28 29.2%	51 53.1%	10 10.4%	96
Many students in my school are struggling with learning. Count Row %	2 2.1%	9 9.4%	2 2.1%	37 38.5%	42 43.8%	4 4.2%	96
The current health measures in my school are hindering my ability to cover the curriculum. Count Row %	3 3.1%	34 35.4%	8 8.3%	24 25.0%	13 13.5%	14 14.6%	96
Student assessment practices are more challenging as a result of the COVID-19 pandemic. Count Row %	2 2.1%	11 11.5%	5 5.2%	41 42.7%	33 34.4%	4 4.2%	96
Totals Total Responses							96

Class Size and Composition

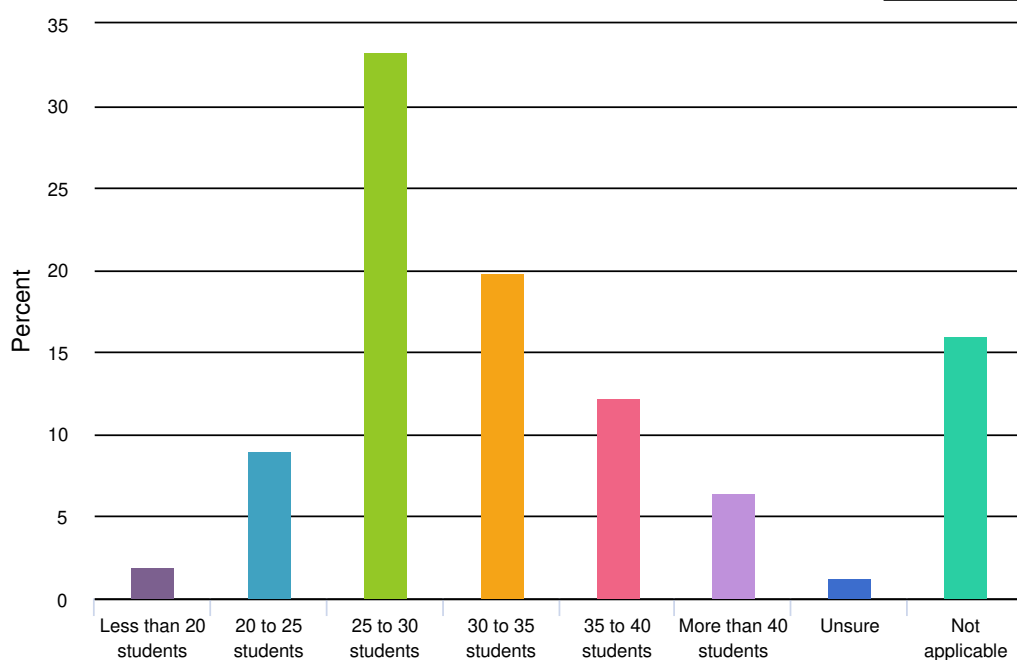
35. The size of the largest class that you are now teaching with students:



Value		Percent	Responses
Less than 20 students	<div><div></div></div>	14.1%	160
20 to 25 students	<div><div></div></div>	31.1%	352
25 to 30 students	<div><div></div></div>	25.5%	288
30 to 35 students	<div><div></div></div>	19.3%	218
35 to 40 students	<div><div></div></div>	6.8%	77
More than 40 students	<div><div></div></div>	1.1%	12
Unsure	<div><div></div></div>	0.2%	2
Not applicable	<div><div></div></div>	1.9%	22

Totals: 1,131

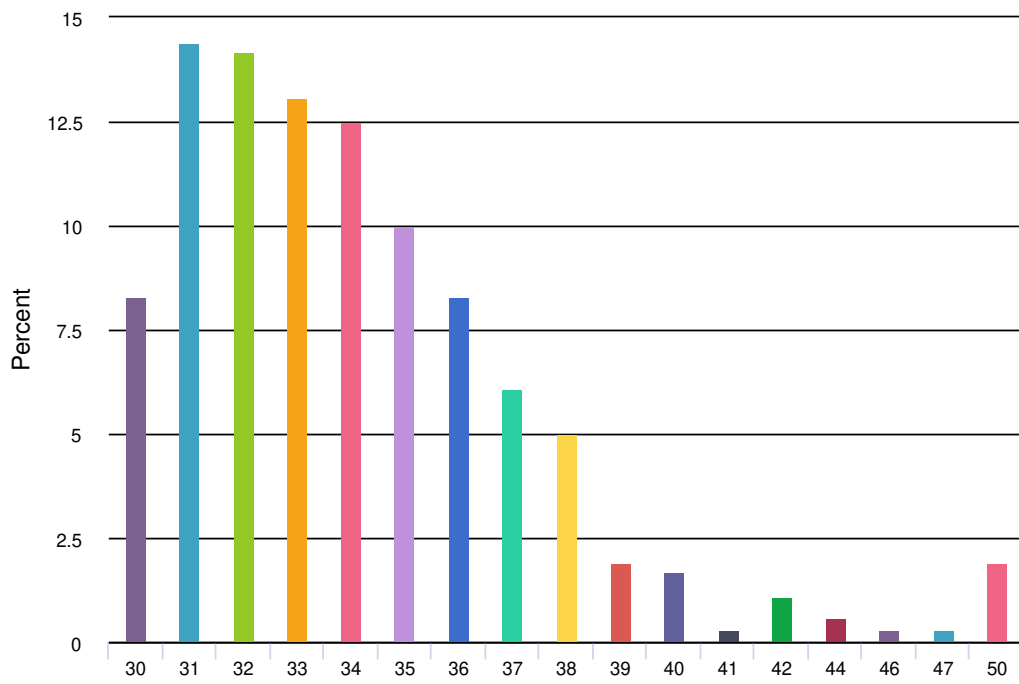
36. The size of the largest class within my school:



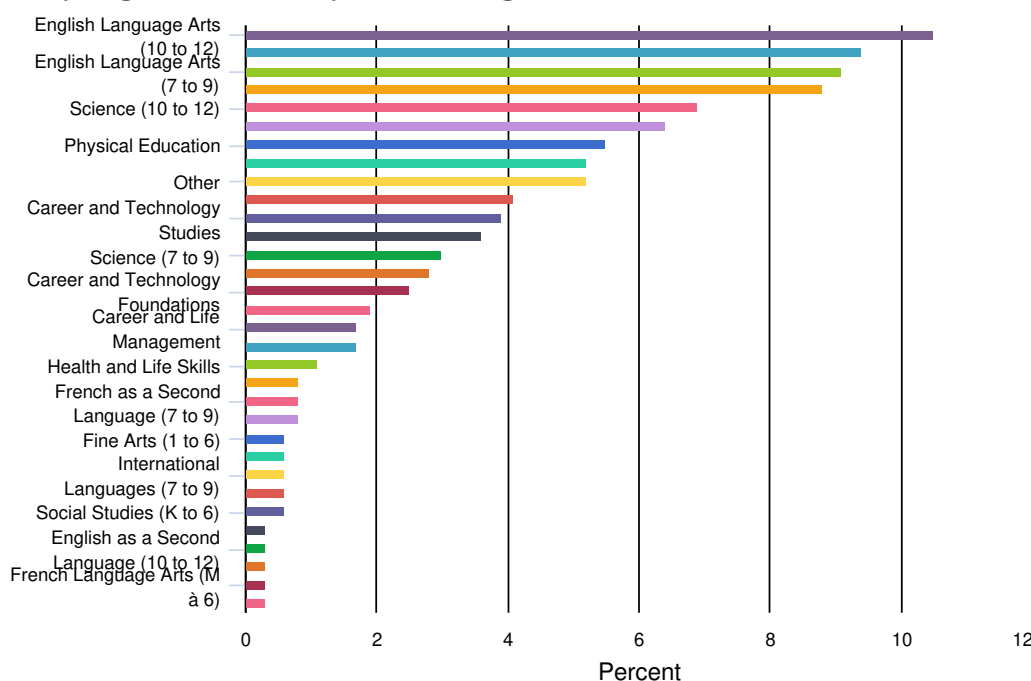
Value		Percent	Responses
Less than 20 students	<div><div></div></div>	1.9%	3
20 to 25 students	<div><div></div></div>	9.0%	14
25 to 30 students	<div><div></div></div>	33.3%	52
30 to 35 students	<div><div></div></div>	19.9%	31
35 to 40 students	<div><div></div></div>	12.2%	19
More than 40 students	<div><div></div></div>	6.4%	10
Unsure	<div><div></div></div>	1.3%	2
Not applicable	<div><div></div></div>	16.0%	25

Totals: 156

37. How many people are in your largest class with 30 or more students?



38. In which program of study is the largest class with over 30 students?

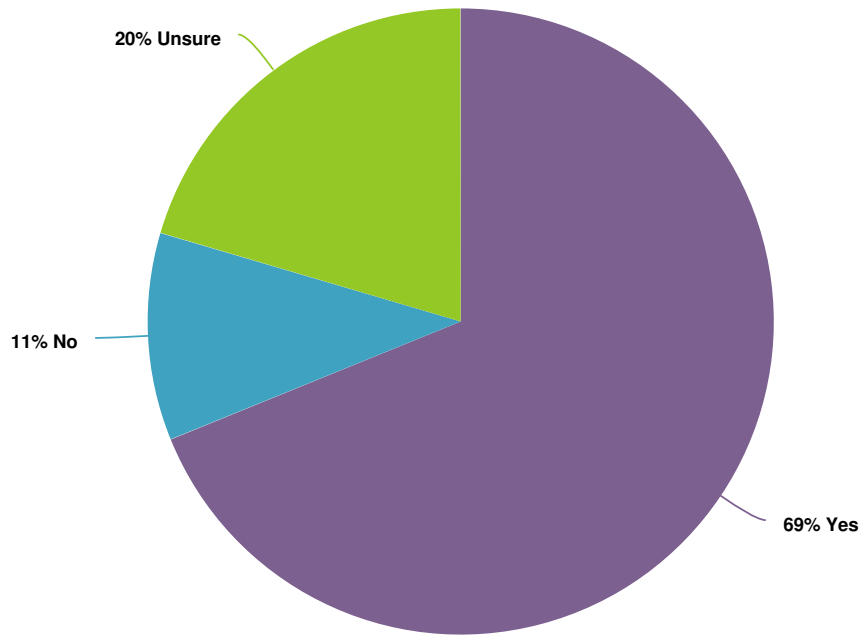


Value		Percent	Responses
English Language Arts (10 to 12)	<div></div>	10.5%	38
Mathematics (10 to 12)	<div></div>	9.4%	34
English Language Arts (7 to 9)	<div></div>	9.1%	33
Primary Grades (4 to 6)	<div></div>	8.8%	32
Science (10 to 12)	<div></div>	6.9%	25
Social Studies (10 to 12)	<div></div>	6.4%	23
Physical Education	<div></div>	5.5%	20
Social Studies (7 to 9)	<div></div>	5.2%	19
Other	<div></div>	5.2%	19
Mathematics (7 to 9)	<div></div>	4.1%	15
Career and Technology Studies	<div></div>	3.9%	14
Fine Arts (7 to 9)	<div></div>	3.6%	13
Science (7 to 9)	<div></div>	3.0%	11
Primary Grades (K to 3)	<div></div>	2.8%	10

Totals: 362

Return to Teaching Position 2022/2023 (Retention and Attrition)

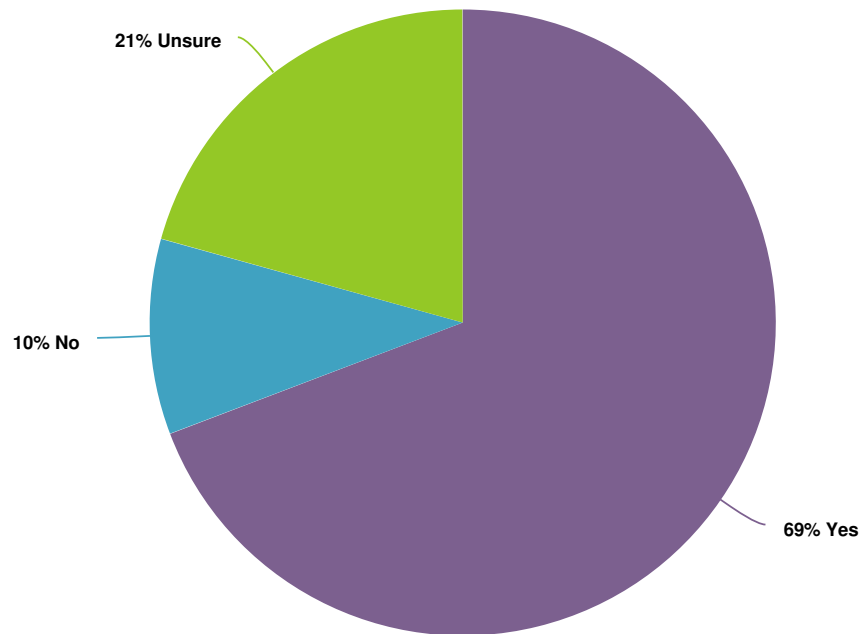
39. At this moment in time, do you hope to return to your current teaching position for 2022/2023?



Value		Percent	Responses
Yes	<div><div></div></div>	68.8%	737
No	<div><div></div></div>	10.7%	115
Unsure	<div><div></div></div>	20.4%	219

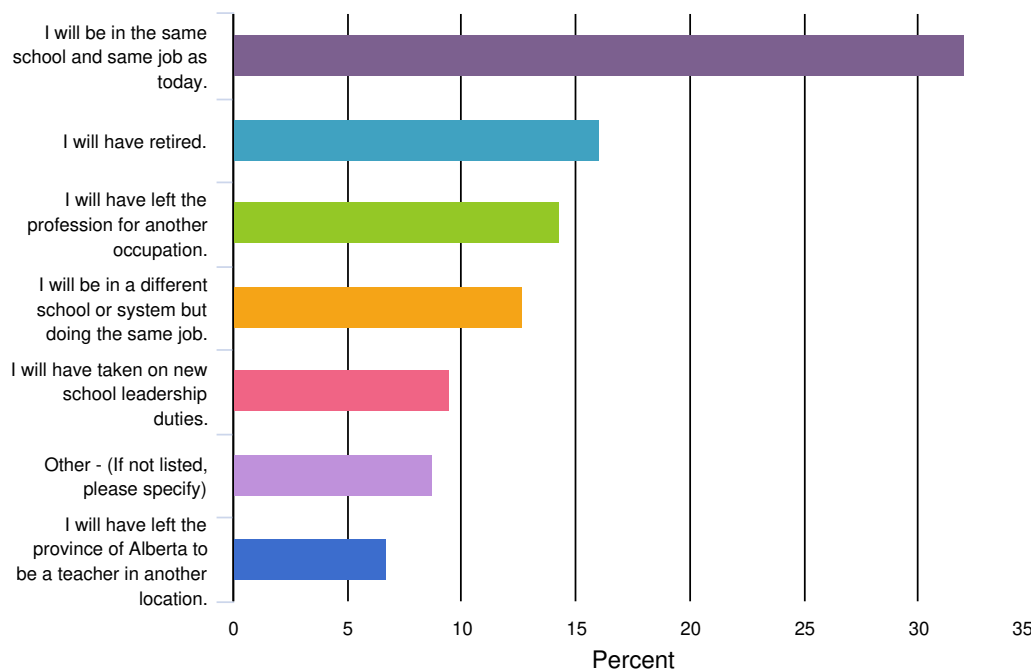
Totals: 1,071

40. At this moment in time, do you hope to return to your current school leadership or central office position for 2022/2023?



Value		Percent	Responses
Yes	<div><div></div></div>	69.3%	124
No	<div><div></div></div>	10.1%	18
Unsure	<div><div></div></div>	20.7%	37
			Totals: 179

41. Which of the following is the best descriptor of what you will likely be doing five years from now in the year 2026?



Value	Percent	Responses
I will be in the same school and same job as today.	32.1%	400
I will have retired.	16.1%	201
I will have left the profession for another occupation.	14.3%	179
I will be in a different school or system but doing the same job.	12.7%	158
I will have taken on new school leadership duties.	9.5%	118
Other - (If not listed, please specify)	8.7%	108
I will have left the province of Alberta to be a teacher in another location.	6.7%	84

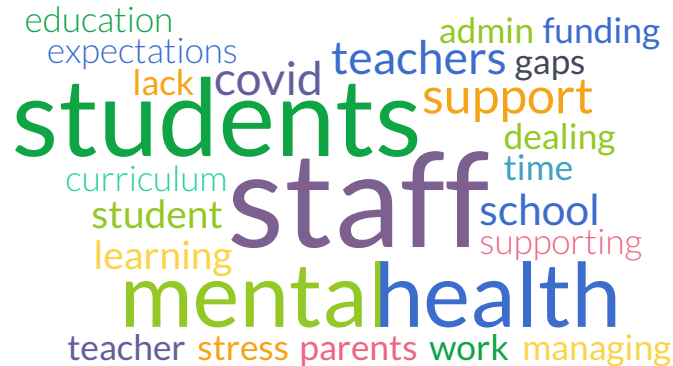
Totals: 1,248

Considerations, Questions and Issues

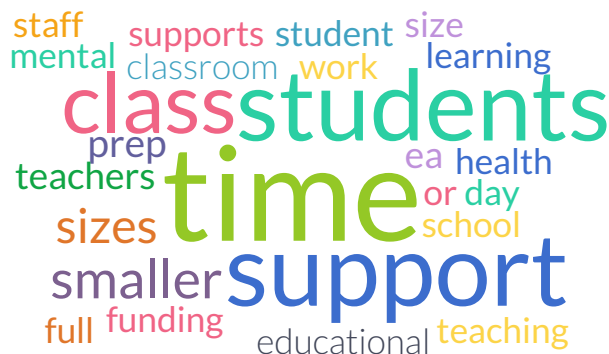
42. What do you think will be the biggest issue(s) for teachers in this 2021/2022 school year in Alberta?



43. What do you think will be the biggest issue(s) for school leadership in this 2021/2022 school year in Alberta?



44. If there was one thing you could receive to fundamentally support your teaching and learning conditions, what would it be?



“ I just wish we had a government who valued education and did everything they could to empower teachers. It's extremely disheartening to walk into a classroom everyday and know that the current government is rooting for the failure of our schools so they can push their agenda to continue defunding our classrooms. ”

11/13/2021 Response id: 328

“ Leadership that recognizes where there staff is mentally and emotionally. Then reducing work load rather than increasing it. ”

11/13/2021 Response id: 343

“ The ability to have a sense of normalcy back and not feel like you're spending the majority of your time dealing with COVID issues and concerns that are now affecting student and parental behaviours. ”

11/13/2021 Response id: 391

“ Smaller class sizes would help feel safer against COVID and provide students with a more successful learning environment. ”

11/15/2021 Response id: 430

“ Support and recognition from the Alberta government that our public school systems have a reputation of being superior and deserve to continue to serve the youth of Alberta without financial cuts. ”

11/15/2021 Response id: 435

“ Support for students mental and physical health - it is a massive concern right now and as a teacher, I do not have the education and skills necessary parents /guardians are also struggling and are mostly involved in their children's learning ”

11/15/2021 Response id: 450

“ Educational assistants for classes with students with physical and academic high needs; extra teachers to make class sizes smaller ”

11/19/2021 Response id: 492

“ I honestly have no idea. I'm just exhausted every day. Smaller class sizes. ”

11/19/2021 Response id: 514

“ A bit of autonomy - we're being mandated so many things right now. We're full steam ahead without the opportunity to focus on what is important to us, without being able to use our professional judgement to set the pace and focus for our students. ”

11/19/2021 Response id: 560

“ Bring back our school psychologist!!! ”

11/19/2021 Response id: 589

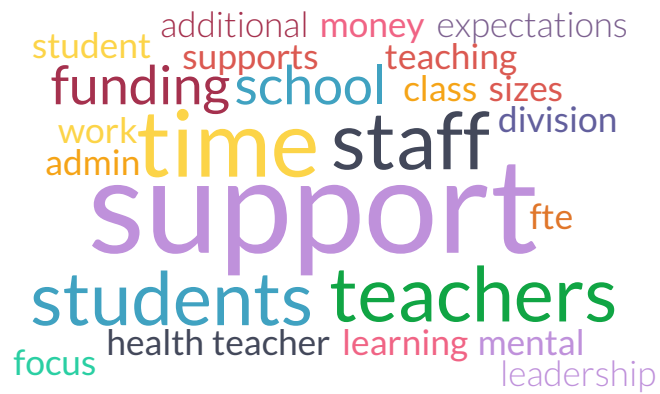
“ Mental health supports. proper outlets for people to feel connected and have fun again and smile ”

11/19/2021 Response id: 641

“ Less. Less supervision. Less testing. Less on my plate. More mental health supports (ex more understanding and support for taking a mental health break) ”

11/20/2021 Response id: 675

45. If there was one thing you could receive to fundamentally support your school or leadership practices, what would it be?



If there was one thing you could receive to fundamentally support your school or leadership practices, what would it be?

“ PD Addressing behaviours in the classroom & impact of COVID 19 on students ”
11/07/2021 Response id: 51

“ Clear and concise expectations and priorities that support student/teacher mental health. ”
11/12/2021 Response id: 108

“ Less online meetings and meetings in general ”
11/12/2021 Response id: 180

“ More autonomy, more trust, more time from our senior system leaders. Allowing us to do our work and trusting that it will be done, rather than having to submit homework at all times to prove we are doing our job. Removing mask mandates as soon as we can safely do so will allow us to reconnect on a personal level as well, so that is important. ”
11/12/2021 Response id: 293

“ More supports for students with increasing academic, behavioral and mental concerns. ”
11/13/2021 Response id: 358

“ Addition opportunities and time for professional learning and collaboration with other leaders. ”
11/13/2021 Response id: 373

“ Means to reduce teacher workload due to system expectations & stressful classroom dynamics due to chronically underfunded students with complex needs. ”
11/13/2021 Response id: 378

“ Funding for more staff to address the needs. We have four kids that require one on one EAs and the Division is covering the costs for two. The other two we are trying to provide support internally which is putting myself and at least three other staff members over the mental health edge due to unpredictable and extreme violence ”
11/16/2021 Response id: 459

“ Support for my teachers ”
11/19/2021 Response id: 548

“ Keep things simple. Don't add to teachers workloads with new curriculum. Continue to prioritize and support learning and teaching during a pandemic, because we are still in one. ”
11/19/2021 Response id: 567

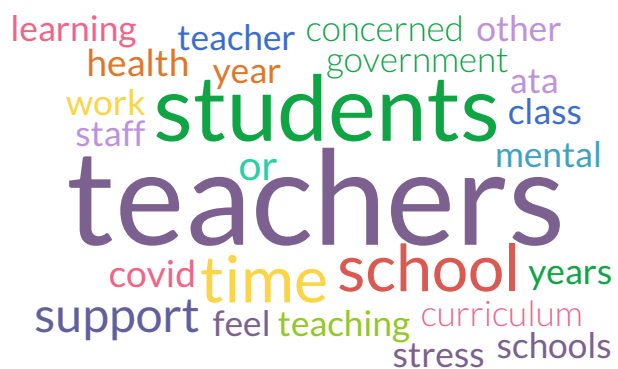
“ Not having to do AHS job ”
11/19/2021 Response id: 580

“ A new government and a society that values the WE vs. ME. ”
11/19/2021 Response id: 600

“ Problem-solving/conflict resolution training for all staff. ”
11/19/2021 Response id: 634

“ Better community measures to defeat/manage COVID. The impact of COVID in the community is seriously impacting our work in schools and not reporting by the province/AHS on the situation for those under 18 only exacerbates the issue. ”
11/20/2021 Response id: 673

46. What other questions/concerns/issues would you like to share with the Association?



What other questions/concerns/issues would you like to share with the Association?

“ After 20 years of teaching, I cry everyday on my way to work. The anxiety and depressive thoughts related strictly to work have made me start seeking psychological help. I am not sure that I can stay in this job. I want to be happy when I'm with children. In fact... that's the only reason I'm still here and have not gone on a leave yet. This job is not about teaching anymore and I'm not quite sure what to do with that. ”

11/08/2021 Response id: 65

“ The draft K-6 curriculum is rubbish and it is a lurking concern that impacts staff mental health. Staff know it's terrible and the thought that it may be forced in them is another factor that causes stress and anxiety ”

11/12/2021 Response id: 112

“ Our school counselor had their time cut by 80% when we need them most ”

11/12/2021 Response id: 138

“ I am very concerned with the downloading of even more responsibilities to school administrators. We are now asked to be contact tracers and mental health facilitators for staff, students and parents. This is not sustainable. ”

11/12/2021 Response id: 197

“ The testing that the districts continue to demand even though we also has report card to do 3 times a year. Also, when we do these tests we have to take the time to enter the results...we do not need to constantly test them. We know where they are. ”

11/12/2021 Response id: 203

“ I am not sure if I can maintain this. As a new teacher I do not know if the time I am currently dedicating to my job and the stress it creates, I feel as though I will never be able to get ahead and I am not sure it is worth it even though I love what I do. ”

11/12/2021 Response id: 222

“ Inordinate amount of teacher time wasted on sanitizing. ”

11/12/2021 Response id: 283

“ I either want to see pay raises and class size caps in the next contract, or I want job action ”

11/12/2021 Response id: 317

“ Never in my career have I seen so many seasoned teachers going on stress leaves and the moral of teachers so low. We are all burned out and it is only November. ”

11/13/2021 Response id: 341

“ Please fight for us. ”

11/13/2021 Response id: 349

“ The worry of workload of administration to accomplish paperwork for division instead of supporting learning of teachers and students. They may be in the building but they are not able to be present. ”

11/14/2021 Response id: 402

“ I don't teach elementary, and my own children are past that age, but I'm very concerned with the draft curriculum. Also, the loss of instructional minutes and course time requirements are putting a lot of strain on teachers. ”

11/15/2021 Response id: 446

“ I am concerned about the negativity and mental strain on the teachers in my collective. Many have needed to step away or reduce their FTE in order to survive pandemic teaching. ”

11/18/2021 Response id: 481

“ There appears to be an inconsistency in how different schools are implementing/following Covid protocols. This is frustrating and worrisome. Also, the negative effects of Covid on student success will be seen for many years (I believe). ”

11/19/2021 Response id: 494

“ In order to focus on student learning gaps I believe we need to let go of extracurricular expectations in the interim. ”

11/19/2021 Response id: 507

“ I feel that communication around Covid cases, restrictions, and expectations has not been as clear as it could be. Many schools within the same school boards are handling things differently based on how seriously admin takes it. I went to a school to coach a jr. Boys volleyball game in early October, and felt very unsafe from a Covid perspective. There were no restrictions being enforced. I am frustrated that the Alberta government left so many decisions to school boards rather than sending a unified set of expectations. ”

11/19/2021 Response id: 528

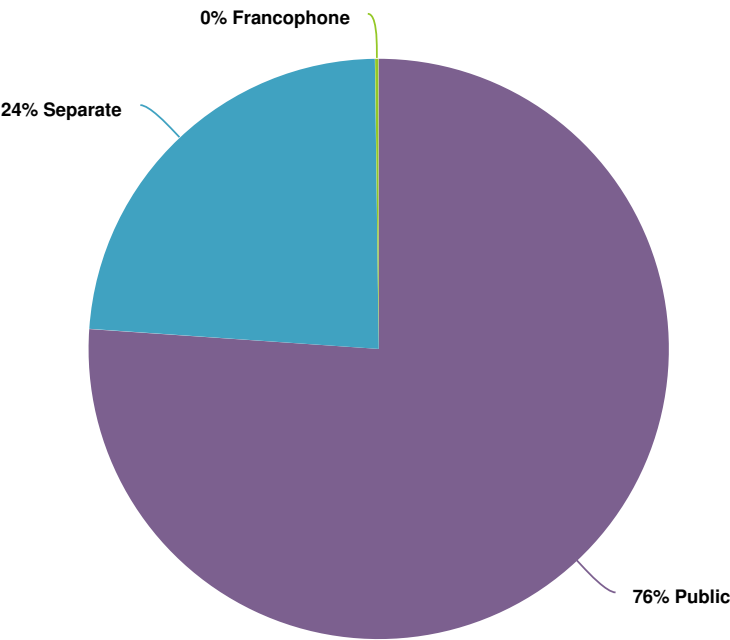
“ I feel abandoned by our government, and our education minister. I feel that schools are expected and required to be social services, health services, educational services but we are not funded as such. We are expendable - Students are NOT ok. We have a mental health crisis. The youth have carried the weight and guilt of this pandemic without a voice. ”

11/20/2021 Response id: 632

“ The extra reporting period, the CAT testing and the additional ELL requirements that were implemented this year were too much to add on top of a pandemic. I feel like I am not able to properly address mental health with students and take things easy as needed because I need to do all these extra things and I need to have evidence in order to write report cards and do parent-teacher conferences. ”

11/19/2021 Response id: 654

47. Type of school authority in which you are employed

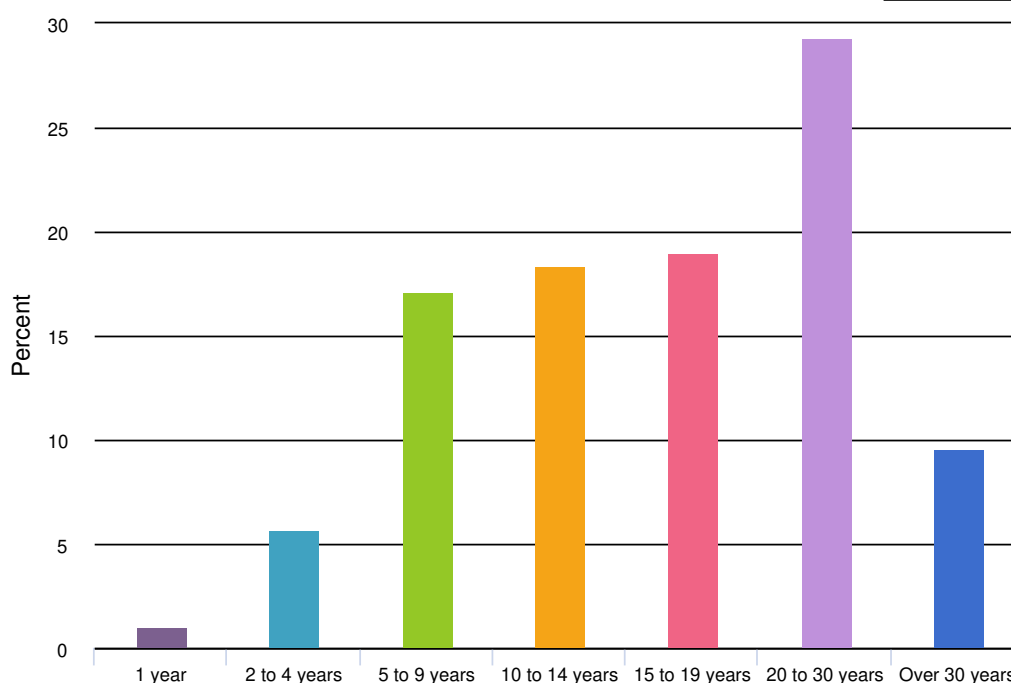


Value		Percent	Responses
Public	<div><div></div><div></div></div>	76.1%	940
Separate	<div><div></div><div></div></div>	23.7%	293
Francophone	<div><div></div><div></div></div>	0.2%	2

Totals: 1,235

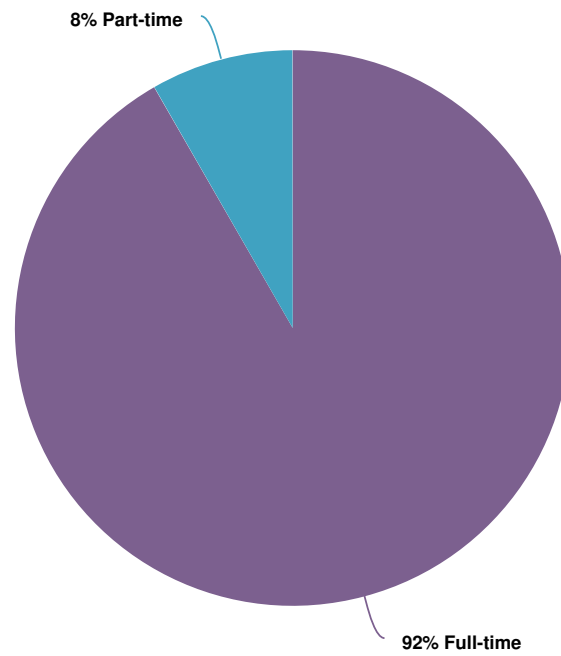
48. Your teaching experience, including current year

ALBERTA TEACHERS' ASSOCIATION



Value		Percent	Responses
1 year	<div><div></div></div>	1.0%	12
2 to 4 years	<div><div></div></div>	5.7%	70
5 to 9 years	<div><div></div></div>	17.1%	211
10 to 14 years	<div><div></div></div>	18.4%	227
15 to 19 years	<div><div></div></div>	19.0%	235
20 to 30 years	<div><div></div></div>	29.3%	362
Over 30 years	<div><div></div></div>	9.6%	118
Totals: 1,235			

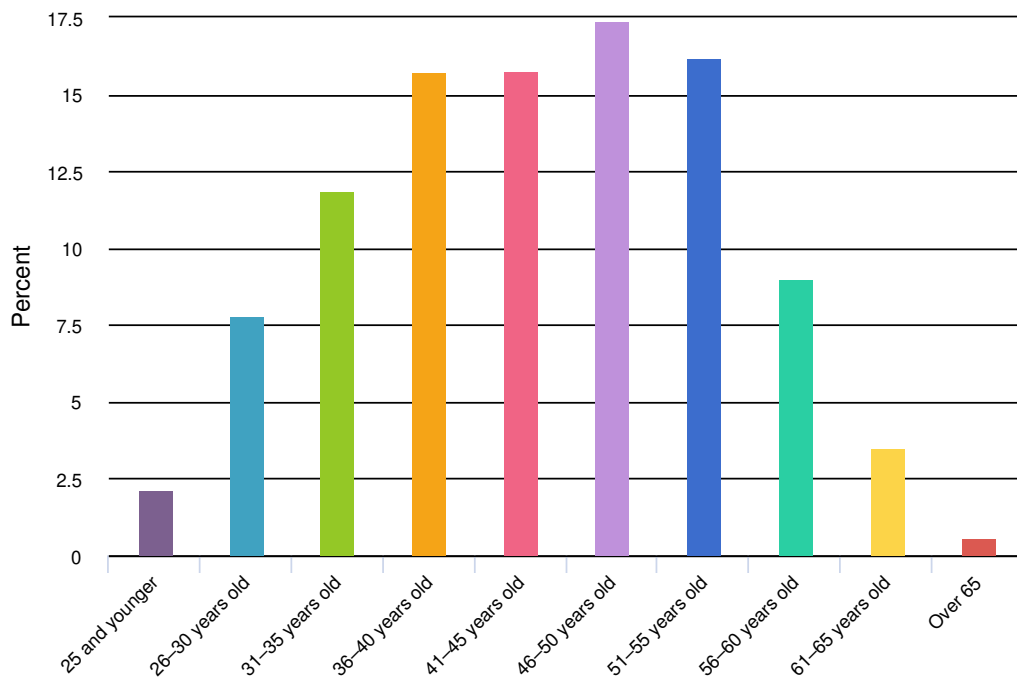
49. You are employed



Value		Percent	Responses
Full-time	<div><div></div></div>	91.7%	1,129
Part-time	<div><div></div></div>	8.3%	102

Totals: 1,231

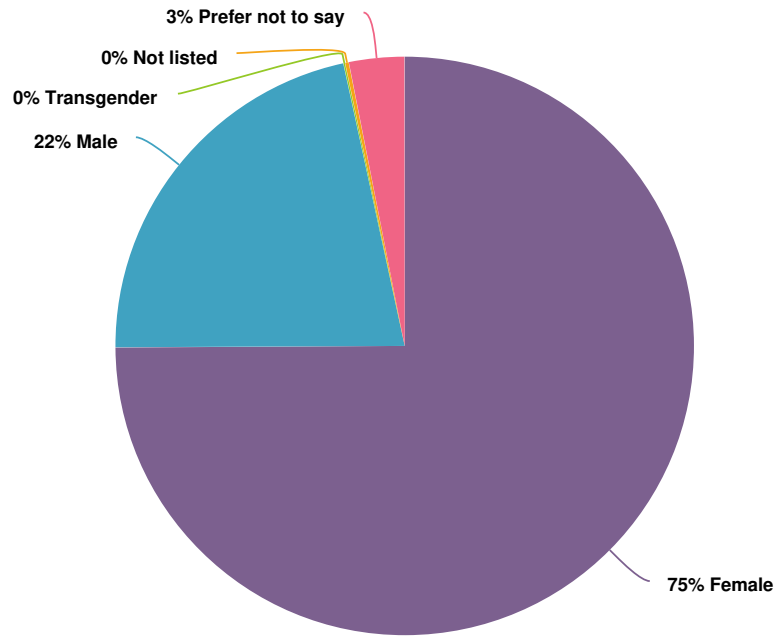
52. Your age



Value		Percent	Responses
25 and younger	<div><div></div></div>	2.1%	26
26-30 years old	<div><div></div></div>	7.8%	96
31-35 years old	<div><div></div></div>	11.9%	146
36-40 years old	<div><div></div></div>	15.7%	194
41-45 years old	<div><div></div></div>	15.8%	195
46-50 years old	<div><div></div></div>	17.4%	214
51-55 years old	<div><div></div></div>	16.2%	199
56-60 years old	<div><div></div></div>	9.0%	111
61-65 years old	<div><div></div></div>	3.5%	43
Over 65	<div><div></div></div>	0.6%	8

Totals: 1,232

53. How do you identify?



Value		Percent	Responses
Female	<div><div></div></div>	75.0%	925
Male	<div><div></div></div>	21.7%	267
Transgender	<div><div></div></div>	0.1%	1
Not listed	<div><div></div></div>	0.2%	2
Prefer not to say	<div><div></div></div>	3.1%	38

Totals: 1,233

54. The following information will assist the Association in identifying the extent to which the profession includes under-represented groups.

	Yes	No	Prefer not to answer	Responses
Do you identify yourself as a member of a sexual or gender minority? Count Row %	68 5.5%	1,098 89.1%	66 5.4%	1,232
Do you identify as a member of the Black community or of a community of Colour? Count Row %	39 3.2%	1,134 92.0%	59 4.8%	1,232
Do you identify as First Nations, Métis or Inuit ancestry? Count Row %	34 2.8%	1,132 92.1%	63 5.1%	1,229
Do you identify as a person with a disability? Count Row %	42 3.4%	1,117 91.2%	66 5.4%	1,225
Totals Total Responses				1232



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research@ata.ab.ca.