

**CITIZEN PARTICIPATION FORM RESPONSES**  
 Thursday, October 28, 2021

<b>Timestamp</b>	<b>First Name:</b>	<b>Last Name:</b>	<b>Magisterial District:</b>	<b>Your written comments for the October 28 work session:</b>
Oct. 13, 21 -- 8:12: PM	Tabatha	Williams	Brookland District - Kristi B. Kinsella	Ideas on how to alleviate teacher burnout? It's real and unsustainable to make it through the year in this state. For every position in every school on every side of the county, I'm sure. These demands to "close the gap" and carry as normal..... it's the Wild West for us with boots on the ground.
Oct. 22, 21 -- 10:06: AM	Laurette	Turner	Varina District - Alicia S. Atkins	Dear School Board Members, I had the pleasure of speaking with Alicia Atkins. It was a very professional and cordial experience. She displayed passionate and manerable attributes. My concern is to give Henrico public schools a "mental break" by giving students, Teachers, Parents and others an opportunity to have the first week of November as a week off. Thank you so much for your cooperation. My grandsons are 10th and 11TH grades at Varina High school. Ms. Cathrine Howell is their case Manager. She is the absolute best in working with my grandsons, Richard and U'Andre Jordan. Praying for the best schools on Earth, Henrico County. Sincerely, Ms. Laurette C. Turner
Oct. 24, 21 -- 8:55: AM	Sheena	Brown	Fairfield District - Roscoe D. Cooper, III, Varina District - Alicia S. Atkins	Teachers and Staff are tired and would like to propose a teleworking day once a month till the end of the year
Oct. 25, 21 -- 1:06: PM	Tabatha	Williams	Brookland District - Kristi B. Kinsella	Please consider how burnt out every teacher is. Please come up with ways to allievate the stress put upon all our shoulders, the burdens of ensuring students meet adult created benchmarks, all while still in a pandemic--- that we now ignore. Please know HOW MANY openings are unfilled and how much the teachers that have stayed must cover for those openings. Please know how teachers take off for mental health/illness and there is NO ONE to cover....and if there is, HR doesn't hire them. Please hear our pleas----bc this teacher shortage is not going away, especially with the level of stress we are currently under. Please, do something.
Oct. 25, 21 -- 1:20: PM	Rachael	Gittings	Brookland District - Kristi B. Kinsella	As a teacher in the county for many years the expectations this year go above and beyond any year prior to this. I am burnt out. I am also ready to leave this profession behind and start new. I love teaching but henrico has struggled to not meet student and teachers needs emotionally and mentally. Please help your county. Please know how much stress we are under. Please Know the vacancies and the work we have to cover because they are unfilled. Please do something to help us. Please know this teacher shortage isn't going away, especially the amount of stress we have been under. Please do something.

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Oct. 26, 21 -- 8:34: AM	Yumei	Silva	Goodwin	This comment is in regard to the winter sports COVID-19 testing policy. Everyone should get tested, including the vaccinated. Everyone includes the coaches and anyone who will be in contact with the athletes. We know from the overwhelming data so far that the vaccinated can be infected and asymptomatic. It doesn't make sense to just test the unvaccinated. Please change the policy to include the vaccinated too. This policy singles out and ostracizes the unvaccinated. Please remember the vaccine for 15 and under are for emergency use only. It is a choice, not a mandate. By asking the unvaccinated to get tested, you are forcing the parents who are not comfortable getting their child/children vaccinated due to one reason or another.
Oct. 26, 21 -- 11:42: AM	Burnt Out	Teacher	Fairfield District - Roscoe D. Cooper, III	Greetings Board, I would like to ask you to urgently address teachers' and students' mental health concerns. Neither students nor teachers are feeling heard in this season. Why is HCPS not following other districts' lead in the Commonwealth of Virginia? Other districts are listening to their community and responding accordingly to the current burnout and status of both students and educators. We are tired of hearing the excuse of "we can't"; you obviously CAN adjust the calendar- we know this to be true- because other districts are doing so. When will you listen? The status quo is NOT sustainable. More and more teachers are leaving the classroom in the middle of the school year because of your failure to address teachers' and students' needs. I implore you to consider adding Wellness Wednesdays (even half a day Wednesdays) or shortening the school day by 1 hour. The current schedule and calendar is NOT sustainable. Please, I beg you, listen to your students and teachers. We are NOT okay.
Oct. 26, 21 -- 6:53: PM	Erin	Downs	Tuckahoe District - Marcie F. Shea	As a teacher and resident of Tuckahoe, I'm writing to request the School Board amend the 2021 school calendar to turn 11/22-11/26 into a weeklong Fall Break. This follows the example of other districts in the region. Fall Break would give school staff time to attend to their own mental health and their families. It would also avoid severe gaps in classroom coverage, as staff coverage is already critically thin this year and days surrounding holidays are usually accompanied by fewer available subs and higher numbers of staff taking leave. With more than three weeks between the work session on 10/28 and 11/22, that would give families more time to prepare than an earlier break adopted by neighboring counties. If the members of the School Board are unwilling to make this change, I would politely request that they offer to substitute for schools in their districts on 11/22 and 11/23. I am certain that substitute coverage will be desperately needed on both these days, and the presence of our school leaders in the classrooms would communicate support and solidarity with the school community.
Oct. 26, 21 -- 7:43: PM	Sada	Khaddage	Three Chopt District - Michelle F. Ogburn	Prevent burnout. Give the teachers and students a break: the entire week of thanksgiving!

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Oct. 27, 21 -- 5:55: AM	Lauren	Byrd	Brookland District - Kristi B. Kinsella	I appreciate this opportunity to voice my concerns and make a request. I have been teaching for 20 years. There are many things teachers and staff can ask for, but they almost all come back to a primary issue. We need more time. Our workloads have increased and our time has decreased. Our students' needs have increased, and our energy to meet them has decreased. Please, we are close to a tipping point. Time is the biggest accommodation you can give us. I am writing to recommend HCPS amend our calendar to give additional days off on 11/22 and 11/23 in order to create a full break. Thank you for considering.
Oct. 27, 21 -- 11:25: AM	Rebecca	Chipman	Fairfield District - Roscoe D. Cooper, III	Greetings Board Members, I am writing to you today to express concerns over both student and teacher burnout. Many teachers, myself included, are working outside of contract hours for extended periods of time both school nights and weekends. Additionally, students are struggling to adjust back to a full 8 hour/ 5-day week. Some high schools have also transitioned to an 8 period schedule. These teachers are teaching an additional class, with more students, with more preps, in addition to all the other grading/planning that goes along with this adjustment. Students with this new 8 period schedule are also trying to adjust to an even heavier courseload when many were already struggling with mental health and school-life balance. All of these factors are contributing to a formula for burnout. I urge you to re-instate Wellness Wednesdays or adjust the school schedule accordingly. I know some folks want a complete 0-60 "return to normal," but I want to remind you we are not in a normal season of life. We are still in the midst of a pandemic in addition to all of the other challenges of this school year. It is time for the county to address the needs of both students and faculty immediately. Many other districts in Virginia have offered solutions to support their students and faculty. The status quo is NOT sustainable. Please support the health and wellbeing of your students and staff. Thank you.

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Oct. 27, 21 -- 12:36: PM	Sally	Hopkins	Brookland District - Kristi B. Kinsella, Fairfield District - Roscoe D. Cooper, III, Three Chopt District - Michelle F. Ogburn, Tuckahoe District - Marcie F. Shea, Varina District - Alicia S. Atkins	Hello School Board Members and Dr. Cashwell, Pay your people! Pay your bus drivers, cafeteria staff, instructional assistants, counselors and teachers. Pay them ALL. Pay them MORE. You were able to find an extra 38k to give a raise this year and she already makes over 200k. FIGURE IT OUT. You also need to make sure these teachers get their prep time and their lunches. Whether you all personally sit in those classrooms, drive the bus or make the food - protect their time. FIGURE IT OUT! These teachers are doing a fantastic job trying to get these students caught up! We thank them and appreciate them. All that being said, these teachers that belong to the "Never Safe to Return" group - we have had enough of them. For two years, they have called parents' names, told us we were selfish and just rich folks who wanted a babysitter while trying every underhanded thing they could think of to get of teaching our kids in school. I don't want to hear another discussion about bringing back Wellness Wednesdays or ending the school day an hour early on any day or every day. Protect your teachers time but not at the expense of our children by giving less time to teaching in a classroom. We already have enough student holiday's each month. I hear these same 'Never Safe to Return" teachers whining on social media that they are just so overwhelmed and need a break – Welcome to being an adult and working a job like the rest of America does. Remember last year when you forced schools to be virtual for the first 9 months and you told single parents and two family parents with full-time jobs not your problem and screamed at us to FIGURE IT OUT. Well, we are telling you to FIGURE IT OUT. Be a grown up, do your job and if you have to work over your contracted hours once again welcome to being an exempt employee like the rest of America. No parent last year that worked fulltime with kid(s) at home doing virtual learning got reduced hours, bonus for pushing through or had their performance goals reduced or waived. We all still had to meet our benchmarks for the year. These same teachers said the kids were fine, would be fine because they are resilient. Test scores and the mental health of our children right now show that was in fact the biggest lie they pushed. Now it's time for these same "Never Safe to Return" folks to buck up and show us their resiliency. FIGURE IT OUT.
Oct. 27, 21 -- 1:43: PM	Peter	Kriebel	Tuckahoe District - Marcie F. Shea	It would be really dope if we could get next week off. We already have 2 days off, what's a few more? In all seriousness everyone I know is really stressed and a week to get ourselves together at the end of the quarter would go a long way.

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Oct. 27, 21 -- 4:17: PM	Victoria	Goss	Brookland District - Kristi B. Kinsella	<p>Teachers are burning out. Personally as a teacher who stayed home and safe for two years it was hard to accept that I contracted covid doing what I used to really love. Teaching my students. Between catching up from my own time out, to helping students who are quarantining and keeping up with all the extra paperwork this year. There is not enough time in the day. The one thing that I really think could help our teachers get back on top of grades, missing work, covid seating charts, quarantined students, and our own mental health is time. Time is a gift that only the school board can grant. We need more time to do all the things that help students thrive in our classrooms. Anything you are willing to give such as, early dismissals, work from home days, or days off for students will help us. And we desperately need that help right now. This is the first year I have ever considered leaving my position. If we continue the way we currently are I don't think I will have a choice but to leave. Please help your teachers, and by extension all of their students.</p>