

The Importance of Surveys

Your union uses your survey responses to inform the decisions we make and the positions we take with APS. We'd like to thank you for taking your valuable time to answer the surveys summarized below.

We extended the Principal/Supervisor Survey window to Wednesday, April 27th. This is your opportunity to tell us about the administrator who supervises and evaluates you. Who gets to do things like that? You, as a member of the ATF Bargaining Unit. [Here's a link to the survey.](#)

And here's a link to join your union. **We are working for you constantly.** The commitment and solidarity of union members is the mechanism that affords us rights like being able to comment on our supervisor's performance. Be a part of making APS a great place to work and learn. [JOIN YOUR UNION TODAY!](#)

Synergy Survey Results

Thank you to all who gave their comments on the **Synergy survey**. We are submitting those to APS Technology in hopes that we can improve the systems that you need to do your work. 465 educators submitted comments. We have summarized a sampling below.

Respondents had overwhelmingly negative comments about Synergy. The bottom line is that **the faults of Synergy cause educators extra work** as they must re-do much of their work because of **crashing and data loss**. One poignant comment was that Synergy is “the dinosaur of learning management systems.”

The running themes of “delta” comments were:

- Almost all comments stated that Synergy is 1) painfully **slow** and 2) crashes often resulting in **data loss**.
- Special education educators noted the **embarrassment and feeling unprofessional** when the **crashing and data loss occur at EVERY IEP** meeting.
- Work is **interrupted by messages** like “internal error” or “not enough memory to run program.” Some educators mentioned an inordinate amount of pop-ups.
- Synergy does not talk to other programs like Google Calendars, so work for **scheduling IEPs must be repeated**.
- Synergy seems to have an **aversion to Chrome** which APS educators must use. It crashes often in Chrome.
- **Training** on Synergy has been inadequate or nonexistent.
- Synergy is **one of a number of programs that must be traversed every day**.
- Educators **do not trust that their work is saved**, so some create back-up Word docs, creating more work for overworked educators.

- The **viewability** is problematic: certain parts of the screen are a different size than others.
- Specials providers and special educators said **class lists for students' general ed. classes are inaccessible** to them.
- Synergy **times out** very quickly when logging in.
- The **layout** of report cards is random.

There were two “pluses” mentioned:

- One person said, "It is better than Tie Net."
- One person said, “Synergy is fine.” They did not elaborate.

Some suggestions were offered:

- Try a new program like Aeries or Power Schools.
- Add time in and time out to the Attendance screen.

Teacher Leader Facilitator Survey Results

Last year during contract negotiations, ATF and APS agreed to review and revise the language that established Teacher Leader Facilitators (TLF) at each school site.

APS and ATF crafted a survey sent to all teachers and current TLFs. The intent is to use the data from the survey to revise and update the contract language on TLF positions.

We appreciate the feedback from the 382 educators and 67 current TLFs who completed the survey.

The results were a mixed bag. Some of our initial interpretations are:

- The TLF program had one year as a pilot before we went remote.
- It appears the program has not had a fair chance to succeed given the pandemic year and the “year of stress” we are now completing.
- There is a lack of understanding about the contract language.

The negotiations teams will review the information carefully, especially the comments, as we grapple with current funding and the goal of site-based teacher-led professional development.

Visible In My Job Survey Results

The ATF Visible in My School Committee was formed last Spring and meets on the first Monday of the month. The committee’s work revolves around creating safe school environments for LGBTQ+ staff & students, and to generate greater awareness through conversations, articles, and professional development opportunities across the district.

To move their work forward, committee members created and distributed a survey for APS staff that gathered information on how safety in the workplace for LGBTQ+ staff is perceived/how it can be improved, general awareness, working conditions, use of preferred names and pronouns, and how LGBTQ+ staff are impacted by their own safety concerns and being “out” as an APS Employee. APS colleagues and those who consider themselves allies were also asked to share their own perceptions and opinions around these extremely important issues.

The survey was completed by 314 APS employees the week of April 4-8th. A majority completing the survey had 10 or more years with APS. The key focus areas identified in the survey were: allowing employees to display their preferred names in all publicly visible systems (ex. Goggle, Synergy, email), better district-wide Title IX training, and significant improvements to the current targeted supports and protections for LGBTQ+ staff and students.

The survey data will be used to create an action plan for the 2022-23 school year and beyond.

If you are interested in being part of the ATF Visible in My School Committee, contact Cindy Smith at cindy@atfunion.org

Student Loan Debt Reimbursements

Almost 600 APS educators represented by the ATF are set to receive **Student Loan Debt Reimbursements** of between \$1,600-1,700 after they have completed AFT's Student Loan Debt Clinics!

This was bargained by your union on your behalf. We're putting \$1million of Pres. Biden's American Rescue Plan money into the pockets of APS educators! Economic stimulus brought to you by YOUR UNION.