

Your local association strongly urges you to complete this survey which should take no more than 20 minutes. It is voluntary and provides data which are used to both protect and improve your working conditions. Your personal information is confidential and your local association is only interested in the aggregate results of this survey. Please shade the 'O' beside your answer like this ● - Please do not use X or ✓

Please complete the survey by Friday, December 10.

Please indicate the local association in which you are currently a member.

- | | | | |
|--|--------------------------------------|--|--|
| ☐ AEFM | ☐ Interlake | ☐ Portage la Prairie | ☐ St. James-Assiniboia |
| ☐ Beautiful Plains | ☐ Kelsey | ☐ Prairie Rose | ☐ Sunrise |
| ☐ Border Land | ☐ Lakeshore | ☐ Prairie Spirit | ☐ Swan Valley |
| ☐ Brandon | ☐ Lord Selkirk | ☐ Red River Valley | ☐ Thompson |
| ☐ Evergreen | ☐ Louis Riel | ☐ River East Transcona | ☐ Turtle Mtn |
| ☐ Flin Flon | ☐ Mountain View | ☐ Rolling River | ☐ Turtle River |
| ☐ Fort la Bosse | ☐ Nelson House | ☐ Sandy Bay | ☐ Western |
| ☐ Frontier | ☐ Park West | ☐ Seine River | ☐ Whithell |
| ☐ Garden Valley | ☐ Pembina Trails | ☐ Seven Oaks | ☐ Winnipeg |
| ☐ Hanover | ☐ Pine Creek | ☐ Southwest Horizon | ☐ MITT |

Section 1: BACKGROUND

(Please shade only one response per question.)

- Do you identify as: ☐ Female ☐ Male ☐ Other
- Do you identify as: ☐ First Nations ☐ Métis ☐ Inuit
☐ Other Indigenous ☐ N/A
- Do you consider yourself to be: Yes No Prefer not to answer
 - A parent/guardian ☐ ☐ ☐
 - A person who identifies as part of the 2SLGBTQIA+ community ☐ ☐ ☐
 - A person with a disability ☐ ☐ ☐
 - A member of a racialized group (not Indigenous) ☐ ☐ ☐
- Is your contract: ☐ Permanent ☐ Term ☐ Both Permanent & Term ☐ N/A
- What is your current contract percentage?
☐ Full-Time (100%) ☐ Part-Time (less than 50%)
☐ Part-Time (50% or more) ☐ Substitute contract
- What is your total teaching experience prior to this year?
☐ No prior experience (1st year public school teacher) ☐ 10 to 19 years
☐ 1 to 4 years ☐ 20 to 29 years
☐ 5 to 9 years ☐ 30+ years
- Which of the following BEST describes the grades levels for which you are responsible?
☐ Early Years (K-4) ☐ Middle & High (5-12)
☐ Middle Years (5-8) ☐ All grade levels
☐ High School (9-12) ☐ Division-wide responsibilities/no specific grades
☐ Early & Middle (K-8/9)
- How many schools are you assigned to work with?
☐ One ☐ Two ☐ Three or more ☐ N/A
- Which ONE role BEST describes your position?
☐ Teacher (i.e., classroom, specialist) ☐ Student Support (i.e., resource, counsellor, reading recovery, EAL/FAL, librarian, consultant, coordinator, clinician, etc.)
☐ School Leader (i.e., Principal/Vice-Principal)
☐ Substitute teacher
- Does your job require more than one of the roles outlined in question 9?
☐ Yes → Continue with Question 11 ☐ No → Skip to Question 12

11. What other role do you play? Select the ONE role.

- | | |
|--|--|
| ☐ Teacher (i.e., classroom, specialist) | ☐ Student Support (i.e., resource, counsellor, reading recovery, EAL/FAL, librarian, consultant, coordinator, clinician, etc.) |
| ☐ School Leader (i.e., Principal/Vice-Principal) | |
| ☐ Substitute teacher | |

Section 2: WORKLOAD

12. In the LEFT HAND column, indicate which of the following factors would be PRACTICAL SOLUTIONS to help you deal with your workload.

13. In the RIGHT HAND column, identify the ONE factor that would make the biggest difference to your workload.

	Q. 12 Practical Solution		Q. 13 ONE Factor Only
	NO	YES	
a) Having a reliable pool of substitute teachers	☐	☐	☐
b) Reduce class sizes	☐	☐	☐
c) Reduce the number of exceptional students per classroom	☐	☐	☐
d) Reduce the number of multi-grade or split-level classes I have to teach	☐	☐	☐
e) Make extra-curricular activities voluntary	☐	☐	☐
f) Increased autonomy in the use of preparation or non-contact time	☐	☐	☐
g) Increase assigned preparation or non-contact time during the instructional day	☐	☐	☐
h) Provide more supports to deal with exceptional students	☐	☐	☐
i) Increased supports/time for divisional reporting requirements	☐	☐	☐
j) Reduce the number of curricula/courses/ classes I am assigned to teach	☐	☐	☐
k) Reduce the number of meetings I am to attend or the length of the meetings	☐	☐	☐
l) Reduce mandatory supervision duties	☐	☐	☐
m) Provide release time for technology training	☐	☐	☐
n) Provide additional release time during the instructional day to respond to communications	☐	☐	☐

14. How strongly do you agree or disagree with EACH of the following statements relating to your workload?

	Strongly Agree	Agree	Disagree	Strongly Disagree
	☐	☐	☐	☐
a) Compared to last year, my workload is greater.	☐	☐	☐	☐
b) I can cope with the job's demands.	☐	☐	☐	☐
c) The number of students in my class(es) is appropriate for me to perform my job well.	☐	☐	☐	☐
d) The diversity of student learning needs in my classes hinders my ability to perform my job well.	☐	☐	☐	☐
e) I have sufficient preparation time.	☐	☐	☐	☐
f) I have sufficient time to provide adequate help for students who experience difficulty.	☐	☐	☐	☐
g) I have a reasonable work-life balance.	☐	☐	☐	☐
h) I feel exhausted at the end of the day.	☐	☐	☐	☐
i) I used a significant number of sick days this year to deal with workplace stress.	☐	☐	☐	☐

Question 14 continued	Strongly Agree	Agree	Disagree	Strongly Disagree
j) Most days at work are quite stressful.	☐	☐	☐	☐
k) I am able to access additional resources or supports if needed to assist me with my workload.	☐	☐	☐	☐
l) I am able to influence decisions concerning my work.	☐	☐	☐	☐
m) Overall, I am satisfied with my working conditions.	☐	☐	☐	☐

Section 3: CLASS SIZE AND COMPOSITION

(For teachers only, including classroom and specialists; if you are neither, please go to Section 4.)

15. Compared to last year, is your average class size this year:

- ☐ Smaller than last year ☐ Larger than last year
☐ About the same as last year

16. Estimate your average/largest class size this term.

<u>Students</u>	<u><15</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30-34</u>	<u>35-39</u>	<u>40+</u>
Average # per class	☐	☐	☐	☐	☐	☐	☐
# in Largest class	☐	☐	☐	☐	☐	☐	☐

17. What would be your ideal class size for the grades you teach?

<u>Students</u>	<u><15</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30-34</u>	<u>35-39</u>	<u>40+</u>
	☐	☐	☐	☐	☐	☐	☐

18. Please provide estimates for each of the following for this term.

	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>≥6</u>
a) Avg. # of exceptional students in each class	☐	☐	☐	☐	☐	☐	☐	☐
b) Total # of different classes or groupings of students for which you are responsible.	☐	☐	☐	☐	☐	☐	☐	☐
c) Total # of curricula/ subjects taught.	☐	☐	☐	☐	☐	☐	☐	☐
d) Combined # of multi-grade or split level classes.	☐	☐	☐	☐	☐	☐	☐	☐
e) Avg. # of EA's in each of your classes.	☐	☐	☐	☐	☐	☐	☐	☐
f) Total # of different EA's you work with.	☐	☐	☐	☐	☐	☐	☐	☐
g) What would be a reasonable cap on the number of exceptional students in each class you teach?	☐	☐	☐	☐	☐	☐	☐	☐

Section 4: TEACHER TIME

NOTE: Provide information based on a typical work week, NOT your school cycle.

19. Thinking of a typical work week, how many hours per week do you spend on all aspects of your job?

- ☐ <30 hours ☐ 40 to 49 hours ☐ 60+ hours
☐ 30 to 39 hours ☐ 50 to 59 hours

20. Thinking of a typical work week, how many hours per week are you assigned to instructional activity (i.e., classroom instruction) during the instructional day?

- ☐ 0 hours ☐ 10 to 19 hours ☐ >24 hours
☐ 1 to 9 hours ☐ 20 to 24 hours

21. Thinking of a typical work week, how many hours per week are you assigned to non-instructional activity (i.e., meetings, supervision duties, reporting, prep) during the instructional day?

- ☐ 0 hours ☐ 1 to 5 hours ☐ 6 to 9 hours ☐ >9 hours

22. Thinking of a typical work week, how many hours per week do you spend on your job – outside the instructional day? (This includes; supervision duties, extra-curricular, meetings, reporting, prep, planning, assisting students, contact with students).

- ☐ 0 hours ☐ 6 to 9 hours ☐ >15 hours
☐ 1 to 5 hours ☐ 10 to 15 hours

23. Thinking of a typical work week, how often do you access your duty-free lunch hour?

- ☐ Never ☐ Twice ☐ Four Times
☐ Once ☐ Three times ☐ Five times

24. Thinking of a typical work week, how often does your scheduled non-contact time (i.e., prep time, duty-free lunch hour) get interrupted or taken for other purposes?

- ☐ Never ☐ Twice ☐ Four times ☐ N/A
☐ Once ☐ Three times ☐ Five times

25. What proportion of your preparation or non-contact time is autonomous/self-directed?

- ☐ All ☐ Most ☐ About Half ☐ Less than Half ☐ None

26. Thinking of a typical work week, on average how many minutes per week of scheduled prep time do you currently receive?

- ☐ 0 minutes ☐ 61 to 120 minutes ☐ 181 to 240 minutes
☐ 1 to 60 minutes ☐ 121 to 180 minutes ☐ 241 to 300 minutes
☐ >300 minutes

27. Thinking of a typical work week, on average how many minutes per week of scheduled prep would be sufficient to perform your job?

- ☐ 0 minutes ☐ 61 to 120 minutes ☐ 181 to 240 minutes
☐ 1 to 60 minutes ☐ 121 to 180 minutes ☐ 241 to 300 minutes
☐ >300 minutes

28. Is your preparation or non-contact time balance between semesters a workload issue for you?

- ☐ Yes ☐ No

29. How many hours of extra-curricular activities did you perform during a typical year – pre-COVID-19?

- ☐ 50 hours or fewer ☐ 101 to 150 hours ☐ N/A
☐ 51 to 100 hours ☐ >150 hours

30. Are your extra-curricular activities assigned or voluntary?

- ☐ Assigned ☐ Voluntary ☐ Both Assigned & Voluntary ☐ N/A

Section 5: COVID-19

31. How strongly do you agree or disagree with EACH of the following statements?

	Strongly Agree	Agree	Disagree	Strongly Disagree
a) A teacher should provide instruction to students either in the classroom or online, but not do both simultaneously under a hybrid teaching model.	☐	☐	☐	☐
b) A hybrid teaching model should only be utilized under temporary and exceptional circumstances.	☐	☐	☐	☐
c) A teacher should not be asked to provide instruction to students in different classrooms simultaneously (i.e., duplex classrooms)	☐	☐	☐	☐
d) My work experience has worsened during the COVID-19 pandemic.	☐	☐	☐	☐

32. On average, how many minutes per day has your workload increased due to the COVID-19 pandemic (i.e., planning for hybrid teaching, dealing with students and parents, etc.)?

- ☐ It hasn't increased ☐ 31 to 60 minutes ☐ 91 to 120 minutes
☐ 30 minutes or fewer ☐ 61 to 90 minutes ☐ >120 minutes

33. Have you accessed sick leave benefits due to excess workload caused by the COVID-19 pandemic?

- ☐ Yes ☐ No

34. Which ONE support (below) would best allow you to fulfill your duties and responsibilities during an emergency like a global pandemic?

- ☐ More prep time ☐ More EAs in my classroom
☐ More teachers on staff ☐ More professional development
☐ Smaller class sizes ☐ Less contact time
☐ None of the above

Please return your completed form to your MTS school representative who will forward it to your Association's President.
 THANK YOU FOR YOUR COOPERATION