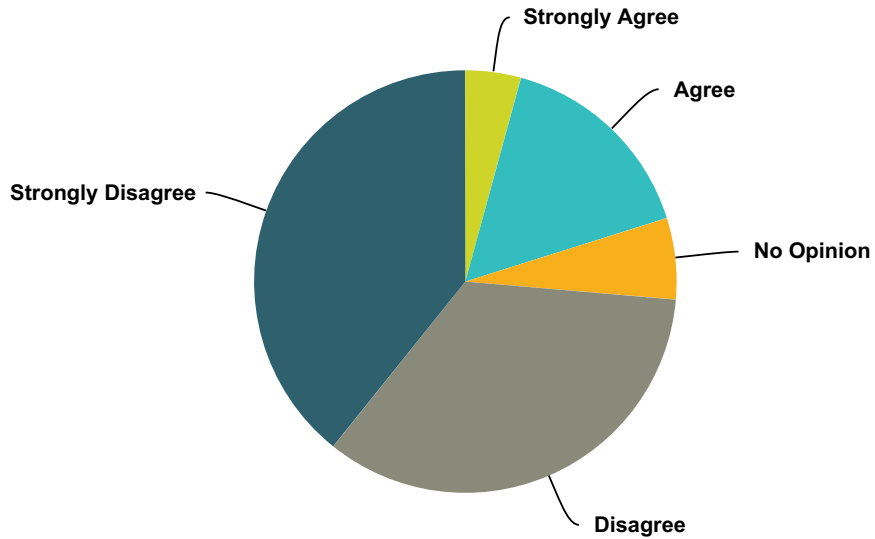


**Q1 The new changes to the PLX program were communicated clearly to district employees.**

Answered: 660 Skipped: 0

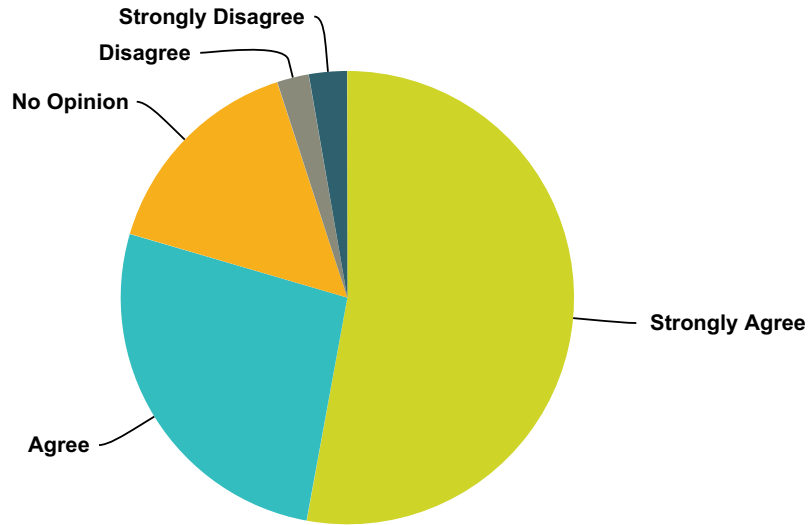


Answer Choices	Responses	
Strongly Agree	4.24%	28
Agree	15.91%	105
No Opinion	6.21%	41
Disagree	34.39%	227
Strongly Disagree	39.24%	259
<b>Total</b>		<b>660</b>

**Q2 Moving from 12 to 15 mandated Xchange hours was unfair because the employee consultation team was never consulted.**

Answered: 660 Skipped: 0

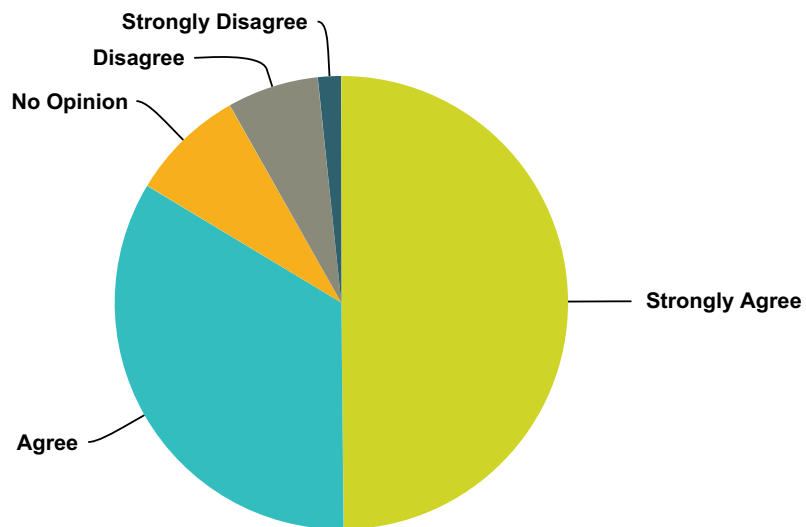
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Answer Choices	Responses	Count
Strongly Agree	52.88%	349
Agree	26.67%	176
No Opinion	15.45%	102
Disagree	2.27%	15
Strongly Disagree	2.73%	18
<b>Total</b>		<b>660</b>

### Q3 The PLX program is too rigid, not allowing teachers to take the professional development they need.

Answered: 660 Skipped: 0

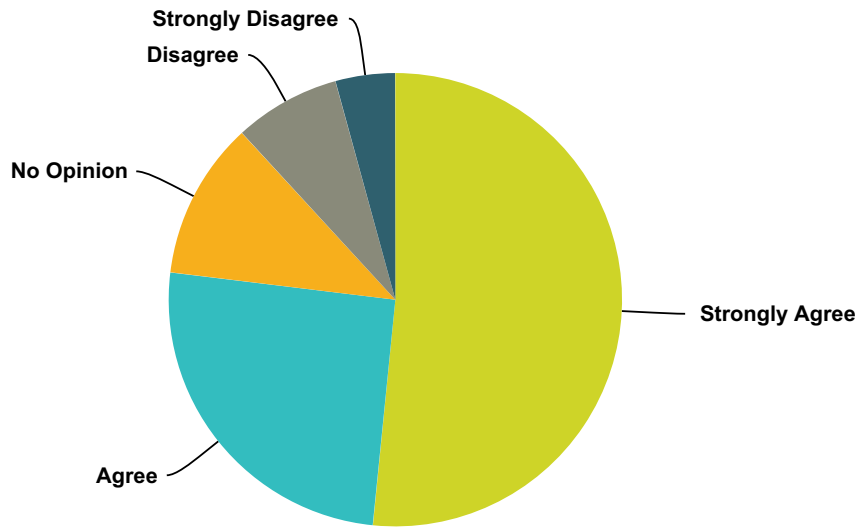


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Answer Choices	Responses	
Strongly Agree	49.85%	329
Agree	33.79%	223
No Opinion	8.18%	54
Disagree	6.52%	43
Strongly Disagree	1.67%	11
<b>Total</b>		<b>660</b>

**Q4 Based on the new conditions of the PLX program, I would rather have my two contract days restored so professional development can be delivered during the work days.**

Answered: 659 Skipped: 1

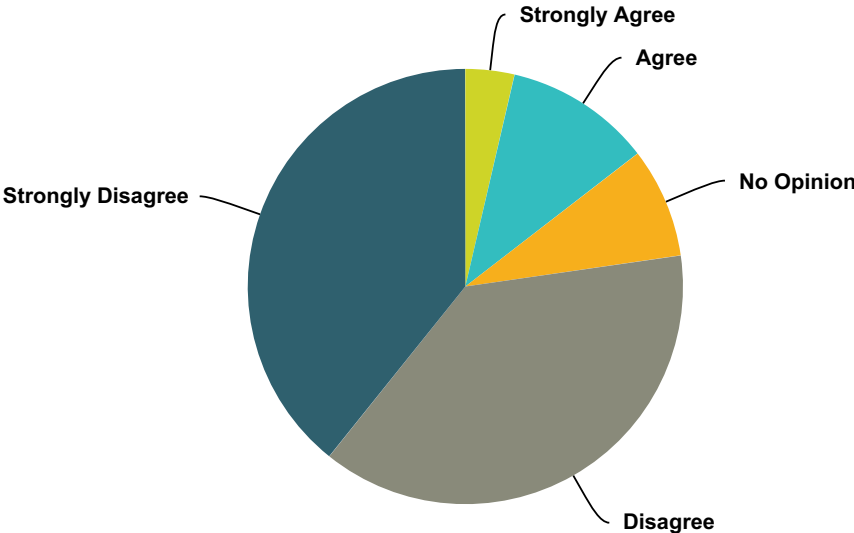


Answer Choices	Responses	
Strongly Agree	51.59%	340
Agree	25.34%	167
No Opinion	11.23%	74
Disagree	7.59%	50
Strongly Disagree	4.25%	28
<b>Total</b>		<b>659</b>

**Q5 All of the classes I need are provided and the hours I need are easily obtained**

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 under the current PLX program

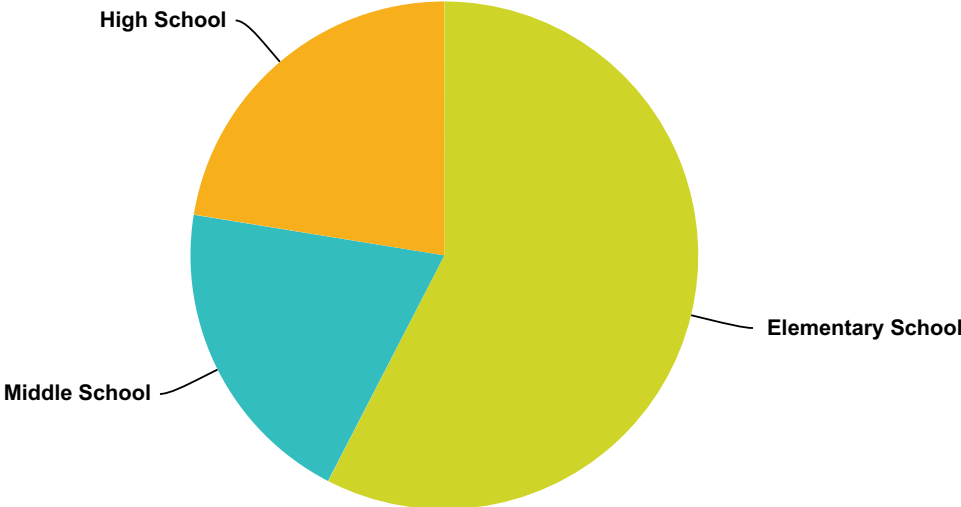
Answered: 660 Skipped: 0



Answer Choices	Responses	
Strongly Agree	3.64%	24
Agree	10.91%	72
No Opinion	8.18%	54
Disagree	38.03%	251
Strongly Disagree	39.24%	259
<b>Total</b>		<b>660</b>

Q6 What level do you teach?

Answered: 660 Skipped: 0

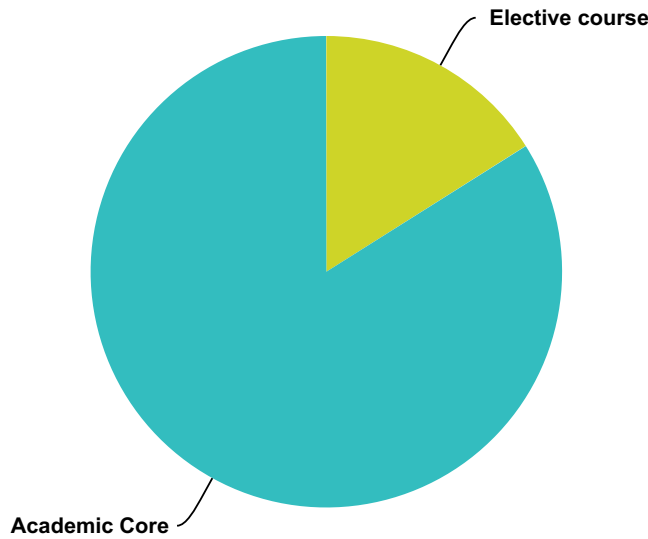


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Answer Choices	Responses	
Elementary School	57.58%	380
Middle School	20.00%	132
High School	22.42%	148
<b>Total</b>		<b>660</b>

## Q7 Do you teach an elective or academic core subject?

Answered: 660 Skipped: 0

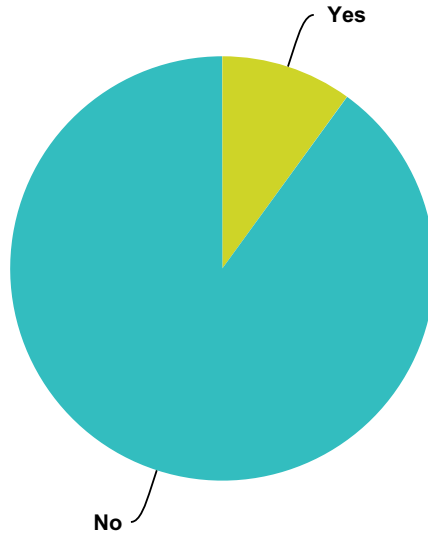


Answer Choices	Responses	
Elective course	16.06%	106
Academic Core	83.94%	554
<b>Total</b>		<b>660</b>

## Q8 Are you a special education teacher?

Answered: 660 Skipped: 0

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Answer Choices	Responses	
Yes	10.00%	66
No	90.00%	594
<b>Total</b>		<b>660</b>

## Q9 Comments

Answered: 272   Skipped: 388

#	Responses	Date
1	You do not get credit for the classes you do take and even when you are way over on PLX hours you still get docketed and pay taken that should not be!! the District is stealing the money right from their own teachers!!!!	10/11/2014 7:34 AM
2	They have made it very difficult to accomplish. I would strongly rather have the two contract days restored. How did we go from 12 to 15 hours?????	10/10/2014 4:48 PM
3	need more courses online; they offer the same 4 or 5 every year and once done, cannot be repeated.	10/10/2014 3:53 PM
4	Several of the courses they suggested were courses I had already taken in years prior. Example Hazcom last year and the 3 modules .	10/10/2014 3:52 PM
5	We were not informed about PLX changes until the last week of the school year and the on line courses were a joke. I learned nothing I did not already know and do in the classroom. CCISD should step up to the plate and offer meaningful professional development within the restored training days instead of putting that responsibility on the teachers that they really have no respect for in the first place.	10/10/2014 1:51 PM
6	When Teaching several subjects we are required plx courses that are not easily available and consultants are not sure when they will be offered.	10/10/2014 12:17 PM
7	The information is never posted in a timely manner and I had no idea where to go until about the day before the training. Had I not had a computer at home or had it not been working I would have missed my days. THEY SHOULD POST DATES, TIMES, AND LOCATIONS PRIOR to teachers leaving for the summer.	10/10/2014 12:05 PM
8	I hate the extra stress plx puts on my shoulders	10/9/2014 7:33 PM

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9	Nothing was clear, information was given the last week of school. All the PLX hours are being done during the school year, when we could have done them in the summer; and they are now wanting us to take hours on weekends after the school year had started. The district was not prepared before the school year started. Also, being in special education, they are expecting me to take academic core class training and special ed training and I am going over my PLX hours and I don't need continuing education hours. We still don't know the reasoning for the increase in hours. I also took classes in the summer offered by AFT, and they did not count those as PLX...I didn't need continuing education hours.	10/9/2014 3:02 PM
10	Not only was the program confusing, the presenters also didn't seem prepared to present.	10/9/2014 2:25 PM
11	The PLX days I submitted are taking MONTHS to get approved. Complete submission made, with all certificates, agendas, and required info attached.	10/9/2014 2:13 PM
12	I am at Baker and we do training during our teaming time every day. We did training and received credit for some of the PLX courses offered but could not use them for PLX because they were during our school day. This leaves me short 5 PLX hours. Now I am frantically searching for somewhere to get the missing hours. I was happy when the district had the days for us at the beginning of each year. I knew exactly what I needed to take. This PLX stuff is stupid. If I get docked pay, I am getting a lawyer.	10/9/2014 12:53 PM
13	The District set up schools to have special programs for students to choose. Now, the professional education of teachers is supposedly uniform/standardized. This does not match the idea of special programs. The State has made learning for students as individualized as possible. Why is the professional development of teachers homogenized. This does not make sense to me. Pick a District concept and stick with it.	10/9/2014 11:22 AM
14	Since I teach highly specialized courses (IB, AP), I am required to take very time intensive training sessions to meet certification. These must be done on my own time and I don't get any additional pay for these efforts. Now these courses don't count towards PLX so I have to spend yet more of my unpaid time to stay certified or just meet an arbitrary district requirement. This is a huge problem with the new requirements.	10/9/2014 11:21 AM
15	This does not affect me. I am a para we come in early all the time .	10/9/2014 10:57 AM
16	The PLX system is difficult for a special education teacher because their are academic courses that would benefit us in teaching and we were denied or emailed that we are unable to attend the course.	10/9/2014 10:39 AM
17	I teach both elective and core classes. I was able to attend more beneficial workshops before the requirements were changed this year. I'm not even sure when or how to complete them...or if I completed them already.	10/9/2014 9:50 AM
18	Individual schools need to provide High Yield Strategies for their staff being that it is required. Online courses are dull, boring and I do not learn in this environment. It seems we all "click & fast forward" to get the workshop done.	10/9/2014 9:01 AM
19	PE coaches not given option for exchange days. Mr. Torres only offers the PLX hours on the exchange days...we do not get to have those two days off. PE PLX not offered during the year. WHY???? Coaches have mandatory UIL/concussion/CPR training on one of those exchange days. WE HAD TO FIGHT TO GET PLX HOURS FOR THAT DAY. WHY?? Football, XC and volleyball coaches already on contract...why do we have to do PLX?? Counselors do not do them and they are on contract already.	10/9/2014 8:56 AM
20	I think this is for the birds!!!! Everything we go to is just a repetition of what we already do. The coaches make us sound like we are suck idiots. They make it seem as if we have no clue what we are doing. I would like to see them come in and teach my class for just 15 minutes. Then when that happens, then maybe what they say, I will take into consideration. Until then, these staff developments or PLX hours are insane!	10/9/2014 8:52 AM
21	I prefer online courses that I can pace for myself. I would like to see more of that. If we are getting paid less because of this, then I would like to see the two days restored because my salary as reported to TRS has been very flat the last three years and I would like to see more than a hundred dollar difference in salary from year to year. Question: Does the divided raise that we get each year somehow keep our salaries from increasing on TRS? Is it some kind of trick that keeps our salaries low and saves the district money?	10/9/2014 8:22 AM
22	The PLX offered was adequate for my grade level, first grade. For other grades it is hard to obtain hours if they have been teaching awhile. I am relieved that we do not have to leave the classroom for professional development. I would rather take Professional development when I do not have to worry about teaching too like in the summer. I have had great experiences with my professional development but there were a few miscommunications on course and expectations. These were cleared up easily with talking to our campus instructional coach.	10/8/2014 8:58 PM
23	Not enough opportunities to have hours in my subject area. I have to look somewhere else such as out of town conferences which are costly	10/8/2014 8:57 PM

## Corpus Christi AFT

24	The PLX courses offered sometimes have no value, because I have already taken them or they are for a subject, grade level that I do not teach. I would rather do professional development that is specifically set up for my needs per grade level.	10/8/2014 8:56 PM
25	There seems to be repeat sessions of the same topic and No credit given where due.	10/8/2014 8:01 PM
26	The professional development courses I am interested in usually have a fee and are not covered in eduphoria under esc region 2 center downtown . I like the opportunity to choose my PD rather than the two day requirement if there are better options for science.	10/8/2014 5:45 PM
27	PLX hours are becoming too stressful.. 12 was bad enough...now 15....15 was a surprise and at the last minute...right as we were leaving for summer break and not many opportunities in the summer to obtain those hours, especially since I was leaving the country for summer. I still need my 15 hours and it is hard with family, obligations, and working all the time. It is hard to give up Saturdays. Internet classes are hard to do while at home with kids and everyone needing you, but also I do not have internet at home....I live in a rural area and too expensive.	10/8/2014 5:35 PM
28	At the beginning of summer we did not have the information we have now. Eduphoria did not show any available courses to take until July. I took the workshops offered by AFT because I wanted to earn my credits in early summer for medical reasons. Then we did not know if we were getting credit for those worksops. I know now that we did get credit last week. I feel that there was a lack of communication.	10/8/2014 5:22 PM
29	I do my PLX days before school begins.	10/8/2014 4:42 PM
30	They just dropped this on us, forced the agenda, definitely could have done the high yield stuff during the job-alike day instead of stuffing it down our throats.	10/8/2014 4:30 PM
31	We are all special education teachers	10/8/2014 4:13 PM
32	How are we being required to work a full day of staff development when it has been a 6 hour work day?	10/8/2014 2:44 PM
33	More recommended and required courses should be offered after school during the year!!!!!!!	10/8/2014 2:00 PM
34	They are making it too hard for teachers; by having to check with the principal, what if you are displaced and don't have a principal then you have to wait, the teacher doesn't have the freedom to attend classes and get it out of the way; this is an inconvenience to the teacher	10/8/2014 1:40 PM
35	very confusing process. Classes for my subject were not available. I was told to take classes that were required for 5th grade even though I don't teach those classes. Still in need of 7 more hours and have no clue when or where I get them!	10/8/2014 1:13 PM
36	Teachers were not given clear information about PLX credit. Teachers needed Math and Science Stemscores to count as PLX credit because it is CCISD's new curriculum.	10/8/2014 12:33 PM
37	I feel that the new process is unfair to staff members. Before it was what staff members felt would better serve them. Now they are getting picked for us. If that is the case then they should be scheduled together as a staff day. This puts more pressure on staff members that is not needed during a new TEKS years, resource year, and new books as well. Then we get penalized our pay if we don't meet 100% of the hours. If we miss hours we should get prorated for the hours we do have not punished if we miss by a few.	10/8/2014 12:26 PM
38	stop changing things that were not a problem. focus on something else not on our hours we already have other things to worry about.	10/8/2014 12:12 PM
39	I believe it is highly unfair that an English 1 teacher must attend ongoing inservice during the weekend and some school/classroom days to gain their PLX hours. However, any other district employee could have gained their hours prior to the start of school. It is being required that we give up not only one Saturday, but two Saturdays during our year to count as our PLX.	10/8/2014 11:45 AM
40	I am both a content Reading Teacher and a Special Ed teacher at an alternative campus.. At times, I teach grades 6 to 12. We need training on how to address and/or coordinate the multiple preps required to do our jobs.	10/8/2014 11:37 AM
41	We should been given noticed of this change months in advance. We were given notice at the end of May, beginning of June. This was not enough time. To top it off the information given was VERY confusing. When we return to school, it is very hard to get the PLX hours in because we have previous engagements. I liked it when these courses were offered during the summer so that we are able to get the hours out of the way.	10/8/2014 11:30 AM



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42	PLX hours are ridiculous and restrictive. This year there are fewer offerings and it is far more difficult to acquire the necessary hours due to the limited offerings. The in-person offerings at the beginning of the year were so limited they filled up extremely fast, leaving many forced to seek other options. If PLX is going to be required there need to be a significant number more offerings of in-person classes. Since this is needed, do away with PLX and just send us to training during these days and stop this extra work on teachers forcing us to find available options.	10/8/2014 11:29 AM
43	As a professional, I want to choose my own plx classes based upon my professional needs. I would like to earn these during the workday.	10/8/2014 11:27 AM
44	Prefer to complete PLX online	10/8/2014 11:26 AM
45	PLX (professional development) inservices are very limited when it comes to Pre-K teachers.	10/8/2014 11:12 AM
46	We need a full day devoted to our campus for technology set up. It needs to be done BY our campus leadership (Deans or ITA specifically) so we know exactly what is expected and can have things in place BEFORE the start of school.	10/8/2014 11:02 AM
47	Would like it to change back to the professional development on the two contract days or provide more workshops during the summer days.	10/7/2014 8:58 PM
48	PLX change/requirements were not communicated to me before the end of the year. I heard from another teacher friend about these hours and was forwarded the message days later. PLX hours that were broken up into 2-4 hour increments were hard to schedule within the same day because classes were filling up when others were empty. I would have liked to know that online courses were being offered ahead of time before school began. Now, I am juggling school year duties while worrying about the remaining hours I need to complete online.	10/7/2014 9:42 AM
49	Football, Volleyball and XC coaches are already under contract just like admin and counselors. Why do coaches have to do the PLX?? Hours for PLX for PE are only given on the two exchange days...due to this fact, we do not have an option to have the two exchange days off. They are forcing us to go PLX hours on those days. Coaches have mandatory training on one of those days so how do we get hours if we are forced to	10/7/2014 9:01 AM
50	I am not a teacher. I a a staff member. This doesnot affect me.	10/7/2014 8:38 AM
51	Having more time to prepare what I learn in plx.	10/6/2014 11:27 PM
52	PLX credit hours and courses...CONFUSING to all. We do not need to be any more confused with district initiatives. Let's work together and communicate better.	10/6/2014 7:26 PM
53	Horrible communication and execution. Spent my "summer break" scrambling to find venues to get my flex hours and ended up having to spend my home time taking online courses for hours because other classes filled up. I feel courses should be offered at home campus instead of running all over town. I enjoyed AFT courses offered at Carroll HS first week of June so I could wrap it up in 2 days and then enjoy my well-earned summer break. Also difficult to get 15 hours exactly, I had to do 18 since 1 or 2 hour courses were not available. Ridiculous!	10/6/2014 2:04 PM
54	not knowing what you are going to teach the following school year makes it difficult to complete PLX hours during the summer.	10/6/2014 12:39 PM
55	I believe that the way that they did PLX this year was very unfair and very confusing. I feel that the hours that we need should be imbedded during the year during staff development days. I honestly feel like everytime I attend these in services I am wasting my time and I'm sorry but I truly feel that I do not learn anything.	10/6/2014 11:57 AM
56	I worked summer school , which made it more difficult to attend PLX hours that were not available during july and august.	10/5/2014 10:10 PM
57	As a teacher I always end up doing many more hrs. w/o compensation. I think plx hrs. are used as an excuse to not be paid for our work.	10/5/2014 4:57 PM
58	It seems to me that all discussions and concerns are already set forth in their minds. No professional respect to our profession is conducted. Only a group of few people and their own behalf are they even covering. To many downtown they need to regroup and ready put them to work and stop adding more to teachers just to justify their work. We do the work and they get the credit.	10/5/2014 3:44 PM
59	The online course(s) that I had to take because they were not offered "offline" - was a lie. I was told to enroll in the online because the offline was not available, when in fact they were CANCELED supposedly due to low enrollment. The lies and deception from the "office of professional development" are an embarrassment to the district and an insult to all employees of CCISD.	10/5/2014 1:36 PM

## Corpus Christi AFT

60	As a first year teacher, we had no communication on what was required with plx hours, and when we had inquiries were given several different answers.	10/5/2014 1:34 PM
61	I DON'T UNDERSTAND THE GUIDELINES AND FEEL THAT THE PLX THAT WAS ASSIGNED TO ME BY MY PRINCIPAL WON'T BE ACCEPTED UNDER THE NEW TERMS. THEREFORE I WASTED TIME AND WILL STILL NEED TO MAKE UP HOURS. NO ONE CAN ANSWER MY QUESTIONS.	10/5/2014 12:26 PM
62	The district scheduled many mandatory courses during the summer or weeks leading up to school return, not so available on the actual two PLX days (Friday and Monday before return). Too much confusion through e-mails. Disregard or lack of respect for teacher off-time during summer. Disorganized.	10/5/2014 9:57 AM
63	Stemscopes and the new math adoption course, in my opinion, should have been allowed PLX credit. These were courses I felt were necessary to attend.	10/5/2014 9:20 AM
64	I'm actually an AE paraprofessional....is this AFT specifically for teachers?? Do I need to have a different union for paraprofessionals??	10/4/2014 8:46 PM
65	No	10/4/2014 2:53 PM
66	I do not appreciate CCISD only offering staff development in August when we are trying to prepare our classrooms, especially if they e-mailed us in June. Staff development should have been offered in June and July to eliminate the unneeded stress!!! I did not like the limited classes offered either. A district this size should have many resources for staff development. They should also be as exciting and informative as they expect us to be. I also do not appreciate the new adoption trainings not to count as staff development PLX hours.	10/4/2014 1:42 PM
67	I would rather be able to choose classes where I learn strategies that are effective rather than just bc it's a district initiative. As a new teacher, I was not given any time to learn the school rules or procedures except during my 2 teacher classroom prep days.	10/4/2014 1:04 PM
68	Now the AFT courses don't count for anything!! Not Fair!!!	10/4/2014 9:48 AM
69	The district does not provide PD during the "window period" we are supposed to take them they wait until the academic calendar begins and expect us to do required hours between August and February. Most teachers have all summer to do the hours. If it's hours to help teachers become better teachers, why don't they offer more lesson planning time with the schools that are meeting standards? Professional development is great but if they give us a required 15 hours why can't they give us 15 to implement why we have learned? I am sure I am not the only one that goes to training at the beginning of the year and shoves everything in a folder to collect dust. I would love to have exchange hours with people that teach what I teach...would love to plan with people that are getting results...The 2014-15 year...on the days we met on campus we heard the same data that we heard on the job alike day...it was not anything we didn't know why not use the time to PLAN the quality engaging lessons that will hopefully get us out of the boat that is sinking...	10/4/2014 9:27 AM
70	The changes came the Friday before school was out at around 4pm We were preparing for family to come in for our sons high school graduation further more we found out the Following Monday that the in service we were attending might not count. This seems underhanded and shows poor planning on the part of the District. Give us professional development and stop changing the rules in the middle of the Game!	10/4/2014 7:12 AM
71	The PLX program is useless and does NOT aid in my professional development at all.	10/4/2014 1:48 AM
72	A lot of people took classes during the end of the year and the summer that don't count. If they want to change something they need to do it before the fact not during it.	10/3/2014 9:46 PM
73	I think adding extra PLX hours is unnecessary and causes much dissatisfaction among teachers.	10/3/2014 9:01 PM
74	I was registered to go to a coference on the weekend before thanksgiving had cancel my trip conference is sat and sunday	10/3/2014 6:23 PM
75	I did not like the Balance Literacy training that the district provided for us. It was just an overview which was not enough training. I think the district could have done a better job.	10/3/2014 5:49 PM
76	Teachers are professionals. They know their strengths and weaknesses and should be allowed to select their own Professional Development.	10/3/2014 5:37 PM
77	PLX credit should be considered for the non-CCISD sponsored staff development sessions I've attended. These sessions are worthwhile and directly impact my students/instruction. Why have these AFT sessions been excluded from PLX credit?	10/3/2014 5:31 PM
78	There are not enough selections for the lower grades, need some training for smart boards--none available...I could go on and on...	10/3/2014 5:07 PM

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79	If you are going to mandate a specific area as a District initiative, PLX should be thorough. For example, the Balanced Literacy initiative cannot be effectively covered in a 3 hour session. In fact the teachers who have been trained in Balanced Literacy some years ago attended a week long session to cover all the components and the implementation process. Also, many sessions were full, as there were not enough offerings.	10/3/2014 4:11 PM
80	The PLX takes from my time and is unfair for me to complete the hours during my personal life. Besides, why is it only for teachers and not for everyone including administrators, counselors, superintendent, etc. All should be required and none for the PLX	10/3/2014 12:33 PM
81	For elective teachers there are never enough choices to take care of our PLX hours during the summer! Why even have consultants if they will not do their job. THEY know we need to have something in place but we are always left to finding things on our own and then they tell us we are denied credit if it doesn't meet with their specifications. It's totally a waste of time. Just let us have our campus staff development on those 2 days!	10/3/2014 12:08 PM
82	Teachers need to be able to attend/take courses to benefit their teaching. Example: a course to help students with reading deficiency - even though I teach an elective, kids often need help reading directions. We are already proficient in OUR area; we need to learn about other areas/issues. Example: managing/engaging difficult students, etc. I would like to take a course offered by outside sources, such as AFT or ESC, etc. on topics like Desktop Publisher or Photoshop. PLX has become TOO RESTRICTIVE & is often not of professional benefit.	10/3/2014 11:56 AM
83	It is very costly for parents with small children pay for child care during the summer or after school to get the amount of PLX hours when the classes are spread out throughout the summer at different times. I would rather have two days where I can place my children in a daycare setting for the two days and be able to get it all done. This year has been very confusing with all of the exemptions and mandatory PLX hours. WE are not sure or can not be told clearly if we are exempt if we have already taken the mandated courses. Frustrating.	10/3/2014 11:48 AM
84	Why do we have to do PLX hours? They are ridiculous.	10/3/2014 11:44 AM
85	We were notified about the changes by email on the last day of work day. Most people were shutting down, some were packing and moving. We did not have time to read email. This change should have been discussed and brought to our attention with ample time to prepare or enroll in classes. Some of us did not know that the classes we took early in summer would not count for the PLX exchange hours (STEMscopes and Math). Another concern I have is "Why were hours changed from 12 to 15?" What was the reason for that?	10/3/2014 11:29 AM
86	If classes are full and you can't enroll in the training you are left to take an online course. After trying repeatedly, to take several classes online I gave up. If they are online, they should work on anybody's computer, not just the school computers. You can't require me to come sit in a hot classroom with no access to a bathroom for hours before school begins to do online class. I have a computer that is only a year old and have downloaded all the flash players and even had to download other web browsers to see if that would fix the problem. It did not help. I did manage to get two tests completed at 80% and I guessed on those tests because more than half of what I needed would not open, or the link did not work. They wasted days and days of my summer break with me trying to get these online classes done. Then I was told I had until February to get it done. I don't have time during the school year for anything, including what I want to do. Forget about attempting to waste a weekend or even Thanksgiving or Christmas break trying to get the online classes to work.	10/3/2014 11:25 AM
87	I have not seen anything done about our teacher day that was taken away from Zavala. We lost our teacher work day in order to receive PLX hours. We have been told we will not receive our PLX hour due to not being able to earn them while on our contract hours. So we would like it to be replaced with October 13th so we can actually have our teacher work day back that we lost. Please help in this situation. Thanks	10/3/2014 11:22 AM
88	I barely has any choices to go to Pre- K workshops, with one exception.	10/3/2014 11:03 AM
89	My only disappointment was that it took two and a half days to get 15 hours. We are only making up two days but it took an additional 1/2 day of my time to complete it.	10/3/2014 10:11 AM
90	There were not enough classes to meet the needs of the teachers. District is NOT Prepared. They should start earlier!!	10/3/2014 9:55 AM
91	Many of the courses that could help me, seem to be full by the time we get the information!	10/3/2014 9:36 AM
92	The staff development offered by AFT was some of the absolute BEST training I've ever had in my twenty years of teaching. The fact that the district no longer recognizes those sessions as worthy of PLX hours is nothing short of a disgrace. It clearly shows how far removed the decision makers are in terms of what training can actually BENEFIT teachers and students.	10/3/2014 9:16 AM

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93	There are absolutely NO courses for Social Studies. I got kicked out of THREE courses I signed up for b/c I had to be teaching in that particular course (ex: ELA, Journalism, etc). But I can use the writing tips in my 6th grade history class! It's ridiculous trying to find a course so I don't get docked money. Let's go back to what's always been fair and working!	10/3/2014 9:08 AM
94	It is what it is.	10/3/2014 8:52 AM
95	There should be more classes that qualify as PLX hours. Afterall, it is the improvement of the teacher that SHOULD BE the goal, and not punching some administratively reviewed "PLX time clock." Further, I understand the window provided for completion is necessary, but docking pay because of the non-completion in the allotted time it is ridiculous. There should be more time allowed for completion. The two days should be restored, the PLX hours reduced back to 12 and we should have the entire year to complete them.	10/3/2014 8:47 AM
96	Teachers should have been notified that the hours were going to increase way before the last week of school!!!!	10/3/2014 8:45 AM
97	I was so dissatisfied with the courses this year they were all geared to upper grades. You all say that elementary is the foundation yet you don't provide any classes for pre-k and the good classes that are worth taking are very expensive and unfortunately we don't have money. As for the job alike class you could tell that the person that was asked to give the training didn't know what she was doing. It wasn't her fault she was told the night before that she would be presenting to the pre-k group. If you want better quality of teaching going on in the rooms, you must provide better training sessions and I don't mean those people from the main office some of those people are really not doing their job. You should put all those people on campuses to do the intense one to one tutoring that some of our students need.	10/3/2014 8:23 AM
98	Why are we not allowed input on our PLX hours. We should be able to have them in the summer not during the year.	10/3/2014 8:20 AM
99	The system is a mess. Kimberly Brumley is in charge of the system and is never held accountable for all of the problems we have seen in the last two years. Those problems stem from changes being made at the last minute and communicated poorly or deliberately obscured. Additionally , employees have made many complaints and requests and those have been ignored.	10/3/2014 8:08 AM
100	If we have such few choices and are basically being told what classes we can take anyway, we should just have the 2 days before school starts like we used to. The way it was this past summer, it was pretty much impossible to get the classes done in two days. They had to be spread into several days, taking more time away from our summer vacation and making it very difficult to find child care.	10/3/2014 8:08 AM
101	I understand the need for professional development, however the 15 hours is too much. Trying to get these hours completed requires giving up much of our summer. Even then, there were too few courses offered. Yes, we do have until February to complete but many teachers have obligations to their job and families during the school year. This makes the PLX hours harder to complete.	10/3/2014 8:02 AM
102	I would rather have 2 full days for training during the school year. Trying to find hours or having take a personal day to go to a PLX training is stressful. The PLX trainings are also limited.	10/3/2014 7:55 AM
103	Our administrators never answered my questions about PLX. I sent many emails asking about what to take and never did get answers. I was left to decide on my own what to take, then told last minute what was required.. Teachers are professionals, but we are not treated with respect from our administrators. We are always told last minute what to do, because someone else is not doing their job. If I don't get to pick my professional development then I would rather do it during the school day.	10/3/2014 7:50 AM
104	I hope the district listens to educators on this matter. I feel our voice has been silenced.	10/3/2014 7:45 AM
105	The staff presenting the training were poorly trained themselves. One stated, "I was told yesterday that I was doing this session."	10/3/2014 7:33 AM
106	There is also difficulty in doing the online programs. I have a MAC and I can not do any of the online programs. I have asked for help and have not received it.	10/3/2014 7:17 AM
107	I hate how PLX hours are only counted on your own time. We don't get PLX hours for any professional development that takes place during school hours. Also, as a coach, all the hours we put into training (CPR, Epipen, etc) don't count for PLX hours, yet, they had those meetings during times that we could've been signed up for PLX hours. Since they had mandatory meetings, I was unable to attend any professional development on those days. When I asked if those hours could be counted towards PLX, the athletic director told me no. When I asked if I could skip the meeting and attend my PLX, I was told I had to be at the meeting, that it was required.	10/3/2014 7:08 AM
108	get rid of PLX, it is stupid and the people that thought of it are stupid	10/3/2014 6:10 AM
109	I'm not sure what will count for PLX! Very confusing.	10/3/2014 5:47 AM

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110	If specific courses are going to be required, then the district must offer those courses to all teachers during on-contract duty days and not as part of the exchange program.	10/3/2014 5:27 AM
111	It was so hard to find the classes I needed offered at the right time and on the right day, so it didn't conflict with other classes I also needed to take.	10/3/2014 5:15 AM
112	Too many classes that are geared for k-2 are very general and not specific enough for one grade level. I also rarely find courses for teaching writing. And when ideas for new activities and lessons are presented, it would be nice if time was then given to create, duplicate, or implement these ideas was given.	10/2/2014 10:57 PM
113	I clearly understand the need to structure some of our PLX as educators in the past attended unrelated sessions to avoid being with certain coworkers they work with daily or to be with "friends". To my knowledge, this has always been a thing especially for veteran teachers or those who knew for a fact no follow up would be done nor would they be checked on or held accountable to bring back information, strategies or examples to their campus or departments. Therefore, I clearly see the need for the structure but think there should be something done about the weekend sessions. This may not apply to all educators, as few work weekends, in fear of not having everything done for upcoming weeks. It's bad enough there isn't much time to get duties done during a school day yet we are expected to manage a classroom and teach classes with little to no support the majority of the time. This is a CCISD thing as the system seems to hurt and take away from the women and men at the front lines who are always the first to blame while failing to see that much of it is not directly educators fault. It's like with everything else, some have just learned to "beat the system" and cover it up so well and unless the person is investigated thoroughly, the cycle continues and the real teachers(sadly very few) end up paying for it like with this situation and now our Saturdays are being taken to!!!	10/2/2014 10:36 PM
114	PLX requirements and class offerings came way too late for teachers to obtain the hours they needed and were way too narrow in topic.	10/2/2014 9:54 PM
115	Sessions were not posted early. Teacher like to get them early in June. This is horrible! Then we have to take instruction time to go to sessions, subs and all are involved. I don't understand why things can't be left as they were. Bad decision all around.	10/2/2014 9:49 PM
116	The new plx hours requirements were not adequately communicated. We received the information in the last few days of school when things are incredibly hectic.	10/2/2014 8:37 PM
117	Most of the workshops were only offered in August which made it hard because all the classes were filling up.	10/2/2014 6:54 PM
118	I do feel that the 15 hours is a lot. I would like to have at least some of the required days that we come before school to count.	10/2/2014 6:03 PM
119	If I am going to continue to be placed on waiting lists for things I need to take...then later emailed that I can take things on-line... Then I would prefer to have the two days restored. My Internet access is poor at home AND by telling us we can spread out each of these short 2-3 hour sessions over a few days...well then CCISD has actually taken much more of my summer than when we had the two days of staff development. I resent the loss of my family time because of the manner this was all handed down to all of us.	10/2/2014 5:48 PM
120	We need to get concrete answers to our concerns and questions. For example, you can ask Brumley, instructional coaches, and Ita's questions regarding PLX and everyone gives you a different answer.	10/2/2014 5:47 PM
121	The classes I needed to sign for during the summer were full. There is not much of a choice to complete the hours that I need.. So what I'm I suppose to do?	10/2/2014 5:15 PM
122	Don't appreciate having to now consult with principal on which PLX hours to take. Just another hoop to jump through. I know what I need....technology and that is sparse.	10/2/2014 5:11 PM
123	PLX hours should not be required of Classroom Teachers. The District mandated Staff Development days should suffice. Expecially for those with a PHD in Education	10/2/2014 4:57 PM
124	It's hard to get the PLX hours when you do not know if you will get credit for it or they are not offering any classes. Teachers don't know which classes will count towards your plx. Everything is up in the air. Too confusing. Causing stress.	10/2/2014 4:49 PM
125	CCISD might have been under the gun from TEA but they could have asked for some more time to implement this. I felt all PLX classes were last minute thrown together waste of time classes. It's not fair that the AFT classes were kicked to the curb.	10/2/2014 4:47 PM
126	Teachers are misinformed and these sessions are very often just repetition and fillers for facilitators to keep their jobs seriously take all that money and hire more teachers in the classroom and more paras that is what we need not more training.	10/2/2014 4:41 PM

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127	Why can't some of these training sessions be TEKS specific activities that we can take back into the classroom to use with our students. For example, the EMIT training classes we used to go to were beneficial because trainers focused on TEKS and the kinds of activities/centers we can do with the students. (Make and takes)???	10/2/2014 4:23 PM
128	I attempted in good faith to take the classes listed. However, I had already taken Modules 1, 2, and 3 a couple years back, so I was unregistered. I also signed up for a session that pertained to me, but I was informed through email the morning of by Mrs. Brumley that it was not a course for elementary teachers and to consult w/our principals whether we would get credit. Both principal and AP said that it would not be approved, so I unregistered just to find out the following week by my AP that they had informed them at the principal's meeting that we are to take. it. I had to rearrange my summer plans to attend.	10/2/2014 4:20 PM
129	Can't even receive PLX hours for a course I paid \$100 for on Balanced Literacy, which is a requirement at my school! :(	10/2/2014 4:18 PM
130	The old system allowed for greater flexibility in meeting my professional development needs.	10/2/2014 4:15 PM
131	PLX classes are VERY limited	10/2/2014 4:03 PM
132	Most of the required courses were offered in only 1 week. We were not notified about this in a time frame during which we could plan in advance. As a result, I was out of town taking care of family issues which had been scheduled in April and could not be rearranged. The choices I had were extremely limited.	10/2/2014 3:51 PM
133	PLX should be completed during staff development days. At times, you can't register because classes are full.It's very frustrating to try to accomplish all the hours needed.	10/2/2014 3:51 PM
134	Let's restore the 2 days so everyone can be on the same page. Its more work, more stress and so many unanswered questions and no one can seem to give us a straight answer....as to what workshops we need to take and which ones we shouldn't take. Adding these PLX hours during the school year and after school doesn't work with the heavy work load we have to deal with during the year. I've seen the form for the PLX hours....now we have to be bookkeepers to monitor our hours and then sign forms to give to our administrator, then wait to see if it was approved. Seriously, what's important here filling out forms or dedicating our time to our kids. Enough is enough! Just because other districts are doing these PLX doesn't mean we have to jump on the same bandwagon...let's be leaders and instead of copycats. Let's just do the 2 days at the beginning of the year....and let's get it over and done with it. P.S and adding those 3 extra hours.....ridiculous!! it takes that much time to sign up for workshops, monitor, drive to and from, emailing other team members if they are signed up, communicating with admin, ITA's, section leaders which ones we can take and if they would be approved. If anything they should have subtracted 3 hours.	10/2/2014 3:48 PM
135	This PLX system seems to take far more time in searching for classes and scheduling than should be necessary. There really wasn't enough options offered if you had already met the required and recommended courses.	10/2/2014 3:48 PM
136	The High Yield Strategies and the Math TEKS were a complete waste of our time. The Balanced Literacy training was an overview yet we are supposed to be "trained" in balanced literacy which really not fair to teachers	10/2/2014 3:47 PM
137	It was very unorganized this year. Also, all the class filled quickly and people were begging to get in. The short notice of when the classes offered was not fair to teachers with children that need to be supervised.	10/2/2014 3:46 PM
138	Last summer I was able to sign up for so many workshops. I even went over my required 12 hours because I was very interested in the workshops I signed up for. We are very limited this school year! I would sign up but not many workshops that are applicable for my grade level are available!	10/2/2014 3:41 PM
139	There is very little choice offered at the Pre-K level. This year it was not a problem because of the Science offered this summer. It has been a problem in previous years.	10/2/2014 3:40 PM
140	Some classes that I want to get in are only offered once and get full extremely quickly. I went to alot of trainings offered by our district this year that were not related to the topics they were supposed to be about. I have been trained in RIGOR and do not need to be taught how to do it in my classroom every time there is a professional develop.	10/2/2014 3:38 PM
141	We the teachers at Zavala Elem. lost a teacher workday for an inservice. We were told we would get PLX hours for it. I didn't sign up for other PLX courses because that would have completed my hours. We should not have lost our work day to begin with. We should be compensated for that lost work day and receive credit for the 6 PLX hours we had been promised.	10/2/2014 3:35 PM
142	We are required to differentiate our instruction so why is PDX one size fits all? This current PDX does not work for each individual class, yet alone each campus.	10/2/2014 3:28 PM
143	The PLX hours this year were very confusing on what was mandatory and what was not. It also was not clearly stated but more word of mouth on this.	10/2/2014 3:28 PM

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144	I believe that the required PLX hours were a must and helpful. It was nice that all teachers received the training and the same information at moreless at the same time. It was a little frustrating not knowing ahead of time that we would have to take so many summer workshops, but it was all good. I believe that it should have been better informed to prepare, but in the end it worked out. I also believe that the training and information presented at the workshops was important and a big part of making teachers better equiped to teach. I think teachers should continue to receive academic and strategy workshops in all areas. My frustration and many others was not having the user codes and passwords to login to new learning. Hopefully, next step is to educate the teachers with computers and ipads. Many teachers are not prepared. Thanks for equiping us with knowledge.	10/2/2014 3:27 PM
145	Required PLX hours/courses are not always made clear to teachers and it is difficult to get a spot, not enough sessions offered.	10/2/2014 3:27 PM
146	It is necessary that all teachers are required to take the same PLX hrs. I think this is necessary so that the district can align campuses to a common goal and clear any misconceptions within the district about how to achieve this goal. For example: I have had many Balanced Literacy trainings, however, they all gave me information that was a little different. Other coworkers have had no Bal Lit training. Although I have many hours of training, it is necessary for me to know exactly what the district's expectations are.	10/2/2014 3:25 PM
147	We already work over the limit of hours we are paid during the school week. Why are these classes on Saturdays, when that is the time we need to spend with our own children. PLX should be offered during the faculty meetings we attend every week. We already spend too much time away from our families working overtime and not being compensated for it.	10/2/2014 3:22 PM
148	There really aren't many courses in my area	10/2/2014 3:21 PM
149	CCISD has got to stop making it up as they go along. THERE IS NO CONSISTANCY IN CCISD! If I did my lesson plans the way CCISD does things they would try to fire me! Balanced Literacy is ridiculous. The schools that have done it for years do not have significant growth in their scores. We are headed in the wrong direction. I can't wait to retire!!!	10/2/2014 3:19 PM
150	I am a librarian and the PLX provided NEVER gives me anything useful.	10/2/2014 3:18 PM
151	It was silly to have the balance literacy only open to 1st and 2nd. It should have been implemented from the ground (being kinder) up.	10/2/2014 3:16 PM
152	It should have been straight forward from the get go and in place before March/April, when we can start earning PLX credit. Too last min and not enough CLEAR guidelines. Classes we needed to take were not counted. Classes should all been placed on PLX days, not spread out for a week when we were not back on the clock.	10/2/2014 3:15 PM
153	PLX hours offered were not clearly marked for grade levels so we would know if it counted.	10/2/2014 3:15 PM
154	I did not like that the courses were offered so late in the summer. I like to take my classes the second week of summer break.	10/2/2014 3:15 PM
155	I think the new PLX hours are not giving teachers enough time to do what needs to be completed in the classroom. I am having to take my weekends and after school hours which I need to prepare for my students. Also, there is not enough Science classes for me to take and I am departmentalized at my school.	10/2/2014 3:14 PM
156	Getting PLX hours has not helped me in any way. Just gives me headaches.	10/2/2014 3:14 PM
157	There is no consistency or cohesiveness with the Special Ed. Division of CCISD; most special ed. teachers don't even know who the Sp. Ed. Director is not even if its a man or a woman!	10/2/2014 3:02 PM
158	Does thiscuurent system with its getting permission from principals and admin. leaders for PLX hours conflict with the state's PDM/CAT guidelines that teachers or staff (legally) decide what their staff development should be?	10/2/2014 3:00 PM
159	I feel that the district should provide PLX sessions at the districts expense and not the teachers. Teachers are having to travel out of town and pay out of their own pocket for the sessions. The entire PLX program creates a major burden on teachers that have obligations to weekend events that are required based on their subject area such as band, choir and orchestra directors (judging contest and holding after and before school rehearsal).	10/2/2014 2:32 PM
160	FYI: Upper Grade Bilingual Teacher... only teacher out of 5 that is self contained... Other 4 are departmentalized... 21 students out of 100 not receiving the same type of education...	10/2/2014 1:23 PM

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161	My campus never received the initial email regarding the changes to PLX. I do not agree with changing from 12 to 15 simply because it does not take into account that classes are spread out often at different locations which takes up travel time, etc. As it is now, it is very rigid with required hours. Also, I feel like the requirements were unclear regarding HAZCOM as it stated that HAZCOM was required PLX but it was actually only required for NEW teachers.	10/2/2014 9:37 AM
162	I don't mind plx, but this year it was difficult as there weren't many options for the summer, or a very large variety of topics to consider. So if you had already taken most of what was there, it will be difficult to obtain the 15 credits needed this year.	10/2/2014 8:48 AM
163	Prof. Dev. classes are not offered in due time, Prof. Dev. was offered to go over the new Math TEKS, but there were not any TEs available to look at. The new Math series is awful!!!!	10/2/2014 7:49 AM
164	I would have like more choice.	10/1/2014 9:33 PM
165	I felt that while the workshops I attended contained decent information, my time could have been used better if I took specific courses that would personally help me in my classroom-with my subject matter. Information was repeated a lot throughout the courses and I just felt like it was a waste of time. I rather have more time with colleagues discussing plans, ideas, and action topics than sitting in a room where the information is more geared to elementary or other subject areas.	10/1/2014 4:03 PM
166	I liked that this year I was able to complete my plx hours online instead of having to attend classes. However that might not always be the case. In addition, I liked that it was subject specified and they TOLD me what to take. That made it easier. I didn't have to look around for the hours. However with that being said, the online system was a pain to log into at first. There were many issues with the logins and passwords. :)	10/1/2014 3:52 PM
167	Don't like the set up and very inconvenient. Some classes that I signed up for were suddenly canceled due to district's mistake and I was not able to make up. I have 3 hours that need to be made up due to the district's mistake. We really need to go back to the old way. The more elaborate the district tries to get the more mistakes are made which may come out of my pay check.	10/1/2014 3:30 PM
168	I believe being prescribed specific, required PLX courses defeats the purpose behind PLX.	10/1/2014 3:28 PM
169	If more training hours were available for LOTE it would be easy to obtain the hours, but there is never enough classes available for this department.	10/1/2014 2:58 PM
170	If we have to get 15 hours and are given 2 contract days to do this the math doesn't add up. We have to spend at least a half day of non-contractual time to get the remaining hours at our expense.	10/1/2014 2:39 PM
171	MANDATORY training should be provided on Staff Development days, not demanded of us on our own time. To require that three specific courses be completed during my "off" time before any other staff development training that I attended is allowed is ludicrous. Perhaps a trip down from the Ivory Tower is order from all of those overpaid, underworked 9 to 5'ers "downtown."	10/1/2014 2:35 PM
172	LOTE courses are not offered. ASL is left out of the picture totally because we only have a couple of teachers in the district. Teachers of French are forced to have to participate in Spanish language workshops. Teachers do not want to have to work on Saturdays to meet PLX hours. Principals did not tell teachers about upping the total to 15 hours and therefore many did not take PLX during the summer plus whatever happened to "vacation"?	10/1/2014 2:31 PM
173	I am not a special education teacher, but I still teach those students.	10/1/2014 12:19 PM
174	getting more difficult to obtain needed hours every year	10/1/2014 11:49 AM
175	There was nothing offered for secondary (highschool) math teachers. Some of us had already taken most of the required courses, they said we should take.	10/1/2014 7:08 AM
176	For question #3 I chose disagree because there are plenty of courses offered on what teachers need on a personal level, the problem is teachers don't want to go if they aren't awarded Plx, they need to think about the original reason why they go to training to better themselves as a teacher. It appears as if the courses that are Plx are pretty much mandatory or offered through out the year and the 15 hours would be easily obtained if they go to them. I already have 9 of my hours that I started accumulating this summer with the mandatory Plx. Also, things that aren't Plx on eduphoria can be approved by your principal, all they have to do is ask. But once again that would require something extra, and sadly some teachers are too lazy to do that. Don't get me wrong I wasn't happy about them upping the hours, but when I stopped and thought about it instead of reacting, I don't see anything wrong with putting an accountability measure for Plx.	9/30/2014 10:30 PM
177	nothing is being offered for PLX exchange which makes it hard to get my credit hours	9/30/2014 9:28 PM



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178	It seems as though we need not only prepare lessons, more paperwork, discipline problems, etc. etc.. We need to figure out PLX hours on top of regular inservice training. Seriously!	9/30/2014 7:35 PM
179	CCISD did not offer enough of a selection to get PLX credit. They usually do a good job at offering PLX that can be useful, this year there are too many restrictions.	9/30/2014 6:09 PM
180	This was told to us at the end of school year. Holidays were planned and the courses needed happened on vacation time. No other days were given for the High school math or opportunity to go to. Required courses were full and not enough classes were opened. District did not think this through before end of year and left staff scrambling for hours. I am still missing 5 hours but there is not classes that I can take according to the stipulations.	9/30/2014 2:53 PM
181	The new rules for obtaining PLX hours is unfair. What was communicated was unclear and confusing.	9/30/2014 12:56 PM
182	PLX hours would have been more impactful and effective if the courses/expectations had been communicated to us in a timely manner. The manner in which the PLX program was conducted Spring 2014 was totally unprofessional. It was completely insensitive of the school district officials to expect teachers to "figure it out," at the beginning of the school, in addition to all of the stresses/demands that are placed on us at the start of the year. As educators, we should all be aware of the exceptional demands that are placed on us at the beginning of the fall semester. The "Job-Alike" sessions that were conducted in August were exceptionally insulting and we felt talked down to. We were told that "we better stay until the end." Our presenters were very adamant about the fact that we needed to stay until 4:30, which was a ridiculous expectation-- we all know that most of us are done by 3:00--totally unacceptable to be treated like that. In closing, I would have liked to see more relevant topics covered at these mandatory trainings. CCISD has to do better, if they expect better results.	9/30/2014 12:15 PM
183	The courses that I was required to take were very limited and did not pertain to what I was going to be teaching in my grade level. I was put in a waiting list two times, I was unable to make my PLX hours.	9/30/2014 11:44 AM
184	There is hardly anything for the PK level. We need staff development that will address the needs of PK. We need to adapt everything down to PK and not every workshop applies to this grade level.	9/30/2014 11:27 AM
185	what they have to offer is not always conducive to my schedule.	9/30/2014 10:32 AM
186	The PLX program is not fair to the working teachers.	9/30/2014 8:57 AM
187	I would rather have the 2 days back. They seem to be holding PLX hours and you are being required to take courses on the 2 days you can exchange. So we might as well restore the 2 days. Information was given to us on the last day of school last year. Some people signed up for PLX courses at Carroll HS not knowing if our principal will give us credit or not-a reminder we had a lot of changes with Principals we don't know if they will give their new teachers the credit If they are now going to have "required" courses then a suggestion is to have it on campus, make it a campus based need or district requirement. (hopefully the district will have all campus aligned and doing the same) Information should be given to teachers with plenty of time -no consideration was given to the teachers who try to work on their PLX hours early. Yes, us teachers have families or vacation time is planned so give us plenty of time with any new changes to PLX courses. We had to wait for a specific date to check Eduphoria for courses and times by then ALL to MOST courses were full. This also was not fair.	9/30/2014 7:55 AM
188	I take university level courses during the year and take extensive outside professional development over the summer. I need this outside PLX training to continue to count toward the districts requirements.	9/30/2014 1:25 AM
189	Librarians need opportunities too and should also not be left out of the know as we are never informed of anything nor do we have a voice in CCISD. We are certified teachers as well and have rights. Please be our advocate AFT!!!	9/29/2014 11:31 PM
190	Working summer school also made it more difficult to attain Plx hours since they were not available during the month of July	9/29/2014 10:16 PM
191	The options are very limited in our area.	9/29/2014 10:01 PM
192	I only teach math so I didn't need to attend the balanced literacy training or the Hazcom training. I attended the math textbook training last Spring. The only thing offered for me was the 3 hour math update at Moody. I still need 12 hours in math, but nothing is being offered.	9/29/2014 9:57 PM

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193	The district has always allowed staff development days to be comprised of 6 hours of training and 1 1/2 off for lunch. It was even published years ago in the intercom from Sandra Lerma that a staff development day was 6 hours of work. Basically the district took the 7.5 teacher work day times 2 to make the 15 so now teachers are required to work 3 additional hours. We come out ahead with just working the 2 days of 6 hours. Please note though that teachers attended many sessions which in the past started at 8:30. An email went out to the presenters that they were to start at 8:00. My concern are we turning ALL staff development days in the district to 7.5 hour days? Then we have some principals honoring 1 1/2 for lunch and I know other principals with 30 to hour for lunch. This is starting a bad habit for principals not to follow a district standard. Please help us.	9/29/2014 9:43 PM
194	The campus principal should be able to plan and execute professional learning that addresses the needs at their campus on days that are scheduled into the calendar. At the same time, teachers should be given those days off if they were able to attend a conference, take classes at the university or complete some other learning that is relevant to their subject with the principal's approval.	9/29/2014 9:07 PM
195	I spend a lot of time improving myself every year doing things that do not allow for application to these hours. Meanwhile these classes are required to take are not conducive to improving my area of instruction. Allow for teacher input to improve the current system.	9/29/2014 8:41 PM
196	Seems as though things just keep getting piled on without any end in sight!!!!	9/29/2014 6:35 PM
197	Very badly thought out shift and communication and availability of courses is lacking. Non CCISD providers who do have needed/relevant courses are not recognized as valid in many cases.	9/29/2014 6:18 PM
198	The PLX period for 2014 began March 1st. However, teachers were not informed about these changes until late May. This year we have 2 new textbook adoptions; Science and Math. Yet these were not required for PLX hours. I attended both sessions but did not receive credit for any hours because they were not a requirement. It is very disappointing that teachers are treated so unprofessionally. Requiring 3 additional hours because the teacher work day is from 7:45-3:15 is ridiculous. Many teachers spend several days before school, on their own time, without getting paid, in their classrooms setting up. A simple solution to this problem would be to make the teacher "Work days" in August, January and June 7:45-4:15. Most teachers stay until 5:00-6:00 on these days anyway!!!!	9/29/2014 5:58 PM
199	The main problems I had with the new plx were that the requirements were given on the last day of school and the hours were only offered at the end of the summer. I would have liked to take them at the beginning of summer so I could better prepare for the school year. Also, I like having the flexibility of taking the hours when I am able to. Another problem with the plx was that we were instructed to begin for instance balanced literacy, but were not given the tools to put the program in place.	9/29/2014 5:58 PM
200	Let us teach! Let us do our job! Please and thank you.	9/29/2014 5:52 PM
201	I don't feel that it is right that I am going to have to go to two trainings (9 hours total) on a Saturday and not get paid for them. I have already received my PLX hours and special ed. is telling me that these two trainings are required and I will not get paid.	9/29/2014 5:49 PM
202	I have way over the amount I need due to the fact that they tell you which courses are mandatory and I had already signed up for an optional course that is something that I really needed to take. Then they inform us that all trainings will take place on Saturdays for PLX hours which I do not need but I do need the trainings. I have heard they will be paying us but still...it is difficult giving up a Saturday. It feels as if I work six days a week.	9/29/2014 5:26 PM
203	The current PLX hours infringe on my family time. Teachers need time away from work to take care of family, run a household and to stay fit. Most elementary teachers like me work beyond the official school day. We don't need or want more work piled on. Flour Bluff ISD sends the students home half day and has the staff development the other half a few times during the year. Why not try that ?	9/29/2014 5:24 PM

## Corpus Christi AFT

204	The whole professional development training this year was a fiasco. Rather than having training on the new smartboards installed, the new version of eSchoolplus, stemsscopes, or Go Math, we were forced to endure training on a program that was instituted about 14 years ago and is currently being used in schools that are failing the STAAR test. Many teachers took sessions late in the school year to complete them before the summer began only to have these 15 hours discredited because it didn't include the "mandated" sessions for the PLX. I, nor any of my colleagues, appreciated being forced to take p.d. given 10 years ago and has proven ineffective. Each campus knows their students and what is needed to help them be successful. What works for one campus, doesn't necessarily work for the next. One size does NOT fit all. Neither did teachers appreciate Mrs. Puentes' threat for teachers who did not follow "district non-negotiable mandates"..... which was to follow the balanced literacy program to the letter of her law - which also is the same program being used by failing schools. Because of the mandated district's p.d., most teachers were sitting in lectures rather than setting up their classrooms on days set aside for that purpose. Many teachers had taken Modules 1,2,and 3 on High Yield Strategies prior to the summer's mess-up but did not get credit for them. Instead, they were forced to retake these sessions as mandated in order to receive credit for these sessions.	9/29/2014 4:49 PM
205	More elementary-like bullshit coming our way everyday	9/29/2014 4:48 PM
206	The current plx system is horrible! Teachers are spending way to much time trying select approvable courses that pertain to a teachers specific teaching area. The online courses are very hard to access and complete with connectivity issues and finding the correct site to go to complete the courses I hate the current system because I spent more time	9/29/2014 4:45 PM
207	I would rather get it done at the beginning of school, they pick the courses they want me to take and they tell me what days to take off, so basically I have no choices.	9/29/2014 4:16 PM
208	In my opinion, the biggest issue with this year's changes to PLX requirements is when we found out about them. We should have been informed of the changes MUCH sooner than the afternoon of the last day of school. If we had had a week or two to talk with and ask questions of our administrators and district personnel, a lot of confusion could have been cleared up. It was also incredibly frustrating that the required PLX courses were courses many teachers had already taken. I registered for HAZCOM and all the High Yield Strategies modules because we were told they were required. Then I was told to unregister for HAZCOM because I took it two years ago. Then, in the third and final High Yield Strategies module I attended, I was told that I wouldn't receive credit for any of the modules because my school conducted those courses a year ago at district request. Why would you make something required knowing that everybody was supposed to have done it a year ago and that you weren't planning on giving credit to anyone who repeated the class? If you're going to do that, you have to make it abundantly clear right out of the gate that that's the way it's going to be, and that was not done. To the district's credit, they did end up giving me credit for these modules, which I appreciate, but the whole experience was very confusing due to poor communication. In summation, I was told via e-mail after dismissal time on the last day of school that this year I must complete 15 PLX hours. Much later in the summer, I found out, either via e-mail or while attending the actual courses, I did not qualify to receive credit for 9 of the required 12 hours. There were not enough recommended PLX courses to make up these 12 hours, and other courses I took on my own time to familiarize myself with our district's new Math and Science adoptions would not count without approval from an administrator. The increase to 15 hours is fair, but it should not be this difficult to acquire 15 hours of credit. I hope that things run much more smoothly in the 2015-2016 school year.	9/29/2014 4:12 PM
209	We need to align with what other districts do. If you take staff development in the summer then you are exempt from one district staff development day- no docking of pay. Only the teachers in our district get threatened to have our pay docked. PLX was invented by one person in our district. She decides what is worthy of PLX credit. I did some online courses on my own time in the evenings and was told that I could have done them during school hours. No professional trust.	9/29/2014 4:07 PM
210	INstead of punishing all teachers, the district should just address those few who took classes that did not match their teaching level or subject matter.	9/29/2014 3:50 PM
211	This year's PLX expectations were poorly planned and "at the spare of the moment" changes were made even after many teachers gave of week of their vacation(June 9-13). Most teachers receive the required information after June 13th. Some teacher like to do their staff development early because they graciously give of their time to test for registration, even when they are not section leaders.	9/29/2014 3:34 PM
212	way too many restrictions on the PLX training requirements and not enough classes offered.	9/29/2014 3:33 PM
213	Information was not delivered at a timely manner as to what would count for PLX hours. Leveling at our campus also caused some confusion as to what courses to take for which grade level.	9/29/2014 3:32 PM
214	The quality of classes offered in the fall was very poor. The selection is also of classes offered is too limited. Expectations are unclear.	9/29/2014 3:31 PM

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215	The answer to #3 depends on the principal who has the discretion to allow conferences, etc. as PLX hours.	9/29/2014 3:27 PM
216	Definitely need more classes that will give us PLX hours. Many classes that were offered that would be helpful did not such as Texas Go Math Review.	9/29/2014 3:24 PM
217	Unfair!! We were told the last day of school about PLX credits needed and some of us had already signed up for other inservices we needed. It should not start this year but hold off until next year.	9/29/2014 3:23 PM
218	As a special education teacher changes to our required and recommended PLX hours was updated as of the 2nd week of school. I thought that was unfair, since most of us has taken the required hours prior to start of school.	9/29/2014 3:12 PM
219	The changes in PLX were conducted unfairly.	9/29/2014 3:09 PM
220	This year did not work for plx - it was much easier and there were more options before	9/29/2014 3:08 PM
221	I felt that the PLX program worked well in the past. This year I do not. Requiring the completion of the several "mandatory" courses prior to receiving PLX credit in our field was against the spirit of the PLX program.	9/29/2014 3:04 PM
222	I miss attending professional development that is content and campus based. Meaning that it pertains to my area of teaching and also what my campus is putting emphasis on.	9/29/2014 2:51 PM
223	At the end of the year, we continuously asked for information on the changes that were going to occur on PLX hours. No one had any answers for us. Finally, in June, we had an answer, but there were no classes to begin the PLX hours. It was a nightmare at the beginning of the year, there was so much confusion and no one knew what was acceptable hours and which were not. Many hours we had to get Principal approval and it was just not coordinated very efficiently. I would prefer to have my two contract days restored so professional development can be delivered during the work days.	9/29/2014 2:32 PM
224	Not enough sessions were available for the required PLX	9/29/2014 2:32 PM
225	We had a new math adoption and stemscores and those were not considered mandatory. There wasn't much choice for professional choice.	9/29/2014 1:54 PM
226	Had to take classes didn't really want or need, but fit the schedule to fill the day. Also, the elem. math that AFT did first part of June at Carroll was much more informative and relevant to my teaching hs andms math, I was impressed. Learning what others do sometimes enlightens one to ideas and opportunities never thought of... AFT programs are A+ and well worth the effort, keep it up- Oh, I couldn't get credit for PLX, despite I thought it much more relevant. Thanks,	9/29/2014 1:47 PM
227	If the district wants to require specific courses then reinstate the 2 days. If the district will allow teachers to get what we feel we need to help our students become more successful, then continue with PLX. There were too few classes available during summer to allow teachers to get the courses they needed per the district. AND they were only available on those 2 days anyway...	9/29/2014 1:39 PM
228	Thank you for taking the time to advocate for all teachers.	9/29/2014 1:28 PM
229	Teachers know their strengths and areas of need. They should be allowed to select the professional development they feel will benefit them the most in their classroom. It is not necessary for the Office of Academics to dictate to other professionals what professional development they "think" their colleagues need.	9/29/2014 1:05 PM
230	I found the new system to very poorly communicated and confusing. I felt like not enough time is spent with my campus and would much rather meet at that level.	9/29/2014 1:04 PM
231	Coaches were treated unfairly. We had a mandatory meeting on one of the PLX exchange days for which we didn't get paid and did not get any PLX hours. I don't see how a day can be mandatory if we are not getting paid! Also, I would much rather go to a class than try to figure this stuff online. I have tried to do the ELPS course several times on different computers and it won't load.	9/29/2014 12:59 PM
232	I am having a difficult time finding classes for the modules- all were filled during the summer and they have not offered anymore-only online	9/29/2014 12:45 PM
233	N/A	9/29/2014 12:45 PM
234	It was a big mess. Classes were filled quick and it was very stressful trying to find classes to take and times to take them. I would rather have pd based on campus needs and get it taken care of on those two day as a campus.	9/29/2014 12:43 PM
235	The 15 hours required is actually more than 2 days, since the district only gives us 6 hours of training on each day. This means that the extra three hours are unpaid.	9/29/2014 12:43 PM

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236	I thank AFT for providing the staff development courses after school. I was able to complete my 15 hours. Other wise I don't know what I could have taken!	9/29/2014 12:41 PM
237	Filling out a form to get permission to attend a PLX class was not told to teachers beforehand. I found out at my PLx class about the form and then had to find my own form since my new principal had not told us about this.	9/29/2014 12:38 PM
238	SO UNHAPPY WITH THE PLX	9/29/2014 12:38 PM
239	I would think the district would be proud to honor any teacher trying to improve their knowledge to be able to assist students! Instead it appears some are being punished by not honoring the attempt teacher made to seek information needed.	9/29/2014 12:34 PM
240	need to go back to do the inservices we did before	9/29/2014 12:34 PM
241	Many of us have been moved to different grade levels. There is no training offered that will help me teach in my new grade level. When I have tried to ask a question because I am confused about the PLX hours, I have received a negative attitude with the response. We spent two whole days of looking at data at the beginning of the year, but no days on actual curriculum training to make me a better teacher in my new grade level.	9/29/2014 12:31 PM
242	Teachers took certain courses after being told they would count towards PLX and then after taking the courses, they were told the opposite. That was wrong.	9/29/2014 12:29 PM
243	Everything presented at the beginning of school (the 3 have-to workshops) was sooo old. Most of those things are standard operating procedure for teachers, and frankly, I am tired of the same old junk being presented as someone's "Aha!" moment. More like an "Oh, no!" moment to me.	9/29/2014 12:26 PM
244	Thank you for addressing this! PS-I teach core AND elective classes.	9/29/2014 12:26 PM
245	I teach 0-22 in a specialized area. It would be beneficial for me to be allowed to have PLX hours for attending ESC2 trainings in my content area over the summer or for attending a conference that focuses on continuing education in my field.	9/29/2014 12:25 PM
246	If teachers are responsible for completing the PLX program, then we should have input in it's design and implementation.	9/29/2014 12:25 PM
247	None	9/29/2014 12:25 PM
248	I teach only reading and was required to take the Math TEKS PD. How is taking this PD relevant to my personal growth? Why were we required to take these modules even if they were not aligned with what we teach?	9/29/2014 12:20 PM
249	Librarians are not included in the PLX hours.	9/29/2014 12:20 PM
250	Two staff development days used to equal 12 hours, how did they magically change to 15 hours. Even if they went to 7 + 7, that would only be 14 hours.	9/29/2014 12:17 PM
251	PLX is worthwhile, but the district seems unwilling to invest financially in our development. Most districts will pay for teachers to go to conferences, even if they're during contract hours. Our district's unwillingness to even cover a sub or registration fees is very off-putting and it makes it feel like they don't actually care about our development in our content areas.	9/29/2014 12:15 PM
252	They are making it very difficult to earn credit. They are also making teachers feel like if we are not competent to select the training we need.	9/29/2014 12:15 PM
253	Nobody wants to spend their own time doing these mandatory trainings. How can a school board dock my pay if I don't show up to mandatory training on MY OWN TIME???	9/29/2014 12:15 PM
254	it looks like the ball was dropped somewhere this year.	9/29/2014 12:12 PM
255	I teach an academic core class and an elective class. Obtaining exactly 15 hours was difficult to do. You had to take an extra class, which ended up being 17 or 18 because of the amount of hours varying for each class, some were 2, 3, 4...(I kept ending up counting 14 and then needed an extra class which made me go over)	9/29/2014 12:10 PM
256	I would rather have my professional development hours implemented during my working contract hours.	9/29/2014 12:05 PM
257	Need to have In-service for foreign languages, they do not have anything for electives.	9/29/2014 12:05 PM
258	I thought the purpose of PLX hours was for the individual teacher to select training that was important to them. This year I was told by Special Education what classes I HAD to attend.	9/29/2014 12:02 PM
259	I thought the point of the PLX was to allow us to seek the professional development opportunities that were best suited for our needs. Guess not.	9/29/2014 12:00 PM

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260	There isnt enough PLX courses available for PreK teachers or Elementary teachers who need hours! Very upset	9/29/2014 11:59 AM
261	Huge push this year towards changing focus of ccisd due to the district getting an ugly letter from TEA. Lots of changes coming with little content and focus that matters.	9/29/2014 11:57 AM
262	The "required" PLX courses were only offered during the week when most teachers are trying to set up their classrooms. This caused many teachers to end up working late, into the evening and on the weekend. Not only was there NO flexiblity but many teachers opted to even take a course(s) that would NOT count toward PLX hours, but would overall help each teacher, for example the GO MATH and Stemscoptes. Once again giving up our own time.	9/29/2014 11:55 AM
263	Seriously? Comments? Let's see what else we can do to change at the last minute and confuse the faculty, staff and administration. Even the campus administrators could NOT answer questions about PLX. Can they approve? Yes? No? This micromanaging is becoming ridiculous.	9/29/2014 11:54 AM
264	PLX hours window started in March of 2014. How can you change the criteria in June of 2014?	9/29/2014 11:52 AM
265	There were not enough PLX sections for the "required" PLX hours. Many courses were only 3 hours, which meant you had to take additional PLX for the extra 0.5 hours added per am/pm sections. Some were even only 2 hours.	9/29/2014 11:51 AM
266	Most, if not all, district-led PD is either so vague that it represents a waste of time or is pointed to a level that isn't what I teach, which makes it even more of a waste of my time and the district's energies. Also, I cannot find enough courses listed in Eduphoria to complete 12 hours, much less 15. Promulgate how we can receive permission from our own campus to receive credit from other providers.	9/29/2014 11:49 AM
267	I took a CCISD sponsored course on 8/15 and they said it would not count unless the principal signed off on it. At first they said it would count because I was physically at school taking a course on 8/15 but then they changed their mind and said the principals have to sign off first. More POWER to the principals less to the teachers every day at CCISD. Take the power from the folks in the trenches and give it to the principals!!! Thank you Carol Scott.	9/29/2014 11:46 AM
268	N/A	9/29/2014 11:42 AM
269	Not enough time given to complete PLX. Coaches should recieve PLX hours for UIL, Concussion and CPR.	9/29/2014 11:24 AM
270	Administration gets a THORN on their rose!	9/29/2014 11:08 AM
271	It was absolutely wrong how they did this to us	9/29/2014 11:08 AM
272	Make PLX hours throughout the year. PE is only offered on the exchange days...this does not give us an option to take the day off. Coaches should receive credit for UIL/CPR/CONCUSSION training since we are at King all day on an exchange day.	9/29/2014 11:01 AM