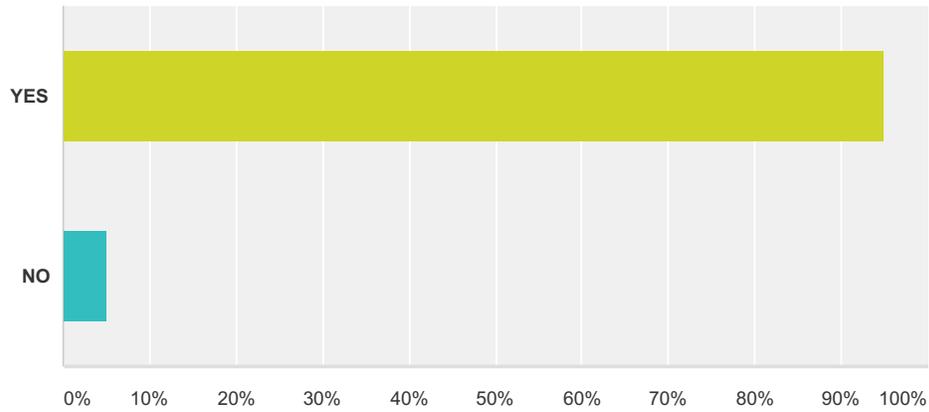


TRUE SURVEY ON BACK-TO-SCHOOL RALLY

Q1 Did you attend the August 5th TRUSD Back-to-School Rally?

Answered: 550 Skipped: 0



Answer Choices	Responses	Count
YES	94.91%	522
NO	5.09%	28
Total		550

#	IF YOU DID NOT ATTEND, WHY?	Date
1	I had to be there by contract.	10/1/2016 11:39 PM
2	My daughter got married that weekend.	9/30/2016 7:45 PM
3	Same bullshit	9/30/2016 7:54 AM
4	Maternity leave	9/30/2016 7:38 AM
5	Out of town	9/29/2016 8:05 PM
6	I was late because the bus came to our school after 9:00. We arrived around 9:40.	9/26/2016 7:50 PM
7	I was attending a conference in Los Angeles, CA.	9/26/2016 6:49 PM
8	Was not allowed to	9/26/2016 8:57 AM
9	Daughter was ill	9/25/2016 1:40 PM
10	I was in my classroom preparing for the upcoming year. I felt it was a more productive use of my time to be preparing the classroom and lesson plans for the students. I also felt it was a better use of tax dollars to be using the time to prepare for the students.	9/25/2016 12:45 PM
11	More important things to do.	9/25/2016 8:14 AM
12	Huge waste of money. Depressing that our district chooses to waste money on grandstanding when the desks in our classrooms are falling apart, we are allotted 0, zero, zip for classroom supplies, and are using the same textbooks we've had for 12 years. I could go on and on.	9/24/2016 9:52 AM
13	It was not a contracted day for me.	9/24/2016 9:26 AM
14	Because it was mandatory.	9/24/2016 9:06 AM

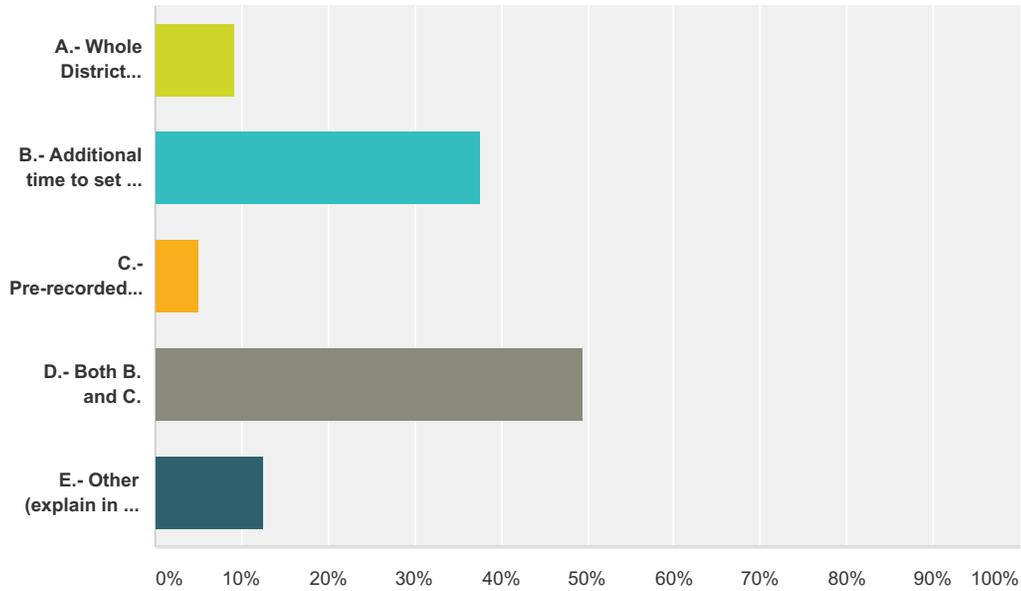
TRUE SURVEY ON BACK-TO-SCHOOL RALLY

16	Not interested in wasting my time. Didn't want to see another Martinez show the 2015-2016 was bad enough. Going downtown is a complete waste of time and resources.	9/23/2016 1:47 PM
17	I chose to take half a day of personal leave because I feel the rally is a waste of my time. At the beginning of a school year I am motivated to work in my room and plan with my grade level partners. I am not motivated by the back to school rally and actually resent the misuse of my time. I spend much of my own personal time during the summer to ensure the year begins well and I'm organized. Those who organize the rally have no idea what it's like to be in the classroom on day one.	9/23/2016 11:55 AM
18	Dr appointment	9/22/2016 9:27 PM
19	I was recovering from surgery.	9/22/2016 8:22 PM
20	I was on Jury Duty.	9/22/2016 5:29 PM
21	The district does NOT respect teachers as professionals and my time was better spent in my classroom preparing for the school year. I'm not interested in a bunch of b.s. political make top admin feel good while disrespecting those of us that ACTUALLY DO THE BUSINESS OF THE DISTRICT! WE TEACH WITHOUT US THOSE POLITICAL LIARS AND SCOUNDALS WOULD HAVE NO JOB!	9/22/2016 8:08 AM
22	Sick/dr appt	9/22/2016 1:00 AM
23	Waste of time. Waste of money.	9/21/2016 10:31 PM
24	Our school only attended half of it, as the bus forgot to pick us up.	9/21/2016 10:21 PM
25	Workers comp doctor appointment	9/21/2016 9:08 PM
26	I have an illness in my family. That is the reason I was officially unable to attend. I was already planning to be absent, though. The district's repeated, insulting behavior towards staff does not make me feel like being part of some rah rah rally when we have terrible facilities and no money to fix them... all the while knowing that district office personnel have clean, nice facilities with new furniture.	9/21/2016 9:01 PM
27	It was mandatory	9/21/2016 7:51 PM
28	Bereavement	9/21/2016 6:06 PM
29	My family already had a vacation planned before the new calendar came out with the earlier start day	9/21/2016 5:16 PM
30	I had to.	9/21/2016 5:06 PM
31	I had a doctors appointment but wouldn't have wanted to go if I could have	9/21/2016 4:17 PM
32	Although we were late because no bus was sent to pick up our school's staff.	9/21/2016 4:13 PM
33	Mandatory	9/21/2016 3:56 PM
34	Had to.	9/21/2016 3:24 PM
35	I had a personal family matter out if Tish scheduled far in advance that I couldn't get out of	9/21/2016 3:21 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

Q2 What would you prefer to have on our 1st day back to school?

Answered: 545 Skipped: 5



Answer Choices	Responses
A.- Whole District gathering/rally	9.17% 50
B.- Additional time to set up at my site	37.61% 205
C.- Pre-recorded message from the Superintendent, to be shared at all sites during their opening staff meeting	4.95% 27
D.- Both B. and C.	49.54% 270
E.- Other (explain in box below)	12.48% 68
Total Respondents: 545	

#	E.- Other (explain in box below)	Date
1	A short message.	10/2/2016 7:11 PM
2	I like the gathering, but find it unreasonable to have it downtown at the Memorial Auditorium. I think it should be near the District Office. This would save money and time.	10/2/2016 4:18 PM
3	If we gather as a whole district, I'd rather it be combined with a health fair, team building activities with our site, mini workshops for current issues to support teaching and learning, company 'picnic', a speaker that addresses the needs relevant to our students and the communities we serve -- something that allowed TR employees to grow in our craft to increase student achievement rather being a captive audience sitting for hours at our sites, on buses and in an auditorium. This is a tremendous amount of money spent from the logistics of the venue, transportation and rate of pay for every single employee present or not.	10/2/2016 12:55 PM
4	The rally is a fun idea, but under the current circumstances, it felt tense and awkward.	10/2/2016 8:41 AM
5	go back to basic. stop the waste of money and the narcissistic, egocentric speeches. He did not do better except for giving himself an undeserved raise	10/1/2016 5:13 PM
6	I had never seen a whole district rally. I thought it was fun and energizing and positive!	10/1/2016 9:21 AM
7	B and a shorter rally	10/1/2016 8:11 AM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

8	The Rally's are nice but paying a speaker that much and paying that much for a venue, bus transportation, parking etc. does not do anything for teacher morale especially when we are fighting to get a cost of living raise. Having a back to school rally at a less expensive venue with a former student as a speaker is my preference.	9/30/2016 10:08 PM
9	I wasn't there.	9/30/2016 12:16 PM
10	Whole-site meeting or job-alike/PLC/Department meeting	9/30/2016 8:09 AM
11	I'm a minority teacher that likes the rally!	9/30/2016 7:44 AM
12	Breakfast catered to sites along with B and C. Staff should be recognized for longevity at sites, with awards or pins and photos taken (much as the smaller districts did when it was feasible to all gather in one place).	9/28/2016 8:37 PM
13	I think a special speaker is nice when they encourage and inspire us at the beginning of the year or as a prof dev. day in the first quarter.	9/27/2016 8:57 PM
14	The time and \$\$\$ spent on a rah-rah rally was a complete waste of resources. Our time would have been better spent at our school site preparing with the staff on things relevant to getting the year off to a good start.	9/27/2016 5:14 PM
15	I like the whole district gathering -- its the only time I ever get to catch up and see others at other sites. I feel this is important to creating a solid network of union members -- having time to interact and not be so isolated. I think it would be better if the keynote speaker were someone relevant to teaching or if there were a variety of breakout sessions or more of a chance to interact with each other as opposed to sitting in the dark ... Also, whole district gathering is good when things are going well and people are happy, but I believe that in it's present state and considering the lack of respect towards teachers during negotiations, it looks like a big waste of money.	9/27/2016 2:13 PM
16	extra time in our classrooms set up is always a good thing. It shows that our time is valued and that we want to create welcoming environments for students.	9/27/2016 7:20 AM
17	If the district wants to have a rally, one option is to have neighborhood rallies. The staff from each school neighborhood could meet at their high school. The cheer leaders, bands, etc. could provide entertainment. The superintendent's message could be pre-recorded to play at each location. This is an option but I personally feel that a rally isn't needed.	9/26/2016 8:11 PM
18	I	9/26/2016 7:34 AM
19	The rally always feels like a waste of time and resources mainly because district personnel don't rally me. You have to have spirit that is real for me, -s im not picking up any positive spirit that would inspire me to do a better job than I already do.i can't be inspired by people who don't respect me.	9/26/2016 1:06 AM
20	A waste of valuable money	9/25/2016 8:53 PM
21	If the rally was actually really fun and helped us feel good about the opportunities that await us, and if we are compensated fairly for our work and we believe the distrit is operating in good faith, it could be a good idea.	9/25/2016 7:19 PM
22	The buses were 45 min late and we got to the rally really late. Then our principal had to ask another site if we could ride back with them.	9/25/2016 9:41 AM
23	Meet with whole staff at site	9/25/2016 9:28 AM
24	I understand teachers,need more time to prep for the start of school but i think when relationships are better between the DO and TRUE, the grouo gathering is inspiring. All of us lufting together. Maybe paid (non instructional rate) additional hours can be a happy medium. 4 hours of voluntary teacher prep time for start of school.	9/25/2016 12:12 AM
25	I very much enjoyed the speakers and students, but could have used that time to get work done.	9/24/2016 7:44 PM
26	I feel ill when I imagine the amount of money that is spent on the rally. I was in a local park recently when a large company picnic was being set up. Food trucks were arriving. It looked like much fun. It was then that it seemed that the back to school rally is not about the employees of TRUSD, but about the administration celebrating themselves and creating or even forcing all employees to be the audience. It continues to create a worker class and ruling class atmosphere when teachers and classified staff are invited to wear costumes and T-shirt based attire and administration wears suits and black dresses. If we are creating a celebration across the district we should look at how the funds are invested and appreciated by the various members of the TRUSD team if this is going to be a team effort to education all students.	9/24/2016 7:35 PM
27	It is good at times to see colleagues that have moved to different sites. If it was mostly a social event (barbecue, catered food, picnic) it could have the desired effect of unity. As it stands I would prefer choice D.	9/24/2016 3:54 PM
28	Please save our district's spending by having rally at a TR facility or by video to our sites.	9/24/2016 2:21 PM
29	Time to set up would be great vs having to go and hear speeches.	9/24/2016 12:02 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

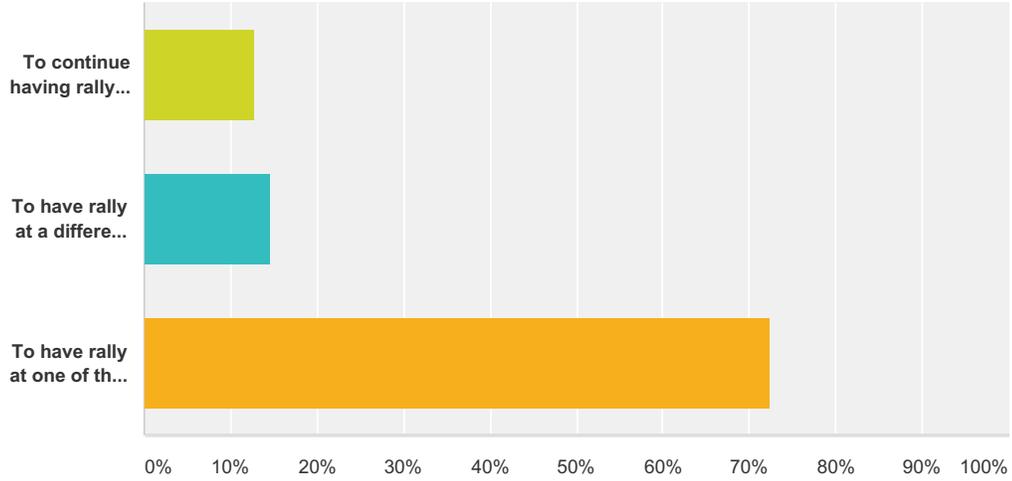
30	I would appreciate having more time to set my room up before the first day of school. I feel doing so would be more valuable.	9/24/2016 11:15 AM
31	The expense of renting Memorial Auditorium and bussing, etc is not justifiable for the effect. It felt like a gimmick - a sales pitch and takes away from what it should be for TR! The effect should be unity and to rally the team to have a great start! Using a high school auditorium (such as was done at Foothill High) is free.	9/24/2016 11:07 AM
32	If we are at our site on that day we should be given half day to work in our classrooms and admin be given half day for staff meeting and the sups prerecorded message can be given at that time. He should also have a time limit so school admin have ample time to give teachers information for the new school year	9/24/2016 11:01 AM
33	District wide grade level collaboration building common assessments in lieu of benchmarks.	9/24/2016 10:29 AM
34	Or a rally at Foothill high	9/24/2016 10:08 AM
35	We can use the money saved from the rally to go towards our students' education and teachers' salaries,	9/24/2016 10:08 AM
36	No money wasted unnecessarily.	9/24/2016 9:52 AM
37	I don't mind the idea of getting all of us together with a powerful message and keynote speaker, but maybe right when summer ends isn't the best time. Teachers aren't thinking about our alignment as a vision. They are more distracted with setting up a successful year.	9/24/2016 9:20 AM
38	What a waste of time and money for a huge mandatory rally	9/24/2016 9:09 AM
39	The district gives us only one day to set up classroom? Hard- especially when you have to box up everything for summer school that is in your classroom.	9/24/2016 9:08 AM
40	I occasionally enjoy the keynote speaker, but it's really hit-or-miss from year to year.	9/24/2016 6:12 AM
41	I don't need a rah-rah speech and big doings. I need time to do important stuff. My room still is not decorated with posters and stuff, though I work at school from 7:30 a.m. til 4:30 p.m. some days. Rallies, ugh.	9/23/2016 10:12 PM
42	Stop wasting taxpayer money on hall rentals	9/23/2016 4:55 PM
43	I don't care for the amount of money spent on this when feelings from most teachers I spoke with are negative. How is there this much money to spend on the rally that many would prefer not to go to but there isn't money to compensate teachers for all the time we put in.	9/22/2016 9:31 PM
44	I like the district rally because it's one of the few times we all come together and I see old colleagues. If done properly I think a welcome back gathering can be a powerful statement of unity and community.	9/22/2016 7:42 PM
45	Whole district picnic. There could be games and prizes. For much less than a speaker, we could all have lunch, chat, and have fun.	9/22/2016 6:41 PM
46	I enjoy the district gathering together. I like having the chance to see people I do not get to see all of the time, however, I believe that this should happen at a high school site or a site the district owns. The busing in is great idea as long as the buses are parked nearby and staff can get to them quickly and back to the sites. The rally should only take a total of 2 hours, including travel.	9/22/2016 6:39 PM
47	We are required to fully pack up our classroom at the end of each school, with a few exceptions made for paper on the walls, and then we must set it back up a few weeks later. Spending hours at a rally, with my mind racing about all I need to do to be fully prepared for the first day of school, is very frustrating. We are not given enough time to pack up or set up our classrooms, not to mention preparing for all the lessons during the first few weeks of school.	9/22/2016 9:50 AM
48	Possibly a brief all staff meeting that is less formal and highlights our successes and showcases our amazing kids.	9/22/2016 9:02 AM
49	Time to not only set up and prepare for the upcoming year but also to work on preparing for my special ed responsibilities. There are ALWAYS problems with copiers, no paper, NO SCHOOL SUPPLIES UNLES WE SPEND OUR SALARY ON THEM, and other issues that create a backlog of problems for teachers to be prepared. Again no respect or professional courtesy is given to teachers and I've never seen anyone at the DO run out of supplies to do their work! But teachers and THE DUSTRICTS CLIENTS (OUR STUDENTS) are consistently left without to suffer and "do the best you can!"	9/22/2016 8:13 AM
50	Valuable professional development: A summary of PD's that were available over the summer that teachers could not attend.	9/22/2016 7:19 AM
51	A positive beginning is a nice gesture and I do enjoy getting to see friends and former colleagues from other schools but I am also a very optimistic, look at the bright side person. Seeing/hearing from the distinct upper management is important too, but maybe schedule a lunch at each site on a rotating basis rather than perform for us like this.	9/21/2016 10:58 PM
52	Although motivating, especially with the speaker that was featured, I would much rather have more time to prepare my room and plan with my team at my site.	9/21/2016 10:05 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

53	The last thing I need is a message of support from a superintendent who doesn't want to do what is right be teachers and does nothing to make our jobs easier. I would rather meet with my fellow department members.	9/21/2016 9:02 PM
54	That is all	9/21/2016 8:12 PM
55	I would definitely want a work day. Every year there is more to do. It would be nice to be able to view a message from our leader during meeting time.	9/21/2016 7:09 PM
56	Funds to help our own school sites have a get together with our parents and students. Start on a positive note with families.	9/21/2016 6:34 PM
57	I would rather attend a rally at a high school with no paid speaker if we have to do a rally.	9/21/2016 6:16 PM
58	I don't care to listen to a pre recorded anything. Written is fine	9/21/2016 6:07 PM
59	How about meeting with your area and district leadership.	9/21/2016 5:52 PM
60	Something at the DO maybe that doesn't cost so much money.	9/21/2016 5:32 PM
61	A rally is nice, but not down town. If we could do it at the schools it would be better. If not, lets skip it and save money.	9/21/2016 5:24 PM
62	This could save a lot of money! We need full time librarians and this could help.	9/21/2016 4:57 PM
63	I used to enjoy the back to school events. If they were better organized it would not be an issue. The current format of the event leaves me preferring to have the time in my classroom.	9/21/2016 4:33 PM
64	Or a meeting at the site with people at my school -- to work on something productive. Even if we weren't given time to "set up" in the classroom, we could have PLC preparation time to discuss curriculum, pacing, students with IEPs/accommodations, students with EL support, etc.	9/21/2016 4:25 PM
65	B and a date as to when the superintendent will be personally visiting my site to talk to staff.	9/21/2016 4:14 PM
66	I like b and c options and I think it would've been nice to have some catered lunch to show us some appreciation.	9/21/2016 4:10 PM
67	I actually don't mind the rally, but I don't like the tone of the rally. In the last few years it has been on a negative note. I don't enjoy feeling resentful after the rally, I thought the point of it was to be uplifting. Snide comments made by board members or the Superintendent really disappointed me. I don't like that we travel far...the high school was good.	9/21/2016 3:24 PM
68	I think the first day back to school could be better utilized. It could have been used for staff team building or even staff development time. Being a 2nd year teacher I don't think the time was used effectively.	9/21/2016 3:16 PM

Q3 If the beginning of the year kick-off event/rally continues, what would you prefer?

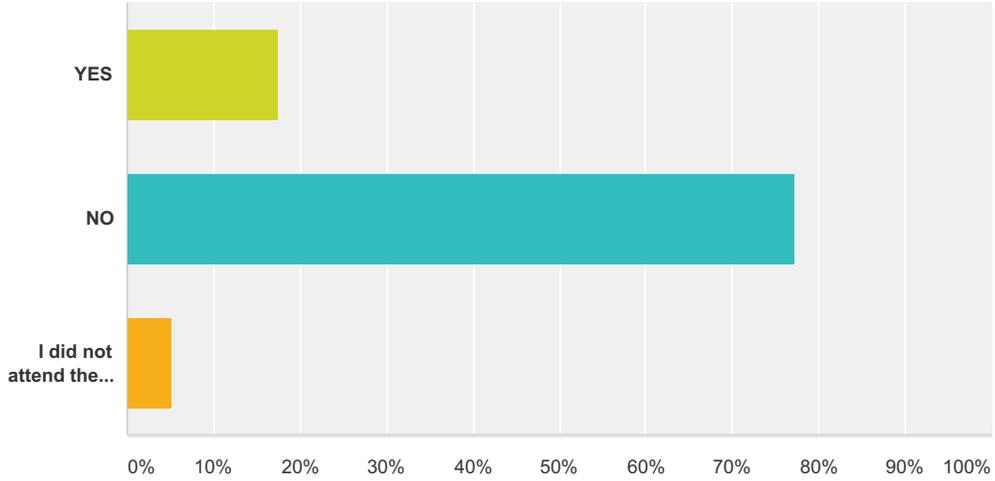
Answered: 530 Skipped: 20



Answer Choices	Responses
To continue having rally at the Memorial Auditorium	12.83% 68
To have rally at a different venue, closer to schools	14.72% 78
To have rally at one of the Twin Rivers high school stadiums	72.45% 384
Total	530

Q4 Did the message shared by the featured speaker at the rally have value and inspiration pertaining to the job you do?

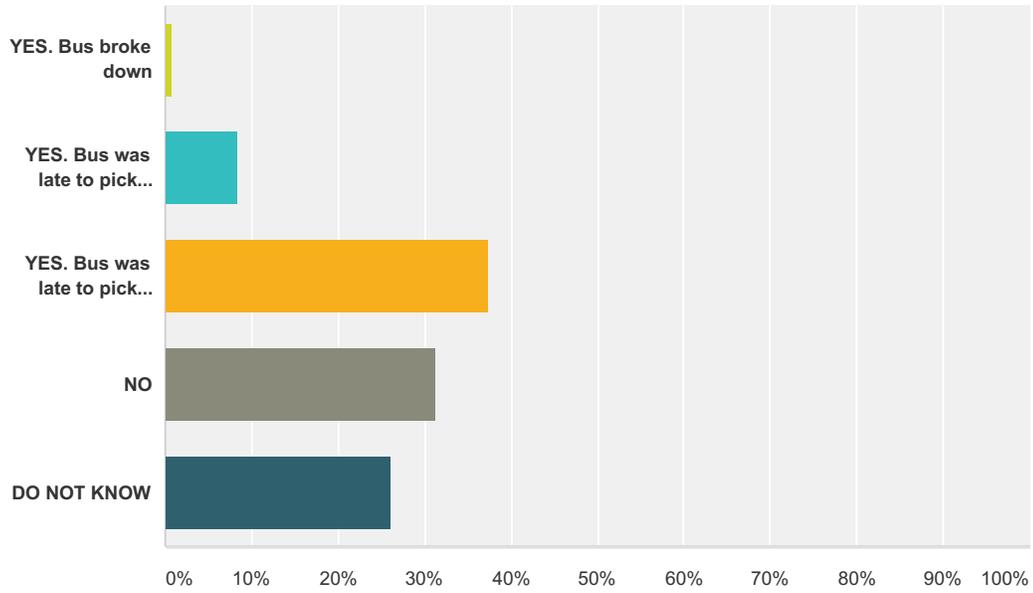
Answered: 540 Skipped: 10



Answer Choices	Responses
YES	17.59% 95
NO	77.22% 417
I did not attend the rally	5.19% 28
Total	540

Q5 Did your school experience problems with transportation to/from the rally?

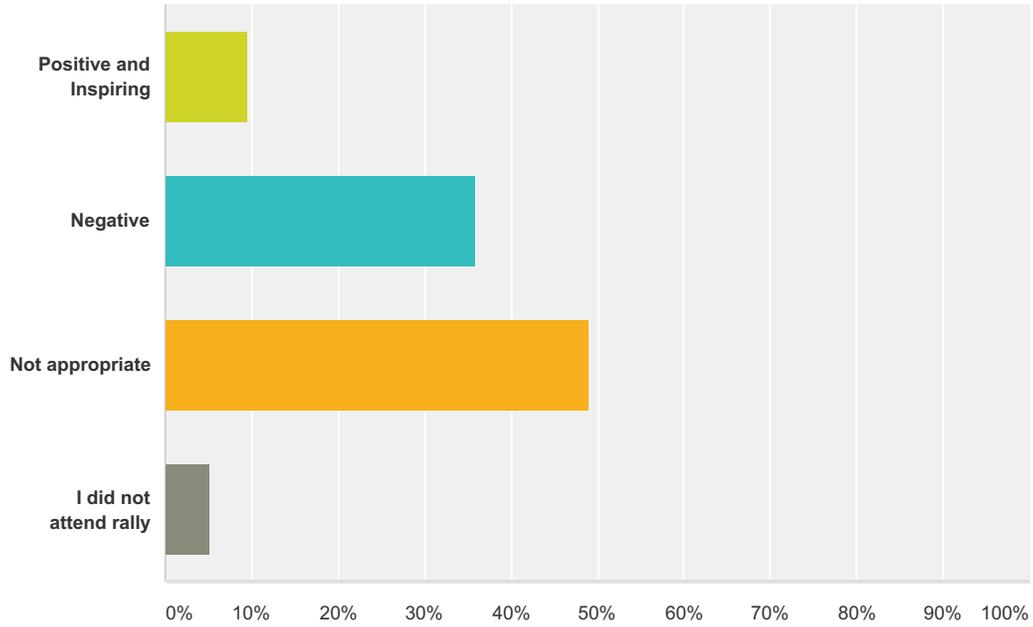
Answered: 542 Skipped: 8



Answer Choices	Responses
YES. Bus broke down	0.92% 5
YES. Bus was late to pick us up to go to rally	8.30% 45
YES. Bus was late to pick us up to go back to site	37.45% 203
NO	31.37% 170
DO NOT KNOW	26.01% 141
Total Respondents: 542	

Q6 How did you interpret the Superintendent's message to the group at the rally?

Answered: 511 Skipped: 39



Answer Choices	Responses
Positive and Inspiring	9.59% 49
Negative	36.01% 184
Not appropriate	49.12% 251
I did not attend rally	5.28% 27
Total	511

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

Q7 What did you like about the rally?

Answered: 418 Skipped: 132

#	Responses	Date
1	Simply I liked the student representation and presentations. The keynote speaker was interesting.	10/2/2016 11:37 PM
2	Seeing other friends throughout the district.	10/2/2016 10:27 PM
3	Seeing coworkers from past sites!	10/2/2016 8:19 PM
4	Seeing student singer perform	10/2/2016 7:14 PM
5	I liked seeing the unity of our teachers. I also appreciate the overall respect we showed, from what I could see, for everyone there. I also enjoyed seeing our cheer squads get a chance to get out a perform and see out TRUSD student perform, who had been a version of The Voice.	10/2/2016 7:11 PM
6	Meeting up with old friends	10/2/2016 5:32 PM
7	Innocent participation of our students. Ms. Rivas' message Presence of our dynamic teaching staff and TRUE	10/2/2016 4:43 PM
8	Student performances Celebration of certified and classified	10/2/2016 4:21 PM
9	I love seeing peers and hearing/seeing positive things about our district.	10/2/2016 3:01 PM
10	The show of teacher unity.	10/2/2016 2:34 PM
11	I liked seeing friends and colleagues across sites. I liked seeing student talents showcased.	10/2/2016 1:09 PM
12	The cheerleaders, the drum line, getting to see what a large group we are. Hanging out with my co-workers. The national anthem singer.	10/2/2016 8:55 AM
13	I loved the Unification of staff for each other and the students.	10/2/2016 7:45 AM
14	I appreciated the camaraderie of my fellow teachers. It was nice to see so many teachers united in support of fair wages and one another. The student singer was incredible!	10/1/2016 11:42 PM
15	The students who participated in the rally were great. I also loved the story of the boy who was on The Voice and sang at the rally.	10/1/2016 8:37 PM
16	I enjoyed seeing our district come together as one.	10/1/2016 8:26 PM
17	I enjoyed seeing our TRUSD students.	10/1/2016 7:42 PM
18	I enjoyed seeing students participate in the event and the guest speaker.	10/1/2016 7:12 PM
19	Nothing waste of money. He was unprepared....	10/1/2016 5:14 PM
20	Seeing former colleagues now from other school sites. Seeing the students who attended and participated in the rally.	10/1/2016 10:03 AM
21	Guest speaker. But could do without due to the high cost of paying the speaker.	10/1/2016 9:34 AM
22	Everything! I thought it was nice that all schools were acknowledged. District employees were acknowledge. Students were celebrated through performances. I thought it was very well done.	10/1/2016 9:24 AM
23	Under other circumstances, it could be unifying and positive	10/1/2016 9:12 AM
24	Seeing the students perform and participate was great. Hearing some of the inspiring updates.	10/1/2016 8:19 AM
25	I enjoyed seeing my colleagues from other sites and the student performances are always great.	10/1/2016 7:34 AM
26	I enjoyed seeing friends from other schools in the district.	9/30/2016 11:37 PM
27	There was nothing I liked about the rally. It appeared that students were used to garner applause. The speaker was not relevant to our needs as teachers. His challenges were his choice. Our students challenges are not their choice. He may have been a good speaker however he was not a good choice for the rally.	9/30/2016 10:14 PM
28	Student participation	9/30/2016 9:53 PM
29	The high school kids and the singer	9/30/2016 9:35 PM
30	I heard there were good student performances.	9/30/2016 7:47 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

31	Almost nothing! What a colossal waste of time. Appreciated the hard work of the cheer squads and drum line students.	9/30/2016 5:07 PM
32	As always, it's great to see the kids involved and they did a great job.	9/30/2016 1:31 PM
33	Board member Sandoval's speech was great.	9/30/2016 1:12 PM
34	I loved the opportunities it created for students to perform for us. I loved the choir, the cheerleaders, and the drumline.) I support them 100%.	9/30/2016 12:59 PM
35	I liked hearing Jose sing.	9/30/2016 12:53 PM
36	NA	9/30/2016 12:18 PM
37	It's a good beginning of the year, but sometimes it can be tedious. If it was a long summer most teachers want to hit the ground running and set up their classes. I like the connection with my school site staff, rather than the entire district.	9/30/2016 12:11 PM
38	+Being able to gather with the entire district staff is a treat. +Going together on a "fieldtrip" with my site staff colleagues--helped us bond. +The auditorium is a cool place once . . . I don't really need to go again.	9/30/2016 11:43 AM
39	All of Twin Rivers Staff Sharing The Same Concerns and the children	9/30/2016 11:18 AM
40	Seeing co-workers from other locations. The children from the high schools and the drum line.	9/30/2016 9:48 AM
41	It was neat to see everyone coming together as a whole.	9/30/2016 9:26 AM
42	I like the community feel and performance by our high school and middle school students.	9/30/2016 8:50 AM
43	Seeing the masa of employees.	9/30/2016 8:34 AM
44	see friends	9/30/2016 8:23 AM
45	I liked the videos that we saw about the kids and I really liked hearing about the young man who competed from Smyth.	9/30/2016 8:18 AM
46	NOTHING!!!	9/30/2016 8:13 AM
47	Not much.....These events always feel like lip service. I truly believe actions speak louder than words. Our district leaders are not showing that they truly care about our students or respect teachers. The proof is how mismanaged the district is in every department, the overall policies which do not support student education, and the attitude that the funds for the district are kept within the management sector of the district. I feel the only thing the district spends money on as far as students are events which are photo opportunities to promote the district image. It's all fake. Being one of the lowest if not the lowest performing district in the area is proof of this. The district is poorly managed in every department and level.	9/30/2016 8:05 AM
48	I like everyone coming together for a big Hoora to start off the year. The speaker this year was not as inspiring as the one from last year. His story was amazing but not fitting to kick off the school year.	9/30/2016 8:02 AM
49	The students cheering us into the rally.	9/30/2016 7:50 AM
50	I love seeing staff I haven't seen in long time!	9/30/2016 7:46 AM
51	The keynote speaker was excellent.	9/30/2016 7:45 AM
52	Seeing friends from other schools	9/30/2016 7:33 AM
53	Seeing other teachers from other school sites in their TRUE shirts.	9/30/2016 7:25 AM
54	Nothing. More time needs to be spent at the school sites preparing for class. Thousands of dollars are being spent for this venue with little or no return on investment. The same rally can be done at Foothill or other school. Money wasted on this rally in Downtown Sac could have been used for teacher supplies, field trip transportation, or a scholarship for a TRUSD student.	9/30/2016 7:22 AM
55	No comment	9/30/2016 7:16 AM
56	seeing my colleagues from other schools	9/30/2016 7:07 AM
57	I liked the students, the drumline, and the cheerleaders'greetings on the steps.	9/30/2016 5:26 AM
58	I love watching the Drum Core perform, seeing students speak and spending time with my colleagues.	9/29/2016 8:32 PM
59	Hearing the student sing and the band	9/29/2016 7:23 PM
60	The architecture of the auditorium. I was disappointed with the tone of the presentation. I wish the relationship between the TR administration and the certificated staff reflected the same respect and support that it expected from teachers toward their students.	9/29/2016 7:04 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

61	Seeing former colleagues and friends from other sites!	9/28/2016 9:36 PM
62	I liked the school spirit. I always enjoy seeing the cheerleaders and student musicians perform. I enjoy seeing my coworkers and friends from other schools.	9/28/2016 8:40 PM
63	I enjoyed seeing colleagues after being gone for the summer. I also enjoyed seeing the student performances.	9/28/2016 8:31 PM
64	It is supposed to be a welcome event marking the start of a new school year; a day to renew commitment and plans as one district. I had high expectations that concerns of teachers will also be acknowledged that day, with no expectations that they will provide solutions; at least to reaffirm the trust and confidence to the teaching workforce and commit to "negotiate fairly".	9/28/2016 6:17 PM
65	I enjoy getting a chance to see people in a more "social" setting and celebrating the start of the new school year together as a big district "team." The students that performed were excellent. I enjoyed the speaker, as well, though I didn't really feel his message connected with my job as an educator.	9/28/2016 12:08 PM
66	I do not enjoy the rally at all.... Nothing is good about it... It is a waste of time. We should be able to set up our rooms. It is a waste of money. I do not want to listen to an overpaid "inspirational" speaker. I do not want the district to spend thousands of dollars on a man who was an idiot for taking a boat to Antarctica, or where ever he was talking about, who almost died because of his own stupidity. It has nothing to do with my school year, or having to manage 29 second graders. I do not want to listen to these "themed" speeches by the superintendent. Last year was a "Rocky" theme, and we had to watch the superintendent parade around acting like he is Rocky. Ridiculous. This year was "Mission Impossible".... I have a feeling that there was supposed to be a video (the man loves some videos of himself!), and that he probably cancelled it due to the negotiations.	9/28/2016 9:52 AM
67	I enjoy getting together as a district. It is important that we unite as one team.	9/28/2016 5:15 AM
68	I liked the student performances and the special speaker.	9/27/2016 9:03 PM
69	I liked watching the students perform. They worked hard and took time out of their summers to learn songs and routines.	9/27/2016 9:02 PM
70	The student performances.	9/27/2016 8:49 PM
71	I liked that the rally was inside and had comfortable seating. I liked that students participated, as they have in the past. It was especially neat to know we have an accomplished young singer in TRUSD. I appreciated the District's attempt to provide transportation, but I realize not all schools had the same experience with transportation, this year and last.	9/27/2016 7:37 PM
72	I loved that they got a speaker who was not a teacher...who had real life experience in the world. He inspired me greatly.	9/27/2016 5:46 PM
73	It was nice to see people that I haven't seen in a long time (a year).	9/27/2016 5:19 PM
74	1) I like seeing my colleagues who work at other sites, the ones that I only get to see once a year at events such as this. 2) I like seeing other district employees (district office and classified employees). 3) Depending on the speaker, sometimes I like the keynote speech. But this year's speaker's message didn't jive with the superintendent's message and seemed a little confusing as to the message being communicated.	9/27/2016 2:29 PM
75	We could meet with our colleagues and chat every now and then. I loved seeing the student from Castori sing! He had an amazing voice and I know one of his classroom teachers. She said he was motivated to keep his grades up as long as he got to sing and play the guitar in his class. Also, watching the Grant Drumline perform was amazing too. Basically, what I liked most about the rally were the student performances.	9/27/2016 11:49 AM
76	Seeing colleagues from different sites the singer from Castori	9/27/2016 8:58 AM
77	I always enjoy the student representation and the slideshow of videos. Getting to see colleagues I haven't seen all summer before getting back to the grind is also a plus.	9/27/2016 7:25 AM
78	Seeing my colleagues from other sites	9/26/2016 9:59 PM
79	It's nice to see people from other sites. I like the performances by the students. I like the rally when there is a positive feel behind it and that we are here to kick off another important year of providing strong academics to our students. I didn't really see that this year. The students were great especially for helping out with last minute changes.	9/26/2016 9:23 PM
80	nice venue, well air conditions. Student speaker and celebration of school successes.	9/26/2016 7:14 PM
81	N/A	9/26/2016 6:51 PM
82	I do enjoy seeing colleagues from other sites. I enjoy the student performances. Maybe they could have a rally the night before at one of the high schools and we could go if we want to be there.	9/26/2016 6:50 PM
83	Seeing all the schools together in one place	9/26/2016 6:41 PM
84	I see teachers I haven't seen in years	9/26/2016 5:56 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

85	I do enjoy seeing friends at other sites. The message from the speaker was interesting but not necessary to start my school year.	9/26/2016 5:45 PM
86	Seeing everyone	9/26/2016 5:41 PM
87	I always enjoy a good keynote speaker with a life changing story. I also enjoyed the the students who participated in the rally.	9/26/2016 5:39 PM
88	Being new to the district, I liked the feeling of support at the rally.	9/26/2016 5:10 PM
89	Question #6 response choice re: superintendent: A: neutral Board member Rivas was transparent and authentic.	9/26/2016 4:53 PM
90	I enjoyed the student performers.	9/26/2016 4:49 PM
91	I rode my bike to the rally. The speaker's talk resonated with me as a long-time outdoor educator and advocate of adventure recreation. I love the historic architecture and ambiance of the Memorial Auditorium.	9/26/2016 11:32 AM
92	I liked seeing my friends at the rally.	9/26/2016 9:22 AM
93	did not attend	9/26/2016 8:58 AM
94	I love seeing people that I have not seen for a long time. Reconnecting with former colleagues is always fun. There were MANY people in the hallway during the event that were doing just that.	9/26/2016 8:16 AM
95	Good time to see old friends. Community building district wide. Keynote speaker was good but not best type of inspiring for back to school.	9/26/2016 7:55 AM
96	Nothing	9/26/2016 7:39 AM
97	I loved seeing a huge chunk of the teachers in black, standing up for their needs at a time when we knew the superintendent would be the negative force in the room, that it would be, and in fact, was, an event in which Dr. Martinez showed his distaste for the teachers of Twin Rivers. Each year he undermines labor with a critical stance at the opening rally, presumably to set the tone TRUSD administration has toward labor: they like to tell us we are unhappy failures, so that we feel less deserving of any more CASH or better BENEFITS for what we actually do DAILY. Negative rally messaging only solidifies my tie to TRUE, so maybe that was the most positive thing about being insulted at this year's rally.	9/26/2016 1:19 AM
98	That all teachers and staff stood together in unity and silence when in the presence of dr Martinez.	9/25/2016 10:18 PM
99	Student speaker	9/25/2016 9:15 PM
100	I appreciate the kids efforts and loved their ienthusiasm.	9/25/2016 8:58 PM
101	I enjoy the students and the awards.	9/25/2016 8:44 PM
102	I don't prefer to be one of a crowd when it comes to education...unless of course there's a game to play...like an ice breaker.	9/25/2016 7:23 PM
103	I do like coming together as a whole and seeing friends that work at other sites. I like the student performances, speeches, etc.	9/25/2016 6:33 PM
104	student who sang the national anthem	9/25/2016 6:22 PM
105	The speaker and the community feeling.	9/25/2016 5:01 PM
106	Nothing!	9/25/2016 4:25 PM
107	The student participation and comments are always inspirational and wonderful.	9/25/2016 3:26 PM
108	Nothing	9/25/2016 2:49 PM
109	I liked that we were able to see the many cool things our students and schools are accomplishing. The parts of the event that focused on our achievements were my favorite parts.	9/25/2016 11:46 AM
110	I do like seeing a lot of the teachers and students from the district together.	9/25/2016 10:28 AM
111	Seeing former students perform.	9/25/2016 10:23 AM
112	Recognition of school achievements	9/25/2016 10:19 AM
113	Feeling like I was part of a bigger picture..	9/25/2016 9:30 AM
114	To see all staff come together	9/25/2016 8:24 AM
115	Seeing people I have not seen in awhile.	9/25/2016 8:21 AM
116	The Grant marching band and the cheerleaders.	9/25/2016 8:19 AM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

117	TRUE protested quietly and using respect.	9/25/2016 6:57 AM
118	I enjoy seeing everybody in one place. It lends some perspective to the size of our district. It is so easy to measure your place by just your school site. I also get to see fellow teachers that I no longer teach with. The fellowship is good.	9/25/2016 5:53 AM
119	I always enjoy seeing all my friends that are at different sites.	9/25/2016 5:14 AM
120	Not much. It appeared that the sole reason for the rally this year is for the school site administrators/principals. My presence wasn't really necessary.	9/25/2016 12:18 AM
121	Being together for 2 hours with all TRUSD staff. It's inspiring.	9/25/2016 12:14 AM
122	everyone coming together	9/24/2016 10:02 PM
123	Nothing	9/24/2016 9:28 PM
124	The beautiful song sung by the male student!	9/24/2016 9:22 PM
125	I liked the students performances. I love the latino singer.	9/24/2016 8:39 PM
126	I enjoyed the speakers, but to be honest, I really don't remember the superintendent's speech. The energy was up and celebratory, but I don't know if it is really necessary. I don't really have strong feelings about it one way or another.	9/24/2016 7:54 PM
127	Student part in the rally	9/24/2016 7:49 PM
128	It is fun to see co workers and friends from across the district. I wish there was more time for this.	9/24/2016 7:42 PM
129	Saw my friends.	9/24/2016 6:49 PM
130	Enjoyed seeing other colleagues from other sites.	9/24/2016 6:15 PM
131	I honestly feel it is a waste of money to rent out that place and to pay a speaker.	9/24/2016 6:13 PM
132	Got to see people I know from other schools but don't necessarily have time to see otherwise.	9/24/2016 5:52 PM
133	Nothing. The students obviously worked hard on their presentations, so I do not blame them. They were great! However, their presence was used as a screen for the superintendent, so it was insulting.	9/24/2016 5:21 PM
134	Key note speaker was okay but would rather spend all that money on additional staff to help our kids progress academically.	9/24/2016 5:19 PM
135	The speaker was entertaining, but I was hard pressed to find how his dialogue pertained to teachers. I could tell the intent was to attempt to bring up morale amongst staff.	9/24/2016 4:53 PM
136	Seeing other teachers from other sites Seeing the kids	9/24/2016 4:44 PM
137	Thought it went well. Liked seeing singing student. Enjoy hearing how we are doing.	9/24/2016 4:39 PM
138	I liked sitting in the cool air conditioning and seeing colleagues from throughout the district.	9/24/2016 4:17 PM
139	Seeing our students being showcased.	9/24/2016 4:11 PM
140	The student that performed the national anthem. The opportunity to show the district we are on the same page with all the shirts and signs.	9/24/2016 3:57 PM
141	Seeing old friends from other sites.	9/24/2016 2:47 PM
142	I liked being with my school and each school having spirit as parts of one big team. I liked that each dept was aso recognized.	9/24/2016 2:34 PM
143	I liked the student's involvement: Student singer from Castori and the students cheerleaders participating. The speaker was interesting and inspirational. I like spending time with coworkers and seeing who is at the other schools in our district.	9/24/2016 2:28 PM
144	I strongly feel it was a waste of everyone's time AND district monies.	9/24/2016 2:20 PM
145	Seeing teachers I hadn't seen for years.	9/24/2016 2:14 PM
146	Student performances	9/24/2016 2:12 PM
147	I enjoyed seeing old friends whom I rarely am able to see. I also enjoyed seeing the students although I feel as if they were a buffer for the Superintendent.	9/24/2016 1:59 PM
148	Student talents; recognition for sites and staff members that had accomplishments.	9/24/2016 1:58 PM
149	I enjoyed seeing all the schools together. This is my first year at TRUSD. I loved the little boy singer!	9/24/2016 1:52 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

150	Nothing....	9/24/2016 1:44 PM
151	Nothing	9/24/2016 1:28 PM
152	Seeing fellow teachers	9/24/2016 1:05 PM
153	Seeing teachers from other schools.	9/24/2016 1:03 PM
154	the Idea that the whole District could have a pep rally to start off a Super year. Great Idea. maybe we're too divided to appreciate the effort. It was great to see all the different schools display some moral and pride.	9/24/2016 1:03 PM
155	The students' contribution	9/24/2016 12:46 PM
156	I enjoyed the Keynote speaker and enjoyed very little of the rest of the rally. I enjoyed the youth speaker.	9/24/2016 12:39 PM
157	The student that sang the national anthem.	9/24/2016 12:37 PM
158	Seeing some people I don't see often.	9/24/2016 12:10 PM
159	Was good to see coworkers that moved on to other schools	9/24/2016 12:05 PM
160	-the cheerleaders, marching band, slideshow etc.. -it's nice to see other schools and teachers in one place	9/24/2016 11:56 AM
161	It was exciting and I love the drum line.	9/24/2016 11:21 AM
162	Seeing students.	9/24/2016 11:18 AM
163	The beginning when the music was playing and schools were cheering. A few schools had portable light sources that was cool. After that when people started talking it was boring.	9/24/2016 11:16 AM
164	Seeing my friends from other schools.	9/24/2016 11:12 AM
165	Not much- it was an expensive show put on to promote the folks at district level.	9/24/2016 11:05 AM
166	Listening to band....but It is a waste of time and money.	9/24/2016 11:04 AM
167	Nothing, waste of time, resources and negative environment. I was told by an officer to not be in the hallway and return to assembly that Dr. Martinez had told them to control the crowd in the hallways.	9/24/2016 11:04 AM
168	It's nice to have a quality speaker like we did. The tone of the rally was negative due to the contract stuff. I enjoyed the speaker and thought he did a good job. Some people didn't like it, but I doubt most if they would like anything. The boss man Martinez was a coward. Hiding with the kids so he wasn't booed! That was embarrassing. If you play with people life's, benefits, salary and you make 220+, man up! It's good to do a "where together" rally for all jobs. Google, Facebook, Apple, Intel, Microsoft, all large employers do it. So should our district! Some people like the Ra Ra of them, I don't but they do what they are intended, bring us together	9/24/2016 10:53 AM
169	The student performances. Being able to see the district as a whole, like all the school sites. Being able to bump into old colleagues. Gold Ribbon schools getting recognized. Being able to show our support for our union, with the t shirt and fans.	9/24/2016 10:52 AM
170	To see old friends.	9/24/2016 10:50 AM
171	The students.	9/24/2016 10:36 AM
172	nothing	9/24/2016 10:32 AM
173	It was good to see my friends and peers that I hadn't seen in almost 2 months.	9/24/2016 10:31 AM
174	I do enjoy seeing my other teacher friends from other sites. I enjoy seeing our student's accomplishments.	9/24/2016 10:29 AM
175	The student speaker the student cheerleaders the board member speaker acknowledgement of schools who made gains on sbac	9/24/2016 10:25 AM
176	Students performing	9/24/2016 10:24 AM
177	I liked being able to see colleagues and staff.	9/24/2016 10:14 AM
178	The student participation and seeing colleagues from different schools. The positive energy of the teachers who were showing cohesiveness to do a job even though they have been disrespected by district administration's giving themselves a raise and ignoring the actual workers.	9/24/2016 10:13 AM
179	Nothing	9/24/2016 10:09 AM
180	The sound was a bit better this year.	9/24/2016 10:09 AM
181	I always enjoy seeing colleagues from around the district. The auditorium is a nice place, but it would be nice to stay in our area so that if we do have to pay for something, the money stays in our attendance area	9/24/2016 10:07 AM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

182	Seeing students perform and colleagues from other sites	9/24/2016 10:02 AM
183	Nothing. I only attended to support the union. The previous year, I did not attend. I need the time to work in my classroom, not listen to a message from the superintendent that NEVER rings true.	9/24/2016 10:00 AM
184	I am irritated throughout the whole rally because I feel the rally is a waste of the school district's money.	9/24/2016 9:55 AM
185	Watching our students perform!	9/24/2016 9:46 AM
186	Absolutely nothing. It was a total waste of precious time to set up for our kids which is truly the only priority that should matter.	9/24/2016 9:41 AM
187	The student performances. The keynote was good, but his message was out of context for a group of educators.	9/24/2016 9:41 AM
188	Nothing	9/24/2016 9:41 AM
189	Took too much time. Time could use in my classroom.	9/24/2016 9:38 AM
190	I did like the speaker, but it did not pertain to teaching except for the message anything is possible. I'd prefer not to waste so much money, but instead have extra time to set up.	9/24/2016 9:31 AM
191	I like seeing all our staff and gathering as a group.	9/24/2016 9:26 AM
192	Student involvement	9/24/2016 9:26 AM
193	Seeing teachers from other sites I've worked at.	9/24/2016 9:24 AM
194	I refer no rally	9/24/2016 9:23 AM
195	I think it was a great way to bring schools across a very large district together because we don't have the opportunity to see each other throughout the school year.	9/24/2016 9:15 AM
196	The student singer and student videos	9/24/2016 9:14 AM
197	At least the venue was,air conditioned. I loved meeting our student who sang on the voice.	9/24/2016 9:12 AM
198	Seeing colleagues from different sites	9/24/2016 9:11 AM
199	Seeing colleagues from other sites	9/24/2016 9:11 AM
200	The student band/ presenters. Only the students.	9/24/2016 9:11 AM
201	Drumline and the cheerleaders.	9/24/2016 9:10 AM
202	I enjoyed the student performances and speakers. I also enjoy seeing colleagues from other sites.	9/24/2016 9:09 AM
203	It's nice to see my colleagues, but I have many things I'd rather do with my time. The kid performances are lovely!!	9/24/2016 9:05 AM
204	N/A	9/24/2016 8:39 AM
205	Singing student and high school performers.	9/24/2016 7:14 AM
206	I liked having a chance to talk to educators from other school sites. I enjoyed the Positive involvement of bands and cheer.	9/24/2016 6:31 AM
207	Got to see old comrades from other schools. That's it.	9/23/2016 10:14 PM
208	Nothing. I thought it was a waste of our time that could have been better spent at our site collaborating and planning the school year with the whole staff.	9/23/2016 8:38 PM
209	I liked that there were so many teachers wearing their true shirts.	9/23/2016 7:25 PM
210	The drum band and the cheerleaders are always fun. I love the auditorium but think the money could have been better spent someplace else	9/23/2016 5:21 PM
211	Wearing theTRUE t-shirt.	9/23/2016 5:00 PM
212	Seeing teachers friends. Craig Murray was good at keeping the thing moving except at some spots it was as if they were making the agenda up as they went. The kids on stage - waving arms - didn't seem to know what to do. Was this practiced or a spare of the moment deal?	9/23/2016 2:02 PM
213	That I wasn't there wasting my time.	9/23/2016 1:48 PM
214	I liked last year's speaker. He had a positive and thought provoking message. His story could have been recorded and shared through video. I don't like much of anything else about the rally. At the beginning of the year with so much to do, I resent the use of my time in this manner.	9/23/2016 12:03 PM
215	The kids performing.	9/23/2016 11:54 AM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

216	I liked the festive feel of it and the shout outs from all the schools.	9/23/2016 10:50 AM
217	The hired speaker	9/23/2016 10:35 AM
218	I liked that all the teachers banded together to support one another. That is what we need at this time.	9/23/2016 10:10 AM
219	Seeing colleagues at other school sites.	9/23/2016 1:17 AM
220	Sharing of student speakers and the singer who was on the TV show were both wonderful.	9/22/2016 9:59 PM
221	- Slides of students and employees. - Cheer squads - Music by students - Welcoming all school sites by name - Beach balls, funny hats-fun - I did like the speaker, interesting. I liked last years speaker better, more applicable.	9/22/2016 9:26 PM
222	I Like to see friends from other sites and reconnect with people I previously worked for. It is nice to see all of us together in one place. I liked it when former students talked, that is more inspirational.	9/22/2016 9:24 PM
223	It brought many colleagues together	9/22/2016 8:48 PM
224	I think it was great to see all each schools pride and togetherness from both site admin, police officers, and district administration. It was also cool to see the students and those sites that won gold ribbons.	9/22/2016 8:24 PM
225	Seeing old colleagues, and seeing the students perform. The student performances are really the best part. I also liked the speaker. I don't mind the district spending money to show their appreciation of our hard work so I would like to keep the rally and make it more about the awesome teachers who work in our district and the wonderful students we have.	9/22/2016 7:48 PM
226	I loved watching the students perform! I liked seeing colleagues and friends.	9/22/2016 7:32 PM
227	I enjoyed seeing people I do not often get to see. I enjoy the chance to start together as a team. I enjoy seeing the students have a chance to participate and to be recognized. I enjoy being with my staff and representing our school with pride.	9/22/2016 6:59 PM
228	Kids speaking Seeing all the people	9/22/2016 6:45 PM
229	Student performers - band, cheerleaders, singer	9/22/2016 6:43 PM
230	I really liked the student who sang.	9/22/2016 6:41 PM
231	I enjoy coming together with educators as we pare pare for a new school year. It's a great community building opportunity!	9/22/2016 6:18 PM
232	I was on Jury Duty.	9/22/2016 5:30 PM
233	I did like the venue but I'm sure it cost too much.	9/22/2016 5:28 PM
234	The kids were great Too bad they were used as pawns/shields. One positive thing to meeting together as a district is being able to see colleagues that I rarely see at other times. BTW---I wore my black shirt proudly and waved the TRUE fan the entire time take the "dr." spoke. Air conditioning.	9/22/2016 5:24 PM
235	The drum line	9/22/2016 5:09 PM
236	Nothing.	9/22/2016 4:38 PM
237	I liked seeing the kids participating. It's nice to be together; this gives me a feeling of family and being on the same team.	9/22/2016 3:04 PM
238	Nothing	9/22/2016 2:55 PM
239	I liked celebrating schools that had done well the previous year.	9/22/2016 2:55 PM
240	It was a waste of time.	9/22/2016 2:40 PM
241	Guest speaker was good--irrelevant to my job, but interesting I liked seeing our students present (dances, drumline, speaker)	9/22/2016 1:13 PM
242	IT WAS FINE	9/22/2016 12:13 PM
243	I loved the singer for the National anthem. I always love the drum line. I like when staff get recognized for accomplishments or employee of the year.	9/22/2016 11:46 AM
244	Going out to lunch in the area.	9/22/2016 9:53 AM
245	I liked all the student centered performances, awards as well as the keynote speaker.	9/22/2016 9:53 AM
246	The key note speaker was entertaining even though it did not pertain to our educational challenges.	9/22/2016 9:46 AM
247	Seeing co-workers from other sites	9/22/2016 9:15 AM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

248	I LOVED Luis! And Nikoda. The student who were prepared to participate were amazing. The communications video is always nice.	9/22/2016 9:08 AM
249	I enjoyed student presentations.	9/22/2016 8:38 AM
250	n/a	9/22/2016 8:19 AM
251	Nothing, it's a waste of time and money.	9/22/2016 8:14 AM
252	I enjoyed walking back to the bus and hearing my coworkers laugh at the administration's behavior.	9/22/2016 8:08 AM
253	The student performances	9/22/2016 7:20 AM
254	I got to see friends from other schools.	9/22/2016 6:44 AM
255	I thought that it was a total waste of time.	9/22/2016 6:41 AM
256	I liked the different students throughout the rally.	9/22/2016 5:58 AM
257	Sitting with my colleagues, student performances	9/22/2016 5:25 AM
258	nothing	9/22/2016 5:24 AM
259	Speaker was entertaining but not pertinent to my job.	9/22/2016 4:56 AM
260	It was a waste of a whole day.	9/22/2016 4:47 AM
261	The excitement in the air of such a huge gathering for the same purpose.	9/22/2016 4:18 AM
262	I have to see friends from other schools.	9/22/2016 4:18 AM
264	The students	9/22/2016 12:38 AM
265	drumline, & student singer from the voice	9/21/2016 11:36 PM
266	seeing and getting to visit with former colleagues that you don't get to see often.	9/21/2016 11:03 PM
267	I like the idea of a rally to bring all together	9/21/2016 10:59 PM
268	I did not like anything about the rally. It was a complete waste. Teachers NEED time to get their classrooms ready for the new school year. Unfortunately, there are no magic elves that come in and set up classrooms in the wee hours of the morning. Teachers take unpaid time away from their families and personal lives to make this happen every year. The district should recognize this and support its teachers. What I took away from the motivational speaker was that he had never worked a regular 40-50 hour week in his life where he had to be at a certain place by a certain hour five out of seven days a week, year after year. I heard a basically irresponsible man, who risked his life unnecessarily tell me that I can make the "impossible, possible." Yea, right. And how many hours does he spend each year, giving ridiculously long and torturous F and P tests to seven year-olds, one at a time while the other 28 seven year-olds work "independently." Sure, he survived a giant wave with great luck and the grace of God, but I doubt he'd make it a full day alone in a Twin Rivers classroom. He got paid \$10,000 for not getting washed away in a storm? I can think of at least 10,000 better uses for that money. I was also horrified by our superintendent using Twin Rivers students as a human shield throughout his speech. It certainly did not inspire confidence and faith in his leadership abilities.	9/21/2016 10:57 PM
269	Seeing old friends. Seeing students happily supporting teachers. Seeing so many in black standing together.	9/21/2016 10:53 PM
270	One thing about the rally that is ALL/most teachers and district employees where present. It nice to see the district once a year together in one room.	9/21/2016 10:40 PM
271	The student who was on the show in Mexico and his singing.	9/21/2016 10:26 PM
272	Most teachers didn't appreciate the rally. Most of us think it's a big waste of money. Maybe somebody noticed we were wearing our union shirts and protest signs. Folks up in admin easily get big raises while those of us in the trenches with the SBAC scores riding on our backs scramble and fight for some crumbs. Teachers are the heart of the district, and we do not feel valued. Excuse us for not being excited about your Rah Rah meeting. Teachers have classrooms to get ready on their own dime. Supplies that need to be purchased on their own dime. We have a district that wastes millions of dollars on tosa teachers that service zero children. We could have a science teacher or a PE teacher so those of us in elementary can get some prep time to collaborate and actually have a cohesive program, just like the people in upper grades get. Even music teachers and PE teachers have daily one hour prep time. Seriously where is the district's priorities?	9/21/2016 10:22 PM
273	The students did a lovely job! Great to see that we have an international singer and other talents!	9/21/2016 10:17 PM
274	The featured speaker was great.	9/21/2016 10:07 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

275	Nothing. How much money did venue cost? How much did the speaker cost?	9/21/2016 10:04 PM
276	I liked being with my colleagues from my site and I liked seeing the student performers and speakers.	9/21/2016 10:02 PM
277	See colleagues and familiar faces! Grants Drumline Unity from the Union!	9/21/2016 9:54 PM
278	Seeing other teachers in a non work environment	9/21/2016 9:50 PM
279	The kids	9/21/2016 9:48 PM
280	Seeing old friends. I did like the speaker, but don't think he was relevant.	9/21/2016 9:29 PM
281	I like seeing friends from other sites. I like that staff and students are recognized whole group.	9/21/2016 9:27 PM
282	The music	9/21/2016 9:23 PM
283	I liked the student's performance of the National Anthem. I like seeing my colleagues from other sites.	9/21/2016 9:22 PM
284	It gave me an opportunity to see friends from other sites. I appreciated the water provided by TRUE on the buses. Showed me I was cared for and respected.	9/21/2016 9:22 PM
285	Seeing old friends from other schools and watching our students perform. Watching student success validates our efforts as teachers.	9/21/2016 9:17 PM
286	I like that one of our students sang . Overall student participation.	9/21/2016 9:11 PM
287	It's nice having all the schools together. If the message were positive and respectful, it would be better received.	9/21/2016 9:06 PM
288	Nothing, it was a waste of time. Im not in high school, I dont need a rally to to my job.	9/21/2016 9:05 PM
289	I liked not attending. Seriously.	9/21/2016 9:05 PM
290	I enjoyed seeing colleagues.	9/21/2016 9:05 PM
291	The drum line.	9/21/2016 8:56 PM
292	Motivation speaker	9/21/2016 8:55 PM
293	Student participation and speaker	9/21/2016 8:55 PM
294	Seeing old friends	9/21/2016 8:53 PM
295	Seeing TR students there.	9/21/2016 8:50 PM
296	I got to see my colleagues from other choos.	9/21/2016 8:44 PM
297	The student performances	9/21/2016 8:38 PM
298	nothing!	9/21/2016 8:36 PM
299	I liked the guest speaker.	9/21/2016 8:34 PM
300	I liked seeing the students and being encouraged by them. The speaker did well, but the speech was too long. I think I got the point after about 30 mins.	9/21/2016 8:31 PM
301	Seeing my colleagues. All of the student performers were great! Seeing all of the students at the rally. The student singer was wonderful!	9/21/2016 8:28 PM
302	It was good to be together as a district.	9/21/2016 8:23 PM
303	Nothing	9/21/2016 8:18 PM
304	student involvement is a must!!! photos of students and teachers	9/21/2016 8:14 PM
305	Not much	9/21/2016 8:14 PM
306	Seeing colleagues that work at other sites. The speaker was wonderful! Having the students was great too.	9/21/2016 8:09 PM
307	Not much. The boy who sang was great.	9/21/2016 7:55 PM
308	It	9/21/2016 7:54 PM
309	I liked seeing everyone from different sites that I have not seen in a while.	9/21/2016 7:53 PM
310	I like being able to show school spirit. The students (bands, cheerleaders, other performers) were wonderful and it is fun to get to see them in action.	9/21/2016 7:52 PM
311	When it was over.	9/21/2016 7:38 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

312	Nothing	9/21/2016 7:38 PM
313	The speaker, the venue, and coming together as a district.	9/21/2016 7:23 PM
314	Interesting story to listen to by the speaker...if I must be there!	9/21/2016 7:21 PM
315	It was nice to see friends and colleagues. The boy who sang the National Anthem was great and so was the girl who spoke.	9/21/2016 7:19 PM
316	I liked the boy singing the national anthem, the high school drum line and the high school cheerleaders.	9/21/2016 7:16 PM
317	All the schools together	9/21/2016 7:14 PM
318	I liked seeing co-workers.	9/21/2016 7:13 PM
319	I liked seeing my colleagues.	9/21/2016 7:11 PM
320	I appreciated that the students spent a day out of their summer break to perform for us.	9/21/2016 7:06 PM
321	I loved the way the students on stage (the human shield) tried to escape the presence of the superintendent. I also loved the part where rally was over.	9/21/2016 7:06 PM
322	Seeing other teachers.	9/21/2016 7:05 PM
323	I liked the time spent with my coworkers to build a stronger relationship to them because I was new to my site.	9/21/2016 6:59 PM
324	The students.	9/21/2016 6:58 PM
325	An opportunity to come together as teachers united for a single cause, the students	9/21/2016 6:54 PM
326	Nothing!!!!	9/21/2016 6:50 PM
327	Nothing	9/21/2016 6:48 PM
328	Student performances and seeing friends/colleagues from across the district that I don't get to see on a regular basis	9/21/2016 6:42 PM
329	The students of course.	9/21/2016 6:36 PM
330	The boy who sang the National Anthem was outstanding and inspirational.	9/21/2016 6:34 PM
331	Student Performances	9/21/2016 6:33 PM
332	The cheerleaders and drum corps.	9/21/2016 6:30 PM
333	Performances by all students.	9/21/2016 6:24 PM
334	I liked the speaker but thought it was not necessary and i liked the students performances (like every rally this was the good part).	9/21/2016 6:24 PM
335	Grant drumline	9/21/2016 6:23 PM
336	I liked bonding with coworkers. I liked seeing what other schools and students have achieved.	9/21/2016 6:22 PM
337	The venue is nice, but unneeded. The kids were great. It was nice to see everyone come together.	9/21/2016 6:20 PM
338	The student from Castori who performed the National Anthem did a fantastic job and I enjoyed highlighting some of the achievements of our students and schools from the past year.	9/21/2016 6:18 PM
339	I liked the student presentations.	9/21/2016 6:14 PM
340	N/a	9/21/2016 6:08 PM
341	seeing colleagues I normally don't get to see...	9/21/2016 6:00 PM
342	I liked the fact that the teacher's union decided it was time to give the superintendent a message regarding his anti-union stance. We "collaborated " and "worked as a team."	9/21/2016 6:00 PM
343	The speaker's presentation was interesting. I would prefer to watch it on youtube.	9/21/2016 5:57 PM
344	The atmosphere was so toxic that even the good stuff was tainted.	9/21/2016 5:54 PM
345	I liked that we all were able to get together. It is fun to see everyone from the district and the different schools.	9/21/2016 5:52 PM
346	nothing	9/21/2016 5:47 PM
347	Air conditioning and student speeches and performances.	9/21/2016 5:42 PM
348	I do like seeing staff from other schools. It is fun to run into folks you don't typically get to see.	9/21/2016 5:37 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

349	Nothing	9/21/2016 5:36 PM
350	I do like seeing people. I like having students there participating.	9/21/2016 5:34 PM
351	The kiddos given to schools for gains.	9/21/2016 5:31 PM
352	The guest speaker was fantastic! It was also nice to see friends who teach at other schools in the district.	9/21/2016 5:31 PM
353	The student performances.	9/21/2016 5:25 PM
354	I like the concept of celebrating the beginning of the school year, motivating personnel to do their best to educate our students.	9/21/2016 5:25 PM
355	I liked seeing some of the studen appreciation but I did not like seeing them used as political pawn in some obvious last minute maneuver..	9/21/2016 5:21 PM
356	I enjoyed feeling part of a united district and seeing old friends. I have positive feelings about the morning's activity. I think everyone was trying to make the outing a good experience.	9/21/2016 5:17 PM
357	Seeing teacher friends from other sites.	9/21/2016 5:13 PM
358	Seeing unity among staff The opportunity to see students perform	9/21/2016 5:09 PM
359	Seeing old coworkers	9/21/2016 5:08 PM
360	I enjoyed seeing former and current coworkers.	9/21/2016 5:05 PM
361	Seeing the students excited.	9/21/2016 4:59 PM
362	Seeing other colleagues!	9/21/2016 4:59 PM
363	I get to see formal colleague who transfer to another school.	9/21/2016 4:59 PM
364	Seeing teachers I hadn't seen in awhile.	9/21/2016 4:58 PM
365	Nothing really	9/21/2016 4:56 PM
366	Not much.	9/21/2016 4:55 PM
367	I always like seeing old friends from other sites. The wasted money on this event could have gone to much more constructive areas, such as classroom supplies or site improvements. The cost of the busses, the auditorium, and the speaker was probably astronomical. What a waste!	9/21/2016 4:49 PM
368	I was able to see friends from other school sites that I haven't seen in a long time, but there was no time to visit with them because every administrator I saw said sit down sit down sit down!	9/21/2016 4:48 PM
369	Being able to see teachers from other sites	9/21/2016 4:47 PM
370	I got paid for going.	9/21/2016 4:47 PM
371	The students	9/21/2016 4:47 PM
372	I enjoyed seeing our TR students participating and sharing their talents! All the cheerleaders from different high schools sharing unity in performing together, the amazing drum line, and the outstanding vocal performance by Luis were the highlights of the event for me!!	9/21/2016 4:44 PM
373	Nothing	9/21/2016 4:43 PM
374	This year, nothing!	9/21/2016 4:43 PM
375	Not a whole lot. I would rather have more time to prep for school.	9/21/2016 4:41 PM
376	Student participation (Marching band and cheerleaders)	9/21/2016 4:40 PM
377	It is nice to see people from around the district who I have not seen in a few years as I am walking in. I was nice to see the student from Castori. I like seeing our high school students (cheerleaders, band, choir, drumline, etc.), but I don't find the nice factor of seeing them enough of an "inspiration" boost to warrant asking these students to come out on days when they don't have school or to take a whole day out from preparation for the first day of school.	9/21/2016 4:39 PM
378	The students and the spirit showed by some sites.	9/21/2016 4:37 PM
379	The gathering of TRUSD educators is always very nice.	9/21/2016 4:34 PM
380	Luis singing the national anthem	9/21/2016 4:32 PM
381	seeing the students perform	9/21/2016 4:31 PM
382	Nothing	9/21/2016 4:23 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

383	School recovering awards. Student participation. Seeing staff from other school sites. School spirit. Photo slide show.	9/21/2016 4:18 PM
384	Seeing teacher friends from other sites.	9/21/2016 4:17 PM
385	I do enjoy catching up with colleagues from different sites. I also enjoy the drumline and cheerleaders	9/21/2016 4:16 PM
386	That it did showcase the success of the students.	9/21/2016 4:13 PM
387	Seeing old friends Student singer	9/21/2016 4:13 PM
388	I enjoyed the student performances and seeing friends from different sites.	9/21/2016 4:12 PM
389	The entertainment was nice.	9/21/2016 4:10 PM
390	Students were Great	9/21/2016 4:02 PM
391	I loved the twin rivers student singer!	9/21/2016 4:02 PM
392	I like the chance to see colleagues and students.	9/21/2016 3:58 PM
393	I liked the speaker, I liked the student performances, and the student singing the national anthem. I felt like the superintendent was completely out of touch with the disrespect people were feeling given the bargaining. Respect shows up in many ways- pay being one of them. When we hear about his raise, as well as other district level management raises, and realize our take-home pay is LESS than it was 10 years ago when you factor in healthcare contributions, that is understandable. The young, bright teachers are taking jobs elsewhere- notably Natomas (for Speech Therapists). TRUSD will have an aged fleet of teachers because almost nobody can afford to retire, and can't afford to switch districts, but the newly trained, enthusiastic teachers are leaving.	9/21/2016 3:55 PM
394	Nothing	9/21/2016 3:53 PM
395	Nothing particular	9/21/2016 3:52 PM
396	Very little. The student participation was fine.	9/21/2016 3:50 PM
397	I enjoyed seeing the enthusiasm of the returning students.	9/21/2016 3:50 PM
398	Students used as "buffers" so superintendent and cabinet members did not get booed.	9/21/2016 3:42 PM
399	The students' eagerness to shine and perform.	9/21/2016 3:35 PM
400	I like the speaker-- even though his message was not that pertinent to me doing my job well. I liked having us all together as a distinct. I liked show-casing the drummers. I liked giving each school the opportunity to applaud themselves. I liked recognizing the schools with high achievement.	9/21/2016 3:35 PM
401	Love socializing with others I don't see during the school year. Noticed and appreciated the fact that 'District' personnel also choose to wear black. All students cheering together for same event. The singer from our district. Youth and topic of the guest/inspirational speaker	9/21/2016 3:34 PM
402	Being able to see some of my friends who work for the district that I don't have the opportunity to see.	9/21/2016 3:34 PM
403	I liked that the students were there to share their talents and skills with us.	9/21/2016 3:32 PM
404	I like that we get to celebrate schools. I like that we get to say hi to other fellow teachers.	9/21/2016 3:31 PM
405	Grant Drum line and Cheerleaders.	9/21/2016 3:26 PM
406	Grants Drum line	9/21/2016 3:26 PM
407	See my colleagues	9/21/2016 3:26 PM
408	I liked the student performers.	9/21/2016 3:25 PM
409	Nothing	9/21/2016 3:24 PM
410	Silent protest from CTA members	9/21/2016 3:24 PM
411	I liked being able to see my colleagues after summer, as well as being able to see colleagues from other sites.	9/21/2016 3:22 PM
412	I enjoyed the speaker, but that was about it.	9/21/2016 3:18 PM
413	Visiting with friends from other schools	9/21/2016 3:17 PM
414	I liked seeing our students at the rally. Especially the singer. He was inspiring.	9/21/2016 3:16 PM
415	I got to share the group energy, great for a new teacher in the district. Bonding with coworkers is good.	9/21/2016 3:15 PM
416	Seeing old friends from other who are now at other school sites	9/21/2016 3:14 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

417	Nothing. Waste of time	9/21/2016 3:14 PM
418	Nothing. It is a waste of time	9/21/2016 3:13 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

Q8 What did you dislike about the rally?

Answered: 430 Skipped: 120

#	Responses	Date
1	Students standing in the background for no reason was distracting while the superintendent gave his speech.	10/2/2016 11:37 PM
2	The tension in the room.	10/2/2016 10:27 PM
3	The venue, the guest speaker, how Dr. Martinez used unsuspecting students as a buffer	10/2/2016 8:19 PM
4	Using students to do everything. They were used as a shield so we felt we had to clap.	10/2/2016 7:14 PM
5	I disliked the underhanded moves made by the district. One administrator came out to the song, "Back in Black," when that had been mentioned on our Facebook page. It was meant, I believe, humorously by the TRUE member since that is the color of our shirts. I see no reason why an admin would come out to that song, other than to let us know they know what we talk about on our supposed private page. I was most unhappy with admin's abuse of our students. It was clear that it was not initially planned for them to be up on stage so much. They did not know how to pronounce the names they were reading and were disorganized. To use unaware students as a shield is just wrong and embarrassing.	10/2/2016 7:11 PM
6	Freezing!!!!!!! Superintendent hiding "behind" high schoolers Money spent on buses and guest speaker	10/2/2016 5:32 PM
7	Location and time Superintendent's message Speaker's message Non-educational focus Purpose?	10/2/2016 4:43 PM
8	Superintendent's condescending message and using kids to make himself look good. The guest speaker's message was not pertinent.	10/2/2016 4:21 PM
9	I don't like feeling uncomfortable. We deserve respect. We work really hard and put our heart and soul into teaching children. I walked away feeling like that wasn't recognized.	10/2/2016 3:01 PM
10	The Superintendent's message and actions. Also, very little focus on elementary schools.	10/2/2016 2:34 PM
11	I cannot discern a correlation between the total cost of the rally (including rate of pay per every TR employee present/not) and how this will support student achievement. How was this supportive of the students we serve? How did this message boost employee morale to feel supported and excited to begin a new year? How did this message serve to prepare teachers to better teach the specific students we serve in TR? I was disappointed in our super's back to the people who work the front lines in TR while he was on stage. I was disappointed to see the great divide between district execs and the people who have feet to the ground in daily work with TR students. I did not understand how the speaker, who could afford the option of putting his life at risk on extreme adventures, related to the work we do with students we serve when many of our students have never even seen snow or experienced putting their feet in the surf with the greatest adventures of their lives might involve surviving their own neighborhoods daily...	10/2/2016 1:09 PM
12	The current atmosphere between the union and the superintendent. The speaker was long. The bus was late.	10/2/2016 8:55 AM
13	*The district administrative staff, using students as a means to get applause. I was using the restroom, and heard students talking about their confusion over the stage. -Two students were in the stalls, as was I, and they said, "Weren't we supposed to only go up like once?" to which the other replied, "yeah I thought so, but it's kinda cool being on stage more. Dr. Martinez seems nervous." (they laughed). "Yeah, and I thought I had stage fright." -I applauded our students, every time. Sadly, the louder the applause the more the admin stepped in front of them. It was like a bad Hollywood movie plot. *How much did this cost? And I still fight for support and supplies? And medical? *I didn't like Martinez turning his back to us with his "message" (speech). Left a VERY sour taste in my mouth when his tone and body language appeared to take a sour, condescending turn five minutes in; Diva quality. I preferred the video much more to him in real life, sadly. He's very "enTITLEd" oriented. *The speaker's message was good, but I feel that the money and speaker choice could be closer to home. Why not a past student or community member? One that I can find a connect with my students? Someone from Australia, is not from North Highlands or Del Paso Heights. Although not his fault at all, I feel the money could be spent on our schools rather than a 1 speech. It lacked connection to our school community, and students who attended a later session, thought he was cool, but lacked connection for me and some old student, no high schoolers: per their comments, "He had a cool life" , "I'd never be able to ...", and "his accent was cool."	10/2/2016 7:45 AM
14	I did not like how the students were clearly uncomfortable being asked to do something that they had not had the opportunity to practice.	10/1/2016 11:42 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

15	I disliked how the superintendent didn't even look at the crowd while speaking. Him and the other presenters hid behind students. I feel like instead of spending money on the venue and speaker it would be better to give that money to the teachers because \$200 for the entire year of school supplies just isn't enough. I would feel more positive and prepared if we spent those hours working at our site.	10/1/2016 8:37 PM
16	The high cost of renting a place when we have very nice HS stadiums that we can use for a much lower cost.	10/1/2016 8:26 PM
17	I did not like the superintendent's comments towards teachers.	10/1/2016 7:42 PM
18	Our superintendent was completely unprofessional in his speech to the teachers and staff from our district. REGARDLESS of tensions in the district between teachers and the district, it is his JOB to address us professionally. His body language was negative and his message demeaning. I have completely lost respect for him. He can sit in his office and receive his raise and I will work in my classroom with my students, but not buy into this dysfunctional district's demands.	10/1/2016 7:12 PM
19	waste of time	10/1/2016 5:14 PM
20	The speaker's message did not apply to the teaching profession. The superintendent's message wasn't inspiring or positive. The cost of using the Memorial Auditorium and using buses to ship all TRUSD staff to one location is expensive, wasteful, and time-consuming.	10/1/2016 10:03 AM
21	The cost	10/1/2016 9:34 AM
22	It felt like the students were being used as a buffer	10/1/2016 9:12 AM
23	Being taken away from my site when prep work could have been done was stressful. This is being too long after the rally. While the guest speaker was inspirational, it was a waste of money bringing him in. The funds could have been directed towards our schools, student support or teachers. The bus was on time picking us up, but then was unexpectedly rerouted to pick up other staff members (I was glad they came, but their bus wasn't prepared to take the number of teachers from that site-so our bus grabbed the overflow that wouldn't fit on their bus).	10/1/2016 8:19 AM
24	The featured speaker was not necessary (in terms of message and financial cost), the venue was burdensome to get to and was an unnecessary cost (I drove there, being that our bus broke down last year), our Superintendent was combative, the rally as a whole seemed disorganized and unprepared, and, most importantly, our students were used by our Superintendent and other district administration personnel as a shield and then criticized by our Superintendent, on stage, when they were obviously confused and unprepared to be in that position. We are a huge district with the resources to pull off a rally without contracting outside help. We have our own (cost-effective) venues, talented and inspirational public speakers, and need to be united by our leader, not threatened.	10/1/2016 7:34 AM
25	I do not believe we need to have a district rah rah meeting. The venue and speaker cost a lot of money. That money would be better spent at individual school sites.	9/30/2016 11:37 PM
26	The speaker, the venue. Today waste of time and money. Teachers (not me) were playing Pokeman and engage in other activities. Some teachers were interested but sorry I wasn't. Rich kid that ran away on adventures and overcome obstacles does not interest me.	9/30/2016 10:14 PM
27	How expensive the quest speaker was. Bus ride was horribly uncomfortable, to and from Venue is too far	9/30/2016 9:53 PM
28	Waste of time and cost	9/30/2016 9:35 PM
29	There is so much work to do in order to be prepared to begin the school year with students! The rally was a distraction from our real work.	9/30/2016 5:07 PM
30	That the superintendent used students throughout the event to ensure we would clap for the district employees.	9/30/2016 2:08 PM
31	I felt bad for the kids when they were put up on the stage with the superintendent during his speech. It was pretty much like the scene in Mockingjay in the Hunger Games series when President Snow brings the children forward. It was awkward for everyone especially the students. It was like putting kids in the middle of parents arguing. These kids see this enough at home-- they don't need that at school.	9/30/2016 1:31 PM
32	I disliked the way the district leadership utilized students to dodge the uncomfortable silent moments from teacher protest. If you feel that you are treating teachers fairly, you should be able to face them yourselves. It really just resulted in making the situation worse and created an even more negative atmosphere around the start of the year.	9/30/2016 1:12 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

33	If I'm going to teach in this district I want to know that my voice is heard and that my concerns are being taken into account. What the superintendent and the rest of his team did was to ignore everything that was concerning the teachers. All of us work so hard to ensure that our classes are running smoothly and that our students are feeling safe. I never complained about working in a cockroach and rat infested site, nor have I every complained about having to take on extra duties that I am poorly compensated for. I understand if we haven't reached an agreement, but you DO NOT use students (furthermore, some of my own students) as a shield for your inability to communicate. That is what cowards do. They had the opportunity to stand up in front of us and communicate and instead, they chose to hide, which is what they've been doing for years. If this is how they will behave next year, I am NOT attending. Instead, I will leave and go back to my site to fix up my classroom and prepare for my students who have always communicated with me.	9/30/2016 12:59 PM
34	The superintendent turning his back to the audience.The amount of money spent could have been used to support children.	9/30/2016 12:53 PM
35	NA	9/30/2016 12:18 PM
36	So much money for speakers. The seeming effect of using children to deflect attention from the negotiations. Mostly the expense. Could we get more subs? or some release days if we save the money?	9/30/2016 12:11 PM
37	+The superintendent's message was inappropriate, too long, and off-topic. +Waiting too long for the buses AFTER the rally. ;-(9/30/2016 11:43 AM
38	That the superintendent should make all Staff equal in pay ..	9/30/2016 11:18 AM
39	The Superintendents message. The location.	9/30/2016 9:48 AM
40	The amount of money spent was atrocious. I would rather that money directly benefit our students. It was a HUGE waste of time and money. I had so much to do to get ready for the first day of school.	9/30/2016 9:26 AM
41	The immense waste of money on speaker, venue and other costs. The large amount of time used on transportation. The use of students on stage as a way to get support/cheers for board members and superintendent.	9/30/2016 8:50 AM
42	It felt wasteful of time that could be spent getting our classrooms ready.	9/30/2016 8:46 AM
43	The energy to get there and back and the use of funds.	9/30/2016 8:34 AM
44	it was a waist of time. and a large expense to the district	9/30/2016 8:23 AM
45	I loathed the inspirational speech. Young men and women do stupid and adventurous things. Most people who survive, learn from it, get a job and get on with a useful life. This man has figured out a way to get paid thousands of dollars and make a living talking about something that happened in his second decade of life, good for him but I don't want to listen. He should write a book and if I am interested, I will buy the book. I hated having to go down to Sacramento to attend. I hated watching them spend district money then going back to my school and seeing the class set books that I bought on Amazon with my own money. It was a miserable way to begin the year. Every year I need to recover from the emotional miasma that is the District Rally before I can get on with teaching.	9/30/2016 8:18 AM
46	Using the kids for cheers, lies about progress, jabs at teachers, wasted money.	9/30/2016 8:13 AM
47	Waste of time and money. Uncomfortable for me as a new staff member, as I immediately had to climb on a bus with people I've never met before.	9/30/2016 8:11 AM
48	See above....Waste of money.....PR Opportunity Only	9/30/2016 8:05 AM
49	The waste of time, the busses, waiting for the busses after the rally, the district staff forcing the students to be on the stage the whole time, the blatant use of the students to get cheers.	9/30/2016 7:50 AM
50	That schools were celebrated for their test scores. The sbac is crap!	9/30/2016 7:46 AM
51	I'm sure the keynote speaker, transportation, and the location cost an arm and a leg, money that could have been spent wisely elsewhere. We could have spent the time at sites or on district grounds & catered lunch for all.	9/30/2016 7:45 AM
52	How the superintendent used students to cover for him!	9/30/2016 7:33 AM
53	It seemed to be an artificial showing of solidarity.	9/30/2016 7:25 AM
54	See above.	9/30/2016 7:22 AM
55	No comment	9/30/2016 7:16 AM
56	everything. that we even have to go something that is a tremendous waste of money is ludicrous. if you really care about teachers, put this money into salaries and classrooms. it does not build community, it further displays the divide between admin and teachers	9/30/2016 7:07 AM
57	I did not like the aggressive attitude of the union reps towards the district and superintendant	9/30/2016 7:06 AM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

58	The speaker's message had nothing to do with education. There was a feeling of strife in the air and forced enthusiasm that was not genuine. There was a sense of suggestion that not everyone's concern is first and foremost about students, which is incorrect and hurtful.	9/30/2016 5:26 AM
59	I am tired of being told at these rallies every year, how important I am as a teacher, but then treated poorly as a professional everyday in District decision making. I do not need my administration to tell me that I make a difference at a rally. I need those individuals to show me the respect through giving me unstructured collaboration time, an equal amount of preparation time (since my secondary peers receive 50 minutes a day) and a decrease in ineffective assessments/ data entry. I do not appreciate being made to beg for a pay increase and materials for my classroom, all the while our District will spend THOUSANDS of dollars on a speaker, a venue and transportation for a rally. Talk about a moral killer. Finally, do not tell me to take healthy educational risks in striving for student achievement - and not focus too much on standardized testing, and then "celebrate" those schools that made growth on their standardized test scores. That is hypocritical at best. I am lucky to work at a site that I love. The principal, the staff and the students are outstanding and hard working. If it weren't for them I would leave this district.	9/29/2016 8:32 PM
60	I dislike the idea entirely. I'm a teacher who needs time to prep for the school year - period. This does not value my time - instead, like so many other district initiatives, they are pushing more and more work to outside of the school day.	9/29/2016 8:09 PM
61	It was a waste of time. We have so much to do before school starts that we should not be sitting around listening to the superintendent make a fool of himself.	9/29/2016 7:23 PM
62	The money spent on the rally from the district budget. The enthusiasm felt insincere as the relationship between the TR staff and those who organized the rally was and still is, so poor.	9/29/2016 7:04 PM
63	It was very time-consuming. I would have preferred spending my time setting up my classroom for the year.	9/28/2016 9:36 PM
64	I didn't like having to take a bus from school to go to a crowded place. I felt demoralized by the Superintendent's message and baffled by the speaker as I was trying to connect it to teaching somehow, but never could. I didn't like having to make the choice between wearing the TRUE shirt and my school shirt (I wore the TRUE shirt).	9/28/2016 8:40 PM
65	I did not like seeing our students being used as a way to get applause when district personnel were up on stage. I don't like the fact that it is not a valuable use of my time.	9/28/2016 8:31 PM
66	The rally was held amidst brewing/ serious concern from the teachers. As a teacher, I felt that the absence of sincerity and concern from the district management regarding the teachers' sentiments. The district management missed the opportunity to exercise true leadership, i.e. acknowledge that there is such a concern and make a commitment to listen and find a solution in solidarity with the entire district workforce.	9/28/2016 6:17 PM
67	Money and time spent on venue, busing, and speaker. Not getting a chance to mingle. Delays in transportation. The superintendent seemed to be taking our union actions (black t-shirts and signs) personally instead of acknowledging our difference of opinion and moving forward as a team leader. He also used students to prevent people from expressing how they felt about the negotiations.	9/28/2016 12:08 PM
68	EVERYTHING.... TIME AND MONEY WASTED	9/28/2016 9:52 AM
69	I did not like how the Superintendent used the students to say names that it appeared they had not practiced before hand. I felt the students were put in situations they were not expecting to be in which made it awkward for them and the Superintendent. It took away from the message. I felt the credit for improvement was given to the principals and not the teaching staff that works hard everyday to improve the learning in Twin Rivers.	9/28/2016 5:15 AM
70	I DISLIKED NOISY TEACHERS TALKING DURING THE explorer's TALK! It was very rude and unprofessional. I was ashamed of quite a few of my fellow teachers. Having to go to two sites on the same day was a waste of valuable time.	9/27/2016 9:03 PM
71	The use of students standing up at the rally during speeches was not appropriate. The students looked uncomfortable and were unprepared to present names. While the speaker was interesting at points, it was not very applicable or inspiring for the education field. I would have much rather heard from a student, a great teacher, even a great administrator who was able to help schools succeed. I also do not like spending a large amount of money for the auditorium and to transport us to it. I would have much rather split that money up and give it to teachers to buy 1 small thing for our students, or even to help our school work on team building.	9/27/2016 9:02 PM
72	The message. It did not relate to our students.	9/27/2016 8:49 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

73	I thought it was too long. I felt it was a waste of time to call out each school site and department. I think that the employees of the year, both classified and staff, should have at least gotten a chance to walk across the stage and be up there where we could see them and give them all a big cheer, rather than being down in a dark auditorium where it was hard to spot them. I realize they all have special celebrations and recognitions in their area or zone, but this would have been a perfect place to give them a full shout out from all of TRUSD. I think there should have been some sort of "nod" of recognition for all the longevity we have in the district. Why did the MC have students announce the names if he was just going to repeat everything they said. I felt like the students were being used as a "shield" up on stage for certain district people and that I was compelled to "clap" because it turned into a "let's hear it for the students" rally, and I was not able to show my protest by silence, out of respect for the young students. I don't like that the rally was held during the few days before school starts. I would rather be paid to be in my classroom, taking care of last minute details with my coworkers and getting ready for the 1st day celebration with parents and students.	9/27/2016 7:37 PM
74	All the union crap. I wanted to enjoy the event but the union didn't want me to do that. I wish they had not made the kids and the event awkward at best. It made not want anything to do with them.	9/27/2016 5:46 PM
75	Sick to my stomach feeling on how much the district spent on the venue, transportation, and the speaker. The rally wasn't relevant and the anxiety felt about how I needed to get back to my site to work on my room. Rally was waaayyy too long. Nothing inspiring about the message. The speaker was "entertaining," but didn't get anything out of it that could help me. TOO LOUD!!	9/27/2016 5:19 PM
76	1. The cost of the whole thing given that we were currently in dispute w/ the district regarding salaries and negotiations in general. 2. Keynote speaker and superintendent message didn't seem related in any way. 3. I thought it was inappropriate to have the students on the stage and the superintendent speaking to the students (with his back turned to the audience 80% of the time.) The rally was not a rally for the students, it was a rally for the district employees. It is not cool to use the kids as a "human shield" because the superintendent couldn't take the heat from a few angry and disgruntled teachers.	9/27/2016 2:29 PM
77	I disliked how Dr. Martinez used the high school cheerleaders as a shield. It was clear that those students were unprepared and confused about how to get off the stage, which means they were not planning to be there at all. Their high school teachers were upset because they were not informed about this, so the students were humiliated. It is unfair for Martinez to use students in such a way during his speech. Also, the guest speaker's lecture did not relate to me at all. It did not seem to have any relation to teaching except that we need to work together as a team. Teamwork is fine, most teachers already know how to do that, but we need more relevant talks about the issues we have at hand with our students.	9/27/2016 11:49 AM
78	I do NOT trust the superintendent. I did not like that principals were paraded on stage to take credit for teacher work. Especially the brand new principals....at least prior principals could have been named. Waste of time. I needed to set up my room and finalize for first day. How much did the rental of the auditorium cost? Given that I have to specifically request pencils.....	9/27/2016 8:58 AM
79	I didn't like how we were the first group of schools to be picked up by bus and then in the last round to leave. We waited over a half an hour once we walked out to the street and by the time we got back to our site, our site-based PD was starting in 15 minutes leaving no time for lunch. We did not bring a lunch and had to go out and therefore were late for our site PD. I personally did not think that the speakers message was bad, but I don't think it is as exactly what we needed to hear at the beginning of the year. When we had that high school graduate speak a few years back....THAT was a great message!!	9/27/2016 7:25 AM
80	Waste of money, time, and resources. Also, being stranded for 45 minutes on a street corner waiting for a bus back to our site was very unpleasant and frustrating. The students being dragged on stage as human shields for admin to hide behind (so we would applaud) was, quite frankly, disgusting. The students were embarrassed when they couldn't pronounce the names they were asked to cold read without practice. It was demoralizing to see students used as pawns. The point of the rally is, so we are told, to raise morale, and it had the opposite effect. Put the money into the classrooms, not into putting on a show.	9/26/2016 9:59 PM
81	That they didn't address the concerns of the teachers - meaning some sort of response to we hear you and we will work together to come to a good and fair contract in regards to our negotiations. The comment about respecting authority was inappropriate.	9/26/2016 9:23 PM
82	The rally is a waste of time. I did not get back to my school site until 12:35. Too much time is wasted waiting for transportation at the school site and on the street after the rally. The time could be better used. Too much money was spent on the event and especially the speaker. Money should be used to directly benefit the students.	9/26/2016 8:15 PM
83	Too much time taken away from prep for the school year. The speaker. How the superintendent brought students on stage and then had his back to the audience the majority of the time. The political nature of the whole thing.	9/26/2016 7:14 PM
84	N/A	9/26/2016 6:51 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

85	Steve's actions by using students as a barrier from the staff was very inappropriate. What happened to the "mission possible" theme? He should have stuck with his original plan. I did not like the \$10K speaker, his focus was not about schools, there are many speakers that could speak and inspire the educators with the latest research.	9/26/2016 6:50 PM
86	It felt like a cult brain washing ceremony. The message to me was you should believe they way I do and what you believe is stupid. The way the superintendent used students as a shield was horrible. It was obvious that the students did not know they were to be on stage at times, when to leave, or how to pronounce the names put in front of them.	9/26/2016 6:41 PM
87	I think it's too long, too much money spend needlessly, it isn't worthwihе to spend out morning in that manner	9/26/2016 5:56 PM
88	The superintendent's message was very negative! He needs to be a leader!	9/26/2016 5:45 PM
89	Waiting for over an hour for buses to drop off people to begin a rally where the superintendent usedan kids as a shield and talked with his back to us.	9/26/2016 5:41 PM
90	I did not like how the administration used students to shield themselves. Students who willingly give up their summer non-school day should not be used in such a manner.	9/26/2016 5:39 PM
91	Superintendent using students as a shield	9/26/2016 4:53 PM
92	The waste of time and money!	9/26/2016 4:49 PM
93	Not into the rah-rah atmosphere. Superintendent's talk was bland, uninspiring and negative-focused. He was definitely thrown off his game by TRUE placards waving. Last year, the Supe was funny and engaging. This year, not so much.	9/26/2016 11:32 AM
94	The rally showed how arrogant and out of touch the administration is when it comes to the needs of the community as well as it's employees. Every one of these events illustrates the wastefulness of the District... These extravagant propaganda productions insults the generosity of the taxpayers whom actually foot the bill for this nonsense. As a Sacramento County taxpayer... I am appalled.	9/26/2016 9:22 AM
95	was not allowed to attend	9/26/2016 8:58 AM
96	It took way too long to get there and there was a horribly long wait afterwards to get back to the sites. The time wasted was very stressful for all of the people needing to get back to their sites to get ready for the first day of school. I didn't think that the speaker was very inspiring or that he had anything meaningful to say to people who are in the business of educating children. The time and money spent on this event was not conducive to starting the year off on the right foot. I thought that Dr. Martinez's words and attitude did not convey respect towards the employees of this district.	9/26/2016 8:16 AM
97	Cost. Driving downtown. Superintendent not addressing real issues and keeping students on stage to avoid negative feedback.	9/26/2016 7:55 AM
98	It was a waste of time. If Dr. Martinez wants to inspire us then treat us with respect. Nothing is more uninspiring than feeling as though we have no value.	9/26/2016 7:39 AM
99	The nasty tone and the use of our kids to insult us further disgusted me most. I hate the fact that Doctor Martinez is smug and passive aggressive. He has no real regard for teachers or what we face, and that is simply because he is working within a narrative that says, "TRUSD was a failing district, and I am its overpaid ruler and I deserve all this CASH for my friends and myself." Well, guess what!? The teachers never messed up the district. It was the top heavy thieves under Frank Porter that have nothing to do with labor that messed up the district. Martinez has just tweaked the story to appease his CBO.	9/26/2016 1:19 AM
100	That dr Martinez used truss students as a buffer and a shield instead of facing the real issues. He turned his back toward the staff and teachers at the district during his speech.	9/25/2016 10:18 PM
101	Using students to promote admin's agenda!	9/25/2016 9:15 PM
102	The whole thing mission possible thing	9/25/2016 8:58 PM
103	I didn't like the gratuitous use of students as shields. I didn't like that we spent 10k on the keynote, although I understand us needing a keynote, he didn't seem applicable. I didn't win anything, and I didn't learn anything, and it really just felt like a big waste of time.	9/25/2016 7:23 PM
104	The students escorting the district admin. Not a good position to put the students in.	9/25/2016 6:33 PM
105	district staff using students as "human shields" on stage	9/25/2016 6:22 PM
106	Nothing, I thought it was a nice change from the way other districts have started the school year.	9/25/2016 5:01 PM
107	It's a waste of time and money.	9/25/2016 4:25 PM
108	Everything the adult leadership planned and executed. It was awful.	9/25/2016 3:26 PM
109	Wasted time waiting for transportation Waste of district resources	9/25/2016 2:49 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

110	The time it took to travel to and from the event, including the time we waited at the event, could have been better spent preparing my classroom. I think that smaller events would be better, even if schools attended at different times. These could be held at the high schools to possibly help relieve some of this time wasted due to the complexity of busing staff members such a far distance.	9/25/2016 11:46 AM
111	I don't like that our superintendent uses this rally to promote himself and his own political agenda at what seems to be unnecessary added financial costs to our district. I want to see this time and money used in a way that directly and tangibly supports our schools and classrooms instead!	9/25/2016 10:28 AM
112	It was pretty long.	9/25/2016 10:23 AM
113	That students were used as pawns when folks were on stage since they obviously knew teachers would applaud students. It was obvious students hadn't practiced pronouncing names of recipients and we're awkwardly standing on stage while some delivered their messages.	9/25/2016 10:19 AM
114	The key note speaker...and negative feel from superentendant	9/25/2016 9:30 AM
115	The money that was spent on the rally.	9/25/2016 8:24 AM
116	Seemed like a big waste of time and effort. Maybe if we did not do this big rally we would not have to have combo classes.	9/25/2016 8:21 AM
117	The superintendent keep the lights out when the teachers put up their protest fans. It was very disrespectful. We deserve to be heard and acknowledge.	9/25/2016 8:19 AM
118	The cost	9/25/2016 8:15 AM
119	The superintendent used students as a shield and everyone looked so confused up there. Also, the suggestion that teachers cannot separate our issues with the district from our loyalty to our children.	9/25/2016 6:57 AM
120	I often don't agree with the focus of the administration. The message always seems to be that we aren't doing enough when I know that my colleagues are hard working, caring teachers. Just once I would like to go to this and have the administration celebrate what we do and then say "here is what we are going to do for you!"	9/25/2016 5:53 AM
121	It is a waste of my time. Nothing productive happens there.	9/25/2016 5:14 AM
122	It appears that the reason(s) for student improvement, according to the superintendent,, is solely because the administrators/principals at the school sites. They were the only ones recognized. What a shame. Here we are having a rally that is supposed to be team building and a unifying activity within the district and the major contributors, the teachers, were excluded!	9/25/2016 12:18 AM
123	The rally was unnecessary. We have a surplus of kids in special ed. We have tons of kids that are performing below average. The need is not attending the rally.	9/24/2016 10:20 PM
124	The Superintendent's insensitivity to the educators and students, lack of planning for his speech, turning his back to the audience and acting like he is performing in a movie , self centered attention.	9/24/2016 10:02 PM
125	Condescending, demeaning, belittling attitude and words of superintendent; using children as human shields	9/24/2016 9:28 PM
126	I believe it would be much more helpful to spend that morning working in the classroom, preparing.	9/24/2016 9:22 PM
127	I did not like one bit the fact that the superintendente and other presenters got on stage with students just to force us to applaud. I do not like the fact that there are thousands of dollars wasted by paying the auditorium when there are plenty of good stadiums in our schools. And i do not think we need a Keynote speakers instead use the money in our students.	9/24/2016 8:39 PM
128	Bus pick up from the auditorium	9/24/2016 7:49 PM
129	There are so many details that the district keeps getting wrong. The bus that was waiting to transport us to the rally was too small for the number of staff members. We should be better than this. The speaker was not particularly relevent or inspiring. Students were not prepared for the speaking parts that were delegated to them. I felt badly for the students that could not correctly pronounce words. The students that stood on stage with the Superintendent did not seem to know what to do. Again, it seemed inappropriate to invite students to participate and not to prepare them to be successful in the roles delegated to them. It really looked like the administration was using the students for the benefit of the administrators goals. This is shameful.	9/24/2016 7:42 PM
130	Not related to teaching. An expensive show that doesn't help with teaching or learning.	9/24/2016 7:02 PM
131	Waste of money and time.	9/24/2016 6:49 PM
132	Standing around and waiting to be picked up and delivered back to our school site. We wasted 2 hours of time. We could have been doing more productive things.	9/24/2016 6:15 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

133	I truly felt the superintendent was literally hiding behind students. I felt very badly for the students who were on stage and had to attempt to pronounce some of those names! I think the superintendent showed very little respect for teachers.	9/24/2016 6:13 PM
134	The waste of time.	9/24/2016 5:52 PM
135	It was a waste of money. It was a waste of time. It was inconvenient and insulting. Dr. Martinez does not treat us as professionals. He is condescending. He does not understand our position. He gives himself a huge rage and discounts us and our dedication to children. He knew teachers planned to remain seated when he arrived, so he used children on stage to prevent us from showing our frustration. He knew we would not do anything to discourage the children, so he used them to prevent us from showing our discouragement with our district. We need time to prepare our rooms and meet with fellow staff members. It is not fair to expect us to do that on our own time every year. No teacher can properly prepare for a new school year in the one day the district gives us. Skip the rah rah and give us that time in our classrooms. We are there for the children, not politics of the district. These district meetings are political, they are insulting, and they waste precious resources.	9/24/2016 5:21 PM
136	the bus ride, the money spent on the venue, the money spent on the keynote speaker, the time wasted getting there and back to my school site, the message from the superintendent,	9/24/2016 5:19 PM
137	Unfortunately, with the issues with negotiations with TRUE and the district, it felt like the students were being used as tools to force cooperation with teachers. Having them on stage without knowing their names, pronunciation, etc, seemed rushed, last minute, and quite frankly disrespectful to both students and staff. Furthermore, while the speaker was entertaining, the money spent on him could have been utilized more directly to our students.	9/24/2016 4:53 PM
138	Difficulty with parking at venue. Waited 1 hour for bus to ride 5 minutes back to school.	9/24/2016 4:47 PM
139	The amount of cover the superintendent used to hide behind the kids	9/24/2016 4:44 PM
140	Traveling downtown. Hate going by bus.	9/24/2016 4:39 PM
141	It would be better received to have a district wide PD with a motivational speaker mid year like the Oct 31st PD or one in January when teachers can enjoy sitting down in a seat and listening to a motivational speaker. On the 1st day back teachers are concerned with setting up classrooms so they aren't paying attention. Having to arrive to school earlier than contracted work day to take a bus downtown or have to pay outrageous parking fees is not acceptable. We need a location with free and plentiful parking or buses don't pick up until contracted start time.	9/24/2016 4:17 PM
142	The unprofessional and childish behavior of the administration. The way they inappropriately used the students to cover for them in a situation that would have made them feel uncomfortable instead of directly addressing the issue and demonstrating a desire to show commitment to the staff and students by assuring us they want to work together with us to meet our district's needs including those who are on the forefront of efforts to meet our students' needs--our united purpose.	9/24/2016 4:11 PM
143	The students being used as human shields.	9/24/2016 3:57 PM
144	The students being used as shields.	9/24/2016 3:31 PM
145	The superintendent hiding behind a human shield of students the entire time. Is he really so insecure and desperate that he has to hear applause all the time. I feel sorry for his wife.	9/24/2016 2:47 PM
146	I greatly disliked the superintendent's remarks I disliked that he had to be escorted onto stage by our students Last year he drew attention to himself entering to "Eye of the Tiger" And this year he appeared to barricade himself with students. Was it to avoid having zero applause by TR staff? I also greatly disliked that the adventuring motivational speaker from Australia had almost no reason to be speaking to us It was great message and all - but not relevant; we had classrooms to set up! The rally extended way past the time scheduled and the transportation issue was also behind! Easy alternative: use a TR high school stadium that seats us all where TR staff can drive and park themselves Use all the thousands dollars saved (not tenting Memorial Aud not hiring motivational speaker from Australia) and buy us better quality toilet paper (yes I am going there) or more technology in the classrooms, or more Intervention staff, or hey -- how about hiring PE teachers for elementary?	9/24/2016 2:34 PM
147	Students introducing others and the names were said poorly. Dr. Martinez having students standing behind him on stage while he talked to the teachers knowing there would be a tone of disagreement between employees and administration. The long wait for the bus back to the school.	9/24/2016 2:28 PM
148	EVERYTHING EXCEPT THE STUDENTS AND TEACHERS.	9/24/2016 2:20 PM
149	The children were used to give a mixed message to the teachers.	9/24/2016 2:14 PM
150	Waste of time and money. Neither of which we have to waste. I spent much of my unpaid vacation preparing my room so to waste an entire half day on this is frustrating.	9/24/2016 2:12 PM
151	I dislike that so much money is spent on this event when there is so much more that we could do for our students with that money.	9/24/2016 1:59 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

152	Students on stage during superintendent speech--what was the point of that? The motivational speaker's topic seemed irrelevant which was frustrating. Were we supposed to draw the parallel that working in TRUSD is as difficult as going on a possibly/probably lethal journey, destined to fail... or succeed, but almost kill us? If that was the mindset we were supposed to start this year with... mission possible!	9/24/2016 1:58 PM
153	I'm new but I could tell that there was tension and passive aggressive energy coming from the superintendent. The kids didn't get any practice with the names they announced, that was disappointing to see.	9/24/2016 1:52 PM
154	Money spent on the venue and bussing and speaker and time away from school.	9/24/2016 1:44 PM
155	A waste of time. Would rather spend the time at my school site preparing my classroom or meeting with my peers.	9/24/2016 1:28 PM
156	Time would have been better spent getting classroom ready.	9/24/2016 1:08 PM
157	The long winded visitor	9/24/2016 1:05 PM
158	It is a waste of money. Also, If children are going to read names given them the pronunciation before hand so they can say them correctly	9/24/2016 1:03 PM
159	It didn't have anything to do with my teaching or curriculum.	9/24/2016 1:01 PM
160	I am horrified that so much money is wasted just so our leader can force me to listen to a sappy country song that purports to show how much he loves our students.	9/24/2016 12:58 PM
161	The negative body language presented by the superintendent and his vague remarks about people speaking "untruths". I dislike the fact money was spent to hold such a rally. I wonder if that money could have been better spent for our students' needs.	9/24/2016 12:46 PM
162	I did not appreciate our students being used as props. I did not like the high school rally feel. We are professional adults and we should hold a professional meeting. I did not like the roll call. I did not like the superintendents message at all. He rambled and paced back and forth. I did not like having to wait for the bus for so long.	9/24/2016 12:39 PM
163	Wasted day to hear the same message over and over.	9/24/2016 12:37 PM
164	Waste of time and money. Fake enthusiasm and disrespectful to teachers.	9/24/2016 12:10 PM
165	Big crowds, noisy, kind of a waste of time to hear speeches vs getting ready for students	9/24/2016 12:05 PM
166	-the obscene cost for the rental of the auditorium, the speaker, transportation, etc. -we rent out this gorgeous auditorium and then go back to our schools which are falling apart, breaking down, and unsafe -I felt like there were speeches of lies and misinformation being spread by administration	9/24/2016 11:56 AM
167	Stupid, expensive, Superintendent's negative vibe, waste of money on the speaker.....	9/24/2016 11:21 AM
168	Superintendent using students to shield himself from the feelings/attitudes of the audience. It was transparent and shameful.	9/24/2016 11:18 AM
169	Took too much time out of our morning when we could have been at our schools getting our classrooms ready. We are given too little time to prepare and have to use our own time and the weekend to finish. Elementary teachers especially have a lot to do to prepare an entire classroom along with lesson plans and some kindergartens do testing before school starts, this could have been a day to finish testing kinders. The secretaries had work to do and this wasted their time and put them behind with last minute enrollments and other important work they had to do. Parents were inconvenienced because all schools were closed all morning and they could not call or stop by schools to enroll their children.	9/24/2016 11:16 AM
170	Getting up really early to go to be the first school there at the rally & being one of the last busses to go back to work.	9/24/2016 11:12 AM
171	Money to put it on. Boring speakers. Disrespect from superintendent	9/24/2016 11:04 AM
172	everything, waste of time, resources and negative environment. I was told by an officer to not be in the hallway and return to assembly that Dr. Martinez had told them to control the crowd in the hallways.	9/24/2016 11:04 AM
173	The motivational speakers usually deliver great speeches, but are typically not necessary. I rather hear more stuff about the students, schools or the district. Leaving from the rally wasted a lot of time because we were in a crowded area and the bus was close to an hour late. It was not smooth at all.	9/24/2016 10:52 AM
174	Everything else.	9/24/2016 10:50 AM
175	I thought that the superintendent's comments were inappropriate and made us feel like asking for equal pay was out of line.	9/24/2016 10:36 AM
176	This rally was a waste of time. It was my first back to school rally. I would have preferred to have staff development time at our site rather than be bused to Memorial Auditorium. The speakers were turned up way too loud. I had to put in ear plugs to soften the often ear piercing sound.	9/24/2016 10:32 AM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

177	Everything else.	9/24/2016 10:31 AM
178	It was a waste of time. I'd rather connect with my own staff. We never get to do that. I also had too much to do and my mind was on my list of things to do so I barely listened to the superintendent.	9/24/2016 10:31 AM
179	This year our superintendent showed blatant disrespect to teachers by lecturing them like he was a disapproving parent. I still am shocked that he was able to stand up there and imply that teachers are not keeping student's needs as a top priority. How dare he? For him to hide behind our students is cowardly and offensive. I have never felt appreciated at these BTS rallies since Dr. Martinez came aboard. It's all a show about him. It should always be about our students and their accomplishments. If he truly respected students and had their best interests at heart, he would remember that a teacher's working conditions are our student's learning conditions and seek ways to keep schools safe, class sizes low, and quality teachers here. Why when the district says that TR teachers are the highest paid in the area, do they not consider that we work more days than other districts AND have longer school days? It must be nice to pick and chose the data that you look at when comparing TR with other districts.	9/24/2016 10:29 AM
180	The superintendent using students as a shield using students to announce people's names when they didn't have time to prepare how to say them correctly the key note speaker. He was completely unrelated to an educator	9/24/2016 10:25 AM
181	Students being kept on the stage, knowing school staff would support them, but being used by the admin. They were so uncomfortable. It was really disrespectful to the students.	9/24/2016 10:24 AM
182	Cost.	9/24/2016 10:14 AM
183	The superintendent using students to shield him from the workers he is disrespecting.	9/24/2016 10:13 AM
184	Everything	9/24/2016 10:09 AM
185	The speaker, while inspiring in general, was not really a back to school/fight for our kids kind of message. I hope the district did not pay too much for him. The worst thing about the rally was the superintendent's end remarks and the way he left the stage. He failed in his duty to "rally" us for the start of the year. I would have liked to hear more of the forward thinking strategies for the upcoming school year. Regardless of how the audience reacted to him, he is still the leader of the district and has a responsibility to act like it.	9/24/2016 10:09 AM
186	I love seeing and hearing from students, yet the easy they were incorporated this year was just awkward. The supe's message was too odd to be either informative or inspiring because of how he moving around the kids and not really addressing the audience directly. I would expect him to be the professional were are expected to be at our schools. He can't handle getting up in front of a group that isn't going to applaud him--- welcome to what WE do every day. We aren't applauded out resurrected each day, and we're do it for a whole heck of a lot less money. I could deliver an amazing speech to an unhappy crowd for the salary all those administrators are getting	9/24/2016 10:07 AM
187	The administration's use of a song to say haha we know you're upset" using students to buffer the fact that the Superintendent was flustered by our protest.	9/24/2016 10:02 AM
188	*The use of the students as shields on the stage *the fact that the superintendent turned his back on the teachers * the fact that the district had strategically placed groups of supporters in the audience *the fact that the parking is very expensive around Memorial Auditorium (yes, I know there were buses, but this method of transportation takes FOREVER to get to and from a site) *the fact that huge amounts of money were spent on a speaker (while interesting, had no connection of subject matter to/for me), on buses, and on a venue *the fact that I need that time to set up my classroom and to prepare for students I consider any rallies a waste of time as my mind is elsewhere thinking of the myriad things I still need to complete prior to the opening of the school year.	9/24/2016 10:00 AM
189	I am appalled that the Twin Rivers Unified School District continues to spend so much money that doesn't directly benefit students. I sit in the audience fuming over wasteful expenditures (not being inspired), thinking about how my first day of class will go (why am I here and how much did this cost?), and the message the district leaders are trying to inspire go right over my head. I'm sure that if the Twin Rivers Unified School District Board could find it very positive financial savings to eliminate Back to School rallies. There used to be a teacher fund each year that the district would provide to teachers to offset their own personal spending. This fund was yanked from teachers in the past due to budget constraints. With inflation occurring every year it gets more and more expensive for teachers to afford to use their own pocketbooks to pay for supplies in their classroom. What is infuriating is that the Back To School rally is a good place to cut expenditures or at least redirect expenditures back into the classroom for worthwhile teacher expenses that benefit students.	9/24/2016 9:55 AM
190	I did not respond to question 6 because I decided that was a good time to go use the restroom. I absolutely hate wasting my day and that is what this day is to me. I don't know where the DO gets the idea that we all love this rally and look forward to it every year. The only positive is getting to see those whom I do not get to see very often because we are at different sites and don't have meetings together. Giving us 1/2 day to set up our classrooms is bs as that is impossible. I want the district to stop wasting my time, treat me like the professional that I am and allow me to choose how best to spend the first few days before school starts so that I am ready for my students.	9/24/2016 9:48 AM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

191	The way the administrators used our students as their human shields. Those kids were clearly unprepared for the jobs they had them do. It wa an obvious last minute addition to the rally and not fair to those kids!!! The speaker, while very accomplished in his own right, was not relatable to teachers. Complete waste of district money and my own time.	9/24/2016 9:46 AM
192	The transportation, the venue, and the ineffective speeches.	9/24/2016 9:41 AM
193	The superintendent seemed obviously frustrated with the technical difficulties and with the silent/respectful protest in audience. He demonstrated a lack of professionalism to staff members. Rather than showing leadership by telling the teachers that we will work together to come to an agreement, the superintendent made me feel belittled and unimportant. He also makes me feel unsupported by district administration and has made me consider leaving the district at the end of this year. Bottom line, I feel very disrespected.	9/24/2016 9:41 AM
194	The messages from superintendent and deputy superintendent were somewhat confusing and negative/sarcastic in tone. I was perplexed as to why the superintendent spoke with his back to the teachers. His message last year was clearly meant to motivate us. This year was directly opposite. I wasn't exactly sure what he was referring to and the message or theme was lost. I was highly disappointed in the use of students. It seemed like district staff used the students as shields to protect themselves. It seemed like the students were asked to read names at the last minute. It seemed like certain schools were heralded to shame the rest. Overall, this "work function" seems worthless and I would rather use the time to prepare for student arrival; that's really what's on my priority list at the start of school.	9/24/2016 9:41 AM
195	Students thrown in as a shield. Not ok!! Speaker too long and not relevant to teaching.	9/24/2016 9:38 AM
196	I didn't like the admin. pulling the students on stage every time they spoke.	9/24/2016 9:31 AM
197	The cost is crazy!!! We should be spending the money on our students and staff. I found the Dr. Martinez insulting. When he stood the students up in front and said that they don't have the same benefits of his kids and so on, I was dismayed. He doesn't know them and to stand them up there and talk with pity is distasteful. I felt he was rude to his staff members and by the end of the rally my hopes were dashed.	9/24/2016 9:26 AM
198	Superintendent using students as a shield.	9/24/2016 9:26 AM
199	Late busses. The superintendent hiding behind students was not good. The students were not expecting to be on stage and that showed. The speaker did not relate to our kids. While his story was fine, our kids and families cannot relate. To be honest, he talked for awhile and I tuned out.	9/24/2016 9:24 AM
200	Time away from site - seen as a negative activity	9/24/2016 9:23 AM
201	A little long...couple be a little shorter.	9/24/2016 9:15 AM
202	Everything except student presentations	9/24/2016 9:14 AM
203	I felt there was a serious disconnect with the needs of our teachers and students vs. What the district officials value. I felt the students on stage was manipulative and unfair to our students!!	9/24/2016 9:12 AM
204	The whole thing. The messages and using kids as human shields	9/24/2016 9:11 AM
205	The loss of my work time and the expenditure	9/24/2016 9:11 AM
206	Everything else was a complete waste of time and money. Just like last year - a waste of our time and money. Infuriating. Was not inspired.	9/24/2016 9:11 AM
207	It felt tense and forced. The students were not celebrated authentically.	9/24/2016 9:10 AM
208	The money spent on speaker and venue.	9/24/2016 9:09 AM
209	It's a waste of money and seems to be a pat on the back to those at the top since they are largely the people who seem to enjoy putting the function on.	9/24/2016 9:05 AM
210	N/A	9/24/2016 8:39 AM
211	Superintendent came on stage with students. That was not appropriate given our current situation. Money spent! Let's get a free speaker from within! No more Memorial Auditorium. Use a High School. I do like gathering for one morning if it is inspirational and unifying.	9/24/2016 7:14 AM
212	I disliked the WILDLY inappropriate tactic of using students as a shield. There was no reason for the students to be introducing people along side Craig Murray. They clearly weren't prepped to do so. I find it ridiculous that Martinez thought he needed to surround himself with 50 students as protection. Even more galling, he lectured us on students best interests while using them. If 2 parents are arguing, you aren't supposed to bring the kids into it, right? I was also surprised at the level of hostility and anger displayed by Martinez. I didn't see any teacher do anything disruptive that would prevent the rally from continuing. His comments were too negative. He was clearly rattled and displayed poor leadership. He further fostered the "us" against "them" feeling of division between district and teachers.	9/24/2016 6:31 AM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

213	I thought that the superintendent used the students as props. That was annoying. I pity the students having to be up there in front of all of us for such a long time. BORING (for them). There was no benefit to them.	9/23/2016 10:14 PM
214	The waste of money that should/could have been better spent on services for the students. We have so many traumatized students that need servicing either by a professional or having a professional speak with the staff on how to reach them better.	9/23/2016 8:38 PM
215	It is a waste of time and lots of money! I thought it was so inappropriate for the superintendent to USE our students as a shield! I liked the speaker, but didn't think it was pertinent to our jobs and cost way too much money. I was sad that there were no teachers speaking.	9/23/2016 7:25 PM
216	I was embarrassed and ashamed of what the district leadership chose to do with the students. They were unable to face the employees without the cover of children. And really that was the best speaker the district could find or was it just a friend of someone that needed a quick buck....or several bucks. With everything that I need to do at my school site....I had to sit there and listen to that. Those poor kids. How sad that the administration has stooped to using children to further their cause.	9/23/2016 5:21 PM
217	Superintendent obviously hiding a cynical message behind talented students. Shame,shame,shame. Also superintendent whining about his failed tech presentation	9/23/2016 5:00 PM
218	Too far and too early, I hit lots of traffic. I get bus sick - so transportation didn't help me, plus I'm too tall to sit comfortably on a school bus. A waste of my time, I'd rather be meeting with my staff to begin the year or working in my room. Do you know what I could have accomplished with this time? I wondered why the Presidents of the 3 unions didn't get to speak - they have in the past. Why were Principals brought on stage for increasing scores? They didn't do the teaching, no mention of the teachers who did the hard work. Finally, all of this hoopla about Mission Possible and I don't remember any connection to the meeting at all, except as a phrase thrown in here or there.	9/23/2016 2:02 PM
219	Spending all the money for transportation, speakers, etc. is frustrating when I am spending so much of my personal money on my classroom. Last year I had to charge my students' families 12.00 to attend a field trip because our school had no funds to go on one field trip.	9/23/2016 12:03 PM
220	The superintendent using the kids as a means to halt the display of signs held by members in the audience. I thought that the speaker's message did not apply to me as a teacher. He described a dangerous experience that he chose to participate. Things for him became life threatening and he survived. There is not an inspiring message there...	9/23/2016 11:54 AM
221	I'm not sure what the purpose of the speaker was. Transportation issues wasted a lot of time. I wish I'd have spent the day more productive	9/23/2016 10:50 AM
222	Consider it a waste of time and money. I'd much rather have had a day in my classroom to prepare for the STUDENTS that I teach instead of feeling forced to observe a blatant waste of resources and funding.	9/23/2016 10:35 AM
223	I did not like anything. It was a complete waste of time and money. Instead, I could have been preparing for my students.	9/23/2016 10:10 AM
224	I disliked that the superintendent used students to make sure that teachers clapped. I feel like the rally is a huge waste of money, time, and effort. There are important things we could do with that funding instead.	9/23/2016 5:49 AM
225	Superintendent's negative attitude towards the teachers. The guest speaker's speech was irrelevant to teaching.	9/23/2016 1:17 AM
226	Uninspiring speakes from board staff, and feeling like students were being used and forced on stage to cover board members discomfort.	9/22/2016 9:59 PM
227	- Money used to rent the auditorium. I liked it at the high school a few years ago even if getting out of the parking lot with the bus took a while. Cheaper is better when we are not being paid what we deserve. If we all (all groups, certified and classified) had good pay, then fine, have an awesome rally with a high priced speaker. - I lost all respect for the Superintendent. His turning his back on us and using the kids as a shield while talking about being a team was not what I call being a team player. I thought negotiations are a tough thing and being tough was part of the process but when I saw his performance at the rally, I thought this has nothing to do with a process and everything to do with him being an ass. - I really disliked being asked to do a survey by admin. I did not fill it out, I feared retaliation as I did not in any way trust it would be confidential. When he called out the tech dept for not having his slides cued as a personal affront to him, I thought he was acting very juvenile. I lost all respect for his ability to be a professional.	9/22/2016 9:26 PM
228	I do not like sitting in our separate schools. I think we should all be mixed up, one district. I did not like being lectured by Dr. Martinez.	9/22/2016 9:24 PM
229	They used children to buffer what was going on. And they put cheerleaders on the spot for calling out names. They didn't celebrate the staff who has stayed in district for over 25+ years. How technology wasn't working at the exact moment and how Dr. M put the entire department down instead of working through it.	9/22/2016 8:48 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

230	I think as a new hire, it was very awkward environment and uncomfortable the relationship between teachers and admin. It was clear that although the superintendent had very inspiring things to say there was dissonance while he spoke. It just didn't make a great kick off as someone who does not know about the relationship between TRUE and the district office. It also questions weather this is the right district to stay with long term.	9/22/2016 8:24 PM
231	I was sad about the whole tone of us vs. them.	9/22/2016 7:48 PM
232	I can't really remember but in general the very long speech from the guest speaker did not inspire me and I felt it was a waste of time. Also I thought the superintendent was negative and he reminded me of Donald Trump. I am sorry to say that but it seemed to be more about what is wrong instead of what is good.	9/22/2016 7:32 PM
233	I dislike the fact that it has been held in a venue that we pay quite a bit for. I dislike that I have to leave my site 90 minutes to 2 hours early to get to the venue to sit and wait for an hour. In recent years, I dislike the tension that I feel between the administration and the certificated & classified. This year I felt disrespected by the administration, especially the Dr. Martinez. When he addressed the auditorium, he did not speak to us, instead he spoke to the students he had assembled on the stage. The students appeared uncomfortable. They almost seemed shocked to be there, as if this was unpracticed. I later spoke to the Student board member who spoke at the rally. She said that she did not know they were going to be pulling students up on stage during Dr. Martinez's speech or to read the names (that were then repeated by an administrator).	9/22/2016 6:59 PM
234	Pompous	9/22/2016 6:45 PM
235	Waste of time I could have spent in my classroom. Waste of district funds. Completely inappropriate use of students as shields on stage for superintendent.	9/22/2016 6:43 PM
236	I disliked seeing district students used as a "shield" and definitely was offended by the number of times Dr. Martinez turned his back to the audience. His message left me feeling totally unappreciated.	9/22/2016 6:41 PM
237	I dislike the amount of money spent on it. I also dislike that the district expects quality musical performances with limited notice and rehearsal time. I dislike that the super intendant used our students as shields to hide behind, and dragged them into a conflict which has nothing to do with them.	9/22/2016 6:18 PM
238	I was on Jury Duty.	9/22/2016 5:30 PM
239	I did not care for the motivational speaker, he was mainly talking about being a team player. All the teachers I know are pretty good with this. He did not motivate me for the school year. I also did not care for our Superintendent bringing all the students on stage with him.	9/22/2016 5:28 PM
240	Waiting in the hot sun for our bus to pick us up. The prices paid for the Memorial Auditorium and the speaker. Dr. Martinez's entire speech. It was patronizing and disrespectful.	9/22/2016 5:24 PM
241	That our students were used as pawns and embarrassed in front of thousands of people.	9/22/2016 5:09 PM
242	It was a waste of time and money. Doing it for free at a high school would be more cost effective. The speakers are good, but the money could be spent elsewhere. I would rather hear a teacher talk about their experiences and ah-ha moments.	9/22/2016 4:38 PM
243	Clearly well intentioned but shouldn't be MANDATORY. I wasn't interested, and others were clearly, equally disinterested.	9/22/2016 4:19 PM
244	I felt the superintendent used kids to buffer his lack of popularity. His message was also disappointing.	9/22/2016 3:04 PM
245	I feel that the rally is a huge waste of time and money. The superintendent should be ashamed of using our students has human shields!! The whole thing was disrespectful to teachers. There were several jabs that demeaned teachers from the superintendent.	9/22/2016 2:55 PM
246	The speaker (I did not think it was all that relevant) and I just feel like we could make more use of our time in preparation for our students if we were on our campus', in our rooms. If we are going to work the wonders that are expected of us each school year then we should be allowed appropriate time to prep for it.	9/22/2016 2:55 PM
247	The district super intendant used students to shield himself from the unhappy certificated employees. Moreover, he changed his game plan of making this years theme "mission possible" to something I couldn't quite make out. I believe the sole reason the theme changed was that people were not going to clap. Truly sad that students were brought onto the stage so the audiance would give rounds of applause.	9/22/2016 2:40 PM
248	I disliked the fact that many attendees felt that this was an appropriate time to protest rather than celebrate the beginning of the new school year. Once again, there are many who lose sight that we are here for the students, not their own selfish interests or demands. There is a time and place for dissent and discourse. This was not it. I am sure for many new teachers, there was a feeling of discomfort and awkwardness. Perhaps if the members of TRUE really feel as they do, an appropriate action would be to just not attend.	9/22/2016 1:17 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

249	Superintendent's address and using children to avoid discussing relevant issues Waste of time and money by holding event at Memorial Auditorium Teachers would prefer to spend time setting up classes, not sitting through speakers	9/22/2016 1:13 PM
250	I disliked the tone from the superintendent. I felt like he was an upset father reprimanding his children. I also didn't like his remarks towards the video crew when things weren't projected when he wanted. I also was confused with the placement of students on the stage, off the stage, back on the stage when the superintendent spoke. I also think it is absurd to spend money on a venue downtown as well as pay employees to drive buses, when that money could be spent on students and we could hold the rally in one of our own community high schools.	9/22/2016 11:46 AM
251	It is a waste of time	9/22/2016 9:53 AM
252	All the awards, recognitions, etc. which seems to be a waste of time when we desperately need time in the classroom.	9/22/2016 9:53 AM
253	That the elephant in the room was not discussed by Dr. Martinez. He hid behind the kids on stage.	9/22/2016 9:46 AM
254	The guest speakers need to stop	9/22/2016 9:15 AM
255	The tone of the Superintendent, speaking patronizingly to the staff in innuendo. The use of students by the administrative staff in an effort to thwart the union's silent protest to bring attention to unreasonable progress in negotiations. The administration put that on the kids unfairly. Everyone did not necessarily support the union actions or choose to participate in waving the hand cards, but many did and the way the administration handled it reflected poorly on the administration and really set a bad tone for the start of the year.	9/22/2016 9:08 AM
256	The unprofessional comments and attitudes from our superintendent.	9/22/2016 8:38 AM
257	n/a	9/22/2016 8:19 AM
258	Everything...I did not like how the superintendent put students in uncomfortable situations.	9/22/2016 8:14 AM
259	It was a disgusting waste of money and time. Mr. Martinez is oozing with hubris and condescension.	9/22/2016 8:08 AM
260	Everything else. It was a waste of time and money.	9/22/2016 7:20 AM
261	I think it's a waste of time and resources.	9/22/2016 6:44 AM
262	How can the district justify spending this kind of money to put on a dog and pony show when the money is needed in the classrooms and on the school sites. How many laptops could have been purchased with this money?	9/22/2016 6:41 AM
263	Everything else but the students.	9/22/2016 5:58 AM
264	Money spent on 'show' rather than students, superintendent not addressing the work of staff, students made to stand behind superintendent so that he could turn his back to the audience	9/22/2016 5:25 AM
265	superintendents talk	9/22/2016 5:24 AM
266	Money spent there could have been given to schools for things like: common core curriculum, extra classroom supplies, stipends, etc. Many many needs at schools.	9/22/2016 4:56 AM
267	It was a waste of a whole day. Listening to an adventure speaker does not help me in my job at all. I'm sure he was expensive. The whole day was a huge waste of money for busses, auditorium, etc. if we HAVE to meet make it more meaningful. He are not in high school. We don't need a pep rally.	9/22/2016 4:47 AM
268	The long length of the speech by the speaker.	9/22/2016 4:18 AM
269	The speaker and the way that district employees had the students with them while they spoke.	9/22/2016 4:18 AM
271	The location, the money spent, the guest speaker	9/22/2016 12:38 AM
272	speaker was hard to get motivated for. Last year's speaker Roger Crawford was AMAZING!!!	9/21/2016 11:36 PM
273	The tension between administration and teachers. The awkward positions the students were placed in - speaking without adequate rehearsal and preparation, standing on stage while others spoke.	9/21/2016 11:03 PM
274	I disliked the negative tone from our administration. Picture takers refused to take pictures of those in TRUE black. The superintendent hid behind groups of students	9/21/2016 10:59 PM
275	The way the superintendent seemed to use kids to hide behind instead of just addressing the fact that he can see us all in black and even being proud that his teachers are organized and stand united.	9/21/2016 10:53 PM
276	The superintendent's speech was very negative and condescending. Also, I can't believe the amount of money they spend on the rally! Transportation was super late dropping us off at our site and we were placed on a random bus that dispatch called while we were already waiting for 45+ minutes. We didn't get back to our site until 1:15PM.	9/21/2016 10:40 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

277	The busing. The distance away and the lack of parking around the auditorium. This year's speaker was not inspirational to my job. He did have a wonderful story for himself. The students are wonderful to see and hear. But the superintendent had a tone with his message that was not supporting of teachers and the job we do for the students in our district. the e district is making it harder for us to do our job, not easier and supporting.	9/21/2016 10:28 PM
278	I am sure why we needed such an expensive speaker. I felt the students were used as a buffer.	9/21/2016 10:26 PM
279	A big waste of time and money! Those of us that are teachers have a classroom to get ready, we need to be in the classroom getting it ready! The district doesn't take into consideration the time it takes to get a classroom up and running. Not to mention the cost.	9/21/2016 10:22 PM
280	The waste of time going and waiting to return. The speaker made an amazing story boring and did not connect with me. I thought the superintendent's address was odd and didn't pertain to the theme. Playing the song was also a silly waste of time. I thought he was supposed to motivate the staff yet seemed to be speaking to the kids.	9/21/2016 10:17 PM
281	Time away from site. Seemed like it was very expensive to put on such an event , and I would rather see money spent directly on students or to aid instruction in some way.	9/21/2016 10:07 PM
282	Waiting for bus. No water on bus. Negative depressing message	9/21/2016 10:04 PM
283	I dislike having to travel so far, which also means either arriving to school sites very early to wait for the bus or deal with parking downtown. Additionally, while the speaker was well-spoken and had an interesting story, he went far too long on a message that didn't really seem to energize me as an educator. Most importantly, I resented the superintendent's message and felt very strongly that he used our students as buffers between himself and all of the teachers and staff in the audience. We should be a team that respects each other and works collectively for the benefit of students. He decision to bring students out to the stage each time he came out was childish and inappropriate.	9/21/2016 10:02 PM
284	Location, Administration Speeches, the guest speaker, using the students as pawns	9/21/2016 9:54 PM
285	Downtown is looking less and less safe The speaker was mediocre rather hear from those who work with us and hear their inspirational messages. Nothing contrived just honest hard working people making the best of a tough world and how they focus on students day to day.	9/21/2016 9:50 PM
286	Too long, uncomfortable seats, too far away.	9/21/2016 9:48 PM
287	Wasted most of the day.	9/21/2016 9:29 PM
288	It takes soooooo much time on a day that is very busy already. I felt like I could have better spent that time setting up my room and prepping for students. I disliked how the students were used as a human shield because Martinez was uncomfortable with our protest. I felt it was a waste of money. The speaker's message didn't inspire us or relate to our situation.	9/21/2016 9:27 PM
289	I don't know what the actual cost of this event is, but it seems like a lot must be spent for this and I am not sure it is worth the cost. The superintendent's speech was uncomfortable and having the kids on stage during it was awkward. It seemed as though it was a last minute change with the YouTube video of "My Wish". It is hard to be inspired by boxers that I don't perceive as positive role models. The rally eats up a huge chunk of the day that could be spent preparing for our students to arrive.	9/21/2016 9:23 PM
290	I disliked that the superintendent and other district officials brought put their human shields in the form of students so that we would have to applaud. I was not motivated by the key note speaker, and I am appalled that the district paid him nearly \$11,000. I also do not like the amount of time that the rally and travel time keeps us away from our school sites.	9/21/2016 9:22 PM
291	FAR too long from start to finish (arriving back at our site). Our time should have been spent at school getting the hard work done that so desperately needed to get done. Made for a rockier start to the school year. Students were used as pawns in a plan and shields for administration. It was ugly and SO disrespectful and embarrassing for them. Even from the balcony, that was glaringly apparent. No student should have been used for that. The speaker was completely irrelevant. Great story, but I had absolutely ZERO connection to it. Not to mention I was sitting near a colleague in tears of devastation and heart ache, because she had just lost her mom that year from falling off a boat. Not a great way to kick off the school year.	9/21/2016 9:22 PM
292	Cost Waste of valuable time that could have been spent collaborating, working in my room, or a longer and much needed staff meeting. Time factor of having to go downtown at the peak commute time. The speaker, who was interesting, but seemed irrelevant. The feeling of everyone around me, who did not want to be there.	9/21/2016 9:17 PM
293	I did not like the waste so money, driving to downtown, listening to people that I don't know , etc. I am sorry if I sound negative, but I truly feel it was a waste of money and time.	9/21/2016 9:11 PM
294	The venue is difficult with the busses. It was quicker and more efficient when they parked at the site.	9/21/2016 9:06 PM
295	How the students were used as a shield and how much money was wasted on a speaker who was just glorifying his life.	9/21/2016 9:05 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

296	It was a ridiculous idea and a waste of money. District admins seem to like pretending that we actually like them. That they are somehow these great titans of industry or educational leaders. They haven't been in a classroom in years. They don't know what we do. I have zero respect for them. No good leader takes a raise while denying a decent wage to the people who actually make a difference. The money spent on the rally should have gone into facilities. The time should have been given to teachers.	9/21/2016 9:05 PM
297	Waste of valuable time, waste of money. Preachy message from disconnected district admin. Disrespectful message from Superintendent and never any recognition of the hard working teachers of this district. Awful bus ride with protracted wait time.	9/21/2016 9:05 PM
298	The superintendent's speech embarrassed me. I felt attacked, even though I know his comments weren't directed towards me, personally. I felt ashamed to be a part of this district. I have NEVER heard a superintendent talk like that, and I was shocked he did this on day one of the new year. I walked into the auditorium all pumped up and ready for the new year. I left the auditorium feeling dejected and put down.	9/21/2016 8:56 PM
299	Don't really care	9/21/2016 8:55 PM
300	It was in the AM, would prefer PM rally and go home after	9/21/2016 8:55 PM
301	The disrespect shown by the district admin mocking us and turning their back on us.	9/21/2016 8:53 PM
302	The venue (far from my site, non-working bathrooms) The keynote speaker, irrelevant, boring.	9/21/2016 8:50 PM
303	1. Can't see the drum line doing their routine. 2. Can't see the cheerleaders cheer. 3. I especially didn't hear an encouraging word from Dr. Martinez.	9/21/2016 8:44 PM
304	The threatening manner in which the superintendent spoke to us. The way our poor students were used as human shields and the cowardice that the district leaders espoused by agreeing to use the students. The speaker was also not really relevant to what we do and where we teach.	9/21/2016 8:38 PM
305	What a waste of money. The speaker had nothing to do with education. We need more time in our rooms.	9/21/2016 8:36 PM
306	I did not like the superintendent bringing and entourage on stage with him. I also did not like the 1.5 hour wait to get picked up by the bus to return to my site	9/21/2016 8:34 PM
307	Transportation back to the site as well as not recognizing the school social workers.	9/21/2016 8:31 PM
308	The superintendent's speech and the overall negative tone of it. The speaker. Seeing students paraded on stage when they were unsure as to why they were up there during the Superintendent's speech. Riding on the bus because of the time it takes away from our sites. The bus being late. The fact that only the principals were thanked for the awarded schools.	9/21/2016 8:28 PM
309	It seemed to be a waste of money going downtown. We should be using one of our sites.	9/21/2016 8:23 PM
310	Everything. Messages were not motivating.	9/21/2016 8:18 PM
311	too long of a speaker	9/21/2016 8:14 PM
312	Time could be spent in better ways	9/21/2016 8:14 PM
313	The superintendents message. I'm not clear as to what he was trying to say ... Did he have a point? He was super negative towards the tech people.	9/21/2016 8:09 PM
314	That it was mandatory. That they spent thousands of dollars. That it glossed over the real problems in our district in a fake show of good cheer. That Martinez and Murray embarrassed our students by using them as human shields. That I had to sit there for 45 minutes waiting for all of the above because my bus picked us up at 7:40	9/21/2016 7:55 PM
315	It was a waste of time	9/21/2016 7:54 PM
316	I did not like how Martinez and his staff used our students as human shields. It made me cry to see my daughters schoolmates being paraded around on the stage not understanding what was going on.	9/21/2016 7:53 PM
317	It was too far from the schools and takes up too much of a day that could be spent working in the classroom, in a site meeting, or collaborating with other teachers. While the keynote speaker was interesting, it did not feel necessary. At points, it felt as those speakers were being disrespectful/putting down the teachers.	9/21/2016 7:52 PM
318	A lack of clear message to inspire all of us to have a great year. His "off the cuff" speech style is too informal and his speeches drone on and on. The gimmicky video/slogan theme is not inspiring. His use of students to protect him and his cronies from, I don't know what he thought we would do, was absolutely disgusting!	9/21/2016 7:38 PM
319	Almost all of it, the attempt at school spirit was nice, but it is not followed through throughout the year.	9/21/2016 7:38 PM
320	I felt that the students on stage were being misused, and that they were there to cover a different agenda than being a "reminder for why we are here."	9/21/2016 7:23 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

321	The fake spirit	9/21/2016 7:21 PM
322	I felt the students on stage were used to send a message to teachers. The message received was not a positive one, it felt fake.	9/21/2016 7:19 PM
323	I did not appreciate the superintendent bringing up the students and having them stand up awkwardly on stage for as long as they did. I also thought it was in poor taste to put the students on the spot and make them read the teachers names.	9/21/2016 7:16 PM
324	Using the students to elicit response for mr Martinez.	9/21/2016 7:14 PM
325	I felt that Dr. Martinez chose to use the rally as a time to address negotiations. He also had "backup" every time he went on stage using students to try to deflect the negativity in his message. It felt as though he was saying that we were not thinking of the children, but instead of money.	9/21/2016 7:13 PM
326	It was a huge waste of money and time. Martinez used the students as a human shield.	9/21/2016 7:11 PM
327	I dislike how much it probably cost. I also thought it was ridiculous that the Sup. used students as a shield.	9/21/2016 7:06 PM
328	Going to the rally instead of doing something productive. Pointless key note speaker. Going to the rally instead of doing something productive. Superintendent speaking off the cuff. Going to the rally instead of doing something productive. Traveling to the auditorium. Going to the rally instead of doing something productive. Having my ears blown out by the drum line. Going to the rally instead of doing something productive.	9/21/2016 7:06 PM
329	The waste of money.	9/21/2016 7:05 PM
330	I felt that some of the superintendent's actions and words were inappropriate (i.e. bringing children on stage with him when he knew members of the audience were unhappy with him).	9/21/2016 6:59 PM
331	Everything else!	9/21/2016 6:58 PM
332	Location Money spent to fund the event, this additional money could have been spent on something else, like students Unnecessary Fanfare and Hollywood atmosphere the use of the students on stage as a way to intimidate teachers	9/21/2016 6:54 PM
333	The speaker was uninspiring.	9/21/2016 6:50 PM
334	Students being used by superintendent	9/21/2016 6:48 PM
335	That the superintendent turned his back on the audience That his message was often directed at us with what could be interpreted as negative, posturing, and even threatening That he used students to try and get support from the audience That he used students who clearly did not have preparation to be up there- asked at the last minute; they were embarrassed and out on the spot (heard this directly from them) Not enough bathrooms for the amount of people with the time constraints (bus delivery, wait in line, 'show' starts Droning on by cabinet members about things that not everyone was interested in	9/21/2016 6:42 PM
336	Everything else. Too much money spent on it. Money needs to go to the students.	9/21/2016 6:36 PM
337	I thought the superintendent used those students who were on stage with him. They were his human shield...DISPICABLE!	9/21/2016 6:34 PM
338	I do not like having a rally. I do not feel they help me to get ready to begin the year. My time would be better spent in my classroom preparing for my students. If the District really wants to show us they value their teachers stop spending money and asking us to spend time getting to and from the rally.	9/21/2016 6:33 PM
339	I felt that the fans and black t-shirts on the part of our union were inappropriate for this venue. We came across as rude and only interested in what was best for us. I didn't blame the superintendent at all for the way he reacted. If we are not respectful, why should we expect a respectful response?	9/21/2016 6:33 PM
340	I disliked being away from time working in my classroom. I disliked not having the time to collaborate with my team on site. I feel the speaker was not geared toward teaching and he was too long.	9/21/2016 6:30 PM
341	The way the superintendent used students as a shield was cowardly and creepy.	9/21/2016 6:24 PM
342	1. The condensing speech by the superintendent combined with all the speakers using children as human sheilds. 2. That we paid an unessesary motivational speaker a lot of money when the superintendent could have been the speaker for free. Or a student, or a teacher, etc. 3. That we paid a lot of money for memorial auditorium when we would be happy at a high school for free 4. The bus to and from memorial auditorium is a waste of time we could spend in our classroom.	9/21/2016 6:24 PM
343	Dismissive. Waste of time. It was "mandatory". Pointless after the first rally after the merge. Money could be better spent on the classroom	9/21/2016 6:23 PM
344	I disliked the expense, location, and speaker. I would be more interested if the speaker were a successful teacher. I disliked the use of students as a shield against teacher disapproval of the superintendent.	9/21/2016 6:22 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

345	Too flashy. Speaker was ok, but I didn't gain anything personally from his performance.	9/21/2016 6:20 PM
346	The motivational speaker had a great presentation but I would have rather it tied into education more or been a former educator. The Superintendent felt very disconnected in his speech and there was too much downtime for an entire morning.	9/21/2016 6:18 PM
347	The superintendent and other speaking administrators used the students to "shield" themselves from scrutiny. He put the students on the spot and had them read difficult to pronounce names without practice. Those students seemed embarrassed up there. The superintendent lied about the respect he has for teachers. The speaker went very long and, although I understand that he was trying to give an inspirational message, that message fell short and seemed unrelated to our mission.	9/21/2016 6:14 PM
348	N/a	9/21/2016 6:08 PM
349	A waste of district money; not held in our school district; paid professional speaker had nothing to do with what we do; I was not inspired	9/21/2016 6:00 PM
350	Everything except seeing colleagues and the young singer. Waste of valuable time to prepare our classrooms.	9/21/2016 6:00 PM
351	The superintendent's use of children as a distraction from the message the union was giving him. The superintendent's behavior was an outrageous manipulation of the children's desire to perform for a group of teachers.	9/21/2016 6:00 PM
352	The entire concept. Cheerleaders cheering for us as we enter. Having to waste an entire morning. Feeling pressure to cheer and clap to express school spirit. The superintendent speaking with his back turned to the audience. Teachers holding up lame protest signs. Riding a school bus. Waste of time and resources.	9/21/2016 5:57 PM
353	I disliked the use of students as a shield by district personnel because they were too scared to stand up there on their own. The students clearly did. It know exactly what they were to be doing, where to go, how to even pronounce school names etc. You could tell that the superintendent didn't want to be there and support us.	9/21/2016 5:52 PM
354	the waste of money the waste of time yes, we should showcase students and their accomplishments and talents, but should do it a venue that their parents and peers can all attend	9/21/2016 5:47 PM
355	I didn't enjoy the rally. I didn't feel like I got anything out of it. I could've spent my time better in my classroom and with my coworkers planning for the year. I felt that the speaker, though interesting, was not inspirational or valuable. He was a dare devil who got lucky and I'm not really inspired by that. I didn't enjoy being in the politically charged situation with both administration and teachers trying to send a message which students present. I found it stressful.	9/21/2016 5:47 PM
356	The cost to the district of entire rally. Speaker, venue, bus spots, road closures, traffic control.	9/21/2016 5:42 PM
357	When they recognized the schools with the spotlight they skipped over the special Ed dept and went to transportation. They briefly shined the light on the special Ed group and then realized they were not transportation and moved on. They did not recognize psychologists or speech therapists when they acknowledged individual groups. It's been a while now but I do remember nurses being recognized and several other itinerant type of staff. It made us feel unimportant.	9/21/2016 5:37 PM
358	The superintendent message was poor and disrespectful towards teachers. I thought it was cowardness on his part to hide behind children and not address the teachers. It was a complete waste of time and money for the teachers. I lost a good amount of respect for dr Martinez because of his actions and words. I was embarrassed to be a twin rivers employee that day	9/21/2016 5:36 PM
359	I did not like the superintendent's message. He talks about the importance of teachers, but his actions do not match his words.	9/21/2016 5:34 PM
360	To long!	9/21/2016 5:31 PM
361	The location is far from my site, so transportation to and from the venue took a while.	9/21/2016 5:31 PM
362	Superintendent seemingly improvising his message and misspeaking several times (i.e. time of day). Keynote speaker sending the same "inspirational" message we get every year.	9/21/2016 5:28 PM
363	The way the students were used as shields to the admin. Not professional, not good for the kids to put them on the spot.	9/21/2016 5:25 PM
364	Dislike the amount of money spent to make it happen. The cost of renting the auditorium, paying the speaker and busing all personnel can be better spent.	9/21/2016 5:25 PM
365	See above	9/21/2016 5:21 PM
366	I wish there had been a better chance to mingle and see friends from other schools. We were "herded" directly to our sitting area with our own school without the opportunity to visit.	9/21/2016 5:17 PM
367	I think it is waste if time and money.	9/21/2016 5:13 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

368	There was an Extremely divisive feeling to the event. I really disliked seeing students used as a shield while all district staff were on stage. knowing that the union would be wearing black made using "back in black" as the intro song seem unnecessarily divisive and put many people off from the start. Holding the event downtown makes transportation very difficult and left many people waiting over an hour after the rally ended to be picked up which is time that teachers would like to have to get work done	9/21/2016 5:09 PM
369	It's awaits of time. I don't need inspiration to teach or to be a good teacher. I love my job!	9/21/2016 5:08 PM
370	It was uninspiring.	9/21/2016 5:05 PM
371	Feel it's a waste of time and money.	9/21/2016 4:59 PM
372	Thw motivational speaker didn't tie anything to education.	9/21/2016 4:59 PM
373	I did not like how the students were on stage with admin speaker whether it pertains to students or not. I also did not like how students were asked the announce the names of admin staff or board members without practice and it was also repeated.	9/21/2016 4:59 PM
374	Everything else. It is a waste of money.	9/21/2016 4:58 PM
375	huge waste of time and a complete tremendous waste of money. I'd like to know what all that cost. Maybe a raise or smaller classes instead?	9/21/2016 4:56 PM
376	Waste of time. Speaker was not too inspirational for the people who needed inspiring.	9/21/2016 4:55 PM
377	The tone of the Dr. Martinez speech was both condescending and antagonistic. The speech basically devolved into teacher blaming rhetoric. It was shameful and just the opposite of unifying. He should have done what he asks us to do, which is put negotiations aside and continue to do his job in a professional way. He didn't do that! He went off script and ridiculed teachers. He allowed the tension of negotiations to get the better of him. He should have been a unifier not a divider. Very poor example of professionalism from the "leader" of TR.	9/21/2016 4:49 PM
378	The amount of money that must've been spent reserving the Memorial Auditorium, the negative way I felt the superintendence addressed us, the very expensive guest speaker that we had there, the fact that I had to wait for a bus for over an hour to get me back to my school site where I had things to do to prepare for the first day of school.	9/21/2016 4:48 PM
379	Superintendents speech. Spending money on a venue and transportation when we could use the money for other things.	9/21/2016 4:47 PM
380	I could have better used the time planning for the school year.	9/21/2016 4:47 PM
381	Everything else. We waited outside our school for over an hour for the bus. We must have forgotten been . When we got there we heard our superintendent give another off-the-cuff speech. Someone who is paid as much as he is can take the time to write a speech. Also, his tone towards the teachers was unacceptable.	9/21/2016 4:47 PM
382	I disliked the administrators shameful, and obviously last minute, use of students as a screen between themselves and the discontent of the educators in the building. It was clearly evident that this was a last minute attempt! The student announcers would have been a great touch... If they had known ahead and had a chance to practice, so they did not butcher every name they announced. I was appalled by the superintendent's use of students standing behind him during his speech; they were clearly uncomfortable and unsure of what to do... Another last minute effort that was unnecessary and taking advantage of the students. If he wanted to give a speech to students, I'm sure any school would welcome him to speak at any time he wished! The most offensive thing was the fact that we, the educators who are giving our all to students every minute of every day, were not acknowledged or shown any sort of appreciation.	9/21/2016 4:44 PM
383	Everything	9/21/2016 4:43 PM
384	I dislike how the speakers assume we know who they are. Last year I had no clue Bill McGuire was speaking. They say the visit the schools. I would like to know when. Mr. Martinez should have visited each school during a staff meeting his first year to introduce himself. As it is, he's been to the school twice. The first time was due to publicity because a teacher from the site was skyping with a school from Japan. I dislike the location. I dislike the \$\$ spent on speakers. I disliked how Mr. Martinez hid behind the students. I disliked that due to the bussing schedule, we arrived at the event so early. I disliked that the venue didn't promote visitation with colleagues from other schools.	9/21/2016 4:43 PM
385	Being forced to go. The transportation issues.... Too long. The people who spoke didn't inspire. It all had a negative tone. Students seemed unprepared.	9/21/2016 4:41 PM
386	No snacks	9/21/2016 4:40 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

387	I don't personally find these rallies inspiring -- I consider them a large expense and a time drain that could be used much more efficiently. However, other people seem to get energy from cheering for their school -- so, to each their own. I would also prefer that we didn't spend a lot of money on inspirational speakers. Particularly speakers who don't have anything to do with education. Again, my own personal taste. Some people like that sort of thing. At this year's rally, however, I was really embarrassed by the superintendent's speech. It was extremely disorganized. If we could play back a recording of it, I believe we would find that the actual sentences didn't make much sense (either syntactically or content-wise). I was also taken aback by his oblique reference to the "events of the summer." I'm still not sure to what he was referring. Some people around me thought he was talking about union negotiations. My first thought was of the bombing in the south of France and "Black Lives Matter" demonstrations. That imagery was not at all inspiring for my Back-to-School Rally spirit, let me tell you. But either way, it wasn't a particularly positive thing to say. As I wrote in my comments to the district, the superintendent really needs to prepare and practice his remarks in advance instead of trying to be an off-the-cuff speaker.	9/21/2016 4:39 PM
388	The cost of it, a negative tone in the superintendent's address, the keynote speaker's message was odd and I would have preferred inspirational teachers or previous students, it seems like a PR stunt, and I could have used that time to work on my class or upcoming lessons.	9/21/2016 4:37 PM
389	Too much time away from my site to prepare teachers classrooms.	9/21/2016 4:34 PM
390	Just about everything else	9/21/2016 4:32 PM
391	The superintendent's disrespectful message. Being forced to attend a rally that was a waste of my precious time. Spending money on the venue, bus drivers, gas, and a speaker that meant nothing to the types of students I teach!!	9/21/2016 4:31 PM
392	Everything	9/21/2016 4:23 PM
393	Its an absolute waste of money !!!	9/21/2016 4:20 PM
394	How the students were put on stage when they should not have been. The speaker was not inspiring! The superintendent seemed disorganized in thought. When student read names of schools, she was not given time to practice or the "easy" ones to pronoun coats. Made her nervous. Time lost traveling to and from the site.	9/21/2016 4:18 PM
395	Everything. The money that was spent is huge. It would be much better pit toward school supplies,band uniforms, free backpacks for kids...anything. Nothing that happens there makes me a better teacher.	9/21/2016 4:17 PM
396	It was much too long. The administration does not say anything that affects my school year. It is hard listening to a superintendent talk about how much he values my work and my students, when he has never once visited my site (not once since he came to the district) and I have no confidence he even knows what we do (special ed transition). Also, by the time the bus picked us up, we were over an hour late for lunch. By the time we were back and had lunch, it was nearly time to go home - no time to do anything at our site.	9/21/2016 4:16 PM
397	Complete waste of funds. I would've preferred a more effective use of time: classroom setup, staff meeting on site, food, etc.	9/21/2016 4:13 PM
398	Everything Bus ride Dark auditorium Guest speaker was a waste of money Students being used on stage to promote Martinez Very little recognition to our school for having the biggest improvement in scores Martinez didn't have proper English and left the stage abruptly and barely looked at the crowd Introductions of each dept is a waste of time Very very poor waste of time	9/21/2016 4:13 PM
399	The rallies usually inspire and motivate me, but the superintendant's message and behavior this year was negative and rude. I couldn't believe his comments and actions.	9/21/2016 4:12 PM
400	How long it took and the waste of time. The same message could have been delivered quickly and effectively without the childish games and time consuming activities. We are not little kids and don't need the fillers. It is a waste of our time. Just give us the meat and potato and let us go to our classrooms.	9/21/2016 4:10 PM
401	I feel it is an unnecessary event ., too loud and a waste of time. I know other district do it but I think it is a waste of My precious time. We have little prep time and primary teachers spend many days preparing. Bathe lower the grade the more the prep. Don't waste my time.	9/21/2016 4:02 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

402	The superintendent's message was very aggressive, rude, and inflammatory. He paced and turned his back to the audience. I did not think it was appropriate that the superintendent and district office personnel used students as shields, to bring them on stage when they knew we wouldn't be cheering. They embarrassed our students by having them read names, etc and hadn't had time to practice or rehearse. My students actually said to me, "I didn't know we were going to have to do that! I was so embarrassed! Why didn't they let us practice?" They were absolutely humiliated and I cannot imagine that Dr. Martinez didn't think that through when he directed his admin to bring students on stage as a buffer or shield. Shame on him! Do not use students as pawns in a disagreement between teachers and Dr. Martinez! Once again, I am disappointed that it is assumed that teachers don't put students first, when that rally clearly did not put students' needs first! Why should we, as teachers, have to console embarrassed kids because of a decision we didn't play a part in making?! It was inappropriate and I was embarrassed to be a twin rivers employee in that moment. I also do not think it was appropriate to celebrate lowered suspension rates, test scores, attendance rates, etc.	9/21/2016 4:02 PM
403	I dislike the amount of money that is spent on the venue and speakers. That money could be put towards our students. We could get tutors for AVID, supplies for science classrooms, extracurriculars and so much more. I feel our time could be better spent getting our rooms ready for our students.	9/21/2016 3:58 PM
404	Oops- I included this information above. Keep it real- if you know the teachers are disgruntled, and validly so- address it and explain the plan to remedy it.	9/21/2016 3:55 PM
405	It was a waste of money and time. Pretty much a dog and pony show. The Superintendent used students as human shields and did not prepare them with the information they were asked to read at the last minute. The "motivational" speaker was a waste of money as well. I attended the last board meeting where we were pounded with information about how our district is in debt - then why did we spend money on the rally? Why didn't we have it at one of our high school stadiums that we have spent millions of dollars renovating? Bad decisions all around. A total disconnect between teachers, admin, board members, and Dr. Martinez.	9/21/2016 3:53 PM
406	Time would be better spent at school site	9/21/2016 3:52 PM
407	Downtown venue. Tight seating. Uncomfortable transportation. Needless waste of time. Expensive.	9/21/2016 3:50 PM
408	The guest speaker really didn't have anything to say that was applicable to our situation and I felt extremely disrespected by Dr. Martinez. Between the dismissive disrespectful body language to the verbal digs, it sent a very negative, anti-teacher, anti-team message. The length of the rally was astoundingly long as well.	9/21/2016 3:50 PM
409	I do not support the use of funds on the rally as the money can be better spent. Additionally it seemed as if there was too much emphasis on the unhappy negotiations. No teachers seemed into it as most would agree our time could be better spent.	9/21/2016 3:48 PM
410	true members showing support for each other in black t shirts.	9/21/2016 3:42 PM
411	Too long and costly. Spend the money on providing breakfast	9/21/2016 3:35 PM
412	I disliked the superintendents speech. I thought it was ridiculous that he brought up the cheerleaders on stage with him to obviously be a "buffer". I thought his speech was "chastising" and not at all uplifting or depicting of good leadership. I did appreciate that he got rid of the Hollywood antics from last year... Given the theme of "Mission Impossible" I expected him to drop down in the stage from a zip line!	9/21/2016 3:35 PM
413	intentionally left blank	9/21/2016 3:34 PM
414	I disliked the fact that we payed for a speaker that knew nothing about the population that we serve. I did not understand what the purpose was of the "motivational speaker" I did not like the way the students were used as pawns. I did not like the fact that the students were asked to announce things that they did not understand how to pronounce. I did not like the fact that we were required to be at a function in the middle of downtown costing the district thousands of dollars while they are constantly telling us that the district is broke. I found the whole thing a complete waste of time and money. If the district would like to motivate us perhaps they could try making us feel valued as educated professionals!	9/21/2016 3:34 PM
415	I did not like the students being used as pawns by the District to protect the Superintendent from a frosty response.	9/21/2016 3:32 PM
416	I do not like going in a bus, in traffic, downtown. My big fat butt did not fit well in those tiny seats at the auditorium. I didn't like the negative tone and felt disrespected by the superintendent and the board. I did not care for the speaker because it had nothing to do with teaching...or the hardships. I would have loved to hear an ex-student come back and talk to us...or a teacher who had a rough go at teaching, but really made a difference or something like that. The flip side is that we are all thinking the same thing during the rally...that we need time in our rooms or that we need to be working on curriculum/making folders/sticky-tabs, etc.	9/21/2016 3:31 PM
417	Transportation was late. We missed the cheerleaders and band/drum line.	9/21/2016 3:26 PM
418	Everything else	9/21/2016 3:26 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

419	The Grant Drum Line, while excellent, is totally inappropriate for such a gathering. It is WAY TOO LOUD and getting pretty long in the tooth. The Superintendent's message was not uplifting - sounded like his rationalizing why the district is being obstinate at the bargaining table. Went too long and the venue was extremely inconvenient.	9/21/2016 3:26 PM
420	I disliked the lengthiness of the guest speaker, the amount of time wasted traveling to and from the venue, and the awkward speeches given by district admin. I felt like the rally was more for the admin to have their 30 seconds of fame by feeling important giving speeches and not at all about the certificated and classified staff in attendance.	9/21/2016 3:25 PM
421	The superintendent used students as emotional shields.	9/21/2016 3:24 PM
422	I feel we wasted the morning when teachers could working in their classroom. We did not get back to our site until after 12:30. I feel these speeches could of been prerecord, school principals could show it during our first staff meeting.	9/21/2016 3:24 PM
423	I disliked that it was at Memorial Auditorium instead of one of our district high schools. It made the event feel like a corporate gathering instead of a school event. The rally at Foothill in my first year in the district was the best rally so far because it had more of a welcoming and back-to-school feel. I also disliked that Dr. Martinez ignored the elephant in the room and acted as if he were not having a major conflict with most of the people in attendance. Many people attended out of obligation and to see what Dr. Martinez would do in response to the protest by TRUE. If the rally continues to be such a source of contention, I would rather not attend the rally at all.	9/21/2016 3:22 PM
424	I saw a lot of uncomfortable students put in an already tense situation between staff and admin.	9/21/2016 3:18 PM
425	Seeing how much money was wasted on the rally	9/21/2016 3:17 PM
426	It kind of seemed like the students were used as pawns which was disheartening to me.	9/21/2016 3:16 PM
427	it was an infomercial for how great we are, which we aren't. the presence of students was not necessary - feel good stuff for the pampered few, while real issues were never mentioned. perhaps at least FYI updates on key issues, framed neutrally, would have been more useful.	9/21/2016 3:15 PM
428	I knew it was a waste of money. The guest speaker is unnecessary and overpaid. ... actually, I'd like to offer my services. I'll be brief and charge a lot less.	9/21/2016 3:14 PM
429	Everything. Waste of time	9/21/2016 3:14 PM
430	It is a waste of time and money. It is frustrating that my students use textbooks that are older than they are because of lack of money. But we can afford to pay for a speaker. My curriculum is not relevant and has nothing to do with common core. It was published between 1998-2000 depending on the subject. The district has no plans to adopt new curriculum. How does the rally benefit my students?	9/21/2016 3:13 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

Q9 Additional Comments About the Rally:

Answered: 246 Skipped: 304

#	Responses	Date
1	The traffic downtown isn't conducive to an efficient work day. It's a waste of time and money all around.	10/2/2016 11:39 PM
2	It really seems to be a waste of time and money. I would be fine with a video message we all watch or a shorter (2hour total) gathering at a local hs. The beginning of the school year is such a hectic, frantic time. So many things I want to do for my incoming students and myself in order to have a productive and enjoyable school year.	10/2/2016 8:22 PM
3	Seems like a big waste of money to go to Memorial. I know it's a drop in the bucket for a district this size, but I think we should use one of our high school stadiums. I know it's usually hot, but since we meet early it should be fine. We did it once before and I liked it that way. Staff could get back to their sites sooner. With the money saved maybe the district could provide lunch at sites on that first day back.	10/2/2016 7:13 PM
4	In my opinion, this was a waste of human, intellectual, and economic resources. A horrible joke at the expense of taxpayers.	10/2/2016 4:49 PM
5	A rally should bring us together as a whole to best serve our communities; a rally should serve to make us stronger as a whole and as individuals prepared to do the important work of our craft. The manner we decide to spend funding and what we do everyday should constantly center on how we support the students we serve.	10/2/2016 1:18 PM
6	More drum line and cheerleaders. Less boring speeches. Don't use what is supposed to be a fun thing to set your own agenda.	10/2/2016 8:58 AM
7	I'd prefer a video message, and the time for my room, considering the amount of work they keep piling on. I have a family, and I want to spend time with them outside my work hours, not bringing work home, just to get it done and escape criticism; although, I still face that often, regardless.	10/2/2016 7:47 AM
8	I would appreciate time to work in my classroom. That morning would have been 4 extra hours to decorate my room, make copies, and otherwise prepare for the year ahead. I appreciate the sentiment of getting us excited about the upcoming year, but I would feel more excited having had a few hours in my room. If we were meeting, I would like to put the time and money into really relevant issues like improving student learning.	10/1/2016 11:46 PM
9	None	10/1/2016 8:26 PM
10	Why? Why do we have to take precious time away from preparing for our students to sit through pompous speeches and silly skits to get our year started? A rally that addresses teachers' dedication and students' successes would be more beneficial, but what we have to sit through with the current district is ridiculous. Next year I just MAY be sick on that day. Our superintendent seems to have little appreciation for what we really do in the classroom each and every day.	10/1/2016 7:20 PM
11	The purpose of the rally is to show appreciation to everyone who works in this district and inspire us to do our very best in our jobs each and every day as our profession touches the lives of so many and has a deep impact on our community. Having a rally is a visual representation of how our collective efforts as the TRUSD team work together united as one to serve our students and their families. Our role is important and our work is meaningful. These are the kinds of messages that should be communicated at such events. Unfortunately at our rally, they were not.	10/1/2016 10:19 AM
12	I wondered about the cost of the Memorial Auditorium. I can see how it is a central location for all the schools in the district. It is also comfortable to be inside since August weather can be extremely hot. I am not sure if there are other venues that would be more cost-effective and equally as comfortable.	10/1/2016 9:25 AM
13	I did not appreciate the tone of Dr. Martinez or the way he had his back to the crowd much of the time. I didn't appreciate him using children as a human shield nor did I appreciate the tone that we need to put everything behind us and make it about the kids. His tone seemed to state that we didn't care about the kids and this is all about the teachers and their rights. The whole experience left me with a bad taste in my mouth.	9/30/2016 11:42 PM
14	Would rather have that time to plan and set up the classroom	9/30/2016 9:35 PM
15	I'd rather see the money and time put toward having a rally at each school the first week-- balloons, signs, whatever. The superintendent could then go to every school and help pump up the kids. It could be something totally about the kids and involve staff.	9/30/2016 1:32 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

16	I don't know the cost of the rally but when we work in schools where students need help purchasing school supplies, it seems the money could be better spent. Spending district money on a field trip experience for large groups of students would be more uplifting for teachers. We teach to see our students have more opportunities. I'd rather see transportation money spent on them than employees.	9/30/2016 1:15 PM
17	Please communicate to the Superintendent that his team's actions were cowardly and did not help in improving relationships with teachers at all.	9/30/2016 1:00 PM
18	NA	9/30/2016 12:18 PM
19	None.	9/30/2016 11:43 AM
20	None	9/30/2016 11:18 AM
21	It was sad to see the superintendent use the students as a buffer. You could tell the students were not prepared and never rehearsed what was expected of them.	9/30/2016 9:27 AM
22	This is essentially a waste of time and money.	9/30/2016 8:51 AM
23	Find aomething else to do.	9/30/2016 8:34 AM
24	The best rally I attended was the one at a school's football field. It didn't cost much, just the bus drive over. I am not sure why we have to physically gather in one spot but if that is required, somewhere we don't have to rent is best.	9/30/2016 8:20 AM
25	Aside from our meaningless training's, the most useless event of the year!	9/30/2016 8:14 AM
26	Money could have put toward students.	9/30/2016 8:07 AM
27	This is a complete waste of time. No other districts in the area waste this kind of money on this crap!	9/30/2016 7:50 AM
28	No	9/30/2016 7:47 AM
29	What a waste of money!! Did not get us motivated to start the year. A waste of time as well.	9/30/2016 7:25 AM
30	N/A	9/30/2016 7:22 AM
31	No comment	9/30/2016 7:16 AM
32	Too long and unnecessary	9/30/2016 7:07 AM
33	don't have one again	9/30/2016 7:07 AM
34	It seemed expensive and unnecessary. Perhaps it would be better to put the funds toward updated technology in all classrooms, such as student computers. If the point was to generate spirit and enthusiasm for the district as a whole, I mostly saw quite the opposite sentiment in many audience members.	9/30/2016 5:31 AM
35	Please give me the PAID time in my classroom to get ready for the school year. I do not want another rally.	9/29/2016 8:32 PM
36	End them.	9/29/2016 8:09 PM
37	Save the money and let us work in our rooms next year.	9/29/2016 7:24 PM
38	None.	9/28/2016 9:36 PM
39	Impersonal and no recognition of teachers, especially those who have been loyal to the district. Students were obviously used as a shield and the Superintendent was obviously miffed and uneasy. It was not a positive way to start a school year.	9/28/2016 8:41 PM
40	Time to rethink its true purpose and value viz -a- viz costs involved.	9/28/2016 6:19 PM
41	OBNOXIOUS	9/28/2016 9:53 AM
42	I needed the time in my classroom, or even at my school site to address beginning of the year information. There is always a need for more time at schools. I felt like my time was wasted and not valued.	9/27/2016 9:03 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

43	<p>Below are the comments I submitted to the District with my District Survey. I copied them into an email that I sent to myself so I could remember, and have a record of what I said. I do not feel that any of my comments below were inappropriate or rude. ***** I rated the Rally, Average Overall, because I'm not sure I see the purpose for the rally and agree with the expense spent on it. I am not usually excited to go to the rally because I would rather have the time, so close to when school starts, to be spending time in my classroom, getting it ready for students to start on the first day. The rally takes up half a day of paid time, and our staff meeting at our site pretty much takes up the rest of that day. That leaves, truly, only one other paid full day, to get my classroom ready. This is by far not enough time to set up a classroom and I spend many unpaid days in there ahead of time putting back furniture and getting walls/etc. ready that had to be dismantled for the short summer. Also, the excitement of the rally and the uplifting message that is usually conveyed by the guest speaker, is usually short-lived. Not to say that they were bad speakers, but that once I return back to my site/classroom, it's back to business and focusing on what I need to do for my students to be successful on a daily basis. It is during those times that I turn to myself, my coworkers, and my students, to find motivation for what I do and comforting words that get me through the difficult times. Quite truthfully, the only thing I remember about the speaker from 2015 is that he had birth defects with his arms, which presented a great challenge growing up, that he turned into a motivational speaker career. I don't really remember any of his messages or "taglines" that he used to uplift and motivate us. Same thing with this year's speaker. I could not relate to someone who had had such adventurous, near death experiences, and turned them into a motivational speaking career, making over \$10,000 to address us, which is more than I make in 2 1/2 months, after taxes, working on the "frontlines" for this school district. I am a 20 year veteran of this district. I mean no disrespect to the folks who planned the rally, I realize they were just doing their job, and that's what I'm doing...giving honest feedback.</p>	9/27/2016 7:42 PM
44	It was a nice event that the union tried to ruin.	9/27/2016 5:46 PM
46	Too expensive and of no value in terms of developing human capital. Huge waste of time and money.	9/26/2016 10:00 PM
47	This is an old tradition that is now a big waste of time. I want more time to prepare my classroom and to meet with my colleagues to discuss the needs of my students with special education needs. All I had time for was to email goals, this is not in the best interest of my students.	9/26/2016 6:54 PM
48	I consider having this back-to-school rally at a school site to be most beneficial for our work. Building community and relationships during this time.	9/26/2016 6:52 PM
49	I was shocked that they pulled kids on the stage and the students I talked to didn't know they would be reading the board names so no preparation was given. I asked one of the students who I new. It seemed very pointed at the teachers	9/26/2016 5:58 PM
50	This past rally was a waste of time.	9/26/2016 5:46 PM
51	I like hearing about the many accomplishments by students and staff throughout the district.	9/26/2016 5:40 PM
52	The rally's that have been held are just a tool for Superintendent to self gratify his ego... Nothing more, nothing less.	9/26/2016 9:25 AM
53	none	9/26/2016 8:58 AM
54	A group of colleagues and I drove to the rally to avoid the buses and it was a good move. Many had issues and were late getting back for Lunch	9/26/2016 7:57 AM
55	It was obvious that Dr. Martinez used the kids as a shield so HE could get some applause. I don't even have words for how wrong that was.	9/26/2016 7:43 AM
56	Great to see friends after a fun summer. You can feel the energy of the teachers who are getting geared up for school mode. It's palpable!! We all could just use site time more though.	9/26/2016 1:21 AM
57	This is a waste of district funds! Teachers would rather have a paid day to work in their classrooms.	9/25/2016 9:16 PM
58	The message that Dr. Martinez gave was so far out there with negative tones. His message rambled and was not inspirational at all. I am uncomfortable with my leader saying sarcastic things about the work his own staff does. I am referring to the video malfunction and his comments. Dr. Martinez needs to follow a script or write a true inspirational message and stop doing and saying things off the cuff. He is my leader and he just sounded angry and off balance. If we continue to have rallies we need to have a more balanced presentation. TRUE and CSEA should always have a message. They represent nearly every employee yet we didn't hear them at all. I would really like the students and presentations.	9/25/2016 8:55 PM
59	shame, shame on you... they're our students not your pawns	9/25/2016 6:23 PM
60	The bus situation needs to be fixed, both at the rally and at the school sites.	9/25/2016 5:01 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

61	Following are the comments I wrote for the district survey. I am offended that the district told the public that our comments were unprofessional and unacceptable. Clearly, mine were not. Here is what I told them, verbatim: With the exception of the student involvement, this rally was an embarrassment. The financial outlay, the misuse and abuse of people, time, and resources, and the lack of professional preparation was shameful. The fact that our superintendent used students as a shield was cowardly and contemptuous. And, our superintendent did not put any effort in his "speech," which was clearly and painfully a failed attempt at extemporaneous remarks. If teachers prepared for their classes in this manner, we would be in serious trouble. This was a disrespectful display by our deluded "leadership." We cannot come to an agreement in negotiations, but we can spend hundreds of thousands of dollars on this? We can be better, but it's going to take a lot of work! PS: Perform a sound check. It was way too loud!	9/25/2016 3:27 PM
62	The rally is unnecessary and a waste of money. The vast majority of the teachers at my site are excited and enthusiastic to return every year and really just want to get to it, not waste time at a rally. The focus of the first day back every year should be what can we do for the students, and what is the district going to do to assist our students.	9/25/2016 12:52 PM
63	I would prefer if we don't have any more of them. I want to have more time and support in enhancing the quality of my classroom!	9/25/2016 10:34 AM
64	If we are going to do a rally, make it mean something. Tell us what is coming up for the year and how to do everything. Show us that cost cutting measures do not effect student achievement. Show us that the district cares about what goes on in the classroom by not stuffing our class rooms. Hire an extra teacher or two so there is no more combo classes! I would like the D.O. to show us they really honor our work rather than complaining we are not doing enough. I work at least 60 hours a week at this job and no one acknowledges that, they just want us to do more and more. Am I lazy because I don't work 80 hours a week? I often wonder how I can provide a good education for my students because I have no real support for my newcomers, I have too many students in my room (32 is too many to be effective in everyway they want us to be!)my low reading and math levels and how am I suppose to do common core when my 6th graders can't do basic reading and math? I am frustrated with the Ivory Tower means of leading us. It seems the people who make decisions in this district have never worked in an actual classroom under the conditions they give us every year.	9/25/2016 8:40 AM
65	Big waste of time and resources.	9/25/2016 8:24 AM
66	It hurt morale. It showed contempt for unions.	9/25/2016 6:59 AM
67	I am disappointed by some of my colleagues who choose to not go to the rally simply because they don't want to. It is what our employer is telling us to do on a day for which we are being paid. I think we should be taking the professional high line and doing what is expected so the administration has no reason to doubt our commitment. By the same token, the administration needs to make this experience a positive one that people will look forward to. You can't please everyone but you can produce a respectable event that has a clear purpose to energize the staff and create a clear positive message.	9/25/2016 5:59 AM
68	none	9/25/2016 5:15 AM
69	It appeared that the Superintendent knew in advance what the teacher's strategy was for showing our disapproval of what is happening within the district. I felt that he surrounded himself with students in an effort to thwart our plan. It was obvious that including the students was a last minute idea on his part. They were not prepared adequately for what they were required to do. Did he even think about the embarrassment he may have caused them as they stumbled through the pronunciation of names? Apparently not.	9/25/2016 12:23 AM
70	Not worth teacher's time. Use this time wisely to do things in class and get ready.	9/24/2016 10:03 PM
71	Waste of time and resources	9/24/2016 9:29 PM
72	Would rather not have to attend this event every year!	9/24/2016 9:22 PM
73	It will be nice if the rallies are done in one of the high schools. Save that money for our students and teachers needs. I would like for the District to give each of us a good TRUST shirt as a token of apreciation to start the new school year. That would be nice and we would a bit more positive toward our leaders.	9/24/2016 8:45 PM
74	I would like administration to be transparent about the cost of the rally. What was the total monetary investment in the speaker, the auditorium, the transportation, etc.? What is the expected benefit and how is this being measured and what is an appropriate response to the data if the expected target benefit is not being achieved?	9/24/2016 7:44 PM
75	It isn't motivating, especially when we are having negotiation problems. A huge waste of money, time, and energy.	9/24/2016 7:03 PM
76	It would be a better use of our time to have PLC or additional classroom set up time.	9/24/2016 6:15 PM
77	I do not wish for my name to be published. The rally is a waste of time and money. Teachers want to get ready for the school year and not have their time wasted as it is now going to a rally to put the superintendent in the paper. Time and money would be better spent having his message as part of the staff meeting at each site.	9/24/2016 5:27 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

78	PLEASE STOP HAVING THE RALLY!!! WE NEED VALIDATION AND TIME IN OUR CLASSROOMS TO PREPARE FOR CHILDREN. STOP THE POLITICAL SHOW. STOP WASTING THE MONEY. THE MONEY SPENT ON THAT RALLY COULD PAY FOR RESOURCES FOR OUR NEEDY STUDENTS. IF YOU INSIST ON HAVING A RALLY, MAKE IT OPTIONAL: TEACHERS CAN REPORT TO THEIR SCHOOL SITE OR THE RALLY LOCATION... YOU WILL SEE... TEACHERS WILL WORK. THEY WILL WORK HARD! THEY WILL GO TO THEIR SCHOOLS AND LIKELY PUT IN EXTRA HOURS. BUT I TRULY DOUBT THEY WILL WASTE THEIR TIME WITH A RALLY.	9/24/2016 5:26 PM
79	I enjoyed the rally.	9/24/2016 4:40 PM
80	The use of students to avoid negative feedback was shameful.	9/24/2016 3:58 PM
81	It was a phenomenal waste of time and money so that Martinez could feel like a big shot.	9/24/2016 2:48 PM
82	The first year that we had "We are TR!" Rally near TR district offices it was great! It was a refreshing and unifying event. Subsequently, the one at Foothill High was also good! The past two at Sacramento Memorial Auditorium have caused me to wuestion leadership's spending of funds. It has shown me the dichotomy of "what they say" vs "what they do"; it has every appearance of being a big gimmick. Get the peons together, give them a motto of unity, continue to hire pricey admin and give huge raises and keep telling the teachers that we need to work harder and start showing some gratitude! I want transparency, honesty, and integrity at the helm. I like our superintendent and respect his life story, etc but I am not liking what he seems to represent as TR leadership	9/24/2016 2:42 PM
83	Please find a way to reduce costs if this rally continues each year. IT commented that Dr. Martinez used an outside firm for his powerpoint, which I got the impression that this was demeaning to our wonderful IT dept giving the message he didn't trust them or they are not as good as an outside source.	9/24/2016 2:30 PM
84	I rather focus on the students collaborating with our teaching partners /grade level teachers. And review technology programs and usage of any new technology software that I should be using with the students.	9/24/2016 2:17 PM
85	I find the amount of money spent on this event to be abhorrent, especially given the negative reactions from my peers. There must be a better way to inspire our district and build unity, because the rally utterly failed to do so. Maybe if the district had a committee of staff members that could give ideas about a better way to do this, it would help.	9/24/2016 2:02 PM
86	Let us have the time we need to service our students which should be our # 1 priority.	9/24/2016 1:45 PM
87	I heard the speaker's fee was \$10,000. That is money that could be better spent, perhaps as additional budget for some our libraries?	9/24/2016 1:29 PM
88	Pre negativity about the event clouded the enthusiasm that could have been generated. Seemed some people and groups were determined to find negative things to say. It took a lot of effort and expenditure to get all the schools down at one location. Maybe we're not ready.	9/24/2016 1:08 PM
89	I would rather not have forced participation at such an event. I would much rather have the time devoted to working in my classroom or with my P.L.C.	9/24/2016 12:47 PM
90	It is a completely unnecessary event that has no educational value.	9/24/2016 12:40 PM
91	STOP DOING IT!!!! IT IS A WASTE OF TIME AND MONEY!!!!	9/24/2016 11:17 AM
92	Please find a better way to spend district monies.	9/24/2016 11:13 AM
93	The rally highlighted the extreme disconnect between admin and teachers.	9/24/2016 11:07 AM
94	Please do whatever you can to get rid of it. We could just watch a video of superuindent...short short video.	9/24/2016 11:05 AM
95	Why is Dr. Martinez wasting resources/money time on this assembly?	9/24/2016 11:05 AM
96	We should have one	9/24/2016 10:53 AM
97	Are we the only district that does this?	9/24/2016 10:52 AM
98	Instead of spending thousands of dollars on the rallies, give teachers money to buy school supplies.	9/24/2016 10:51 AM
99	Waste of money and time. If we are going to be forced to "bond" together let us bond with our own sites. We don't know each other because our days are so full and we are so isolated most of the day and rushed at our breaks to get stuff done. I've been a teacher at my site for 9 years and I barely know my colleagues. Sending us to be with thousands of employees sitting in one spot benefits only those on stage who enjoy the spotlight and attention. I did however enjoy the student singer's story. That was more inspirational than anything else on that stage.	9/24/2016 10:38 AM
100	Dr. Martinez showed himself to be a coward. A true leader would have stood up there and took his medicine. It was abhorrent and offensive that he hid behind children.	9/24/2016 10:31 AM
101	Knowing that students were being used by admin was painful to watch. I don't believe the rally is necessary. Other districts have given up the practice. If the district is in such dire straits regarding money, they should not be spending thousands of dollars in this way. I would rather have paper and pencils in my classroom.	9/24/2016 10:26 AM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

102	Waste of money.	9/24/2016 10:13 AM
103	A waste of money	9/24/2016 10:09 AM
104	How can they lead us if they can't even face us?	9/24/2016 10:08 AM
105	I hope, every year, that we do not have one!!!	9/24/2016 10:01 AM
106	Last year (2015) I rode the bus from our site to the rally. You had to get to your campus early and if you rode the bus back you had to wait in front of the Sacramento Community Center for a delayed time. It was just a bunch of wasted time. I'm a person who when you go back to work...you go back to WORKING not sitting around waiting around. This year I chose to drive myself and teacher coworkers. We saved ourselves so much valuable time. Not only did we have an extra hour of travel time that we used in our classrooms we were able to happily reconnect with sharing our summer fun in a better environment than a loud and noisy bus that is too early for pickup and so late for return.	9/24/2016 10:00 AM
107	Overall, The back-to-school rally is a waste of time. Time that could be spent in my classroom, time that could be spent lesson planning for the first weeks of school etc. We get ONE day to set up our room. I want to know of any teacher hat actually takes only one day. Myself and my colleagues spend at least three additional days to set up our rooms. And that is the bare minimum. We need more time. We deserve more time and so do our students!!!!	9/24/2016 9:49 AM
108	Maybe there is another way to unify our district? A mixer with coffee and breakfast? A few positive words about our focus as a district? Less pomp.	9/24/2016 9:45 AM
109	If the district is so broke why are we wasting money and time on busses, the venue, and a paid for speaker?	9/24/2016 9:42 AM
110	I would rather not attend another rally under Dr. Martinez's leadership.	9/24/2016 9:42 AM
111	Make it stop, please. Don't pay some guy 50 thousand odd dollars to talk. I don't NEED to be inspired to do my job. I became I teacher because I want to help my students, it makes me feel good. Give me good pay, supplies and the tools I need to help these kids. Back us teachers up, truly support your staff. I don't need to be talked into doing my job, I want to do my job, I LOVE my job!!	9/24/2016 9:29 AM
112	Poor use of funds... We need competitive salary increases!	9/24/2016 9:27 AM
113	Seems to be a big waste of money...money for venue, for speaker, for transportation, city officials for guiding traffic.. :(9/24/2016 9:25 AM
114	Let's stop the rally next year and let staff have more time at their site to set-up	9/24/2016 9:23 AM
115	Stop spending so much money on these rally's	9/24/2016 9:15 AM
116	Can we just not do them? Total waste of time and \$. Would prefer a case of paper	9/24/2016 9:12 AM
117	Don't waste our time and money renting it. Prerecord your message, and give us more time in our classroom.	9/24/2016 9:12 AM
118	N/A	9/24/2016 8:39 AM
119	I've forgotten most of it, so I don't have much else to say.	9/23/2016 10:15 PM
120	I don't think that the entire district enjoys wasting almost a whole working day to be lumped together listening to the superintendent talk to us. He could have done it remotely. I think he likes looking out and seeing all the people that work for him. As for paying for a speaker to talk to us about perseverance, that was another waste of time and money. We persevere every morning when we get up and return to school to students that are violent and hurting. We don't need inspiration, we get that from the students that touch our lives everyday.	9/23/2016 8:47 PM
121	waste of money!!!!!!!!!!	9/23/2016 7:25 PM
122	It needs to be either done away with or at a place that is easier to get to and leave from. There was a lot of time wasted just sitting on a bus that was not at all comfortable. The bus we had was set up for wheelchairs and handicapped children.	9/23/2016 5:22 PM
123	Why waste any more iPhone battery...?	9/23/2016 5:00 PM
124	I'd like to know how much money was spent by the district on this event. Even if money was donated - what was the cost. All of the district admin came in cars, there's a bunch of money there, at least a couple of cases of paper could have been bought for the price of parking reimbursements.	9/23/2016 2:05 PM
125	Please respect my commitment to the students' education and use my time more efficiently.	9/23/2016 12:05 PM
126	It would be excellent if the district stopped wasting money paying for the venue, speaker, and transportation. Put the money toward the students or the hiring of additional teachers to decrease class sizes, or both.	9/23/2016 11:56 AM
127	While I did not find the board speakers to be inspirational, I didn't have a negative view on what the message was. My issue was with the students being asked to cold read names, and stand on stage without directions.	9/22/2016 10:01 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

128	It seems like a waste of money. When we had it at Foothill High School with a student speaking it was much more meaningful.	9/22/2016 9:33 PM
129	- I thought it was awesome how about 85-90% of staff wore black even if it was not the exact TRUE shirt, even some admin! Solidarity. Before the rally I was not sure if we were in this together, now I think we are united.	9/22/2016 9:27 PM
130	Why bother, it's not uniting us. Besides, I don't think we should earn ourselves another award for just having one.	9/22/2016 8:51 PM
132	Gibson's Ranch Ancil Hoffman	9/22/2016 6:48 PM
133	Not a great impression to make on me as my first experience for TWUSD as a new Employee.	9/22/2016 6:44 PM
134	Let's spend the money elsewhere!	9/22/2016 6:42 PM
135	I love the community building opportunity, but that's pretty much it.	9/22/2016 6:20 PM
136	Although I was on Jury Duty.....I still talked to my team about what they thought and the feedback was not exactly positive. It made me a little glad I wasn't there, if I'm being honest. Although, in a way, I also feel I'm on the sidelines because I'm missing that experience, so....I don't know.	9/22/2016 5:33 PM
137	I did enjoy the speaker's story, but it didn't connect at all with what I do in my classroom.	9/22/2016 5:24 PM
138	It was very wrong to put students up on the stage every time they wanted us to clap. If that was my child I would have been furious!	9/22/2016 5:13 PM
139	Waste of time and money. Is there a way to vote that this be ended?	9/22/2016 4:38 PM
140	A waste of time and money.	9/22/2016 4:19 PM
141	Couldn't we meet at a place like Bayside Church in Rocklin? I would think this would solve a lot of bussing issues.	9/22/2016 3:05 PM
142	Nope	9/22/2016 2:41 PM
143	I do feel it is nice to get to see colleagues from other schools for a celebration once a year. But at the beginning of school, staff is focused on opening school, working in classrooms, finishing up work projects. Maybe it could be an end of the year rally, at the beginning of a PD day for 90 mins at a central HS than people either have PD there or travel for a 1/2 PD at another location.	9/22/2016 11:50 AM
144	Use the money for a real use.	9/22/2016 9:53 AM
145	We don't need it! We have too much to do as it is at the beginning of the school year! Give us time in our rooms!	9/22/2016 9:53 AM
146	The speaker had an entertaining story, but not necessarily inspirational to our audience. This might have been more relevant at a private school. He had a life changing experience, but one brought on by an opportunity born out of his secure background. He did not overcome the hardships that many of us, including our students, have overcome. He is a good story teller and has turned that into a career which is an inspiration, but just from a different perspective and that mixed with the tone of administration during the rally made for really mixed emotions about being part of this dysfunctional family. I love my colleagues. I love the students. I first started in TRUSD when Porter was still at the helm, there were daily disparaging articles in the paper and the craziness with Board President Quinn was going down. It felt like a mess at the top, but I was amazed how much that did not seem to trickle down to the student level. People would always raise their eyebrows when I mentioned working in TRUSD, but I was able to say that the craziness was all at the top and things were great at the student level. I could not have been more excited about the new Superintendent and the hope for a brighter future, but I have to say I have been wholly disappointed. There was the administrative house cleaning that was to be expected, but unfortunately there seems to be no memory of what transpired before and it seems that the new administration is building back to a top heavy organization that can not even be condensed into an organizational chart to understand chain of command and the dysfunction at the top is really evident in the moral at the site level. There are some good things going on, but it is inconsistent throughout the district.	9/22/2016 9:19 AM
147	If the goal of the Back to School Rally is to bring us all together with a positive message, that did not happen.,	9/22/2016 8:43 AM
148	A complete waste of district money and resources! Spend it on classroom supplies or FIELD TRIPS for students!	9/22/2016 8:27 AM
149	n/a	9/22/2016 8:19 AM
150	The message given by the administration at the rally made me feel like the teachers and the administration are on different teams; not working together to working together for a common goal. It was confusing.	9/22/2016 8:10 AM
151	I don't understand why the board and superintendent would want to have this kind of event when they are dealing with an auditorium full of employees who they are not negotiating in good faith with their union.	9/22/2016 6:44 AM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

152	I think the rally is for the Administrtrors than the staff. It's a time to pat themselves on the back... Like "Hey, see what I have done." I don't care to see the strutting from them!	9/22/2016 6:01 AM
153	Please stop these rallies. The forced show of unity does not work. We end up resenting the loss of time needed to prepare for our students	9/22/2016 5:25 AM
154	Money could have been spent at schools for students. Each school could have their own individual "back to school" as the schools are so individual and different.	9/22/2016 4:57 AM
155	Don't use the students as a shield. It was very inappropriate. Again if we HAVE to have rally, why not let teachers who have side businesses set up as vendors to sell their belongings to other teachers. Also I can't believe no food was provided. My old district provided breakfast and lunch. They also provided PD classes after the motivational speaker which at least made the day beneficial. They had multiple classes available and you could choose to go to-one for the first hour and then another for the second hour. Most classes were run by district employees so not expensive to do. Plus they gave appropriate classes because they knew what teachers were asking for.	9/22/2016 4:53 AM
156	It felted a lot of negativity among liders because they were not supporting the staff members.	9/22/2016 4:22 AM
157	Fun!	9/22/2016 4:19 AM
159	I think having the rally at one of our high schools show pride in our facilities. Getting a former TRUSD student(s) to speak to us about their experiences while attending our K-12 schools would have a greater impact than a stranger who only speaks to us because he/she is getting paid! Make these rallies about the positive past present and future of education, make them about the most important piece, our students.	9/22/2016 12:46 AM
160	the cost of the auditorium should have been put back into our school & kids. It was such a wasted expenditure. We have renovations all around the district that could have been used instead.	9/21/2016 11:45 PM
161	If overall relationship were built and better maintained, it could be a powerful thing. Using the stock and flow model from Systems Thinking, the lack of respect felt drains any potential capital we're capable of. TRUSD heavily invested in Camp Snowball and using Systems Thinking, yet where is the evidence of using some of those models to make things better?	9/21/2016 11:08 PM
162	It is positive and uplifting to see our students perform	9/21/2016 11:00 PM
163	I would really rather work in my classroom.	9/21/2016 10:53 PM
164	No comment(s).	9/21/2016 10:41 PM
165	Did Dr. Martinez use the students as a shield? The time needed for the bus I wish I could of had the time in my classroom.	9/21/2016 10:27 PM
166	We already spend too much money on tosa teachers that come to our sites and service zero children. The rally is another example of money wasted.	9/21/2016 10:25 PM
167	It was a waste of half a day	9/21/2016 10:04 PM
168	No more to say	9/21/2016 9:50 PM
169	It seems like a huge expense that could be lessened by using a different venue that we wouldn't have to pay for.	9/21/2016 9:49 PM
170	Please stop spending so much money on this rally. If it must be done, do it simply. Given the debt report by Bill McGuire at a September Board Meeting, we have no business spending this ridiculous amount of money on a rally.	9/21/2016 9:27 PM
171	In a perfect world it would be great to have a social gathering that inspires staff and builds community, but with	9/21/2016 9:25 PM
172	Much of it was awkward.	9/21/2016 9:24 PM
173	Total waste of money and time, except watching our students. Loved the student who made it to the talent show!	9/21/2016 9:18 PM
174	Please, don't do it again, not in an expensive place like that.	9/21/2016 9:14 PM
175	Teachers are under enormous stress to get their classrooms ready and prepare lesson plans for the beginning of the school year. The rally seems like a frivolous use of time when we have so much to do to prepare for our students. when	9/21/2016 9:07 PM
176	Why cant you give teachers classroom money instead of wasting it on rallies. I didnt get any money for supplies this year... I have to buy everything myself.	9/21/2016 9:06 PM
177	I don't think we should have one. Ever. The big thing I heard about the rally was that district admins hid behind children. That sickens me.	9/21/2016 9:06 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

178	Please allow us time to set up our rooms instead!	9/21/2016 8:56 PM
179	None	9/21/2016 8:55 PM
180	I did not enjoy the rally for the most part. I feel that our time could be better spent at our site, in our classroom.	9/21/2016 8:51 PM
181	I just don't think it was necessary open the school year in the memorial auditorium. I feel that they money spent for transportation and rental of the auditorium could have been used for our students.	9/21/2016 8:45 PM
182	I let the district know in nice words about how offended I was by the threatening tone the superintendent had as well as his conduct. His comments were smarmy and condescending. The use of human shields was deplorable. It was an embarrassment to us all and to this day, I don't tell people what district I work for.	9/21/2016 8:42 PM
183	It think it would be in the best interest of the school district to have the rally (if there is a rally) at a school site. An hour at a school site saves a LOT of money. There is no need for a speaker just an update of past events and goals. I just think it is a waste of money which is needed in the schools. Also, being in an elementary school environment, having more prep-time is needed more.	9/21/2016 8:36 PM
184	We do not need to have a rally. If it is that important to get the district together to build culture, then have it at one of the high school football stadiums and have it be 2 hours at the most so we can get back to our sites. And focus more on having student speakers and have the teacher of the year and classified of the year speak. Employees want to hear and be inspired by their own people. What happened to the three union president's speaking? That was a good message to employees when they were given time to speak.	9/21/2016 8:31 PM
185	I believe it is time for our board to put students first for a change. Giving administration raises or as they call them salary increases when our financial situation is in such bad shape is unexceptable. In the future classified and teachers should get thought of first and what is leftover can go to the people furthest from the children after.	9/21/2016 7:59 PM
186	This rally is purely an ego boost for Martinez. He thinks that we are stupid enough to fall for a little "razzle dazzle" and that we will be compliant little drones for another school year. I think he actually believes that we will be fooled by all of his slick packaging.	9/21/2016 7:57 PM
187	It is a waste of time to bus everyone in to an expensive venue with an uninspiring, grossly overpaid speaker and it did not set the tone for a great school year.	9/21/2016 7:40 PM
188	Rather spend money on school programs to support our students	9/21/2016 7:29 PM
190	The district could try to find less costly guest speakers.	9/21/2016 7:13 PM
191	I dread it every year!	9/21/2016 7:07 PM
192	Next year I'm using sick leave.	9/21/2016 7:06 PM
193	Too much money spent on it. Too much precious time taken away from preparing for the school year ahead (paid time). It also takes away too much important and necessary time needed for staff meeting, communication, etc. I personally do not need a "pep rally" to get me psyched up to do my job, I am an educated professional!	9/21/2016 7:02 PM
194	The Rally was a bit long and so was the guest speaker. I think a 1-2 hour Rally would be fine.It would be nice if each school could have their own Rally. This would be more productive and meaningful.	9/21/2016 6:58 PM
195	Waste of time and money	9/21/2016 6:48 PM
196	All I could think about when I was there was how much I wished I could be in my classroom, setting up for the new year.	9/21/2016 6:35 PM
197	The rally was a complete waste of time the day before students arrived.	9/21/2016 6:31 PM
198	The superintendent was simply a shame.	9/21/2016 6:25 PM
199	Just do it for as close to free as possible and put the money into something prductive next year!	9/21/2016 6:25 PM
200	Felt forced and time with colleagues or in our classroom would have been a better use of our time.	9/21/2016 6:21 PM
201	It would be nice to have the money spent in the classroom then for a district rally. It is a waste of money and time.	9/21/2016 6:10 PM
202	I am hopeful and continue to pray that the district's leadership acknowledges, via words and salary increases, the devotion that classroom teachers have for the children in our district. Value the teachers,insist that they work hard and be well trained and we will have a world class district serving minority students.	9/21/2016 6:02 PM
203	Don't make something obligatory and then hold it outside of the school district	9/21/2016 6:01 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

204	It was awkward.	9/21/2016 5:58 PM
205	The speaker was a waste of time and money that could have been spent on our school. It would be nice to actually have a functioning clock in my classroom and the hour of my life back from the speaker. Please don't waste money on speakers, I would rather see more students.	9/21/2016 5:55 PM
206	We could still get the same message across with a live stream video streaming at our site before the staff meeting begins. We would save time on transportation, save money, and teachers will get more time to set up their classrooms/longer staff meeting.	9/21/2016 5:45 PM
207	Wasteful use of money that should have gone towards student needs like gate and intervention classes, support personnel, etc.	9/21/2016 5:39 PM
208	I do not think it is worth the cost. I'd rather be given an intervention kit to support my far below basic students.	9/21/2016 5:35 PM
210	I don't think so much time and money should be waisted on such a silly event.	9/21/2016 5:10 PM
211	I feel that the money spent could go to so much better use. I don't even have classroom supplies yet, and I need more supplies than what the district offers. We should have budgets!	9/21/2016 5:07 PM
212	There is no reason to have a rally next year. The money can be used on supporting the kids in the classroom.	9/21/2016 5:00 PM
213	Save money, do a video message, visit schools after school starts, and give sites more time to prepare!	9/21/2016 5:00 PM
214	A young man attempts a totally stupid, dangerous adventure and then milks our district out of much needed money to talk about it. Were we supposed to be inspired to go out and do something stupid and dangerous? I really could have used that time to prepare for opening day better, and we could really us that money in more effective ways. We are a little old and too educated to be "rah-rahed"	9/21/2016 4:59 PM
215	As mentioned in an earlier question, time spent at the sites would have been much more beneficial. The dog and pony show was a waste of both time and money! Does anyone know what the Rally cost the Distric?	9/21/2016 4:54 PM
216	I'm glad the district is finally asking our thoughts about this and maybe thinking about spending a lot less money on future rallies.	9/21/2016 4:49 PM
217	The guest speaker was very entertaining and had a great story to tell, but I don't see how it was relevant to us. For a district who is claiming to have limited funds, it seems like a gross waste of resources.	9/21/2016 4:46 PM
218	Please have it at McMillan Airpark	9/21/2016 4:43 PM
219	I don't like the Memorial Auditorium location because of the time and expense involved. If we must have these rallies, I would much prefer a location within our district. The amount of time involved to bus everyone downtown and the expense to rent out a facility like that seems silly.	9/21/2016 4:41 PM
220	For how much it costs alone, I hope the district makes a change next year.	9/21/2016 4:38 PM
221	Needs to end and give us time to prep !!	9/21/2016 4:32 PM
222	I have not liked the rallies in recent years. The district spends too much time, money, and resources on something that does nothing for us or our students. They are a waste of time.	9/21/2016 4:20 PM
223	The sea of black was amazing!!! The superintendent should apologize to the tech department for his statement about not being thankful to them. Not funny.	9/21/2016 4:19 PM
224	I think a bonus check or even a raise would've been more appropriate.	9/21/2016 4:14 PM
225	Please give us times in our room or PD	9/21/2016 4:13 PM
226	Waste of time and money! Respect the teachers and students! Use the money more effectively.	9/21/2016 4:10 PM
227	No expensive hoopla, cute videos necessary. If you are determined to work the media dept then do a video showing off lots of teachers, aids, custodians, kitchen workers, etc in a great light- not just the stars- represent everyone, and all sites	9/21/2016 3:58 PM
228	I have nothing positive to say about the rally. WASTE. OF. MONEY!!!!!!	9/21/2016 3:54 PM
229	Waste of money and resources.	9/21/2016 3:52 PM
230	Overall if not mandatory, I certainly would not attend. I am paid to teach and this does not prep me for my upcoming year.	9/21/2016 3:49 PM
231	I don't need a rally to be motivated and dedicated to the students. I thought it was a waste of time. I had many other things I could be doing in preparation for the new school year.	9/21/2016 3:45 PM

TRUE SURVEY ON BACK-TO-SCHOOL RALLY

232	I would rather have a teacher work day,	9/21/2016 3:42 PM
233	Complete waste of time, money and resources!	9/21/2016 3:34 PM
234	I think there are good intentions...but poor execution. I was surprised to not hear from our union leaders this year. The powerpoint was weird and didn't involve all schools.	9/21/2016 3:33 PM
235	Needs to be done away with.	9/21/2016 3:32 PM
236	I would love to have a truly welcoming rally at one of our district high schools. If I were to plan it, I would have district leadership make a few remarks and deliver an inspirational message for the upcoming year, and maybe end the formal presentation with student performances. I would then have lunch available for all in attendance, with time for people to eat, mingle, and chat. I feel like the current format does a good job of helping district administration keep teachers and staff at arms length. I would love the opportunity to meet and talk with our district administrator in an informal setting so that I could get to know them better, but unfortunately, such an opportunity doesn't exist.	9/21/2016 3:32 PM
237	Waste of time	9/21/2016 3:27 PM
238	It is a huge waste of money and valuable time that could be better spent preparing for the school year.	9/21/2016 3:26 PM
239	Venue was horrible, stuck in traffic	9/21/2016 3:25 PM
240	Horrible, condescending	9/21/2016 3:24 PM
241	I don't think the rally should be a continuing event. It would be better to just give that money evenly between the schools that was used for the speaker and each site can do what they want with it.	9/21/2016 3:19 PM
242	We need to stop wasting money on things like this	9/21/2016 3:18 PM
243	None	9/21/2016 3:16 PM
244	I'm surprised at the amount of technical errors in the Audio/Video at every event. Either our communications department OR the AV company that we hire suck at their jobs.	9/21/2016 3:15 PM
245	Please put that money into new tech for classroom	9/21/2016 3:15 PM
246	meh	9/21/2016 3:15 PM