

Have you thought about leaving the school counseling profession? If so, why?

1. Lack of support from the district, constant changes at the district level, poor communication from the district level, not being paid more the \$1,107 dollars more than a starting person with a masters after 17 years, district level stripping consequences for behavior when we are seeing increase in aggressive behavior across grade levels.
2. Yes, my first year when I had lunch duty and was the testing coordinator, and this year when I was taken from my school after planning all summer, and placed in a school to be the special area teacher.
3. I have thought about leaving our district because of pay.
4. There are too many duties and not enough time to get everything done.
5. Yes. I'm a glorified paper pusher.
6. Yes, my first year when I had lunch duty and was the testing coordinator, and this year when I was taken from my school after planning all summer, and placed in a school to be the special area teacher.
7. I have thought about leaving our district because of pay.
8. Yes, I need more money to be able to provide for my family. I have applied for numerous part-time positions to supplement my income. I do not feel properly compensated for all the work that I do. As a master's degree holder I should me making much more when compared to the private sector.
9. No
10. I love my position and I love my career choice. It's the adults that's the problem and lack of respect. I am doing what I love and this is what I am supposed to be doing so I will be here as long as I am able.
11. Not adequately trained in the beginning but am learning more now and am happier.
12. Yes. The profession has turned from school into a business. Administrators and the district care more about scores and percentages than they do about taking care of their staff and students.
13. Yes, because of the workload, pay, and added responsibilities without additional compensation. Also, the graduation rates we are more responsible for these students' graduation then they are or their parents.
14. Yes, I would like to work on the mental health field. I feel I can do good on it.
15. PRIOR TO RECIEVING A SECOND SCHOOL COUNSELOR, it was impossible to perform my duties. It was overwhelming and dissatisfying.
16. Yes. To find a professional position with less stress, lower-level demands; something I could do that would not include as much high stakes pressure.
17. No
18. No
19. Yes, too much stress and demands on a daily basis
20. The lack of communication in this county is at the highest level I have seen in the 20 years that I have been here. It is sad when I hear from a parent about a change in a procedure or something new that I do not know about. It is said when my supervisor doesn't know the information either. And why does it take weeks for an email or document to be approved to send out to us? There are so many good people who have left, and no one knows what to do. No one knows the history behind this county and what works. It is not all about the point. How about we go back to what is important-to have our students value education and inspire them to find the future

that they want. But no-we have to put them in a class that gets them a point for acceleration. Why do the principals feel threatened by the admin? We are not leading by respect; we are leading by fear and bullying. The demands on a school counselor are under appreciated. Who wants to be talked down to when we are supposed to be a team working together. Why are there different rules that apply to some and not others? Why do we have to do all those duties that we don't get paid for? Why am I getting pulled from my job to cover a class or for testing? The counseling profession is not what it is used to, counselors are leaving as well as the teachers. It is sad that I love my students, but I am really on the fence on what to do next. The stress is overwhelming at times, and it should not be that way. Regardless of who does what-it all starts from the top. The top being the superintendent. When she threatens the principals that behavior trickles down to everyone else. Also, when you hire your friends that don't really know their job the entire county suffers.

21. Yes, we are accountants and everything is about the money we can make off the kids. I hear acceleration points in my sleep at night. The school system does not care about these kids, other than the money they can make off them. I will probably go back to the classroom so I can actually work with kids and help solve their problems.
22. I love working at my school and with my students. However, the changes in the county have impacted me in the last two years more than ever. I am not leaving, but the county is making it less enjoyable.
23. I'm entering year 28. I am hopeful to continue working for 10 more years, but if the pay does not increase for veteran educators, I may leave to pursue working in the private sector.
24. 1. close to retirement anyway 2. stress (parent harassment- I reported to admin and VUE) 3. school disorganization (frequent schedule changes, poor communication)
25. Not really, a higher paying job would ever be the only reason at this point.
26. Yes, I am close to retirement. In the past, I have NEVER worked to the contract, however, I now no longer stay past 3:30 unless it is an emergency. I could stay until 5 every day and probably not get everything done. I made the decision not to stay late anymore due to the fact that my 30+ years of dedication is so poorly regarded and compensated. I think I got a 25 cent per hour raise after 33 years of service to VCS and a Master's degree. However, I love my school.
27. There are times I think about it, yes. There is not enough time in the school day to complete all of the duties I have on my plate. Having such a low paycheck does not help either.
28. Loosely defined role, "other duties as assigned", low pay,
29. Yes, the role of counselor is often not counseling students, which is not why I went into this career. I chose this career to work with students through counseling.
30. Yes, because of the negative changes in school culture district wide. Students lack respect, there is little to no discipline for students' inappropriate behavior, and little to no support from parents at home. Systemic changes are needed.
31. Yes, over-whelming workload and issues, pay isn't equal to trauma/stress factors.
32. Yes, because I could make a lot more money and feel much more appreciated in another field of work.
33. Potentially, after my children are no longer school aged. Ability to earn the same/likely more with fewer hours/responsibilities in private sector.
34. The roles that we have and the salary here in Volusia County do not add up.
35. No

36. Yes, I am constantly being used to teach SEL when it isn't consistent within the classroom with the classroom teacher. I am also called to put out fires and not able to be proactive with small groups and individual counseling.
37. Yes--Mental health support is almost non-existent. The mental health therapist has 3 schools. I do hours of clerical work when I can. I'm usually in some sort of a meeting--IEP, Re-entry, Threat Assessments, PLC's. Most of the after school ERPL's have nothing to do with school counseling and yet I am told that I have to attend. That time could be used to collaborate with the other counselors which is almost non-existent unless we do so while eating lunch. Threat Assessments are very time-consuming--some up to 5 hours and sometimes after school. The amount of paperwork is over-whelming including all of the documentation in FOCUS. Being the 504 contact for my grade levels was not optional and is time-consuming and the forms are lengthy. There is no time for counseling groups. I'm always behind in meeting with students--some have to wait days for me to get to them (unless it's an emergency). My room is next to the discipline office because I'm told there's not enough office space in the main office. I have to walk there to access student files, go to meetings, work with the data clerk. I have a documented disability that impairs my ability to walk. There's very limited time for any classroom lessons. Forget about planning a schedule for the day because I usually can't follow it due to interruptions, threat assessments or unplanned parent/re-entry meetings. Schedule changes are out of control. Re-entry meetings for the same students are ridiculous. I am usually the person expected to fill out the forms in Threat Assessments and re-entry meetings and parent conferences. I have to facilitate parent/teacher conferences while filling out a conference form. There's no time for professional development and when I do get to attend, I usually do not have time to implement my new learning. I'm tired of working in chaos and just about every day I'm so weary after school that I don't want to do anything at home. I find myself being able to meet with students only about 40% of my time. The Charlotte Danielson evaluation process is too lengthy and time-consuming. The pay scale for veteran teachers is a slap in the face. I have an outdated printer that doesn't work half the time. The main printer is in another room. Our resource for outside counseling (CHS) is not reliable at all. I find that I really didn't need a master's degree to be a school counselor--a lot of wasted money. Obviously, mental health support in Volusia County is not a priority when some of our students desperately need it.
38. Lack of district support, poor communication from the district level, ongoing and frequent changes of district level personnel, stripping of consequences for behavior which is getting more aggressive across grade levels, making only \$1,107 more than a starting person with a masters after 17 years, extreme student behavior
39. Yes
40. Yes- Overwhelming job requirements lately. Student behavior and lack of consequences
41. No
42. no, not at this time
43. No
44. yes, caseload too high, too many duties, lack of pay increases
45. This was a career change for me and I'm almost sorry that I left a secure (career service) state government position to be a school counselor (no tenure anymore, no stability). I am put in position where instead of being an advocate for students, I'm a disciplinarian. I spend too much time involved with investigating fights, arguments, and who did what to whom, as well as

conducting Peer Mediations and No Contact Contracts. Is this what is meant by the statement, "Spend a minimum of 80 percent of time providing direct and indirect services."? I spend a lot of time in Parent/Teacher Conferences, not because of academic concerns but because a parent may have an issue with 1 teacher, but the principal does not want parents meeting with just 1 or 2 teachers. So, the meeting is scheduled for all students' teachers with the counselor facilitating (mediating) the meeting. I do not ever get a lunch break, every day I am expected to be in the cafeteria during my grade-level lunch to help monitor the cafeteria. When I eat lunch, it's while I'm returning phone calls, or a student, teacher, or both are in my office and I'm eating my lunch and talking with them at the same time. I don't get a planning period (I did not know counselors get a planning period). I don't get to meet with teachers during grade-level lunch or planning to collaborate or complete MTSS forms. I spend a lot of time working late after school, generally I work until it gets dark outside so when it get dark later, I'm at school later. I am also expected to monitor the hallways during every class exchange every day. A 4-minute exchange may turn out to be 6-10 minutes getting students into class every day.

46. No
47. Yes, it is becoming increasingly about data instead of doing what is in the best interest of students. I did not become a school counselor to force unnecessary classes onto students all to earn a point used to improve the school grade. I became a counselor to help young people find their way in this crazy world. I take my role as a student advocate seriously, but the direction that this district is going is scary.
48. No, but I have thought about leaving this district and state.
49. yes- higher wages
50. I recently moved to a school with 2 Counselors and this has been extremely beneficial to my mental and physical health. Before, I was 800+ EBD units and just myself. I am now able to provide and assist my students with their academic, social/emotional and career planning needs more effectively.
51. Yes, the case load is too much. There is too much extra paperwork and meetings. The MTSS< 504< Gifted etc. should be a fulltime job all wrapped into one.
52. No
53. YES! In the last few years, I have thought about this often. More and more responsibilities and pressures are put on us.
54. Yes, Volusia is not a good district to be a school counselor and the pay is terrible here.
55. I do not feel supported. I feel dumped on. However, I remember I am here for the kids, not the adults and bureaucracy.
56. NO
57. Yes. More money. I work a second job. Also, there are too many duties that prevent me from getting my actual work done.
58. Yes, due to the increased demands, high caseloads, and lack of support.
59. No
60. Yes I have. I do daily. I wear so many hats I just don't even know how to stay organized with it all. I went into this field to be a counselor. Not to do testing. Not to do legal paperwork. Not to coordinate CYA meetings and push 504s. Not to coordinate ESOL. Not to push trash cans and monitor bathrooms. Not to be my own secretary. Not to constantly be doing schedule changes. All of these things are very important, and I have never complained once. The problem is having

so many roles, I am unable to truly excel in any of them. Also just like most teachers, the pay. I can do just about anything else and make what I do now or more. In order to financially survive I have a side job. If I lost my side job, I would sink financially with school pay. If I lost school pay, I would be just fine doing my side job full time.

61. Yes, never have before; but the duties we take care of for DSC monopolize our time. HS students do not navigate the process regardless of how many times they update the enrollment process. Waiting until grades are submitted has us backtracking to make up credits for graduation. I have an advanced degree but feel like an information specialist and reports provider who does not have time to meet with my students.
62. Yes, because I get tired of constantly having more to do than I have time to do it. It gets old. I feel like other things take me away from actually working with the students. Time with the students is what is constantly pushed aside. I do spend time with them in special area, but I'm talking about check-ins, mediation, groups, supporting behavior plans especially with newer teachers.
63. The Administration does not back counselors or respect their role. I am called to remove students from room, have students thrown into my room without notice who are acting up. I speak up and I am told this is what a counselor does. I am always asked to substitute and I have voiced my opposition and told this is what we expect. I am not working as a counselor but a "handyman" I don't get uninterrupted time to do groups as I am always pulled for test administration. When I object, I'm told I'm not acting like part of the family. I am so sick and tired of the egregious ethical dilemma that I'm put in that I am leaving to hopefully work in another county. I have a Doctorate degree.
64. Yes decline of student behavior and lack of support
65. Increasing responsibility and district level expectations. A decrease in parental involvement with their student.
66. No
67. I love being a School Counselor and I loved being a classroom teacher also. I have 34 years experience with Volusia County Schools. This is the first year I have considered retiring. I have considered leaving due to the extra Testing Coordinator duties. Help!
68. Money
69. Although I love what I do, sometimes I am frustrated because I cannot accomplish the things I have in my schedule. I feel that I work in an emergency room.
70. Lately I feel like I need a change. I have been with VCS for 20 years. I feel like I am living paycheck to paycheck and I know I can make more in private practice or at a college level. I also feel overworked and underappreciated this year. I've never felt like this before, but I don't let it show. I always come to work enthusiastic with a smile on my face ready to work!
71. No but this is my first full year. I used to be a middle school teacher and love this job so much more.
72. yes, stress
73. Yes. For better pay elsewhere.
74. Yes. Would like a profession where I can make more money.
75. Yes. A little overwhelmed by extra duties. Felt unappreciated by co-workers.
76. Yes. I am discovering that I may prefer to work with students at the post-secondary level; students who hopefully do care about their education because they're actively paying for it. It is

a struggle to get buy-in from parents who have struggling students, but then have the pressure of making sure these students do not withdraw to get their GED. There is also the added pressure of the acceleration point when we know that certain students should not be in these classes and/or they have other concerns that take a priority over these accelerated courses. Some of the decisions the school board makes goes against my beliefs/religion.

77. No
78. No
79. No, not right now
80. only to retire
81. Yes. This is only the second year in 17 years as a counselor where I have had less than 400 students on my caseload, The stress from it has adversely affected my health & the past few years more so due to the increasing levels of trauma with students and families in crisis. Also, it is challenging financially to be in the field for this long, with great evaluations, and very little augmentation in financial compensation.
82. No
83. No. I love the kids too much
84. Already have, then returned. Ambition to enter administration, which I did. Left that as well. Counseling career can be draining long term, and the pace, especially in the larger schools is overwhelming at times.
85. No respect, and low pay
86. Yes. I have such a large caseload that I am not able to adequately provide the services I should be providing to all of my students. It is overwhelming. I am just putting out fires all day every day, and it is difficult to be proactive in the way that I want to be. The division of the caseloads at my school is grossly unfair. I have nearly 700 students while others at my school have fewer than 200.
87. Yes, burnout & fatigue of working middle school age students and the low pay in Volusia County Schools.
88. Yes. Often, I feel overwhelmed and not appreciated for the work and dedication our counseling department puts forth every day. The workload, lack of counselors, lack of support, and the expectation for all counselors (no matter what school) to produce the same results, is incomprehensible to me. All counselors do not service the same number of students nor share the same needs; therefore, if you want the same results, then provide the SAME support AND have a clear understanding of the population served before passing judgement on what is not happening at each school. There is so much work behind the scenes that is taking place that is hardly taken into consideration.
89. Yes. Our role is not aligned with ASCA standards and we are not respected. I am also tired of having to explain and justify my role to administration that are not even credentialed to evaluate or understand what I do. I would prefer for School Counselors to be treated like SW, Psychologists, etc and report directly to our District level supervisor-Counseling Specialist and not to a school based principal. Their lack of understanding of what our actual job role and specialty is often creates unnecessary conflict because it is not aligned with the directives. We are given from our district level specialist, nor with what our actual role is. This often puts us in very uncomfortable positions that I believe are unique to only our role as school counselors. I do

not believe any other position has to answer to both school based administration and district supervisors.

90. the pay does not make up for the stress of the job
91. Yes - over work and no pay
92. yes, caseload is too big, not enough time to complete work, could make more money elsewhere
93. Yes- low pay, large caseload, expecting too many administrative duties
94. Some years more than others. Mostly because we are overworked and underpaid.
95. I wonder what direction our county is going in. In our student services department, our leaders do not have a background in counseling. What does Thomas Vaughn do? I have never received anything from him. I only saw him at our beginning of year meeting. He got the job because someone had an agenda. What does he do to help our counseling department? What does Tami Fisher do? I only know that she is in charge of the 504s. What else? Where is our college and career specialist? That position is needed as everyone wants an acceleration point and that is how to get it. No one is guiding the high schools for directions. Donnette cannot do it all. Why did Carbonell's friend get that role but isn't doing what needs to be done? It is a shame that we feel that we are not valued but are expected to go above and beyond. Where is the pay that we deserve? It's a good thing that I love my students and want what is best for them.
96. NO
97. Yes, because of not being able to do my job.
98. Yes. High college debt, low pay. No step increases in salary or long-term career progression plan. Unlivable wage for a position that REQUIRES a master's degree. Unable to be a true school counselor due to admin control and maltreatment. Lack of advocacy/leadership for school counselors at the district and zero protection. Our counseling specialists have no voice or control over what we do even though they continuously try to support us. We are unable to tell the district "no" when we feel that a duty is inappropriate, overwhelming, or unethical, however, other groups within student services are able to say things like "they're too busy" or they are "too understaffed to do xyz" and it is accepted by upper leadership. Many unqualified individuals at the district making decisions for our profession and what they think our role should include (mostly in appropriate, non-counselor duties that ASCA does not approve of). We are not treated like professionals compared to counselors in many other states (primarily blue states). I plan to stay long enough to fulfill my obligations for public student loan forgiveness and I will be leaving education altogether. It is impossible to do this job in the state of FL long term without the appropriate salary compensation and support.
99. No
100. No
101. It is getting more difficult being efficient when so many things are being put on our plate. When I am not efficient it frustrates me.
102. No
103. Yes. Money, appreciation, flexibility to work from home, better insurance.
104. no despite the politics and shenanigans I love what I do
105. No
106. Leadership role

107. Yes, with the increased workload and decreased staff, I no longer have a positive quality of life. I do not feel supported in the position, and I have considered leaving at the end of the semester.
108. Yes, I have thought about leaving the counseling field. The job is very stressful at times which causes me to go into a crisis. I have health concerns that can cause me to miss days from work. However, most times I push through my pain to get the job done. Some students are very disrespectful, aggressive, and unruly to the point that they are kicked out of class and sent to me, or they walk out of class and come to my office. Consequences, mediations, conferences (with teacher/parents and students) do not work! When there are manifestation meetings, the kids are sent back to the school. The same behaviors continue because the students know nothing will happen ... consequences are meaningless to them. I even have to be present when parents shadow their students, because the students do not care if guests are present. They tend to act worse. It is so embarrassing! I would love to go back to school get a master's or doctorate in school psychology. I feel it is pointless and a waste of money. I will not be paid based on my credentials and/or experience and I have about 26 years of practice. This year, I do not work late hours and I refuse to take anything home. I feel this profession is not valued.
109. Yes. Counseling duties and expectations have changed significantly in schools.
110. No
111. Yes, feeling very burnt out. I feel like a secretary and not a school counselor.
112. I have left before because of all of the rules and time that took away from counseling that I was not able to provide.
113. Yes, due to the level of stress
114. Yes
115. A few times.
116. No
117. no, only because I'm close to the end of retiring from the school system.
118. Yes, frequent changes in admin with inconsistent policy and communication.
119. Yes, I am in my 26th year, if I was not so close to retirement, I would look elsewhere for a job. Being in this county for so long, I have seen many changes, new leaders, new curriculum, new projects, etc. But I have NEVER felt so unappreciated and disrespected than I do now. Fritz and our new superintendent, have brought in their own people and have let everyone else who knows how Volusia county is run. With all the new people doing who knows what (All I see are them in pictures). There is ZERO communication in this county. It is sad that I get answers from a parent who goes to DAC before I know about it. It is sad that in our counseling department, Donnette is not included in what she needs to know to help all counselors in middle and high school. It is sad that Donnette is asked to take on more responsibilities and jobs when YOU take away the college and career specialist. It is sad when our county does not do a college and career expo as it has been in the past. OUR students are suffering because they are not getting the opportunities that they should. It is sad when the county only worries about getting an acceleration point and not what the student wants to take. It is sad that students are being forced into classes that they do not want or need to have. It is sad that high schools are doing things behind the scenes to get students to graduate. It is said that the admin is forcing students not to drop out and sign a paper that they are home schooled. It is sad that the superintendent is bullying them to do this to our admin and students. It is sad that our superintendent is just



blowing smoke and mirrors and not giving the teachers and staff the dignity and respect that we deserve. It is sad that I have 4 years left and I can't wait to get out of a county that I used to enjoy and value. I care about my students and that is why I am staying for now.

120. Yes for better paying opportunity.

121. Yes, because the lack of support from administration and the dumping. I am told teachers cannot be asked to do certain things because we have vacancies. I am not allowed to say no so I do not volunteer for anything . I find that counselor week was forgotten until I mentioned it to an admin, so this Friday we have lunch. I found that I am pulled from my job for another's emergency and then still expected to do my own work -which I am always playing catch up with. I put a sign on my door to say I am a meeting a key is turned and I am given a "to do ". Often, I miss web opportunities because I have to do another assigned task