

Constant Contact Survey Results

Campaign Name: Elementary After-School Programs

Survey Starts: 254

Survey Submits: 150

Export Date: 11/11/2025 02:51 PM

MULTIPLE CHOICE

Have you offered an elementary after-school program in the past year?

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Yes	<div></div>		30	20%
No	<div></div>		120	80%
Total Responses			150	100%

CHECKBOXES

If you have not offered an after-school program recently, please indicate the reason(s) (check all that apply)

Answer Choice	0%	100%	Number of Responses	Responses Ratio
I am currently pursuing continuing education (graduate courses, endorsements, etc.)	<div></div>		26	20%
I have other after-school responsibilities (family commitments, extracurriculars, meetings, etc.)	<div></div>		92	70%
The pay rate does not adequately compensate for the time and effort required	<div></div>		78	60%
I am not interested in offering an after-school elementary program at this time	<div></div>		22	16%
Other	<div></div>		39	30%
Total Responses			130	100%

OPEN QUESTION

If you selected "Other," please share more about your reason(s)

By the end of the day students are "done" with being at school and it turns into babysitting

Additional information about the purpose, structure, and parameters of after-school programs would be beneficial.

After watching the board meeting, it is clear that elementary teachers are seen in a negative light & "less-than" our JJH colleagues who teach 2 classes a day & have 90 minutes of collab/individual plan time a day.

At my building teachers are required to submit a proposal to principal. Also, there is not enough extra support for all students with behavior needs. Also, on Tuesdays there is no administrator in the building after school-due to their weekly meeting

I already spend 2 to 3 hours outside of contract hours planning, creating, and completing day-to-day tasks. I will not sacrifice more time away from my family.

I am constantly reviewing and reflecting on my current lessons and always working to improve my teaching which

takes time. In addition, fairly rigid requirements are in place for afterschool offerings.

I am feeling burn out due to lack of individual plan time to prepare for my students and their needs. Since starting impact teams last year, I can't keep up.

I am learning to honor my own sensory needs and I'm realizing I am a better teacher and parent if I choose my commitments carefully instead of running on burnout. I don't know how much pay it would take for me to further tax my mental health.

I am on my retirement 3 year exit.

I do not feel that teachers are provided adequate time during the day to prepare for the next day, so staying at the school where we feel burnt out does not make sense.

I have run after school clubs in the past. The busses were consistantly late. Instead of leaving school at 4:15, I would be leaving the school sometimes as late as 4:45. Then, I was not paid for the overtime that happened with late busses.

I have to work until at east 4 o'clock everyday to stay afloat; the loss of individual plan time and Service Team Day impacts the amount of time I have to complete my daily responsibilities in the work place.

I live an hour-an hour and half away. I am here at 6:30/7am and it is such a long day. I have no energy after I teach for the day.

I want to but do not have the time to commit to it due to afterschool planning. I am hoping to next year since I am currently a first year teacher.

I would have to compromise my own children's after school responsibilities to make it work, and the pay rate is not worth the hassle. I've also found myself spending my own money on supplies.

I'm tired and need a break. Our day is loaded with teaching, emails, meetings, and problem solving student needs as they arise. By 3:00 I'm exhausted and just need time to myself.

My own children have after school activities and where we live to get them where they need to be, I have to leave at 3:30 to get them there on time

No consequences for student misbehavior if admin isn't in a building.
Busing issues after office staff leave.

Parents don't pick up their kids on time and administrators aren't there to support helping kids get home if parents don't pick up. I have stopped hosting because of this reason when I used to host activities before.

See above

Students are not getting picked up at the end of the club so you have to wait for the students to get picked by parents/bus without pay.

Teachers have very limited self-directed planning time during the school day. Much of our non-instructional time is scheduled or directed, leaving little opportunity to plan and prepare for classroom instruction. Adding additional planning and teachi

Teaching is an immense amount of work. It requires work before school, after school, evenings, and weekends. Doing an after school club, takes away from time spent planning and preparing for my classroom students.

The 3:05-3:30 time is my guaranteed individual plan time. If I offered an after school program, I would be losing it and it would not be replaced.

The behaviors exhibited in after-school programs are not properly supported and can be draining after a workday.

The past few years we have had to use our planning time for meetings so afterschool is the only time to set up lessons, prepare materials, answer emails, and do all the other extras we need to do.

There seems to be too much to get done in a day with having such structured "plan time" that I don't feel that I have enough time to offer a club. I need to use my time after school to do all the work I can't get done during the school day.

While I offered them in the past, I will not be offering to run one this year.

28 Response(s)

CHECKBOXES

What changes, if any, might make you more likely to offer an after-school program in the future? (select all that apply)

Answer Choice	0%	100%	Number of Responses	Responses Ratio
Increased pay or stipend	<div></div>		106	70%
Flexible scheduling or shorter program duration	<div></div>		76	50%
Additional administrative or logistical support	<div></div>		53	35%
Opportunities to collaborate with other teachers	<div></div>		25	16%
Other	<div></div>		41	27%
Total Responses			150	100%

OPEN QUESTION

If you selected "Other," please share more about your reason(s)

I think it has to be easy for the teachers running it though. Letting them choose their program, and not having to do paperwork or other things that make it more tedious.

Allow more of the "fun" type of opportunities, like a running club, cooking club, etc. We propose these and they are turned down. More consequences for misbehavior in clubs.

Daily individual plan time.

Elementary teachers are accustomed to working many hours outside of their contractual time, but this is extreme; causing severe burn-out (which was a reason given by Lori Barber & it was completely ignored by the rest of the board & admin).

Ending at 4:00 would make it easier to get home to my own family's extracurriculars.

Having more independent time during my plan time to get other work done.

I am currently offering a club once a week and am unsure if I would offer another one. I have started feeling burnt out. With only two days a week to plan and prepare for my day to day lessons, I have done most of my planning outside of school hours.

I am not interested in hosting after school programming. Family responsibilities.

I am spending so much of my personal time after work and after putting my own children to bed to keep up with the demands of my work place.

I am the main person in my family for child care after their daycare hours.

I have family responsibilities that keep me from offering my time to run after-school activities.

I have no interest in with offering an after-school program. My family commitments, along with balancing work with life, are the reasons why.

I think having an adult on hand to be in charge of calling the bus company or parents when they are late would be helpful.

I would 100% host programs if there was an administrator available to wait with students when parents come late. I had to wait until almost 5pm one evening. Not splitting a stipend if collaborating with another teacher.

If there was someone to help with dismissing the kids that would help. You can be stuck here until 4:30/4:45

None- After a day that is booked minute to minute with impact meetings, midday collaborations, recess duty etc. I do not have the patience or stamina to work an additional hour+ per day.

Principal does not stay til end of class. Left alone to deal with late activity bus on your own.

Should be able to be paid extra if there are late pickups

Need administrator available for behavior issues/concerns

Some buildings have the flexibility to offer programs like Pokemon club or gardening club, and others are limited by principals or told to modify to what THEY are looking for. No autonomy.

-Stipend isn't worth the time.

-Parents would be late coming to pick their child up. There were times that I was at school until 5pm without pay.

Teachers need time during the day in their own classrooms to prepare for lessons, set up hands-on activities, reorganize centers, time to organize during parent teacher conferences (which has many different layers), and all the other extras.

The recent contract penalized many staff members (including myself) thousands of dollars if they did not take courses. I would love to do a club, but I need to take classes or face a pay deduction next year.

With the introduction of impact time, which is beneficial, and the reduction of individual plan time, I'm unable to complete my day-to-day tasks within the contract hours. If this is addressed, I would be more open to hosting a club.

24 Response(s)

OPEN QUESTION

Please share any additional thoughts or suggestions

At my kids' school they offer clubs once a week and it is during recess/lunch times.

\$321 in total (before taxes) to run a club for 1 day a week for 8 weeks is not worth it. 2-3 days a week is too hard to manage with home responsibilities and creating the work life balance with family.

1. The end time of 4:15 is too long. Kids are hungry and antsy by 3:45.
2. Typically, by the time all kids are picked up and bus students are on their way it is 4:30. Then there is getting your room ready, doing any work other teachers do between 2:50 and 3:30. I don't usually leave until 5:30/6:00.
3. Parents use this as free babysitting. Kids are sometimes signed up for things they aren't interested in.

After school hours is usually when the majority of planning and lesson prepping gets done. Between this, family obligations, and after-school meetings, it is difficult to also dedicate this time to after-school programs.

After-school programs should be designed to address the unique developmental, academic, and social needs of elementary students. When thoughtfully structured, these programs provide valuable opportunities for academic enrichment, social interaction, and skill development. Expanding access and tailoring activities to student interests help bridge learning gaps, foster confidence, and promote overall well-being beyond the regular school day.

Almost impossible to do when you have young children to attend to. If some clubs could happen during the lunch/recess block, maybe that could open various possibilities.

Consequences for students who do not follow expectations for after-school should be clearly laid out before parents sign up.

Consider this...after school clubs are beyond the regular day. This is considered overtime in many other careers and pay is usually 1.5 to 2x more than the regular rate for that employee; however, if I would take on a club I would be paid 1/2 of my regular rate. Ridiculous! For this reason and the required course load...no thank you.

Giving all of my energy, emotion, time, and planning from 8-3:30 is enough.

I am burnt out! It is all too much in the education world and children and parents are so disrespectful and rude it is defeating. Nothing would change my mind. I did clubs in the past and it was agony.

I am only vaguely familiar with the after school programs offered at my home building. It would be nice to know what other programs are being offered at other schools, especially those that are continuously popular and/or successful.

I am the main person in my family for child care after their daycare hours.

I believe that teachers are also being over worked through the day and don't have the stamina to spend more time at work. The structured collab meetings are not effective and take away from actual planning being done, so after school time is better spent on planning.

I disagree with Ms DeMesa. Her idea of equity means that "we take away from some because others can't". I can't afford a Lambrigini, but I don't begrudge those who can. Taking away the chess club from Goodrich

because some students can't afford it is wrong! Allow those who can to participate, and those who can't don't until they can. How is it equitable that some kids have to pay \$5 for lunch, and some get 2 lunches for free? So, by your definition of equity, all kids should get free lunch.

I do not have time to plan for an after school club with the current lack of plan time. I also have concerns about the logistics of after school clubs. There have been multiple times where a parent is not on time to pick up their child, so I need to stay after even longer and wait. It could be 15-20 minutes. I also do not have access to these parents' phone numbers or emails. I also feel clubs should end at 4pm. I don't think it is really worth the money.

I have offered after school clubs almost every year, multiple sessions. It can be frustrating when the bus runs late or parents don't pick up their children on time. That is time we are not paid for and/or make me run late for my own children because I will not leave a child alone.

I also know that when clubs HAD to be run T/W/Th it was more difficult because it required me to be available three days. Once we were given the OK to offer a club for 1, 2, OR 3 days, it gave more flexibility.

I have run after school clubs in the past. The bus was always late to pick up the students and sometimes parents were late. The club would end at 4:15 but pickup would last till 4:45, which was an extra 30 minutes I spent and there was no compensation for it. I also think the pay should be increased. There are so many opportunities at the junior high for after school stipends. I would be interested to find out if the pay was equal.

I have run many different clubs. All of which were very time consuming and some of which were highly stressful - but I loved them all. A combination of added work from work and home and seeing other clubs being run for the same pay with a fraction of the effort I put into mine made me stop running mine. I was glad the kids had some choices, but didn't feel it was quite fair what some were allowed to do for the same pay I was offered to do mine.

I love the idea of the after school programs, as it gives some students opportunities to do things they may not otherwise get the chance to do.

One other idea that my children's school does is they have parents come in and do a one day "Passion Project" with students that they can sign up for. They get to teach, show, and have students create something that they are passionate about.

I previously offered an after school program for 4 or 5 years and felt it was time to give someone else the opportunity. Bussing is also an issue, as they are not always on time and supervision is limited at that time while waiting.

I think the extended time until 4:15 is difficult. If you are the only person running a club, you can be the only staff member in the building except the custodian.

The bus has been consistently late this year and some parents come late to pick up children. There are days we are with students until 4:30. One day last year, I stayed with a student until 5:00.

I think there is a lot of accommodating that goes into after school programming, which makes it less inviting for teachers who are worn out by that time in the day.

I think you should talk to the Edgewood teachers about their clubs. How they are scheduled, what is offered, etc. They have lots of clubs going on each session and have for many years. It also might be nice to know what clubs are going on in other schools and who is teaching them (then share that list out). That way, people can get ideas and know who to reach out to if they want to implement something similar in their school.

I wish we had a 5-day afterschool care program. Many districts (see Urbana SD) have a program that offers after school care where students have about 3 hours of care until parents arrive. They offered planned activities, outdoor play, learning experiences, homework help, tutoring, etc. They hired full time coordinators and part time staff, and accepted volunteers from local colleges to support the activities. We shouldn't expect teachers to extend themselves further.

I would consider doing an after school program if I earned my hourly rate, but I'm not interested in being a babysitter for the current rate, especially after working all day. Also, the after school bus is never on time, so it gets to be 4:30 waiting to make sure all the kids get home. Admin is usually gone by then as well, so it's left to the teachers.

I would potentially be interested in the future to do a program, but currently do not have time. If there was higher pay, a less rigid schedule for it, and administrators on site during the programming to avoid all of the behavior concerns that occur, then potentially there would be more interest.

It makes the school day too long. It creates too much cognitive and emotional overload in addition to my normal duties. The parents are often late picking up the kids.

I've heard from staff members in the district that sometimes parents are late and you have to wait for the parent to come get them and sometimes it's a while. The teacher doesn't get compensated for extra time waiting for the

parent, and they should. I would be interested in hosting an after-school program this school year if the pay was much higher. After a whole day working with students, I don't think the pay matches the extra time and effort working with students after school.

Many elementary teachers are already stretched thin planning for instruction, preparing materials, and trying to find time to communicate with families. There is very little time away from students that does not involve a meeting or structured collaboration.

On average, I am at work 25 minutes before I am contractually obligated to be there at 8am. I am there 30-45 minutes past 3:30pm. Work comes home with me as well. Taking on another thing is not helpful to me, my family, or my students.

Many people WANT to hold the programs, but none of us do because of the parents picking kids up late.

Often with the after school clubs, we are not fairly compensated for time spent at school after the club has ended. Sometimes the bus does not arrive at the school for 30 minutes after the club is supposed to be done and teachers are expected to wait with the students. We are not compensated for this time.

Furthermore, as an elementary school teacher, we are not offered the same opportunities as the middle school teachers. They have 90 minutes of plan time every day compared to our 50 minute

Please reconsider how impact teams are being conducted. This is not meeting the needs of our students. Consider ways to have teams meet once a week and allow for more individual plan time. I teach a co-taught class with many needs. My co-teacher barely comes to my room. Constantly pulled for meetings. This leaves me alone to plan for the diverse learning needs. When I am pulled in so many directions, I cannot effectively plan quality learning opportunities for my students.

Providing planning support, ie. ideas and structure might be helpful in encouraging facilitators. After school programs require planning time in addition to the time one spends actually facilitating the club. This might also provide cohesiveness across the district

Some schools have to write a proposal to do an after school club which adds one more thing to our plate and we choose not to do that. Some schools allow students who do not listen well in the clubs adding additional stress after having to manage behaviors during the school days, where other schools make after school clubs a privilege so students need to follow expectations or they are not allowed to attend. On Tuesdays, there is not an administrator in the building for after school clubs.

Some things that I consider when volunteering to run an after school program:

- Family commitments after school (my own children's sports & activities)
- Making sure my lesson plans for my classroom are done first before wanting to plan for an extra "class"
- Parents do not always pick their children up on time (waiting an extra 10 minutes sometimes is frustrating and not convenient)
- Behavior

Students do not always get picked up from the after-school program at a reasonable time.

The board member who mentioned teachers were burnt out was spot on. Unfortunately, that comment seemed to be dismissed. Students should have the opportunity to explore their interests! As an educator, I want that for them, but I cannot add to an already full plate.

The lack of planning time during the school day due to meetings makes it challenging to give up my additional after school planning time (3-330) to host an after school club. I was not given the option to choose which students I would like to have in the club when there were more than the club allowed. Many times, students with challenging behaviors were accepted into the program, and they chose not to participate and took the spot of a student who would have participated.

The length of time each day is significant for some age groups to sustain attention in an after-school activity. Sometimes students who require additional support sign up and do not have proper support with them during the club.

The main obstacle for me would be my family commitments. My kids have sports almost every day, sometimes as early as 4:30.

The schedule (Tue-Thu) makes it much more difficult with family engagements.

Possible district-wide clubs/activity plans?

Connect with local groups (ARC?)

Student Survey for intermediate students - let their voices share what they want and/or why they aren't signing up for clubs...

There is no contract time to plan for after school clubs. Our planning periods are taken by meetings with the principal, coach, gifted, EL, sped. There is just no time to plan for this. Student behavior issues are also a problem. When principals are at the admin meeting, there is no support if a problem arises. Clubs must be approved by the building principal after submitting a proposal, and many are denied, even though the same type of club was offered and approved at a different building.

There should be administrators at the schools where after school clubs are occurring for safety purpose. The district promises after school programs before they know there is staff willing to do it. The clubs & schedule should be based on teacher interest first. For a long time teachers were "voluntold" to host after school clubs at some schools and so many of us are burnt out. The amt of students can be 25+ and students with behavior issues/no help. We need to prep after school because of mtgs.

This is a huge system problem in the district right now. Teachers are drowning in the amount of work expected of them and their time to get work done is consistently decreasing. There is very little support for new teachers and it is taking a toll on everyone!

You will not see an increase in elementary teacher participation in running after-school clubs because we are surviving each day & have to work extremely hard to mentally reset to be present for our own families & take care of our own mental health. Our priorities are not to provide clubs for students, when we are fighting to provide the best instruction for our own students that we can under these challenging circumstances.

48 Response(s)