

District Staff Survey to Generate Conversation

This survey was generated independently by Chris Marcks, concerned parent and community member.

Here is what was included with the link texted to do the survey: “Share your feedback anonymously! Please pass this along to district staff and anyone that left in the last 2 years. Here’s a video explaining the purpose of the survey: <https://youtu.be/xBaho8uEYT4>”

Here is the description shared on the survey video intro: “After speaking with numerous staff members and parents, assessing the situation further, and gaining a better understanding of how things work/should work within the District, it is clear that in order for anything to improve, we need to have REAL DIALOGUE around our current situation. Please share this video with current and immediate prior staff (left in last 2 years) so we can gather information to equip the parents and community members that are willing to speak up and continue the conversation.

Thank you in advance for participating in this ANONYMOUS survey! Please complete it no later than 5/26/21. Survey results will be publically shared for full transparency. I ask that respondents maintain a professional demeanor in their responses and keep in mind that we all need grace, especially this year!

DISCLAIMER: This is NOT a District-sponsored survey and is completely optional. I am merely a concerned parent and community member trying to promote respectful, meaningful conversation.”

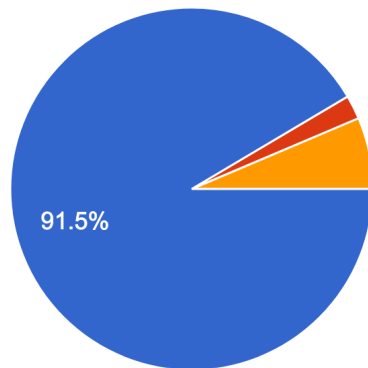
And here is the introduction on the actual survey: “NOTE: This is an ANONYMOUS survey. Your email is NOT tied to it. Current and past SSD employees that left no later than the end of the 2017-18 school year are encouraged to participate.”

Summary Highlights:

- 47 Respondents
- 92% Active Teachers/Professional Staff
- Survey group represents approximately 1/4 of our Teachers/Professional Staff, which makes up 2/3 of total staff
- 51% have been with the District 10+ years
- **34%** Actively looking for another job
- **81%** Would leave the District if the right opportunity came along (active job seekers + passive job seekers)
- Of those that left (2) or are leaving (18 respondents total), **89%** said they are leaving for a **PREVENTABLE** reason

Please indicate your position type:

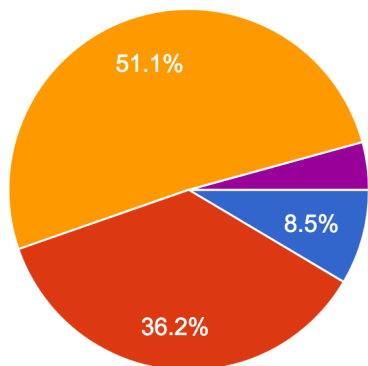
47 responses



- Professional Staff (Teacher, Specialist, Administrator)
- Support Staff (Clerical, IT, Paraprofessional, etc)
- Former Professional Staff (left within last 2 years)
- Former Support Staff (left within last 2 years)

How long have you worked for the District?

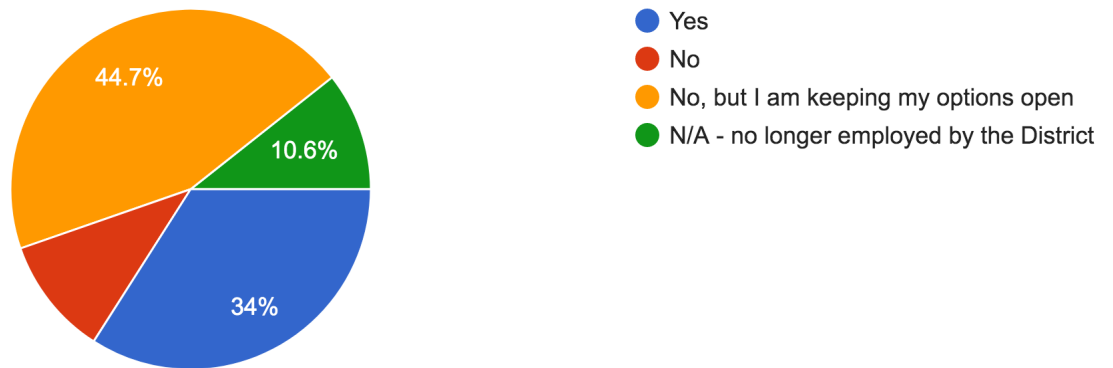
47 responses



- Less than 3 years
- 4-10 years
- More than 10 years
- No longer with the District, employed total of less than 5 years
- No longer with the District, employed total of 5 or more years

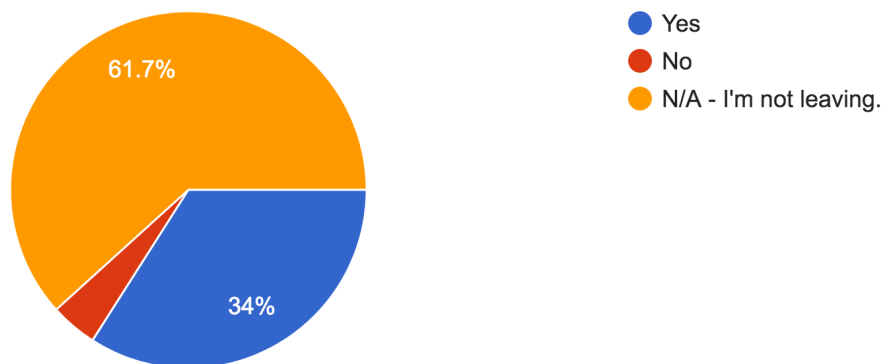
Are you looking for another job?

47 responses



If you are no longer with the District, or are leaving the end of this school year, did you leave/are you leaving for a reason that could have been prevented?

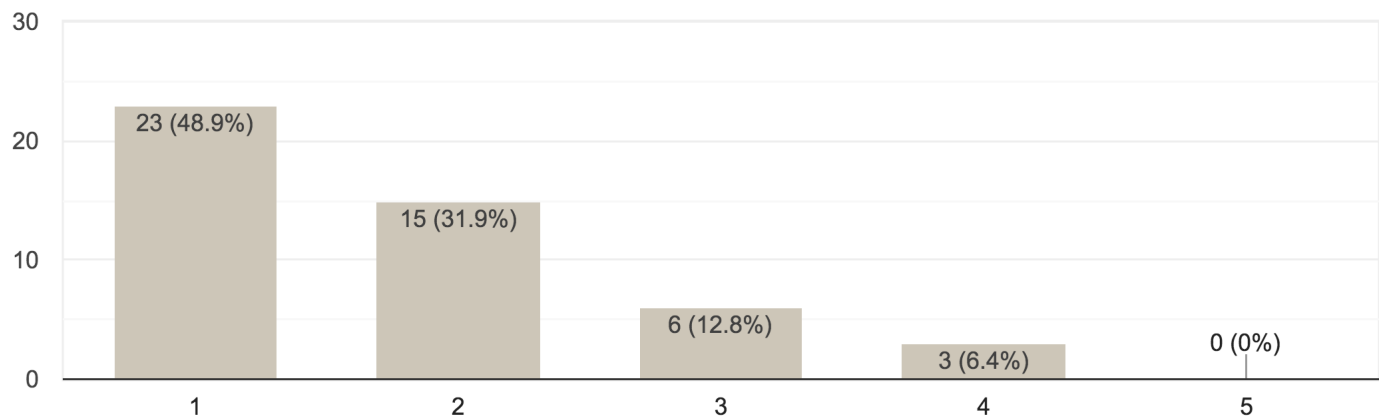
47 responses



The following questions pertain to COMMUNICATION (In general, 1 = WORST and 5 = BEST):

How well does the District communicate with you when it comes to TIMELINESS of information being shared?

47 responses



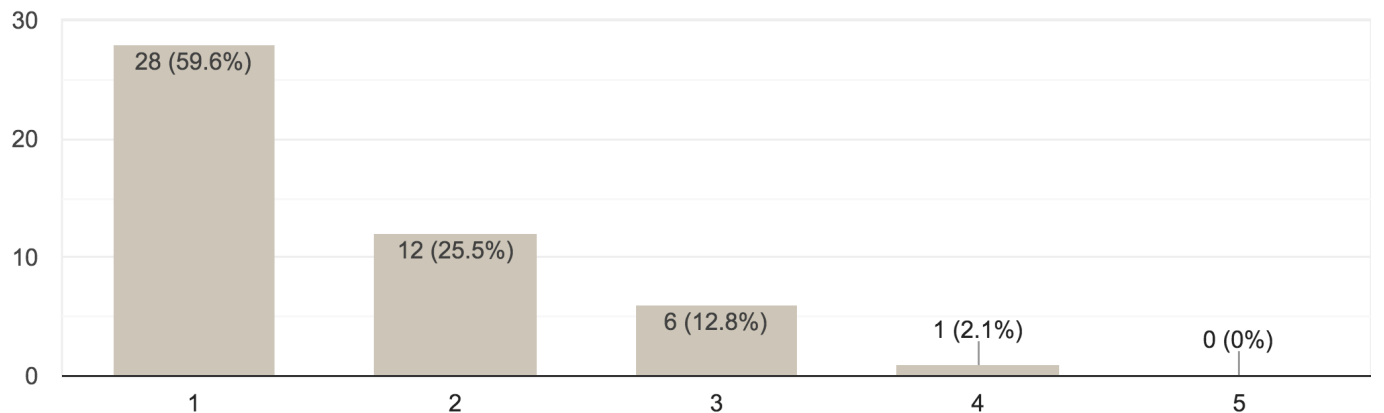
1 = Always behind the eight ball

5 = I know well in advance what I need to know

TIMELINESS AVERAGE SCORE: 1.77

How TRANSPARENT do you feel the District is with sharing information regarding what you should know (is relevant) to perform your job?

47 responses



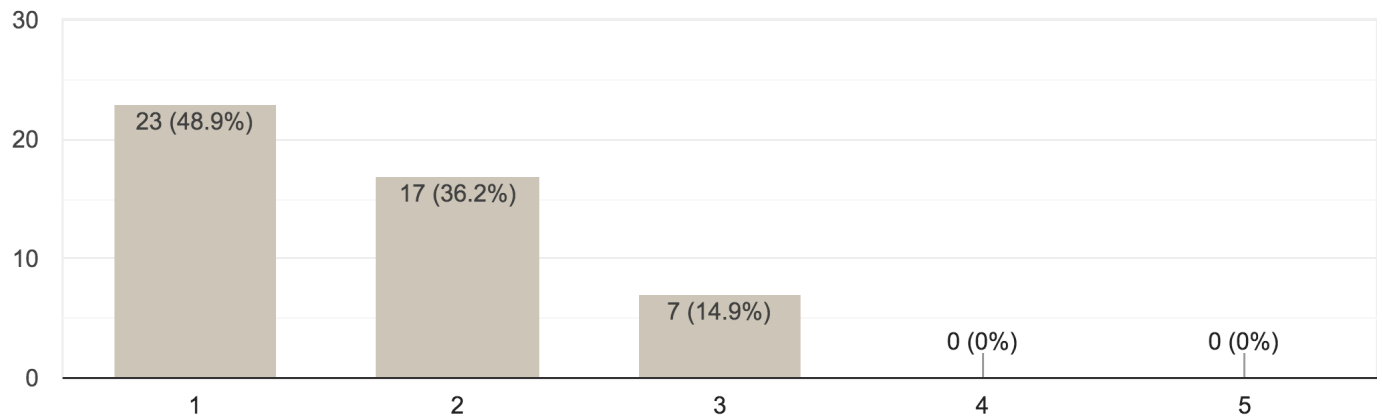
1 = I'm not getting the whole story

5 = Everything I need to know is shared

TRANSPARENCY AVERAGE SCORE: 1.57

How much do you TRUST the information that is being shared by the District?

47 responses



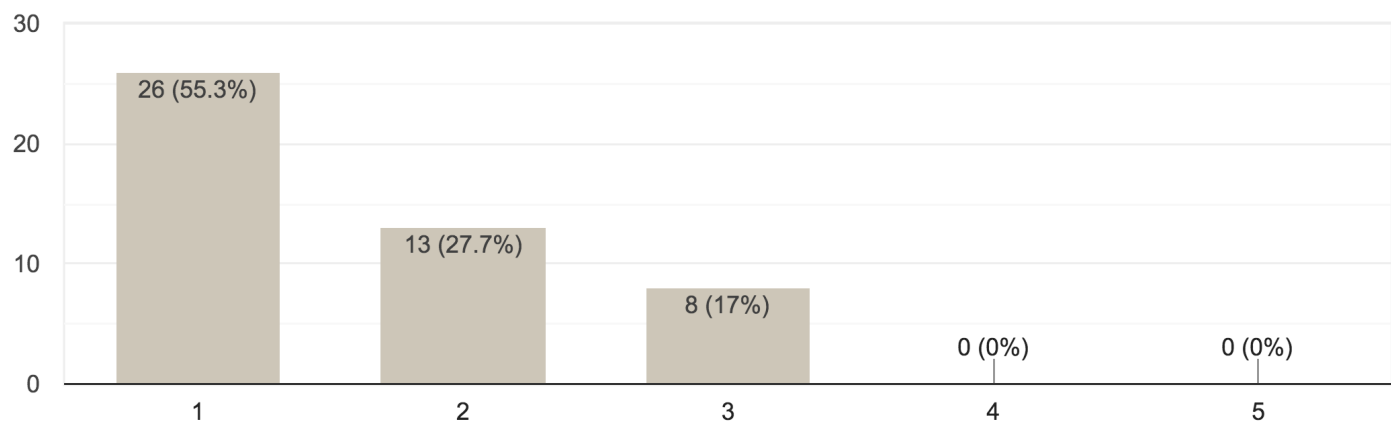
1 = I am left with a lot of questions often

5 = I feel solid about what I am told

TRUST AVERAGE SCORE: 1.66

How well do you feel the School Board listens to you as a staff member as it pertains to gathering information to lead the District?

47 responses



1 = I'm not sure they even want to hear what we have to say

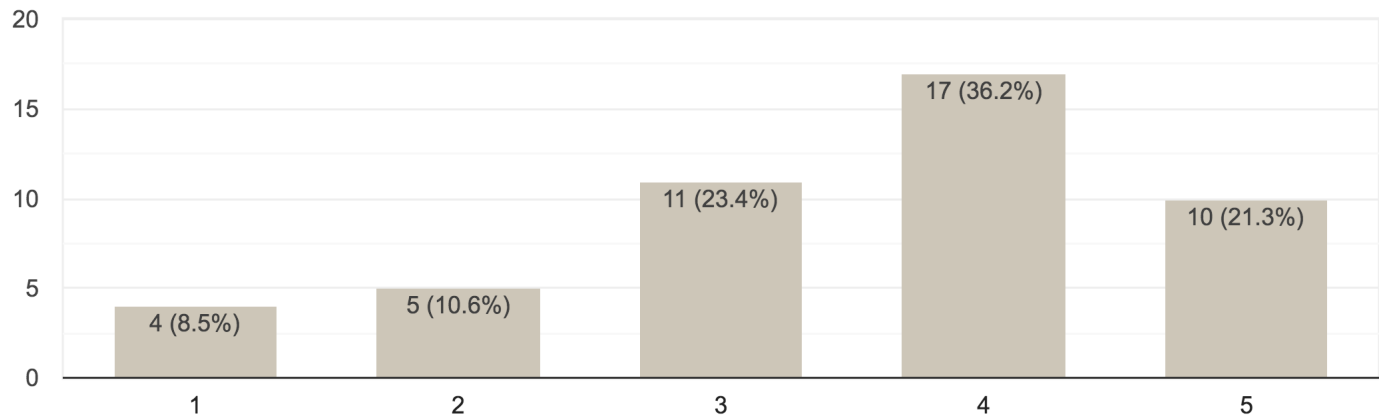
5 = They hear what staff has to say and responds accordingly

SCHOOL BOARD LISTENING AVERAGE SCORE: 1.62

The following are statements for you to rank agreement to help assess how well you are set up to perform your job. They are phrased in a way to make them feel personal and specific to YOU. (1 = Strongly Disagree and 5 = Strongly Agree)

I know what is expected of me at work.

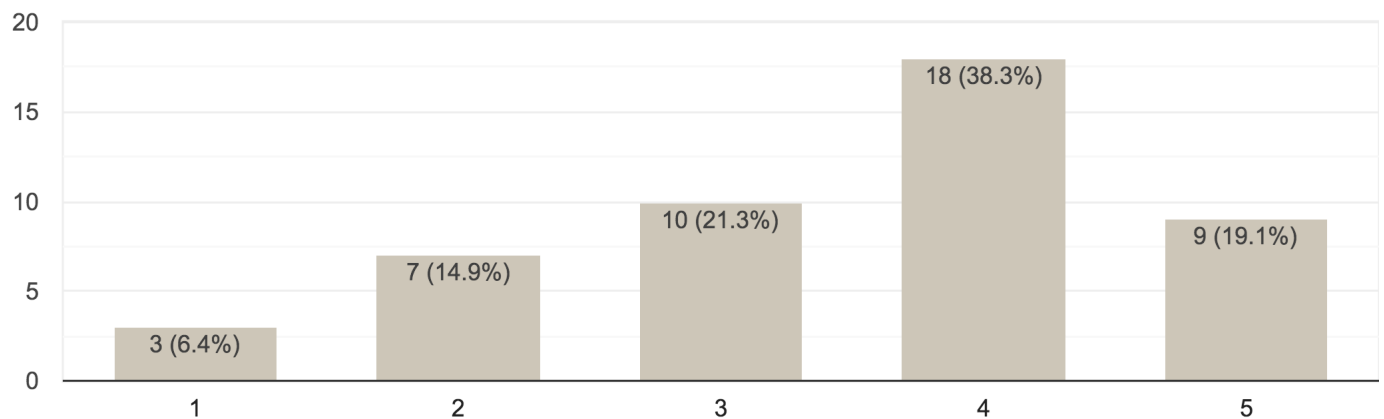
47 responses



AVERAGE SCORE: 3.51

I have the materials and equipment I need to do my work correctly.

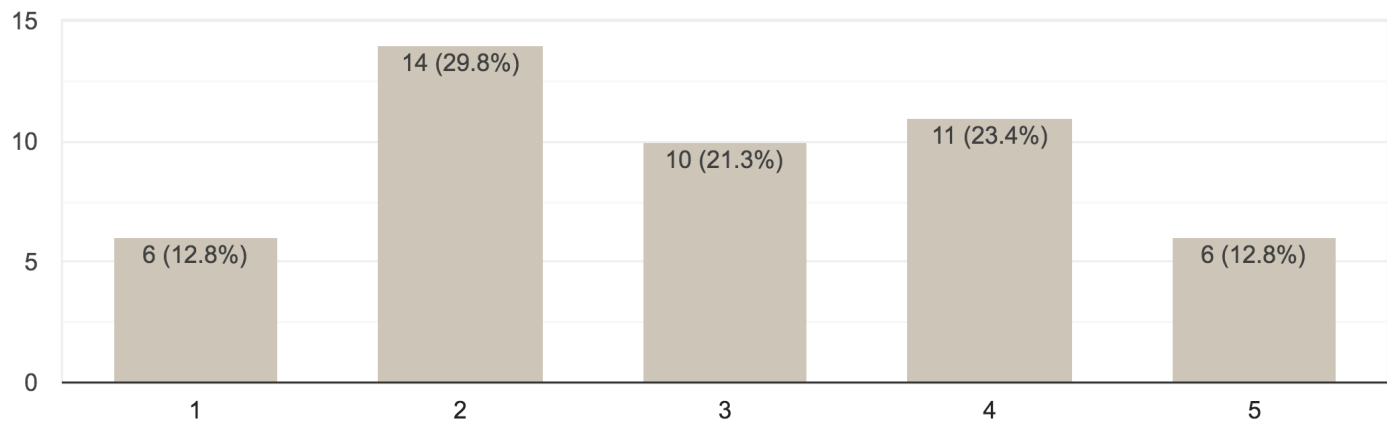
47 responses



AVERAGE SCORE: 3.49

I received the training and support necessary to perform my job well.

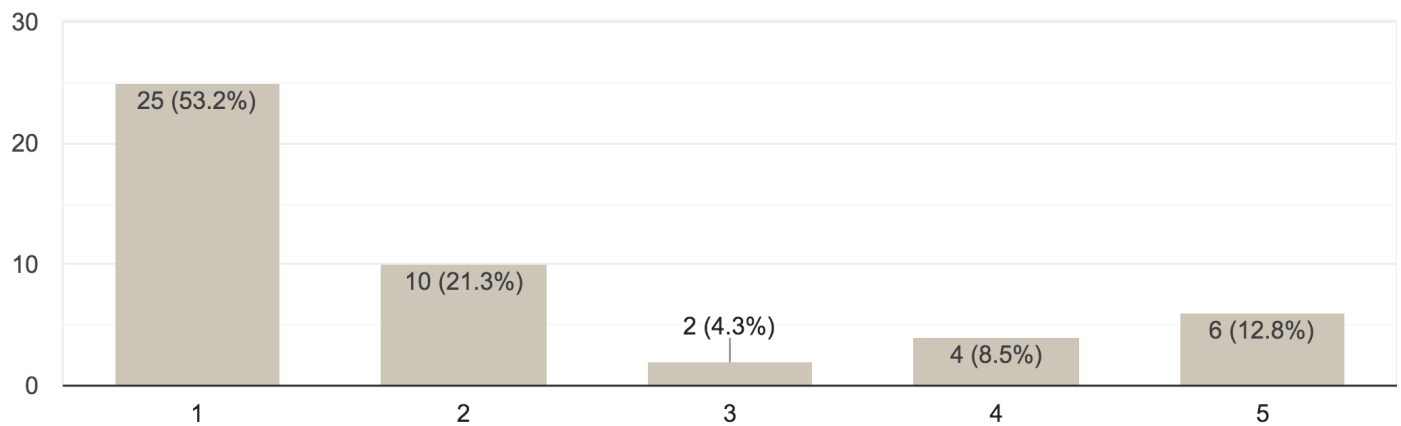
47 responses



AVERAGE SCORE: 2.94

In the last week, I have received recognition or praise for doing good work.

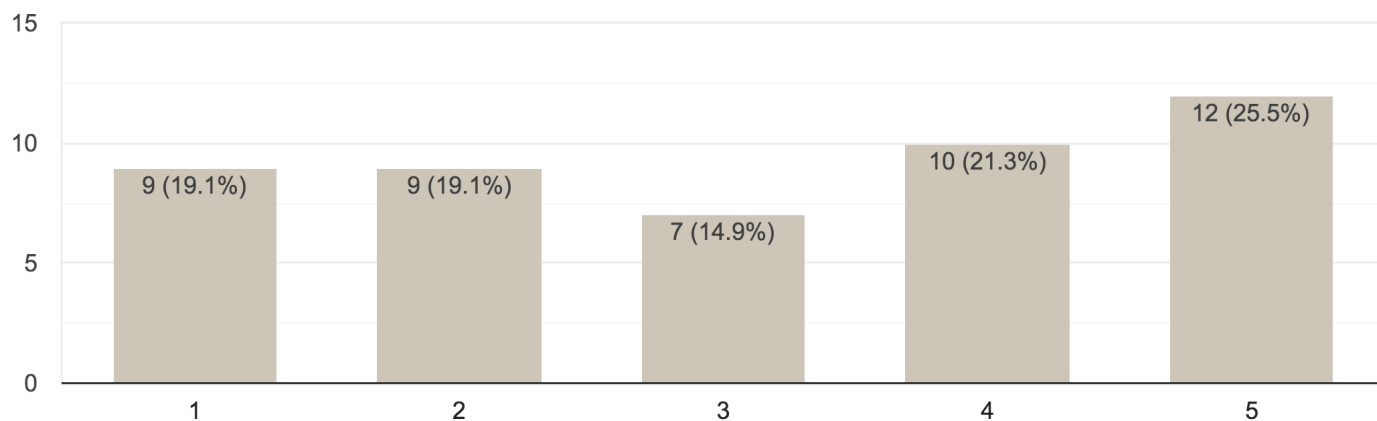
47 responses



AVERAGE SCORE: 2.06

My supervisor cares about me as a person.

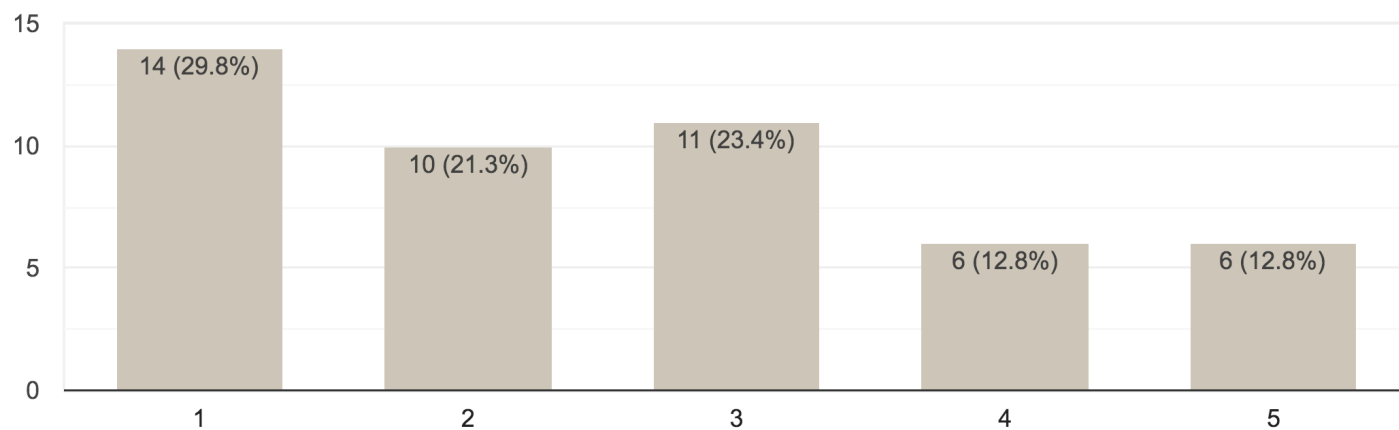
47 responses



AVERAGE SCORE: 3.15

At work, my opinions seem to count.

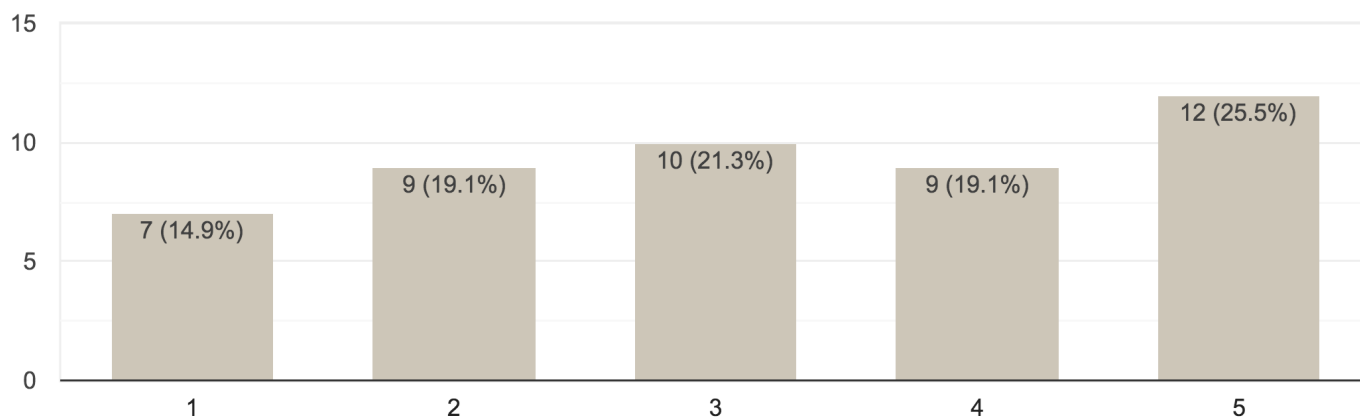
47 responses



AVERAGE SCORE: 2.57

There someone at work who encourages my development.

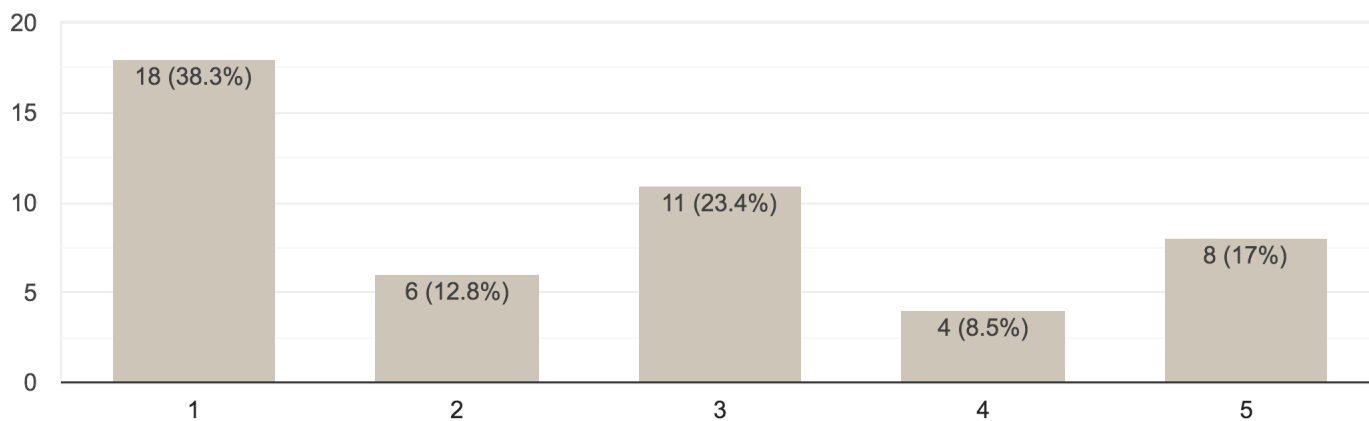
47 responses



AVERAGE SCORE: 3.21

In the last six months, someone at work has talked to me about my progress.

47 responses



AVERAGE SCORE: 2.53

The following questions are intended to give you the opportunity to share feedback in short answer form to allow you to express whatever you feel is relevant to the conversation around how we can bring positive change to our school district. All questions are optional.

What are your thoughts/feelings regarding District Leadership? Please include feedback in either direction that may be useful in communicating with the School Board.

I feel as though students are looked at and referred to as \$9500, which sickens me! I have NEVER seen Randi Anderson in my building.

I feel very unsure of leadership. My principal has been steady and reliable but he/she is also trying to follow directives given from above and has to do so without all the answers to questions we have. I'm sick of hearing % Superintendent Anderson wants... Superintendent Anderson feels... Central Office has almost no institutional memory and for those of us that have been here more than 4 years it feels like a complete overhaul of everything we ever worked for.

My building principal is supportive but has recently seemed more stressed out, has taken time off, and can often not answer questions because is unsure of answers or what to say without getting reprimanded (this is an assumption/inference).

What leadership! Leadership is not bullying employees talking at them instead of listening to them. It is not segregating people, or making people fear for their job! Leadership is working together, allowing everyone to have a voice so we can make Shawano School District a place where people want to come!

I feel that they don't care about the teachers that are in the district teaching. They keep hiring administrators, but don't seem to care about the people in the classrooms with the students.

I feel that there are a lot of things that are being done with no explanation as to the why.

I feel that they don't care about the teachers that are in the district teaching. They keep hiring administrators, but don't seem to care about the people in the classrooms with the students.

We have way TOO many huge initiatives going on at once (LMS, switching from PC to Mac, implementing PLC's, MTSS overhaul, new assessments, new Math Curriculum, etc.). We are an education organization and our leadership does not promote gradual release of learning and scaffolding like we are expected to do with student learning. These are at the core of learning. There are mixed messages about the timelines of taking on the technology changes. Some meetings I am hearing baby steps, then we get emails about changes happening sooner. We are only given 16 hours of floating PD this summer to put towards new learning on the new LMS system and Mac Training. There is very little time allotted for professional development around our new math curriculum resource.

Most of the time we as staff find things out from angry parent emails to us before we hear it from the superintendent. The school board seems to blindly follow whatever the superintendent says rather than asking questions or doing more research, the school district seems more concerned with paying new positions than the teachers who do the majority of the schools work. The Superintendent and Board care more about appeasing parents than other stakeholders.

I feel district leadership is not leading. We need leaders that are going to be honest and communicate out to their staff. Listen to their staff.

I feel like our principals are not being listened to and treated like professionals.

My building principal is excellent, but I feel our superintendent is going to run this district into the ground.

The superintendent is taking the district in the wrong direction. They keep hiring administrators and coaches while raising class sizes . More and more keeps getting shoved at us.

It is alarming how many employees are leaving the district! It is not enough to say, "It is a trend that is happening everywhere." That is not a good enough answer. It is unacceptable to have district leadership that does not make people want to stay. You can't be a destination for anyone if you can't retain teachers, staff, and middle management. The superintendent comes across as condescending at board meetings.

I don't have a really good feel for what the current superintendent has in my mind for the long term sustainability of the district. I guess I see what seems to be a lot of \$ going into technology, creating positions at district office that didn't exist before, while cutting other positions that I feel will be missed.

Disorganized, not present, talk doesn't match the walk.

I do not feel like my opinion matters to the administration from my building level to the district office. Certain people are favored and it causes tension amongst staff.

There is very little communication between the District office and staff, specifically involving the district's decision to move to Apple products. There has never been any official correspondence about the switch. It was all through rumors and word of mouth. Even as of today we, as teachers, don't know what we will be expected to use next school year besides iPad's and MacBook's. There is very little direction. I feel the start of next school year will be worse than the 20-21 school year.

You can't go to anyone with concerns without feeling like your job is at risk. You can't be honest. You are scared to come forward with anything. I feel like there is only one person in charge and if you don't like what they want, too bad. I feel a lot of money is going to admin, but what about teachers and paras? Why are staff finding things out last or on social media? We should be the 1st to know. Why are we so focused on getting more students? For more money? What is admin doing for staff? Why are the views for the outlook of the school district non inclusive for staff?

There is none. It's all a dictatorship.

I feel that there are a lot of things that are being done with no explanation as to the why.

At the building level I feel like admin is stressed out. I feel like our superintendent has no interest in getting to know me, what my experience is, or where my talents lie.

I appreciate our building administrators and all that they have done to facilitate a positive work environment during the many changes over the past year and a half. However, from the District leadership I have felt that new policy changes have been mandated without any input from the Staff who are working most closely with our students.

At a building level, I am happy with the leadership. District leadership is lacking. We were thrown into pandemic teaching with tools and resources that weren't sufficient, district admin that wouldn't respond to our pleas for help, and minimal training. We were forced to do the problem solving for the district, even though the message to families at the time was, "Our teachers are ready and prepared for your children." We had never been so UNPREPARED. I also feel like the district never asks for our opinions on our needs, or if they do, they already have a plan with their minds made up. There's no transparency about the why's of their decisions.

I feel that District Leadership is at a complete loss. The School Board hired the Superintendent; however, the Superintendent feels the School Board works for her. In many discussions with District Leadership, they are afraid of specific things and don't feel they need/want to ask or suggest recommendations because it's one way only. I understand the Board is not to 'micro-manage', but it is their job to manage and take care of unwarranted business when it comes their way. What is rather tiring is watching a 'rubber stamp' board always saying YES to whatever the Superintendent wants. No questions are asked, no independent research is done, just a YES. That, in itself, is NOT leadership.

I felt that I was not supported at Brener for the time I was there by Terri or Matt. There was a large situation that I received very little support for a first year teacher in the district.

When I taught in the district, there were many years that I felt very supported by my administration. The last few years that I taught, I did not feel supported. Everything I did for students was considered "not enough". I was told to tell my administration what I needed to be successful, yet when I did, they said I needed to make do with what I had. I never asked for anything that wasn't truly needed by students.

Leadership in the district includes a lot of asking for educator thoughts, but not following through with what staff are suggesting. It is very disheartening as a trained educator working directly with students daily to have your opinions completely disregarded.

Superintendent Anderson cares about herself and the Board is loyal to her to a fault. If all of your administrators say there is a problem and you are losing staff at record numbers there is a problem at the top.

There is an overwhelming feeling of unease and apprehension about the superintendents dark and unhealthy relationship with her subordinates and colleagues in leadership roles. When what she says and what she does don't add up, one is left believing what she does.... and losing respect and trust in what is said.

Building level leadership is good but central office needs an overhaul, Superintendent Anderson does not care about our staff.

Teachers and building leaders appear to have little to no influence on decisions being made.

In general, what would you like the School Board to know?

Staff have been told to "figure it out" "If you don't like it, don't work here!" And "To keep their mouth shut, they are just a teacher, what do they know?"

I want the school board to know there is a lot more to be thinking about and problem-solving for...not just what one person (who has only been in this community for 2 years) is telling them.

If it's true that President Sleeper said we were "ok at best" before Superintendent Anderson came, shame on him and any other elected leaders. She, shame, shame. Do they have any idea how insulting that is?

Have you ever considered asking all staff, parents, and even students for their direct input? What about an annual survey? Get your information from more than just one source.

How are you going to measure the success of all the effort going into us becoming a "Deztination District?" What will you do if/when enrollment does not go up?

The vast changes in our district have not only been stressful but the expectation to roll out "new" in a short time frame, through covid is unrealistic. I feel our mission starting out is so far from student success, we are hiring people who do not directly impact students and our class numbers are high. Our school board needs to get in and see our students - look at behaviors and backgrounds. The percentage of students with trauma is significant and scary. We need to focus on underlying issues with our kiddos.

I was told to resign !! Because apparently we are not allowed to take vacations!! I was aware I would not get paid but being told I need to take my vacations during the summer is bs! Almost ten years with the district and this is how i get treated. Very disappointing 😞

The community chose them to be our voice! They need to stand up and do what is right for our teachers and children! If they do not stand up for the rights of teachers and children the quality of education Shawano School District offers will continue to decrease! How do you bring important people and jobs to a community with a poor education you don't!

We are losing MANY wonderful, caring educators to other districts each year. It's so sad to see this happening over and over again. How can we become a destination district if we don't have people here who care?

That the staff, parents, teachers and community needs to feel like we are being heard. I feel that the school board isn't hearing the problems because they don't want to admit that there is a problem.

That we have way TOO many initiatives going on at one time. I have always been a lifelong learner and I strive to always keep up on educational trends. However, it is not humanly possible to have the capacity to take on too much "new" at the same time. Also, in many instances, we were asked to be part of committees to have input (ie: Strategic Planning, selection of a LMS, RTI planning), yet it was quite clear that ideas/decisions were already made. In fact, we would draft our thoughts and ideas as a small sub group and within seconds a slide was supposedly created to share out with the bigger group that was polished and worded before we even met as a small group. Yet again, it was as if ideas/decisions were already established and we just had to put in time and effort when it was already done. Very frustrating!!!

When the staff and community was surveyed before hiring a new superintendent, communication was the number one thing both groups wanted. Our communication systems are now worse than ever.

Randi Anderson doesn't care about her staff and treats them with disrespect, she is not professional and treats everyone like they are easily replaceable.

A lot of teachers and staff are afraid to speak up about problems that arise as they are afraid of being fired. Teachers are struggling with all the work we are given. Every year there is more and more put on our plate and nothing removed.

That there were unprofessional comments when some staff gave resignation letters to Randi. I don't know if the board wants to listen to other members of the staff. I believe that if there is a happy staff there will be no reason why board members couldn't ask people how things are going and get a positive answer. I get frustrated when a board feels the staff is whining. They had a rough year and they need to have someone acknowledge it. When Gary was here he was always positive, in our building, interacting with us, he knew who we were. I have never seen our new superintendent walk through our building.

You ABSOLUTELY MUST talk with the teachers in the buildings and find out how they really feel about things. You are trusting in a superintendent that is driving excellent employees away and will ruin this district! Go into the schools! Find out what is really going on!

No one actually asks teachers what is happening in schools. Behaviors are out of control and there are no supports to help.

All the school board gets to hear is when administration presents issues in tidy positive packages. Even the resignation letters sound positive and good. Meanwhile, many are miserable, stressed, feeling like their voice does not matter. I have never seen a school board member in my school. It would be great if school board members would visit schools and talk to teachers and staff.

Overall I've really enjoyed working minutes from Shawano for the past 19 years and I hope to make it to about 30 before I retire. Recently I've seen some really good colleagues leave our district...turnover seems on the increase. I would like to see that trend reversed. Also when raises don't keep up with inflation and/or you are actually being compensated less than the previous year due to insurance increases, that is fairly demoralizing.

They are not doing their jobs. They are elected to represent the taxpayer, by verifying information. At this point most on the board appear to be rubber stamping anything the Superintendent proposes. They are in place to be a check and balance, not politic by shunning opposing viewpoints.

I don't believe the issues SSD has is just at the central office. There are systemic issues from the top down. It is exhausting trying to keep up with all of the things that are expected of teachers and paras. I have never put in as many hours as I have this year with little to no recognition what-so-ever for my efforts. A staff that has work-life balance will be better for students. Please allow us this courtesy so our students can reap the benefits of a healthy, happy staff.

Moral is so incredibly low. I feel like we are being bullied and do not have a voice. I feel that we are not allowed to have a choice in decisions being made and that this is not a team, it's a leader with pheasants below. Why are good teachers leaving? Why are their no exit interviews with a unbiased person? Why is no one standing up for the people teaching the students? Why are so many people looking for other jobs?

You are losing teachers because you do not care about them. You do not support or back them. You do not listen or pretend to listen and we can see right through it. You got to where you are because someone took the time to teach you. Return the favor and respect and listen to what we are saying. You are not in the classroom and have no idea what is going on. We are. Listen to what we have to say.

That the staff, parents, teachers and community needs to feel like we are being heard. I feel that the school board isn't hearing the problems because they don't want to admit that there is a problem.

I feel very unsettled about the future of our district. I have no idea what the end game is. I know a ton of changes are happening. More people than ever either are or want to leave. There are cuts at the bottom and no funds for things at the bottom while tons is being added at the top. I don't feel cared about at all. I feel like so much is being invested in attracting people to the district while the people that have dedicated their careers to this district and community aren't cared about.

I would appreciate a listening ear from the School Board members as to what is expected at each building level. Actual school visits, during School days, would help the Board members experience first hand the importance of Class sizes and what is truly in the best interest of our students.

That our district has gotten super top-heavy all of a sudden. Everyone in the district office has an assistant to do their jobs, we keep adding more and more jobs to central office; yet teachers are getting more and more on their plates, and we don't get assistants to help us. When we say there is a need for something we're told there's no money; yet central office can find money for every position under the sun. We need paras and we need supplies, but central office admin need assistants more, apparently.

The public is sick and tired of watching a 'rubber stamp' board operate. It is their job to ask questions and do independent research on topics presented by the Superintendent. However, the last two years have been a YES vote with everything. I have no trust or faith in the Shawano School District Board. It became evident at the last school board meeting that the Board is concerned with the 'push through' of hiring more district office personnel and consultants. While the School Board President said they haven't hired more in the District Office, that is not true. Teacher compensation should have cost the District \$150,000 for a \$500 raise for 300 employees per year. However, shortly after this discussion, the Board voted in, yet another, new position for \$70,000 per year plus \$30,000 for benefits. This is currently a 2 year position and if the person does the job well, they will stay around. That in itself says a big 'screw you' to teachers. If the School Board does not start to look at teacher/paraprofessional compensation and continues to load the Administrative positions, they will NEVER have this 'Destination District' they continue to talk about. Another thing the Board needs to be aware of is that the general public is watching what actions they are taking and the continuous waste of money that is going on.

There are SO many teachers that are scared to speak out. They feel trapped, unsupported, and are close to the edge of their cliff. I worked with an amazing grade level team but leadership lacks greatly.

Teachers like me who started their careers in the district and gave everything they had for students have been made to feel as though they don't matter anymore. I left the district feeling abandoned and not good enough, even though parents and students believed I had so much more to give. I would still be teaching had I been supported.

It is great to hear how appreciated we are and how much we give to the district. However, the actions do not always match the words we are receiving. We are told to practice self care and to take care of ourselves, but there is no time to do so. The demands that the district puts on us keeps increasing without taking anything off our plates. There are too many changes happening too quickly. Staff morale is at an all time low with lots of good teachers leaving the district.

Professional Staff is being required to work for "free". Curriculum and committee hours are often unpaid and are always well outside of contracted hours. We are rolling out too many things at once (All new devices for students and staff, new LMS platform, new elementary math curriculum, new ELA/SS resources, PLC model, other elements of the strategic plan. It's just too much to learn and implement over one summer. Staff morale is incredibly low, people are upset, depressed, and stressed about the overall leadership and direction of the district, it feels like we are all part of a sinking ship. Staff compensation isn't cared about at all. We lose the majority of teachers to districts like Pulaski but Superintendent Anderson didn't use their salary model to compare to Shawano instead she compared to schools like Gillett and Bonduel who we don't lose teachers to and we aren't comparable in size or resources to. Superintendent Anderson cares about central office and the appearance of the school rather than day to day operations in buildings. Behaviors are so bad in our schools that we aren't able to teach. Teachers called fat whores, frequent screaming of the F word is all acceptable. If a student breaks things or hurts another student it is tracked as data but nothing else. Our sped teachers are incredible but completely under utilized

There is a serious problem with trust and a lack of positive faith in the superintendent. Please be honest and fight for what is right. There are many great people who want what is best for the students and their families who are very concerned with the turn over, contention and lack of respect from the superintendent with those whom she leads. The lack of "like" between her and her leadership team is palpable and prevents a cohesive team effort. Without addressing and fixing this problem, it is feared that the district leadership will continue to spiral in a negative direction. I have felt that my efforts/desire to state problems and try to help work towards a solution have been stifled by this problem.

EVERYBODY I know is concerned about serious issues and would like to help things heal/improve, but feels like a powerless pawn in a political chess game. It's a waste of time to speak, when one feels their leaders don't want to listen. I don't think leaders don't want to listen because they don't care or think there is no problem. I get the impression that they feel so powerless to do anything, because of a dictator superintendent, that they just throw their hands up in the air AND are embarrassed to admit that their hands are tied . Very, very concerned that until this problem is resolved, this negativity and lack of respect will lead to a dark place. So many people have shared w/me that they can't wait to get out of here, as soon as they can. (Retire or find other employment.) These employees are competent professionals who care deeply, work hard and are dedicated. Sadly, they don't feel any hope for resolving unbearable working conditions because they don't feel listened to and respected by their superintendent and the board. If you can't get the top dogs to listen, what hope is there that anything will change?

The school district insurance premiums went up almost 8% and we got a 1.23 % 'raise' that is ridiculous. The PD points payout should have been backdated as the district just got away with not paying them out during the 2020-2021 school year when everyone worked for free. The points being frozen for a year was just to save the district money and rip off burnt out employees even more.

There are many signs of a failing system for those who choose to see them. This has absolutely crushed morale and support for staff at all district levels. Many of them are tied directly to the superintendent's lack of leadership skills. A leader should be a model of respect and professionalism, both publicly and privately. If we want to be a destination district we should be able to keep the people that are here.

This has been an unbelievably tough year for everyone. What have you learned about our District as a result of our experience during COVID?

Decisions are made without putting the kids BEST interest in mind. Taking the "easy" route has been pushed. Expectations are low, and many leaders feel that students are unable to rise to high expectations.

We have amazing educators that will follow orders and do their jobs.

Certain parents have say.

Our teachers come together and support each other.

The board does exactly what they want to do without considering their employees or the communities voices! The teachers try their hardest to continue to do their best with what they have to help students learn!

I have to look out for myself because no one else does.

I appreciated the weekly coved tests, having the opportunity to get a vaccination, etc. No one was prepared for something as tragic as this. I give grace to all staff including admin and the school board as the element of time and surprise made making decisions very challenging. I personally supported the strong efforts of the mitigation process and taking a more cautious approach. Having the meals available for families was amazing! I also want to give a shout out to our tech department as they were so patient and helpful as we navigated through so many tech challenges.

Communication and Clarity are two things that need to be more prevalent

My team is amazing. Thank goodness for them! Online learning doesn't work for our students! E-Learning should not be put fully on a regular in-person classroom teacher on top of their regular classmate.

I have learned that our staff is top-notch and will do anything to teach students. Even after parent ridicule and endless extra hours of working. We are having a lot of staff leave and unfortunately it's because other districts can pay more, however if staff is happy sometimes that is not a factor.
We were completely unprepared in March of 2020 and dropped the ball as far as continuing student learning as a result. I also realized that the district doesn't really care very much about the teachers who are working 70-80 hour work weeks. They prefer to leak information out via Facebook instead of making teachers aware of what is going on. Communication has been horrendous!
Teachers are not valued and our job responsibilities keep increasing without support.
Teachers are the heartbeat of the school district. We all learned a lot. The 60 day virtual period hurt our most vulnerable students and made many more lazy. Leadership mishandled the mask mandate. Communication was not honest and transparent.
I think we adapted pretty quickly jumping into Google Classrooms, recording lessons etc, and that is something surely you will be proud of. At the same time this year has created more stress among more people in education than any other year I've been in education.
Classic spinning of wheels at all administrative levels. I was able to educate each of my students without the administrators' 5 pillars , PLCs, and any other acronym they can dream up. These are nothing but PR distractions.
Unfortunately, I don't think the district has the staff's best interests at heart. We are told to take care of ourselves, but are given no time to do this. Every year there are more and more things on our "to do" list, but nothing is taken away. Things have gotten worse over time, but it became more apparent during this challenging year that the we're in this together mantra is lip service and not followed up by actions. For example, teachers are expected to do 16 hours of floating PD this summer. In theory that should be 2 days, right? The way it is set up (sessions are 3:15/day), if we want the in-person instruction (I learn better that way) we need to give up 5 days of our summer. And on top of this, it spans over several weeks to even get the different options. We also need to come in to do curriculum writing during another week (we used to be given work time during the school year to do this). This year, more than ever, staff really need time to recharge this summer. I feel like I can't even take a vacation when I want to because the district is dictating so much of my summer time. I'm already stressed that my remaining summertime will not be enough to give the rest and time to clear my head that I need to be ready to go next fall.
They do not care about their staff.
You do not care nor back your teachers. I am leaving because there is zero support and no one cares. We are just pons in your business. You get raises and create new jobs while we get nothing.
I have learned that we have some really strong teams of teachers that have come together to support each other through all of this.
Unfortunately from the District level, I have learned that people are replaceable and not honored for their time and investment into the lives of our Community's youngest citizens.
That they value administrators, money, and image over their teachers and students.
What I've learned is this.....who is really in charge? Randi. Not the Board, not the Administrative Team, Randi.....that's who is in charge AND that neither Randi nor the Board take responsibility for any actions. While COVID was entertainment for all, it is the Boards job to at least hold to what they voted on for the Re-Entry Plan, yet not one of them knows what they voted on. Communication is absolute crap as well.
That I'm lucky my kids are still too young to be students in the district.
Some teachers continued to go above and beyond whether students were in person or not, while others did absolutely nothing more than the minimum for students. What is sad is that those teachers who did nothing are the ones that the district will keep because they don't make waves.
I have learned that our district really struggles with communication. It is so discouraging when you have parents talking about topics that have not been discussed with staff. It is very difficult to be expected to change procedures on the fly with no explicit directions given or be notified of changes moments before students arrive in the building.

Communication in the district as well as the direction the district is taking is awful. I love my job, love working with students, and love my colleagues but working at Shawano makes me sometimes want to quit teaching altogether--professional staff isn't valued here.

Appreciation and respect for the efforts made by the school board and leadership to work together towards making the best of a tough situation for the students and staff. After talking with friends and families from other school districts who work within the educational field, I think that our district did better than any other I know of, of trying to support and overcome the challenges of covid.

Our district leader doesn't care about staff. She cares about spinning things to the board and appeasing angry parents by giving in to their every demand. We need a stronger leader with better communication skills.

The amount of effort, energy, and caring that staff have provided to our students and families is far beyond measure.

What do you feel is the MOST IMPORTANT area that we tackle as a District to better serve students?

Technology doesn't teach kids, TEACHERS DO! We want to be a "Destination District" . Well, let's start by valuing our teachers, paying them well enough to get and KEEP GOOD teachers, focus on high expectations and helping the students to achieve those high expectations and people will WANT to come here. NO ONE CARES what type of device you work on, it's what you do WITH THE STUDENTS and for their families that matters!!!!

The four buildings need to unite and stop acting as silos.

Understanding trauma. Hire people to work WITH students for THEIR success.

Communication!!!

Get rid of the Superintendent, Special Education Director and Board Members' that don't speak up for what is right!

Behavior is a joke at our district! Students are swearing at staff members daily and nothing happens. It's sickening that there is no accountability for student behavior.

Build trusting relationships among admin, school board, staff and families. Without a strong foundation, the other initiatives make it difficult to implement. Leadership should not be about titles, status and wielding power! I believe a strong leader takes responsibility for recognizing the potential in people and ideas, and has the courage to develop that potential. Our current leader has not taken the initiative to even get to know many of the amazing staff and their strengths.

Poverty

Communication! Good role models!

We have to do something to retain staff. And then after that we have to come up with a positive atmosphere.

Get rid of Superintendent Anderson as a good first step.

Stop making so many changes all at the same time so teachers can learn the new systems and materials

We need more people, not devices. We need to attract quality teachers /support staff and retain them. Again, not good enough to say, "Teachers are leaving districts everywhere". We do not want them to leave HERE!

Making sure that our education is equitable to all the students that we serve.

Making sure their foundational skills are secure. Building relationships with students and making sure each student has core academic skills mastered.

Increase the number of teachers to decrease the class sizes. The sheer number of our class sizes makes it that much more challenging to meet our students' needs. It seems like there is money in the budget to hire more admin, but not teachers (who would have a lower salary).

Better staff morale.

Listen to the teachers and show them respect. That will transfer into the classroom.

Transparency and complete honesty... togetherness, working alongside us and helping us be better at our craft.

Communication, transparency - keeping the money in our schools and not in district office.

Better serve the teachers and paraprofessionals. Treat teachers and paraprofessionals with respect.

Terri Schultz is not supportive of her teachers. There are ones she favors and ones she does not support at all. There should be zero reasons teachers should be screamed at by students in their classroom and there be little to no behavioral support.

The district needs to quit sacrificing veteran and truly caring teachers for those that are cheaper and do nothing. Students are ultimately the ones who suffer once those teachers are gone!

Communication

Compensation of Staff! Student Behavior and Staff communication

Integrity, honesty, consistency and respect between leadership and co-workers. I can't believe that exit interviews were not given this year. That only strengthens the unhealthy and negative perception that employees feel their voice isn't valued.

Value and respect the work of the lowest paid employees. Pay them more, listen to them.

Find out how many hours of work you are expecting of staff in a week. Do an anonymous survey to find out how many hours each employee puts in. All the lip service about family first, we value you, we appreciate you means NOTHING, when the workload demanded prevents a healthy balance of time and energy devoted to an unrealistic workload. Walk the talk, or shut up about it.

Parents and students have no respect for staff. Parents frequently call professional staff to scream at them, swear, and bad mouth professional staff on social media.

We need to allocate more time and resources to student mental health while recognizing it will take away some time from academics. But in the end students will hopefully have a better life experience.

Do you have any other feedback that may be helpful in generating dialogue on how to make things better?

Actually listen to your staff and what they are saying they NEED to help them be better!!!

Actions speak louder than words; approving Apple devices for a plan unseen before cleaning up the mess of a compensation plan and then "just paying out the points" nearly a year later speaks loud and clear about the priority and effort our board is putting towards educators. The board needs to get to know its teachers and our jobs.

The strategic plan is not what it has been presented as. I was a committee member and in the final plan I can't even find the ideas our group came up with. A lot of work was done on the plan after the 50+ volunteers gave up 11-14 hours of their time to help create it. If it was going to be rewritten, why did you waste our time? Stop and think about how we're throwing all of our eggs into this one basket. The strategic plan is Superintendent Anderson's cover for all of HER big plans.

<p>Superintendent Anderson has not been in our buildings with our kids, I have seen her once in our building and it was a 10 second pop in to say thank you to the teachers at the beginning of the 2019-20 school year. I feel like she does not know our students outside of the data. There is so much more to a kid. I wish our board could see our kids as well.</p>
<p>I'm deeply saddened that I'm no longer with the district. It's sad that it came down to resigning because I needed to take a getaway for my mental health, but that's not allowed, plenty of other people take off but I guess because of who I am I can't? . I could go on and on but I won't.</p>
<p>When you look at the staff we have it's either older people ready to retire that are too scared to look for a different job, people fresh out of college using Shawano to get experience under their belt before they move on , or relatives of administration that won't leave because we keep creating jobs for them!</p>
<p>Communication needs to be a pillar of the strategic plan. Communication needs to work both ways!!</p>
<p>I truly believe administration and the school board need to spend time in the classrooms to see what it is truly like trying to implement all of these changes at the ground root level. It is easy to push down these initiatives, but actually implementing them in the classroom can be very challenging, sometimes impossible due to tons of technology issues, behaviors, inconsistent attendance, lack of parental support etc. In the past, administration subbed for teachers as part of a way to give teachers a little break but most importantly to spend time in the trenches to truly see what it is like and get a flavor for challenges teachers face on a daily basis. I also believe our school board needs to spend time in the classrooms as well. I can't even imagine being in a position of such power and never once spending time in the schools/classrooms to understand exactly what they are voting on. Very strange to me.</p>
<p>Finally, to sum up my thoughts on the question of WHAT CAN WE DO BETTER. . . it must start with empathy, connection and courage. Just like we see kids as their whole selves, our administration and school board need to see the "whole person" among the staff members. In the past, administration used to participate in a two-three day retreat to build relationships, my dream is that the staff could have a similar opportunity prior to starting the school year. Maybe rent out Camp Tekawitha or Whispering Pines to have a fun, team building couple of days to reflect and share hopes and dreams for the school year. Quite possibly focusing on the relationship pillar may be a great first step as all of the other pillars will be so much easier to implement with success.</p>
<p>Why is there no talk of making what we are doing well better to make us a Destination District? Just think what we could do if we lobbied both our music and tech Ed departments towards this end...</p>
<p>Staff Morale across the board needs to be looked at!</p>
<p>I think you have to have some safe conversations with district staff who have loyalty to this district and love it like their own. Loyalty of those people are the ones you don't want to leave. Right now I don't think that is the case with our life long staff.</p>
<p>Again... The board needs to get into the buildings and talk to the teachers. Too many people are too scared to open their mouths and tell the truth in fear of retribution. That makes fir a horrible working environment.</p>
<p>Actually listen to your staff and treat them with respect</p>
<p>School board meetings should be in-person. Please listen to families. Listen to the people who elected you. I think most people run for school board to make a difference, but it is clear that they always side with the superintendent.</p>
<p>Please make sure you get ample feedback from everyone that may fall under a pay for performance type program if that is where our district is headed. Some things am be good about that, but there are many negatives as well.</p>
<p>The principal in my building had only 2 personal conversations with me this year. He was basically nonexistent. This is not really a complaint but more of a wonderment of how essential all these administrators are in this district. Like I said above, I was able to educate my students without administration involvement.</p>
<p>We want our admin to empower us (we should be trusted enough not have to jump through hoops in order to prove ourselves as effective teachers), protect our time (it is becoming more limited every year), provide meaningful PD (a lot of it feels like busy work because they don't trust us to be professional), model the behaviors you want us to follow (lead, don't boss), allow us to voice our opinions without fear of losing our jobs or retaliation in some other form (unfair expectations that other staff do not have to abide by, micromanagement, etc.).</p>

Please take the time to listen to the seasoned employees who have lived and worked in this area for a number of years. Listen to the heart of the Community as to what is most needed for our learners and families.

What I think is going to need to happen is that local businesses that donate money to the school are going to have to stop until this crap gets changed around. I have been told by two businesses in the last six months that they are done giving money to the School District. That says a lot when public schools can always use money. Another thing that needs to change is that the School Board needs to be involved in the schools to see what is really going on; however, Randi made it very clear she does not want them in the schools. That says something WRONG is going on from the start.

Support the mental health of veteran teachers and value everything they have done and will continue to do if given the chance.

I feel that building admin are doing the best they can with what they are given. I believe that many of the changes are coming from a higher level, which is concerning. We need to make sure that everyone is being heard, especially those who deal directly with students daily.

Sub shortage issue - Two suggestions for solutions.

1. At the end of the school year, allow employees the choice of either carrying over unused sick leave or cashing it in for 50% of what it would cost for a sub. Win-win-win...

Any decreasing sub requests - WIN, the district would save money and eliminate all the problems from the sub shortage. WIN, better for the kids to have their teachers in class. WIN, teachers would be happy about getting \$60. (half of a subs daily rate)

2. At a state level, seek change that would permit retired teachers to sub as much as they want without receiving financial penalization towards their pension reimbursements.

Backdate the PD points payout and apply it to our 2020-2021 salary to be fair. Don't pick and choose what to pay for after school work. Some curriculum and committee work isn't paid, some is, you aren't told until you are finished with the work if you will be compensated or not-some of this adds a 10% increase in your hours but it is just volunteer work. Don't tolerate parent and student disrespect to school staff.

Our district is being devastated by a leader who does not seek or appreciate input or feedback. The school board needs to decide if parent, staff, and administrative feedback is important and valued.