

ESSER CONVERSATIONS & SURVEY FEEDBACK

Staff Conversations

A BIG thank you to all of you that took time out of your day(s) to attend and contribute to our staff conversations.

We certainly learned a lot. We hope that you felt like we heard your input, your concerns, and how this year had been for you. Options were brought up that had not be brought up before.

Part of a conversation happens in the follow-up after those conversations. There were many things shared that need to be considered not only with ESSER funds, but also as we look at our existing structure.

The definition of conversation is "a talk, between two or more people, in which news and ideas are exchanged".



Community Conversations

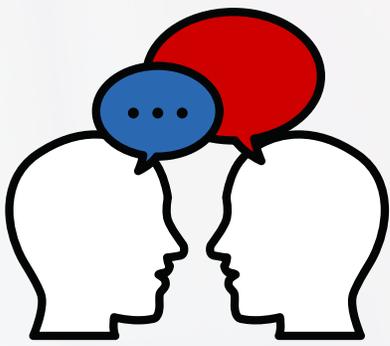
Most of you are not only staff, but also part of this community - whether as a parent, grandparent, or have lived here for a long time.

We released our community survey on January 31st. There are different questions on the community survey from the staff survey.

As we did with staff, we will be following up by hosting community conversation opportunities.

Please take our community survey by clicking [HERE](#)





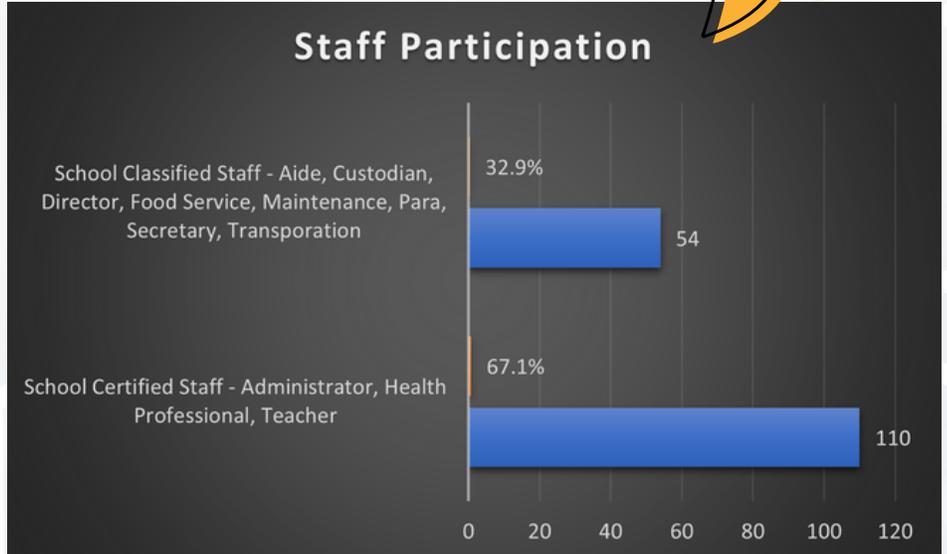
Staff Survey Results

164
responses

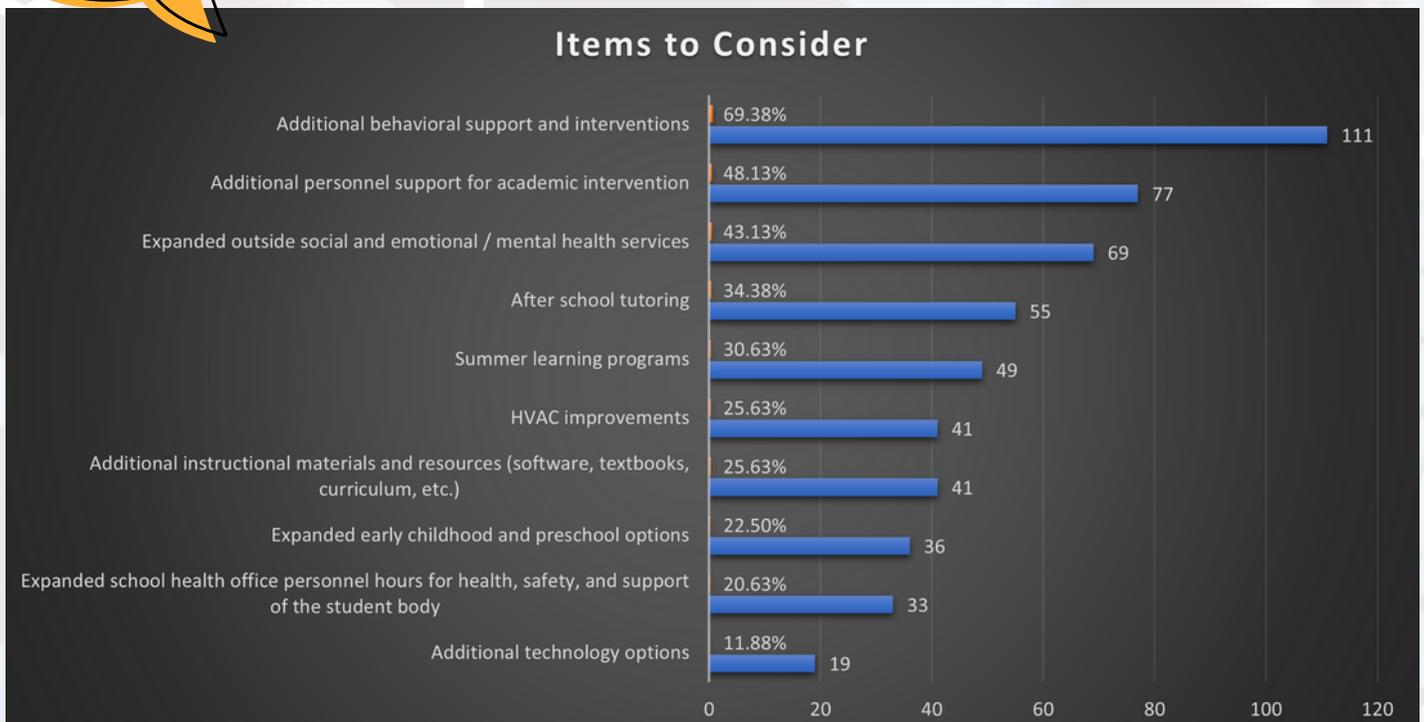
At USD 234, we have around 365 full-time staff. We appreciate your feedback. Some departments conveyed their thoughts to their supervisors and they were able to submit that input for groups.

We felt like staff really thought about their answers and shared great ideas and information. These pictures are the survey results.

Multiple Choice Options



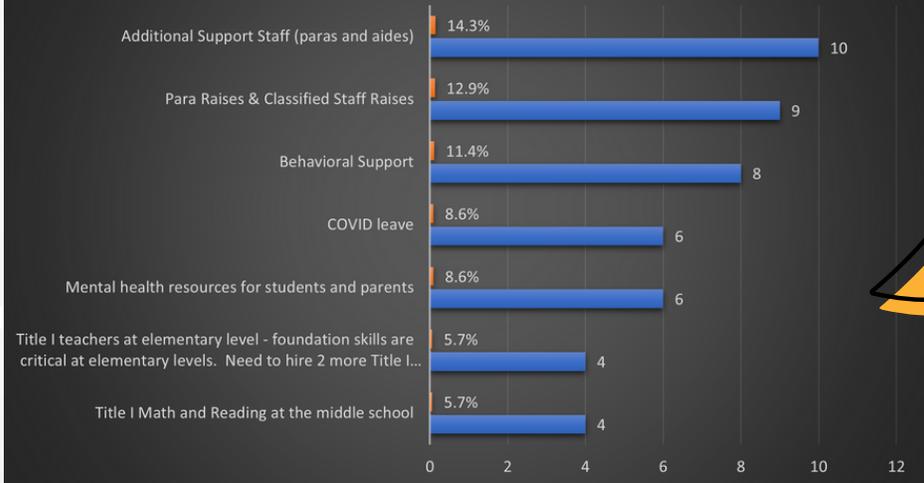
FEEDBACK



70 staff provided additional items for consideration

Staff Survey Results (continued)

Showed up 4-10 Different Responses

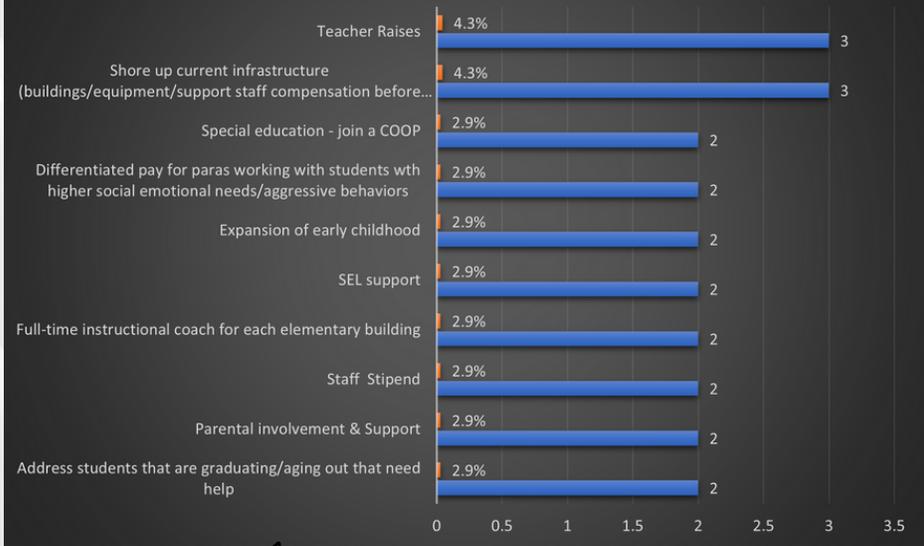


We grouped responses while doing best to maintain the intent of those ideas. These items showed up in 4 - 10 different responses

These items showed up once in responses.

FEEDBACK

Showed up 2-3 Different Responses



These items showed up in 2 - 3 different responses

Other Responses:

After school tutoring for high school students
Summer enrichment opportunities
Additional supply funds
Additional SRO
Middle school counselor
Lengthen the school year, shorten the day
Resource room for tutoring, collaborative work, help with homework, using flex mod scheduling to accommodate
Summer school for at-risk students
IXL subscription
Faster process for having students identified with learning problems
Additional teachers to reduce class size
New preschool building & staff
Professional development
Behavior building
time to understand it (FastBridge - trained, but then having to spend time outside the day to fully comprehend and due to
Math interventionist
Incentives for hiring substitutes
Mandatory after school high school program with transportation to reinforce completion of assignments
Speech concerns
More collaboration time
Reading/ELA Curriculum that includes textbooks or online texts
Professional development specific to behavioral students in classroom
Community partnerships and outside programs
Extra duty pay for those who work before and after school
Additional sanitizing of touch services
After school physical fitness opportunities
Teacher input before considering new instructional materials
Additional high quality masks and personal hand sanitizer
COOP for behavior - if the new rooms/staff have not made a measurable difference maybe we need to go in a different direction.

Staff Survey Results (continued)

How do you feel that the COVID19 pandemic has impacted your job and role at the school?

This question provided an inside look at how this pandemic has affected our staff. Staff shared with us everything from "no impact", very serious impacts and concerns, and everything in the middle. In the midst of a question about YOU, so many brought up their concerns for our students. Our staff's commitment to our students and our schools just can't be beat. Now we just need to look at how best to support you.

FEEDBACK



We did not summarize or chart this question. It was an important question and very personal for several of our people. The survey responses have been read (sometimes more than once) and have been shared with our administration and board to assist them in making decisions.

