

**GERMANTOWN SCHOOL DISTRICT  
NOTICE OF BOARD OF EDUCATION MEETING  
District Administrative Offices - Board Room  
N104 W13840 Donges Bay Road  
Germantown, WI 53022**

**April 30, 2018  
7:00 p.m.**

**AGENDA**

- I. Meeting Called to Order and Pledge of Allegiance
  - A. Official Meeting Notification
  - B. Roll Call
- II. Approval of Agenda
- III. Citizen Comments:

Community Members are invited to share their questions, comments, or concerns with the School Board. When speaking, citizens should state their name for the record. The presentation time frame shall be determined by the Board President once an indication of the number of people wishing to speak is made. Wisconsin law authorizes the school board to receive information from members of the public. Where possible, the Board will answer factual questions immediately or may provide a written response if information is not available. If a response would involve discussion of Board Policy or decisions which might be of interest to citizens not present at the meeting, the Board may place the item on a future meeting agenda. **Comments which may be injurious to school district personnel or other individuals will not be allowed.**
- IV. Approval of Minutes
  - A. April 10, 2018 Board of Education
  - B. April 10, 2018 Closed Session
  - C. April 16, 2018 Board of Education
  - D. April 16, 2018 Closed Session
- V. Board Reorganization
  - A. Elect School Board President
  - B. Elect School Board Vice President
  - C. Elect School Board Treasurer
  - D. Elect School Board Clerk
  - E. Appoint CESA #1 Board of Control Representative
- VI. Reports and Information Items
  - A. High School Art Course Proposals
- VII. Insurance Committee
  - A. Update on items discussed at the April 23, 2018 committee meeting.
- VIII. Finance Committee
  - A. Update on items discussed at the April 30, 2018 committee meeting.
- IX. New Business
  - A. Discussion and action to approve *Start College Now* applications.
  - B. Discussion and action to approve WI Evangelical Lutheran Synod request for elementary boundary change between David Star and Bethlehem Lutheran.
  - C. Discussion and action to approve Staff Survey.
- X. Closed Session: The Board will entertain a motion to convene in closed session pursuant to Section 19.85(1)(e), (f), and (g) to discuss land/school property negotiations and final notices of consideration of nonrenewal for purposes of layoff and/or reduction in hours for certified staff. The Board may take action in closed session or may motion to reconvene into open session to take further action, if necessary and appropriate, and/or to entertain a motion to adjourn the meeting.

**GERMANTOWN SCHOOL DISTRICT**  
**GERMANTOWN, WISCONSIN 53022**  
**MINUTES OF THE BOARD OF EDUCATION EXPULSION HEARING**  
**April 10, 2018**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Offices Board Room at 6:00 p.m. Superintendent Jeff Holmes read the official meeting notification. Roll call: Soderberg – yes, Loth – yes, Borden – yes, Spies – yes, Larson - yes. Board Members Medved and Barney were absent (excused).
2. Motion by Larson, second by Borden to approve the agenda. Motion carried.
3. Motion by Larson, second by Borden to enter into closed session pursuant to Section 19.85(1)(a) and Section 19.85(1)(f) for the purpose of conducting a student expulsion hearing in accordance with WI Statutes Section 120.13(c). Motion carried.
4. The Board entered into closed session at 6:01 p.m. and did not return to open session, adjourning at 8:05 p.m.

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Lester Spies  
School Board Clerk

**GERMANTOWN SCHOOL DISTRICT  
GERMANTOWN, WISCONSIN 53022  
MINUTES OF THE BOARD OF EDUCATION  
April 16, 2018**

1. The meeting of the Board of Education was called to order by Board President Bob Soderberg in the District Office Board Room at 7:30 p.m. Superintendent Jeff Holmes read the official meeting notification. Roll call: Soderberg – yes, Medved – yes, Loth – yes, Borden – yes, Barney – yes, Spies – yes, Larson - yes.
2. Motion by Larson, second by Barney to approve the agenda. Motion carried.
3. Motion by Larson, second by Spies to approve the March 26, 2018 Board of Education and Closed Session meeting minutes. Motion carried.
4. Student Representative Shree Dudhat reported on student activities in the district.
5. Director of Pupil Services Mike Nowak provided an updated enrollment report.
6. Superintendent Jeff Holmes updated the Board on the recommendations and timeline from School Perceptions consultant Bill Foster regarding an all-staff survey. The Board recommended the survey be implemented before the end of the current school year. Jeff Holmes will meet with the admin team to work on the survey questions with Bill Foster.
7. Recommendation from Personnel Committee to participate in the Preferred Educational Partnership offered through Concordia University in Mequon, WI. Motion carried.
8. The Personnel Committee discussed the 2018-2019 staffing proposal provided by Mike Nowak outlining the addition of six new staff positions. The committee will review the new staff positions previously presented due to the school additions and then revisit all new staffing in the near future.
9. Positive recommendation from Personnel Committee to approve two 1.0 FTE Tech Education positions, one .6 FTE Science position, and one .9 FTE Business Education position. Motion carried.
10. Personnel Committee Chair Sarah Larson updated the Board on remaining items discussed in committee including alternate compensation.
11. Building Committee Chair Brian Medved updated the Board on items discussed in committee including the Liz Perry memorial garden at County Line and another Building Committee tour of facilities with the public invited on May 10, 2018 at 4:00 p.m. Open houses will be scheduled eventually at all facilities for the public to view.
12. Motion by Barney, second by Spies to thank the donor and accept the donation of \$1,000 from the Kennedy Middle School PTA for the 8<sup>th</sup> grade field trip to Junior Achievement Biz Town. Motion carried.
13. Motion by Larson, second by Spies to approve the purchase of Chromebooks and management licenses from Troxell at a cost of \$311,904.00, the 4-year warranty from Technology Resource Advisors at a cost of \$197,556.00, the 4-year lease of the Chromebooks, management licenses and warranty from Regents Capital at a yearly amount of \$129,685.00, and cases from VolumeCases at a cost of \$52,375.00. Motion carried.
14. Motion by Spies, second by Larson to approve the Destination Imagination (DI) overnight travel request to travel to Knoxville, TN May 23-26, 2018 to attend the DI Global competition with all costs paid through the DI student activity account. Motion carried.

15. Motion by Spies, second by Barney to approve the 66.03 Contractual Agreement with Elmbrook School District for services for students with disabilities for the 2018-2019 school year. Motion carried.
16. Motion by Borden, second by Spies to approve the 1.0 FTE limited-term contract for Amy Erickson at \$13,725. Motion carried.
17. Motion by Larson, second by Spies to enter into closed session pursuant to Section 19.85(1)(e), (f) and (g) to discuss land/school property negotiations and preliminary notices of consideration of nonrenewal for certified staff. Roll call vote unanimous. Motion carried.
18. The Board entered into closed session at 8:34 p.m. and did not return to open session, adjourning at 9:04 p.m.

Jayne Borst  
Recording Secretary

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Lester Spies  
School Board Clerk









## BETHLEHEM LUTHERAN SCHOOL

*Train a child in the way he should go, and when he is old he will not turn from it.*  
Proverbs 22:6

To: Mr. Ric Ericksen; Business Manager -Germantown Public Schools, March 20, 2018

The purpose of this letter is to request an "attendance area" change that would start next school year (2018-'19). This change would involve the attendance areas between Bethlehem Lutheran School and David's Star Lutheran School. Both schools have agreed to this proposal. By our calculation, it has no negative effect on busing transportation for students of David's Star.

Here are some bullet points regarding the request:

- The proposed attendance area change involves a small portion of the square mile between Freistadt Rd and Holy Hill Rd; and Maple Rd. and Goldendale Rd. JW Speaker Corporation occupies a large portion of that square mile and recently was approved by the Germantown Village Board for expansion.
- This attendance area change proposal was moved, seconded, discussed, and passed by the Board of Education of Bethlehem Lutheran School.
- This attendance area change proposal was moved, seconded, discussed, and passed by the Board of Education of David's Star Lutheran School (see attached letter from David's Star).

Enclosed is a map highlighted to show the new attendance area proposal. The blue area north of Freistadt Rd is the area asked by both schools to be part of the Bethlehem Lutheran School attendance area. Currently, Freistadt Road is the dividing line.

With this letter, we are meeting the April 1 deadline --*DPI Section 121.54 (2)(b)(3) (as confirmed by Mr. Ric Ericksen)* to make an "attendance area" request for the following school year to the Germantown School Business Office and School Board. We are asking for consideration by the Germantown School District for the private/parochial school attendance area change and for implementation in the 2018-'19 school year.

We respectfully ask that you positively consider this proposal.

Mr. Mark Ignatowski –Bethlehem Lutheran School Board of Education Chairman

Daryl A. Weber –Principal, Bethlehem Lutheran School;  
District Coordinator for Southeast Wisconsin Schools, Wisconsin Evangelical Lutheran Synod





# David's Star

## Lutheran Church & School

March 21, 2018

Dear Mr. Weber and Mr. Ignatowski,

Last night, Tuesday, March 20, 2018, the Board of Education at David's Star met to discuss your Proposed Gerrymandered Bus Map. After much discussion, the David's Star Board of Education has agreed to your proposal and is willing to work with Bethlehem Lutheran School so all of our families can be served in the best possible way.

Our Board would ask that this issue be reviewed on an annual basis in case we would have a family move into the Isabelle Farms subdivision; in which case, the Bethlehem families may lose the busing. If the situation would arise where both schools have students in the Isabelle Farms subdivision, we could sit down and talk about a possible solution that would benefit both schools.

If you have any questions for me, please contact me by phone: 262-677-2412 or by email: [tgustafson@davidstar.org](mailto:tgustafson@davidstar.org).

In Christ,

Tim Gustafson



Ric Ericksen &lt;rericksen@gsdwi.org&gt;

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**RE: Private School Boundaries**

1 message

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**Zmrazek, Janice S. DPI** <Janice.Zmrazek@dpi.wi.gov>  
To: Ric Ericksen <rericksen@gsdwi.org>

Tue, Mar 27, 2018 at 4:47 PM

The law, s.121.51 (1), Wisconsin statutes, says:

**"121.51 Definitions.** In this subchapter:

**121.51(1) (1)** "Attendance area" is the geographic area designated by the governing body of a private school as the area from which its pupils attend and approved by the school board of the district in which the private school is located. If the private school and the school board cannot agree on the attendance area, the state superintendent shall, upon the request of the private school and the board, make a final determination of the attendance area. The attendance areas of private schools affiliated with the same religious denomination shall not overlap unless one school limits its enrollment to pupils of the same sex and the other school limits its enrollment to pupils of the opposite sex or admits pupils of both sexes."

The law uses the word "approve". What most boards/administrators would likely do would be to review the material sent by the private schools, determine that the attendance areas do not overlap, then send an acknowledgement to the private schools. Those attendance areas would then be used by the district to determine which students are eligible for transportation to which school next fall, and would be in place until changed by the schools in the future.

Does this answer your question? If not, please write back or call me at the number below.

Janice Zmrazek

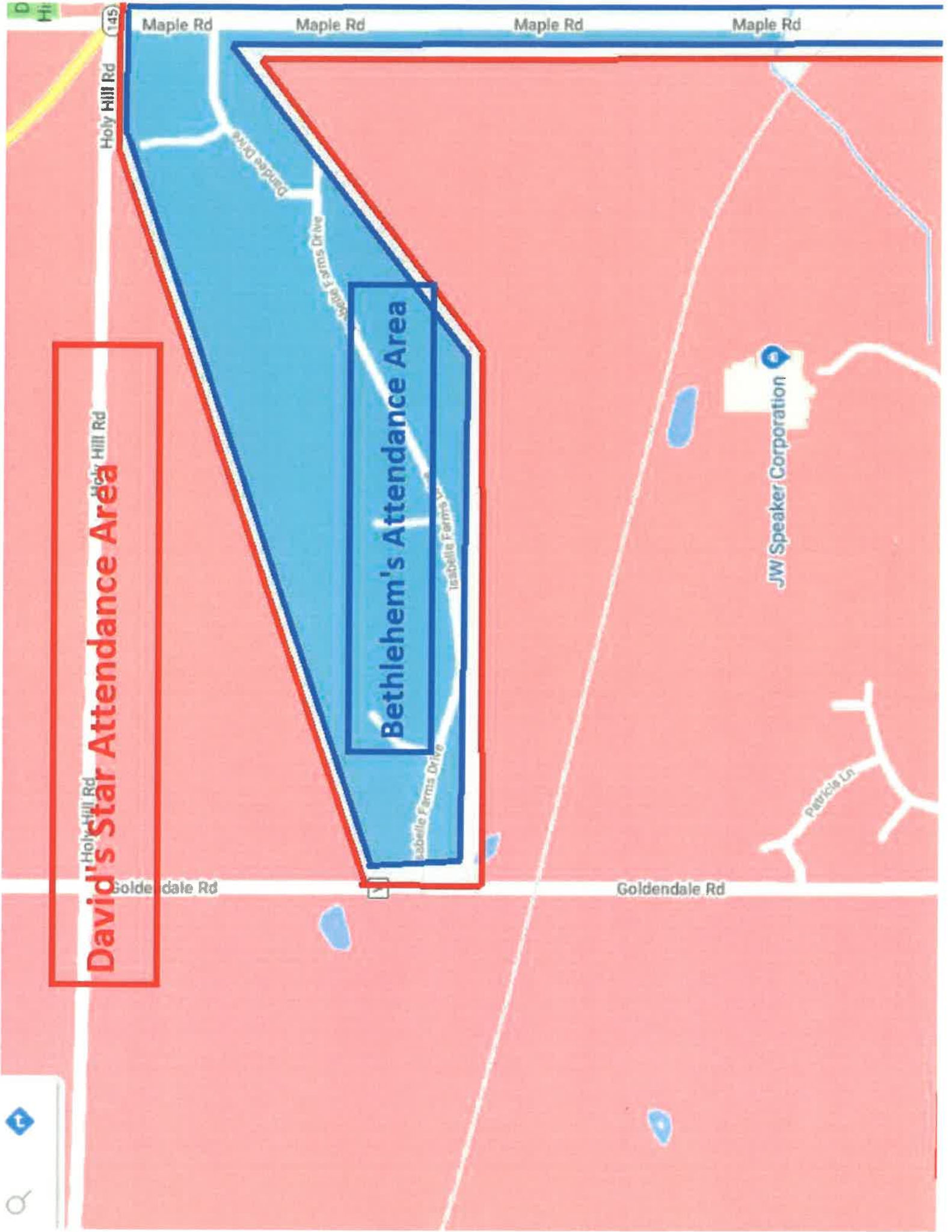
School Administration Consultant, DPI

608-266-2803

DISCLAIMER: The content of this email is for informational purposes only and not for the purpose of providing legal advice. You should contact your attorney to obtain legal advice, including compliance with state and federal laws and regulations.

**From:** Ric Ericksen <rericksen@gsdwi.org>

**Sent:** Tuesday, March 27, 2018 2:55 PM



Holy Hill Rd  
145  
Holy Hill Rd  
**David's Star Attendance Area**

**Bethlehem's Attendance Area**

JW Speaker Corporation

Maple Rd Maple Rd Maple Rd Maple Rd

145

Goldendale Rd

Goldendale Rd

Patricia Ln

Dandee Drive  
Golden Farms Drive  
Isabelle Farms Drive

Search Google Maps



Richfield



Kettle Hills Golf Course



167

S Mayfield Rd

Scenic Rd

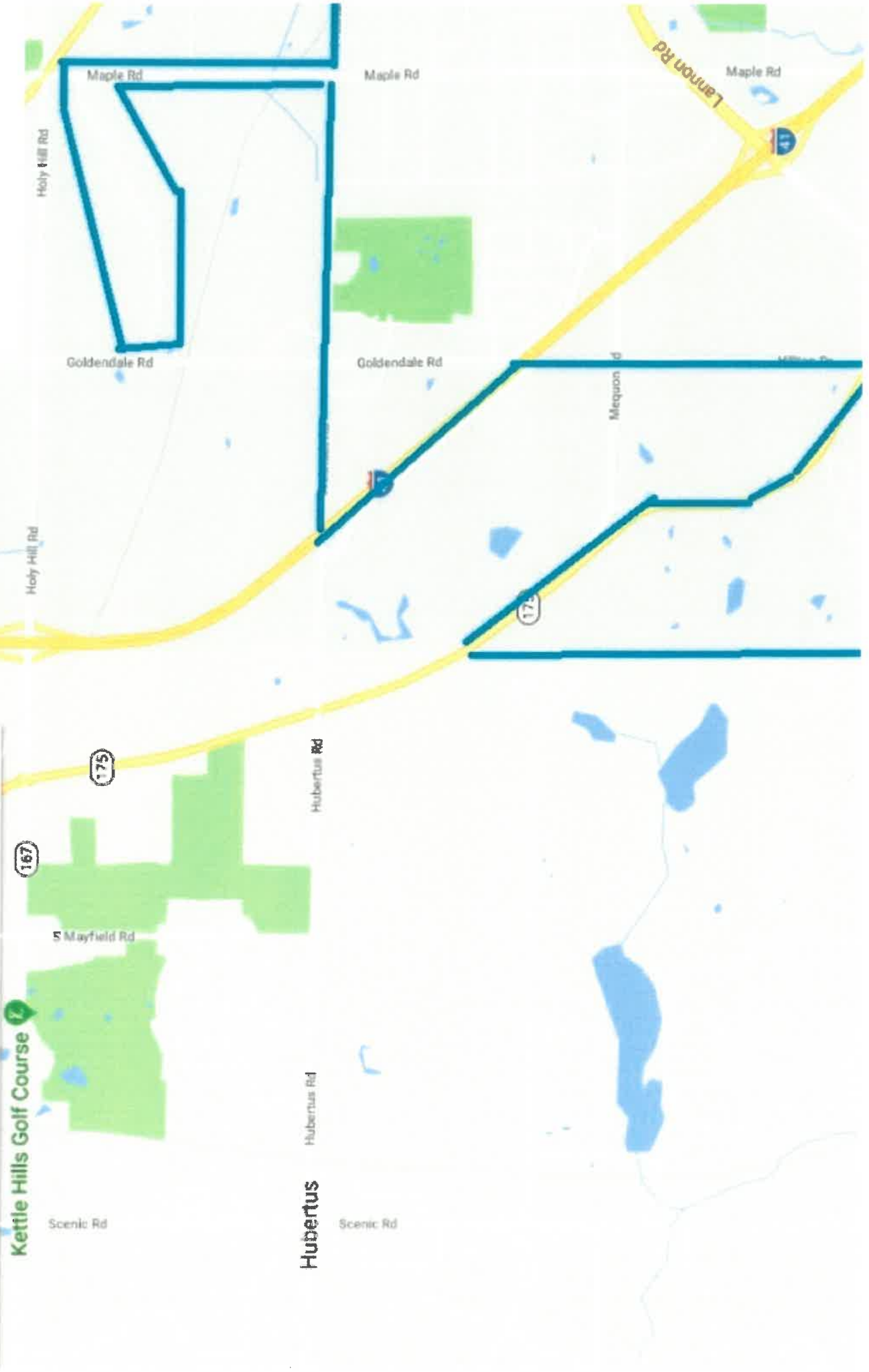
Hubertus

Hubertus Rd

Hubertus Rd

175

David's Star Att

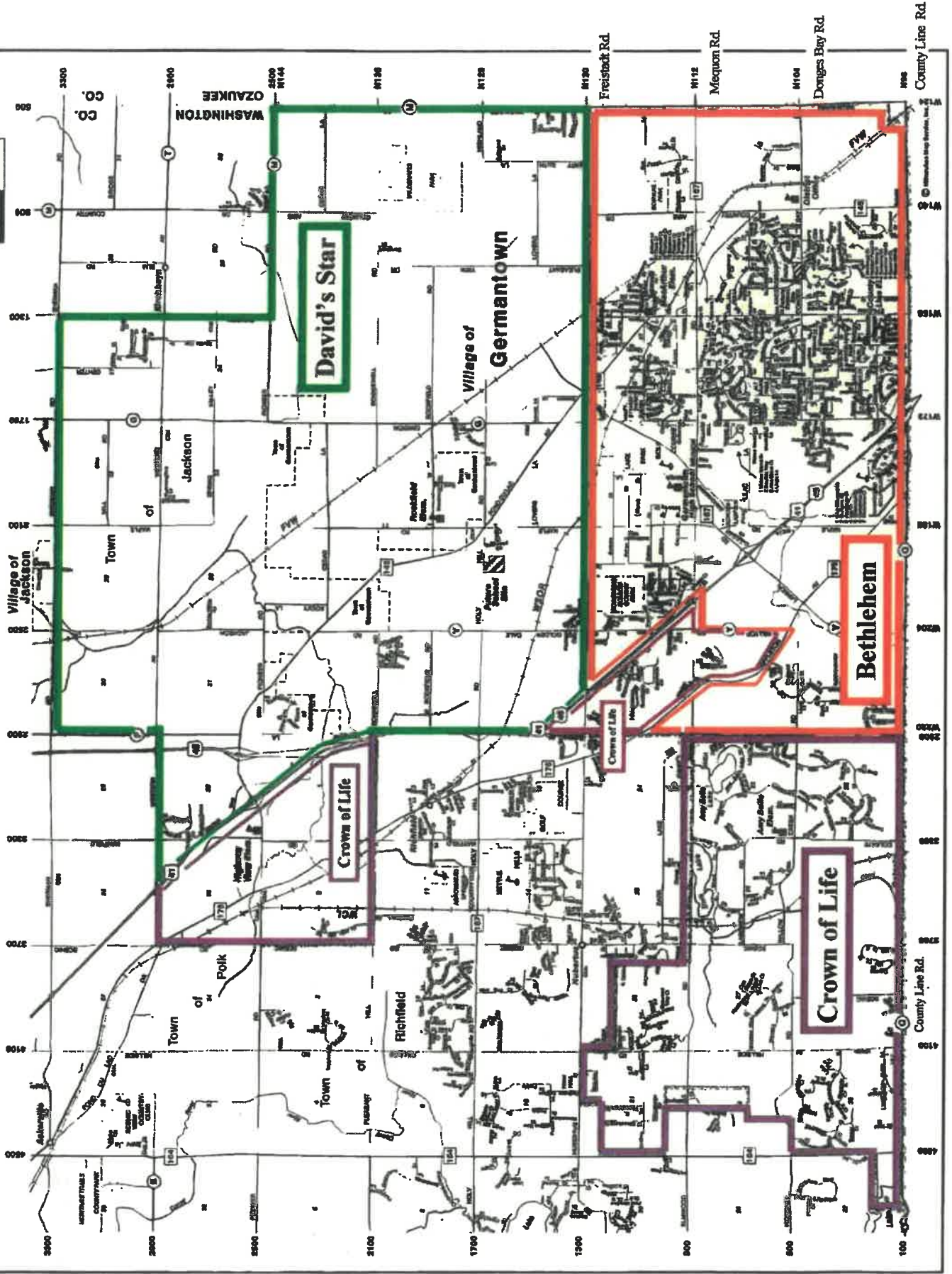




# GERMANTOWN SCHOOL DISTRICT

Revised April 23, 2001

## Wisconsin Synod Attendance Areas



**TO:** Board of Education

**TOPIC:** Staff Survey

**FROM:** Jeff Holmes

**BOARD MEETING:** April 30, 2018

**DATE:** April 27, 2018

**AGENDA ITEM:** IX.C.

**BACKGROUND:**

Board Members are provided with the attached survey from School Perceptions that may be utilized by the Board to gain insight regarding staff sentiment of operations associated with the District. If this draft is acceptable to the Board, it is suggested to provide the survey to staff during the end-of-year inservice days. School Perceptions will work with the District on the communications and logistics to make the survey as anonymous as possible. Should the Board desire any changes to the current language in the survey, School Perceptions can have those ready before the May 21 Board meeting for reconsideration ahead of administering the survey.

**RECOMMENDATION: Board's will.**

**2018 Staff Survey**  
**Germantown School District**

Project Administrator: Bill Foster  
Printed: April 25, 2018, 11:43 am

Powered by: School Perceptions  
[www.SchoolPerceptions.com](http://www.SchoolPerceptions.com)

The survey is organized into sections and typically takes less than 15 minutes to complete. Participants are able to easily move back and forth through the sections. If for any reason you need to leave the survey, you can re-enter the survey access number and the survey will pick up where you left off.

At points in the survey you will have an opportunity to make comments. Please be concise and avoid mentioning individuals by name or by other specifics that could identify them. If you have sensitive comments, consider talking with your principal or administrator, as well as reviewing your District's policy regarding how issues and concerns should be addressed.

All responses will be received and tabulated by School Perceptions. Data will be reported for groups of respondents and individual names will never be used.

Thank you for participating.



## Respondent Information

1. At which location do you spend the most time?

- Amy Belle Elementary
- County Line Elementary
- MacArthur Elementary
- Rockfield Elementary
- Kennedy Middle School
- Germantown High School
- District Office

2. What best describes your position?

- Classroom Teacher
- Educational Specialist (Counselor, Special Education, Librarian, etc.)
- Instructional Aide/Paraprofessional
- Other Support Staff (Food service, Transportation, Custodial/Maintenance, etc.)
- Administration
- Other

## Planning

1. To provide a quality education for all students, please check a maximum of five of your highest priorities:

- Better prepare students for life after high school—whether this be college or career
- Develop a Growth Mindset in our students.
- Develop additional community/business partnerships
- Develop innovative programs to improve student learning
- Expand services to students with special needs
- Expand students and staff technology access
- Improve parents and community communications
- Improve school safety and security
- Increase co-curricular and extra-curricular programs (e.g. music, arts, athletics, etc.)
- Increase STEM opportunities
- Increase the number of AP/honors courses
- Increase the number of hands-on/project-based learning opportunities
- Provide additional counseling, psychologist and social work services
- Provide additional intervention/support services for struggling students
- Provide educational opportunities to enhance student life-success skills.
- Receive more professional development/training opportunities to enhance teacher instructional skills

2. Comments/suggestions:

## Change Readiness

1. Please indicate your level of agreement for each item.

Our District has a culture of open dialogue.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
There is a process for evaluating the effectiveness of new initiatives.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Our District strives to achieve consensus on areas that need improvement.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Our District is committed to making needed improvements as they are identified.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply

2. Comments/suggestions:

## Student Achievement

1. Please indicate your level of agreement for each item.

The social and emotional needs of students are being met.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
The academic needs of students are being met.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Students have access to additional support when needed.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Student discipline is handled in a consistent manner by all staff.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Learning targets and curriculum objectives for my job assignment are clear.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I have been provided the resources to achieve District learning targets and curriculum objectives.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Overall, the school offers a high quality academic program.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply

2. Comments/suggestions:

## Engagement

1. Please indicate your level of agreement for each item.

I am proud of our District.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I enjoy being involved in District affiliated activities outside of the normal school day.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
My work contributes to the success of our District	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
My job is personally satisfying.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
The amount of work I am asked to do is reasonable.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I would recommend this District to others seeking employment.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
It would take a lot to get me to leave this District.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply

2. Comments/suggestions:

## Communication

1. Please indicate your level of agreement for each item.

School board policies and procedures affecting me are available and clearly communicated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
I have a good understanding of the goals of the District.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
The District clearly communicates with me about important issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
School/department information is communicated effectively to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
I am kept informed about matters important to my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
I feel comfortable sharing my ideas and opinions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply

2. How would you rate the communication from:

School Board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
District Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Business Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Teaching and Learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Pupil Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Building Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Food Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Custodians/Maintenance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Technology Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply

3. Comments/suggestions:

## Technology

1. Please indicate your level of agreement for each item.

The technology in my classroom meets my teaching needs.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I have received adequate professional development to integrate the necessary technology into my teaching practices.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I have had adequate time to integrate the necessary technology into my teaching practices.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I keep up-to-date with emerging technologies and how they can be used for teaching and learning.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I was able to provide input regarding the instructional technology purchased for my classroom.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Technical support is available to me in a timely manner to troubleshoot hardware and software problems.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
The technology provided to my students meets their learning needs.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I was able to provide input regarding the technology purchased for student use.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply

2. Please indicate your level of agreement for each item.

I use technology to differentiate instruction.	<input type="radio"/> Frequently	<input type="radio"/> Occasionally	<input type="radio"/> Never
I utilize technology-based learning activities.	<input type="radio"/> Frequently	<input type="radio"/> Occasionally	<input type="radio"/> Never
I utilize lessons that require students to access online resources.	<input type="radio"/> Frequently	<input type="radio"/> Occasionally	<input type="radio"/> Never
I work with fellow teachers in my school to create, modify and improve my practices for using technology as a learning tool.	<input type="radio"/> Frequently	<input type="radio"/> Occasionally	<input type="radio"/> Never

3. What could the District do to increase the effectiveness of your use of technology in the classroom?

4. Are there any specific technology-related topics you would like professional development on?

## Culture

1. Please indicate your level of agreement for each item.

Our school/department is effective at assimilating new employees.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Our school/department operates as a team.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Our school/department works hard to find ways to improve.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I can bring about change in my school/department.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I have adequate opportunities to participate in decisions that affect me.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
My co-workers are willing to help me when I have a heavy workload.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply

2. The academic expectations of our students are:

Too high       Just right       Too low

3. Comments/suggestions:



## Work Environment

1. Please indicate your level of agreement for each item.

Based on my interactions with other adults, I feel safe at work.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Based on my interactions with students, I feel safe at work.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I have the materials and supplies I need to do my job effectively.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I receive the training I need to do my job effectively.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I have the flexibility to do my job the way that I think is most effective.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I feel supported by leadership when I make a decision.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I have enough time to do my job effectively.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Our classrooms, building and grounds are well maintained.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I am satisfied with the technology support available to me.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I am satisfied with the technology available to me.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I feel valued by our community.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
2. Comments/suggestions:					

## Development and Recognition

1. Please indicate your level of agreement for each item.

The District's professional learning days are organized and well-planned.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I have adequate opportunities for training/professional development.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I receive meaningful and timely feedback that helps me improve my performance.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I receive credit and recognition when I do a good job.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply

2. Comments/suggestions:

## Building Leadership

If you have sensitive comments, consider talking with your principal or administrator, as well as reviewing your District's policy regarding how issues and concerns should be addressed.

1. Please indicate your level of agreement for each item.

I trust the leadership in my building.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Building leadership is consistent when administering policies concerning employees.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
My principal is an effective leader.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply

2. Comments/suggestions:

## District Administration

If you have sensitive comments, consider talking with your principal or administrator, as well as reviewing your District's policy regarding how issues and concerns should be addressed.

1. Please indicate your level of agreement for each item.

I trust the District's leadership.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
District administration is consistent when administering policies concerning employees.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
The Superintendent/District Administrator presents a positive image to our community.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
District administration is responsive to major concerns of employees.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
District administration is doing what it takes to make our District successful.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply

2. Comments/suggestions:

## Compensation and Benefits

1. Please indicate your level of agreement for each item.

I am satisfied with my pay.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
I am satisfied with my benefits.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
My pay is fair in relation to my job responsibilities.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
My benefits are competitive with similar jobs I might find elsewhere.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
Pay practices are administered consistently for all employees.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply

2. Comments/suggestions:

## School Board

If you have sensitive comments, consider talking with your principal or administrator, as well as reviewing your District's policy regarding how issues and concerns should be addressed.

1. Please indicate your level of agreement for each item.

The School Board presents a positive image to our community.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
The School Board appropriately balances the mission of the District with fiscal responsibility.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply
The School Board is doing what it takes to make our District successful.	<input type="radio"/> Strongly agree	<input type="radio"/> Agree	<input type="radio"/> Disagree	<input type="radio"/> Strongly disagree	<input type="radio"/> Don't know / doesn't apply

2. Comments/suggestions:

## Overall Satisfaction

1. Overall, how would you rate each of the following areas:

School Board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
District Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Business Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Teaching and Learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Pupil Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Building Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Food Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Custodians/Maintenance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply
Technology Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Great	Good	Fair	Poor	Don't Know / Doesn't Apply

2. Please indicate your level of agreement for each item.

The District has improved in the past year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
I am satisfied with the financial management of the District.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
Our community supports education.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply
All things considered, this District is a good place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / doesn't apply

3. How would you rate the District compared to neighboring public school districts?

Much better       Better       The same       Worse       Much worse       No opinion

4. What are the best things about our school/District?

5. What things would you change about our school/District?