Safe and Collaborative Culture Focus Group
I Notice/I Wonder
4-15-2021

| Teacher teams and collaborative groups regularly interact to address common issues regarding curriculum, assessments, instruction, and the achievement of all students. | |
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| I Noticed | I Wonder |
| I notice that a lot of admin but few staff said disagree. | I wonder if this is a % or actual number. |
| I noticed that this was overall a positive question. | I wonder if there is room for improvement. |
| I noticed that staff have common interaction to be successful. | |
| I notice that more administrators disagree with this statement than teachers, admin 42%, staff 66% | I wonder why admin and staff disagree with this statement. |
| I notice that 17.6% of admin disagree. | I wonder why admin diagrees. |
| I notice there is a good amount of agreement. | Why are there not more teachers/staff who agree. |
| I notice that staff agree that they regularly interact. | I wonder if staff ideas of regular interaction are congruent with admin ideas. |
| I notice that more staff agree. | I wonder if staff agree because they informally collaborate often. |
| I notice that the teachers think they collaborate 25% higher than admin does for agree. | I wonder if admin is not involved at the specific building level |
| I notice that 19.3% of teachers strongly agree with this statement. | |
| I notice 5.9% of admin don't know. | I wonder why admin does not know. |
| I notice teacher agree that teams interact. | |
| Big difference between what staff agree and what teachers agree. | |
| 17.6% three times for admin. | |
| | Do the staff that strongly agree perceive the collaboration differently? |
| | Why does admin not think teacher collaborate? |

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| Teachers and staff have formal ways to provide input regarding the optimal functioning of the school. | |
| I notice that the responses from staff are more spread out among the choices. | I wonder if this is because the union is a "formal" way. |
| I notice that the numbers on both sides are very similar. | I wonder if this has been well communicated. |
| I notice that 5/9% of admin don't know. | I wonder why admin wouldn't know. Aren't they responsible for that communication? |
| a7/6% of admin and 13/4% of staff disagree. | I wonder why so many disagree. Are the "formal ways" not outlined or shared? |
| I notice that close to 30% were neutral (combining both groups) | Why would admin be neutral? Wouldn't they know since they lead the district and schools? |
| Numbers pretty even across the board except for strongly agree and strongly disagree. | I wonder if admin and staff have the same definition of optimal functioning? |
| Agrees almost even. | Why do admin and staff agree on this? |
| I noticed there were no strongly agrees (admin) on providing input but staff do. | I wonder if the question was presented differently and input was defined if the number would be different. |
| No admin strongly agree or strongly disagree. | I wonder if admin and staff look through different lenses. |
| A number of people don't know. | There is a way to share opportunities to provide input that are easily accessible/allow options for ways to share. |
| Some staff strongly agree but no admin do. | People have differing view of what optimal functioning means. |
| Almost equal number of staff and admin agree. | I wonder how we can come together in our agreement to get better. |
| I noticed that agree average is good. | |
| I noticed that neutral is again high in responses. | |
| Almost 50% agree on both sides. | |
| | I wonder if there is a way to tease out better data. |

| The fiscal, operational, and technological resources of the school are managed in a way that directly supports students. | |
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| I notice that a very small number said strongly agree. | I wonder if this is because teachers don't include themselves as a resource that supports students. |
| I notice that no administrator said don't know or strongly disagree. | I wonder if this is because they have a stronger sense of the budget. |
| More staff strongly disagree than admin. | I wonder if staff questions the transparency of the management. |
| I notice that neutral +disagree > agree + strongly agree | I wonder what neutral means to these people - Don't care?" |
| I noticed agree and neutral pretty even | I wonder if Covid had not happened if responses would be different. |
| No admin strongly disagree, 4.5% of staff do | I wonder why some staff and admin see this differently. |
| Tech resources staff 23.3% disagree | I wonder what admin can do to ensure staff feels support. |
| I noticed that 29.4% admin and 23.3% staff disagree with this statement. | I wonder if their reality of day to day made them choose this. |
| Lots of disagrees | Why does everyone disagree |
| Some staff strongly disagree. | I wonder if those staff members live in district. |
| The admin and staff are pretty balanced in opinion overall. | I wonder if this is discussed with faculty but not all staff. |
| Almost 30% admin does not agree. | I wonder if admin doesn't agree why are we doing it this way. |
| No admin didn't know. | I wonder if the community is aware how resources are managed. |
| I noticed that disagree and neutral pretty high | |
| Admin and teachers are close with agree. | |

| Students, parents, and the community have formal ways to provide input regarding the optimal functioning of school. | |
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| I noticed that more admin disagree than staff 23.5%/5.9%. | I wonder if "formal" is what caused this disparity. |
| I noticed that is about even responses that their are formal ways to provide input. Agree/neutral. | I wonder why so many staff answered neutral. |
| I noticed that about 20-30% don't know | I wonder why/if the staff is aware. |
| I notice 20.3% of staff don't know about | I wonder if there are ways to have more formal ways to engage. |
| I notice that 20.3% of staff don't know. | I wonder why they don't know. Is there a process or a handbook. |
| Many staff do not know. | Are staff saying don't know because they live outside the district. |
| No admin strongly agree but staff do. | Are staff creating the ways to provide input. |
| I notice that 20% staff said don't know. | Wonder if this is because of being unaware. |
| I notice that a high % took the neutral position. | I wonder if this is because we seem to hear from a small % of the community. |
| 20% of staff don't know. | Why did 20% of staff not know about the ways the school functions. |
| No admin strongly agree | Why didn't any admin agree with this statement. |
| I notice that 26.7% of staff and 35% of admin were neutral. | |
| Staff thinks 7% strongly agree, admin didn't vote this. | |
| I notice that 20% staff didn't know if students, parents and community have a formal to provide input. | |
| | No admin strongly agree. |
| | Why doesn't staff know. |
| | I wonder if the staff is uninformed. |
| | I wonder why they chose neutral. |
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| Teachers have formal roles in the decision making process regarding school initiatives. ||
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| Teachers were 32% neutral on having formal roles. | I wonder why teachers feel so blah/neutral about decision making. |
| I notice that a small percentage put strongly disagree | I wonder if the disagrees feel this from one specific instance. |
| I noticed that staff feels involved in decision making. | I wonder what things are in place that prompted such a high response. |
| I notice a much higher agree response from administrators. | I wonder if this is a result of meetings, surveys etc. |
| I notice that there is a noticeable difference between admin and staff in their agreement about formal roles. | I wonder if there is a disconnect about the term "formal roles". |
| I notice that some administrators disagree with the formal roles. | I wonder why so many admin disagree with this. |
| There is a big disparity between what admin feel and what teachers feel. | I wonder where the differing viewpoints are seen from. |
| A number of staff are neutral. | Neutral means that they are really unsure. |
| A lot more admin agree than teachers/staff. | I wonder if teachers are aware of how to have a voice in some areas. |
| 30% disagree teachers/staff. | Why discrepancy is so big for agree. |
| Huge discrepancy with neutral, admin 6%, staff 33%. | Why would admin be neutral?  Shouldn't they know. |
| Teachers don't think formal roles. | Do teachers want more formal roles? |
| More admin agree than staff. | What do admin consider "formal" roles?  What do staff consider "formal" roles? |
| No admin strongly agree that teachers have formal roles. | |