

2016 Satisfaction Survey

Lakeland School District

2016

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Purpose

- The purpose of the Satisfaction Survey was twofold:
 - ❖ Allow the stakeholders of the District the opportunity to provide inputs into several aspects of the school district.
 - ❖ Provide the administration relevant feedback to guide decision-making.

Survey Method

- The target populations were all employees, all parents, and students in grades 7-12.
- The Satisfaction Survey was announced through the District's communication system (phone, email, SMS text) and social media sites (Twitter & Facebook), posted on the District website, and emailed to all employees and students in grades 7-12.
- The survey was completed online.
- All names were removed from negative comments (except administrators), prior to public release.
- The respondents rated each statement on a scale of 1 to 5 (5 being best), and an average score was calculated for each statement.

Response Distribution

- 315 responses were collected
 - ❖ 62 employee responses (~45% return)
 - ❖ 164 parent responses (~15% return)
 - ❖ 79 student responses (~12% return)

Summary of Parent Results

2016 Top 5 Highest-Rated Statements:

- 3.74 - The school is safe
- 3.68 - As a parent/guardian, I feel welcome at the school
- 3.65 - The school office operates efficiently
- 3.55 - The school does a good job of teaching basic skills (e.g. reading)
- 3.54 - The school facilities are clean

2016 Bottom 5 Lowest-Rated Statements:

- 2.87 - I receive regular feedback from my student's teachers regarding their learning progress
- 3.01 - The school does a good job getting my student college/career ready
- 3.07 - Student discipline is fair and consistent
- 3.07 - The school provides individualized instruction for my student
- 3.19 - The school does a good job teaching my student "life" skills (e.g. responsibility)

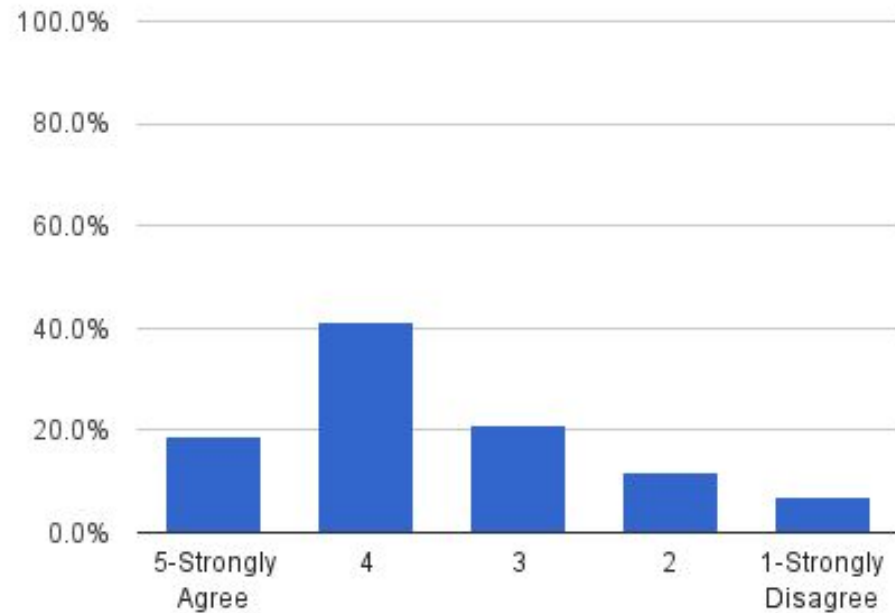
Summary of Parent Results

Largest Rating Increase From 4 Years Ago:

- 0.88 - The school facilities are clean
- 0.45 - The school is safe
- 0.31 - The school office operates efficiently
- 0.28 - The school does a good job getting my student college/career ready
- 0.25 - I have opportunities for involvement at the school

Parent Results

The school has high standards for my student's academic achievement.

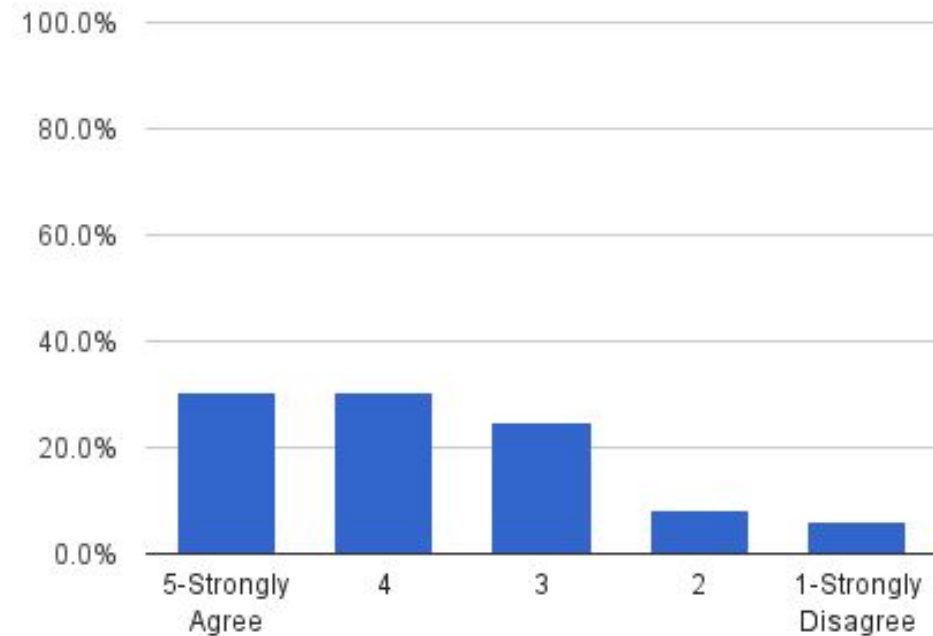


Avg score over the past four years:

- 2013: 3.33
- 2014: 3.64
- 2015: 3.59
- 2016: 3.41

Parent Results

The school is safe.



Avg score over the past four years:

- 2013: 3.29
- 2014: 3.76
- 2015: 3.96
- 2016: 3.74

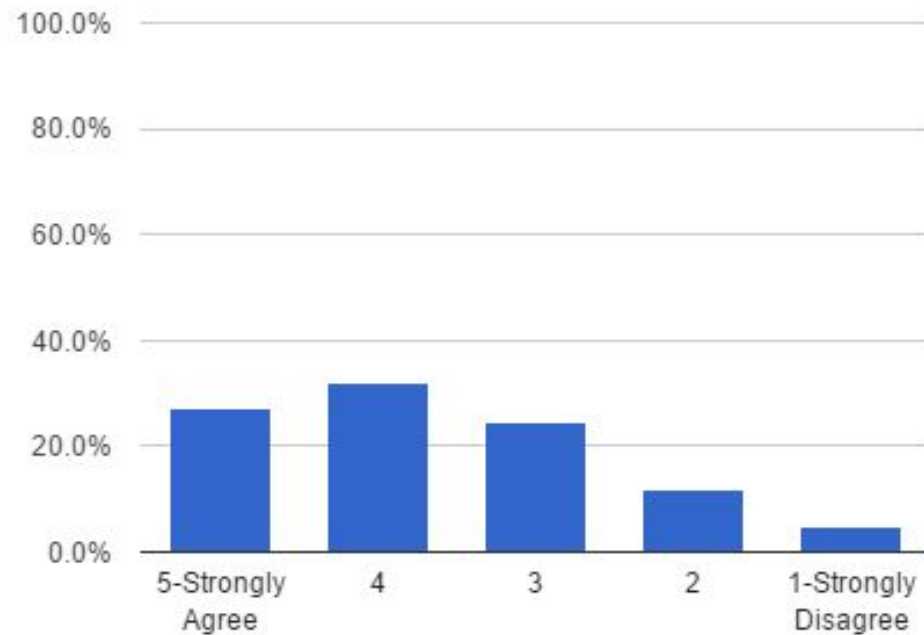
Parents who responded negatively about school safety, were asked the following:

What do you suggest the district do, which would change your opinion of the safety of the school?

- If the school is on lock down then there shouldn't be visitors going in and out at their leisure. This school is an embarrassment to the community.
- Discipline teachers who lay their hands on students.
- Replace the ceilings so the children do not have dust and other particles falling on them throughout the day. Update heating and cooling so the students are comfortable rather than freezing or roasting.
- Doors open windows don't seal completely recess area not safe metal detectors
- Teachers should NEVER be allowed to lay their hands on a student.
- Building is falling apart
- Always check licenses before letting a child leave the school and always make sure that person is on the list.
- Don't leave a door open all day and actually see or ask who is at the do instead of buzzing them right in
- Fire the Superintendent and board
- More resource officers, metal detectors
- Intercom asking reason for entering school when rings buzzer
- They need to follow through with their policy's.
- Follow the TRIBE rules and follow up and pay attention to children that are bullied and beaten up in the hallways!
- Trained Security Guard on premises during the whole school day, not part time.
- School has a huge drug problem and fails to recognize it

Parent Results

The school is a caring and nurturing place.

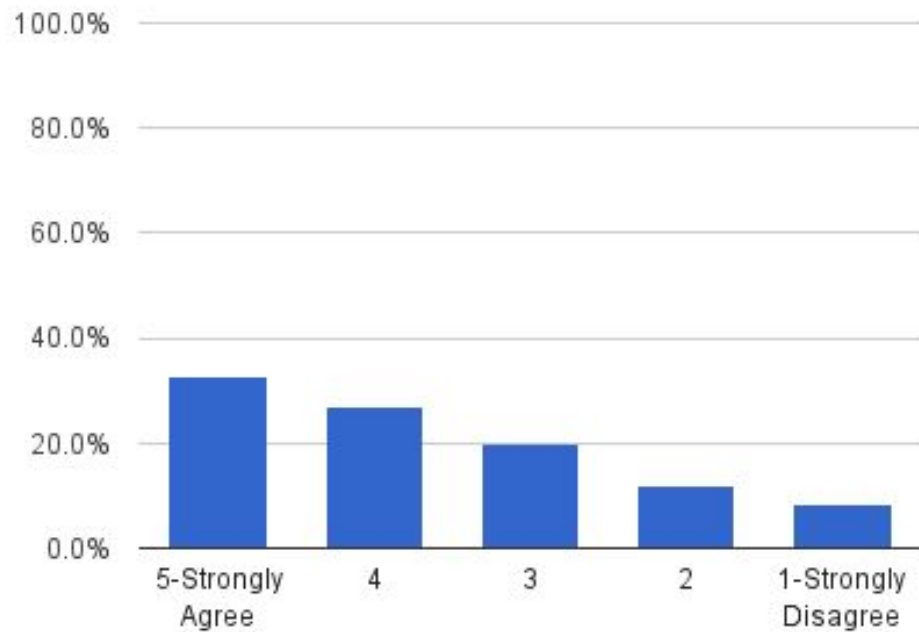


Avg score over the past four years:

- 2013: 3.22
- 2014: 3.49
- 2015: 3.53
- 2016: 3.40

Parent Results

As a parent/guardian, I feel welcome at the school.

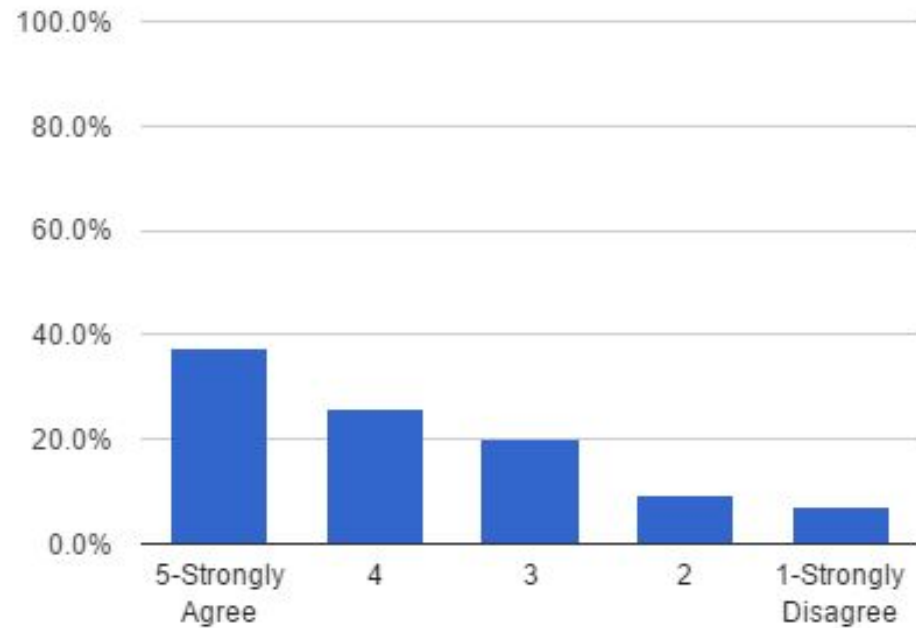


Avg score over the past four years:

- 2013: 3.68
- 2014: 3.95
- 2015: 3.90
- 2016: 3.68

Parent Results

I have opportunities for involvement at the school.

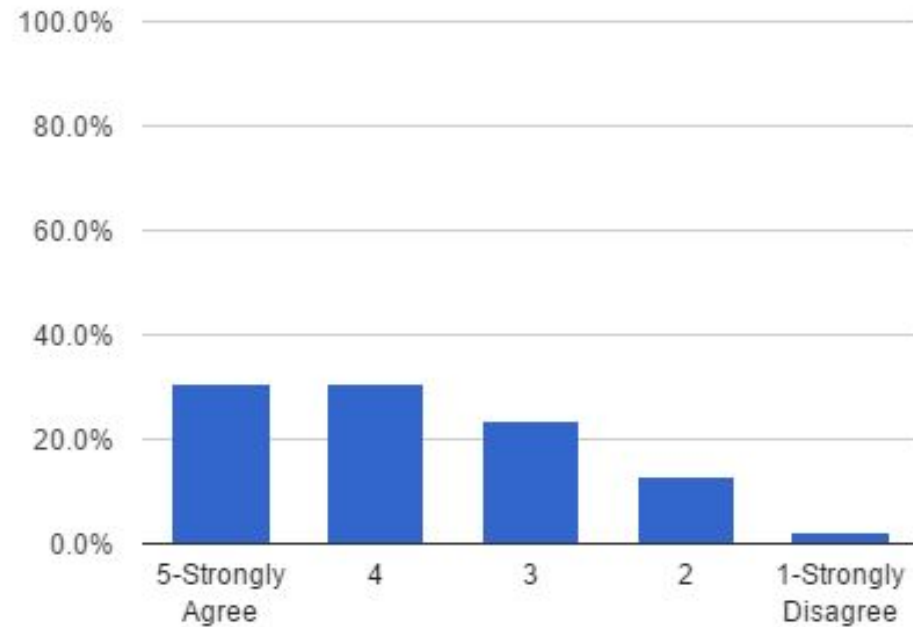


Avg score over the past four years:

- 2013: 3.26
- 2014: 3.69
- 2015: 3.55
- 2016: 3.51

Parent Results

The school looks/feels like a place where learning is happening.

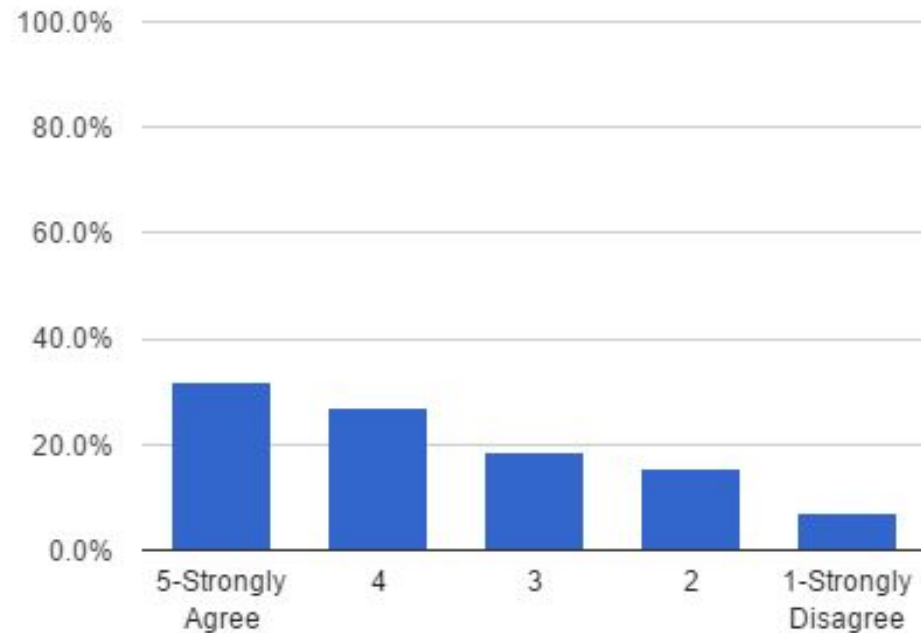


Avg score over the past four years:

- 2013: 3.47
- 2014: 3.80
- 2015: 3.70
- 2016: 3.52

Parent Results

The school office operates efficiently.

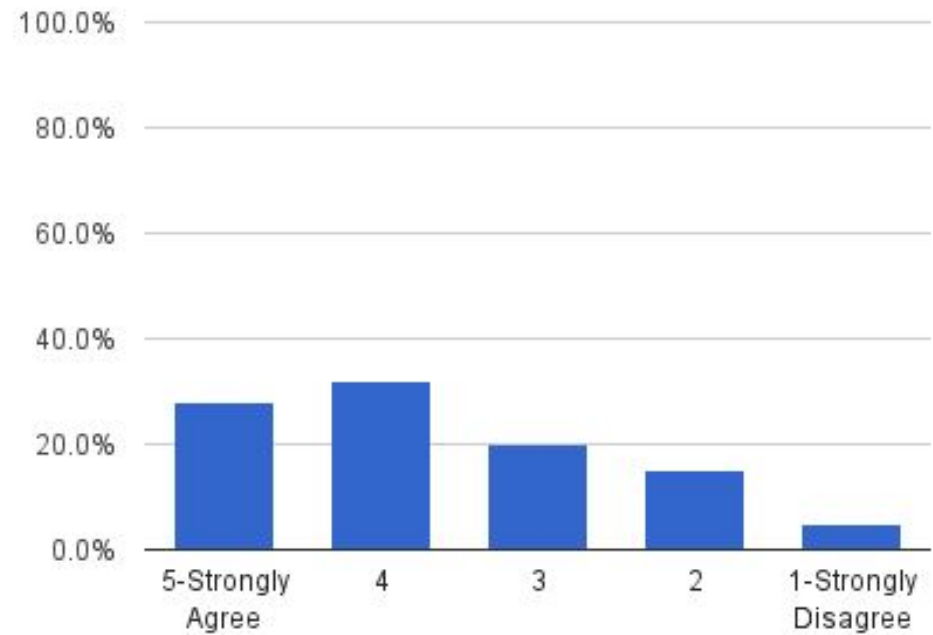


Avg score over the past four years:

- 2013: 3.34
- 2014: 3.89
- 2015: 3.71
- 2016: 3.65

Parent Results

The school facilities are clean.

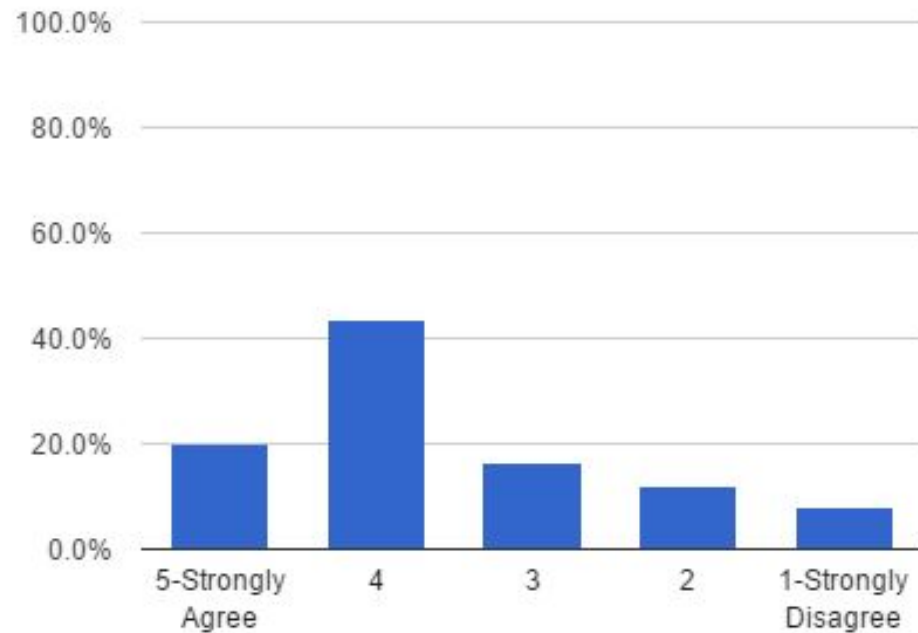


Avg score over the past four years:

- 2013: 2.66
- 2014: 3.08
- 2015: 3.33
- 2016: 3.54

Parent Results

The school does a good job of teaching basic skills in reading & math.

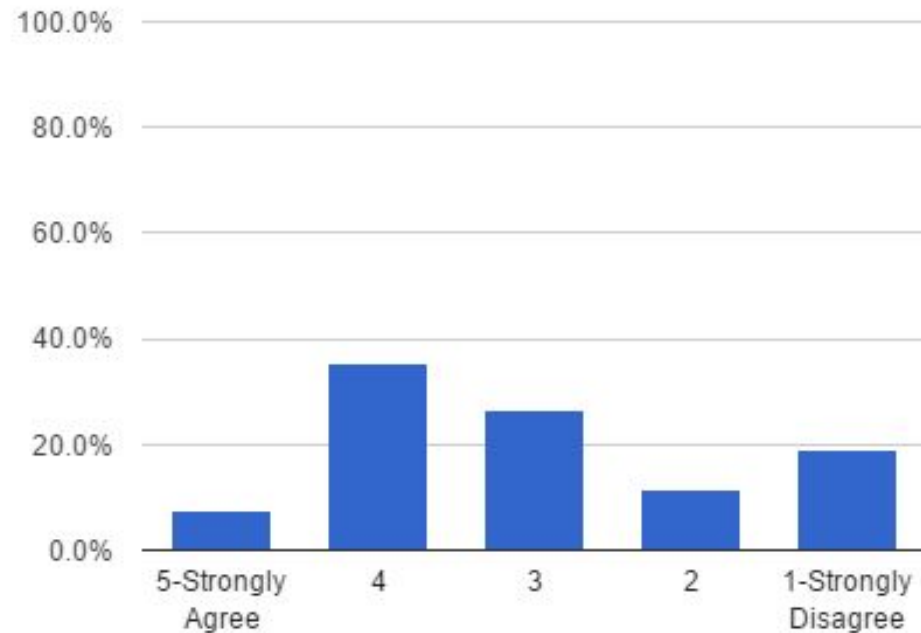


Avg score over the past four years:

- 2013: 3.71
- 2014: 3.97
- 2015: 3.77
- 2016: 3.55

Parent Results

The school does a good job getting my student college/career ready.

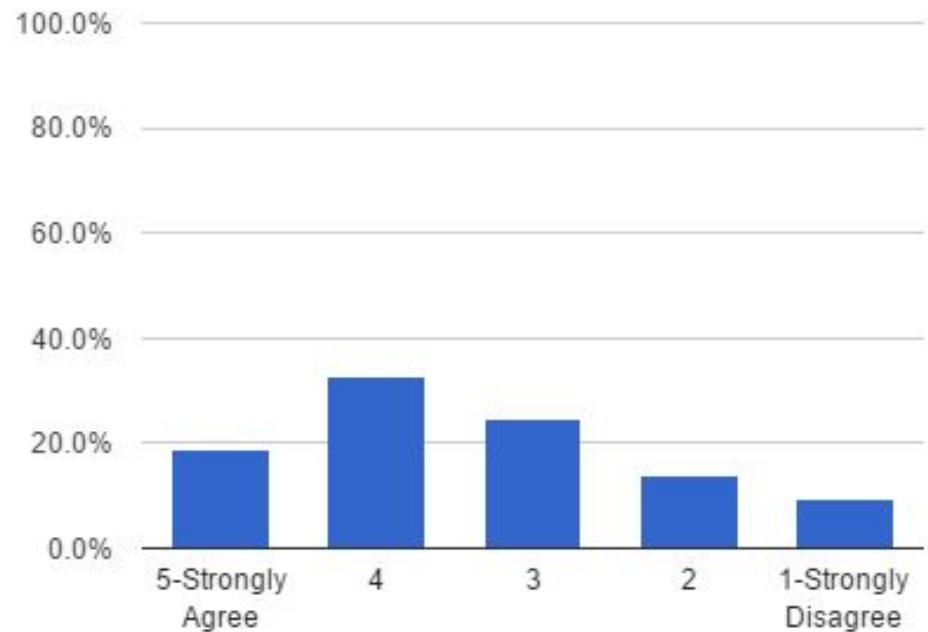


Avg score over the past four years:

- 2013: 2.73
- 2014: 3.49
- 2015: 3.21
- 2016: 3.01

Parent Results

The school does a good job teaching my student "life" skills (e.g. responsibility, character, etc.).

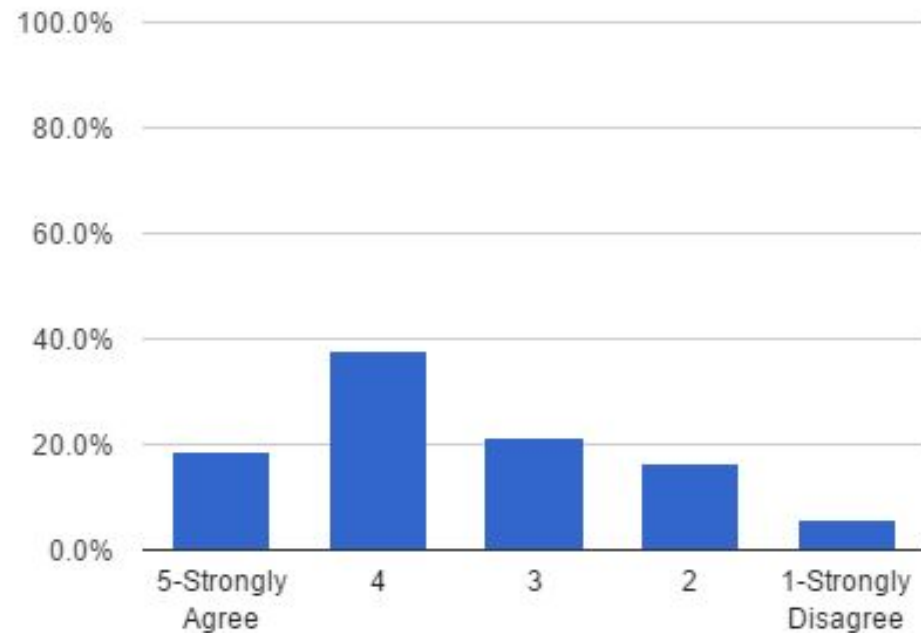


Avg score over the past four years:

- 2013: 3.41
- 2014: 3.60
- 2015: 3.42
- 2016: 3.19

Parent Results

The teacher's tests accurately measure my student's academic performance.

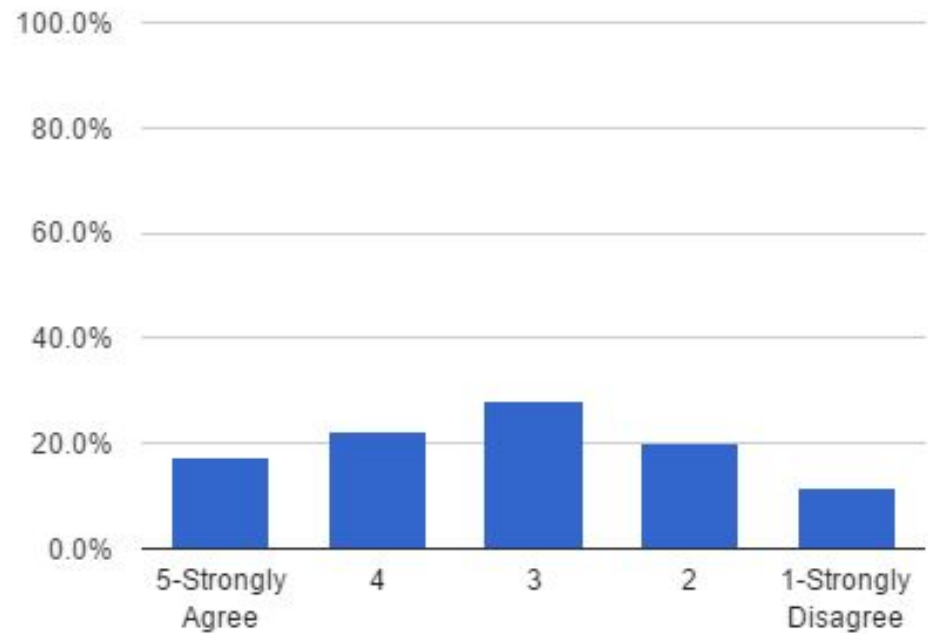


Avg score over the past four years:

- 2013: 3.14
- 2014: 3.37
- 2015: 3.51
- 2016: 3.26

Parent Results

The school provides individualized instruction for my student.

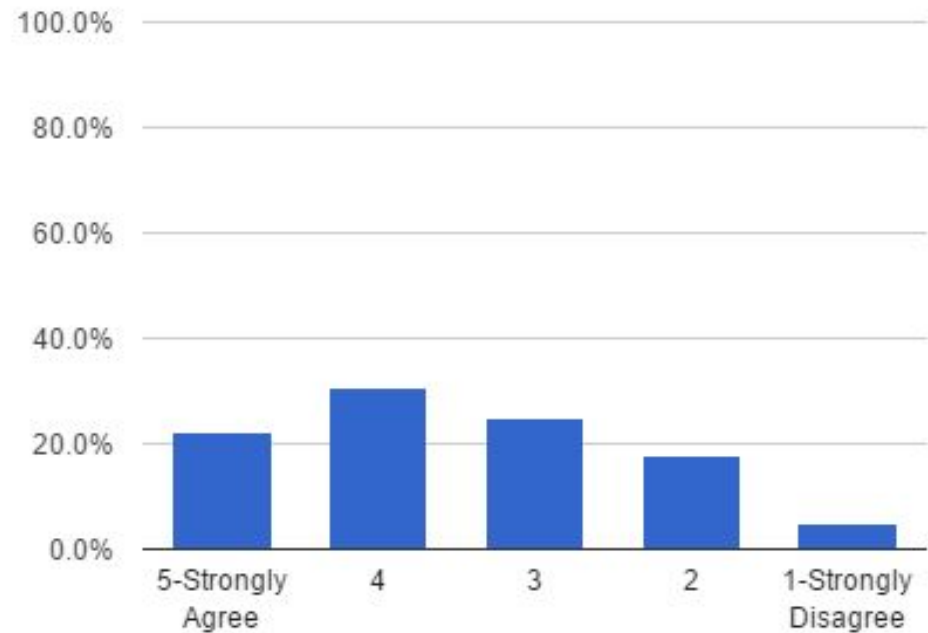


Avg score over the past four years:

- 2013: 2.99
- 2014: 3.12
- 2015: 3.10
- 2016: 3.07

Parent Results

My student's assignments are relevant and meaningful.

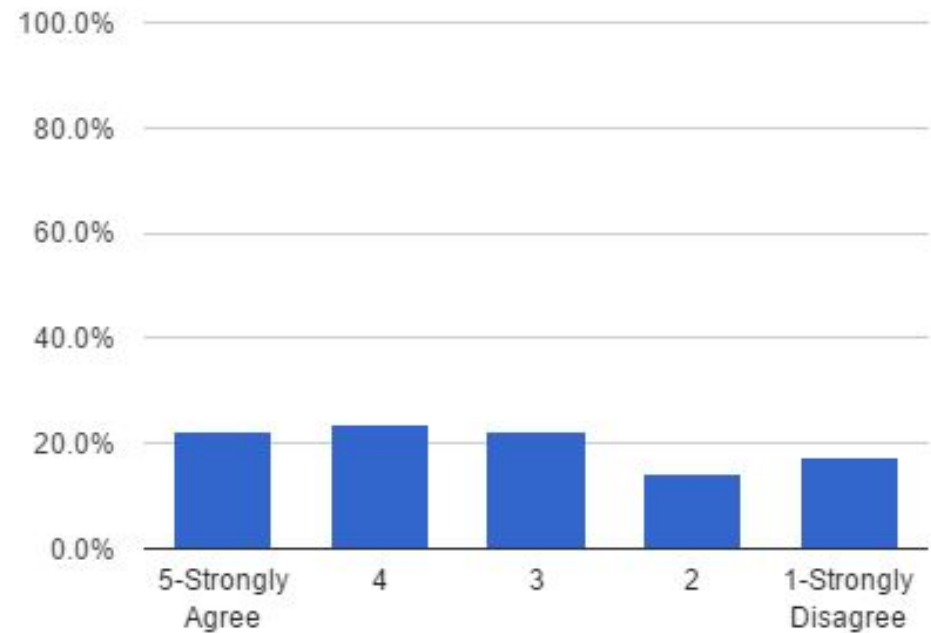


Avg score over the past four years:

- 2013: 3.35
- 2014: 3.56
- 2015: 3.64
- 2016: 3.32

Parent Results

Student discipline is fair and consistent.

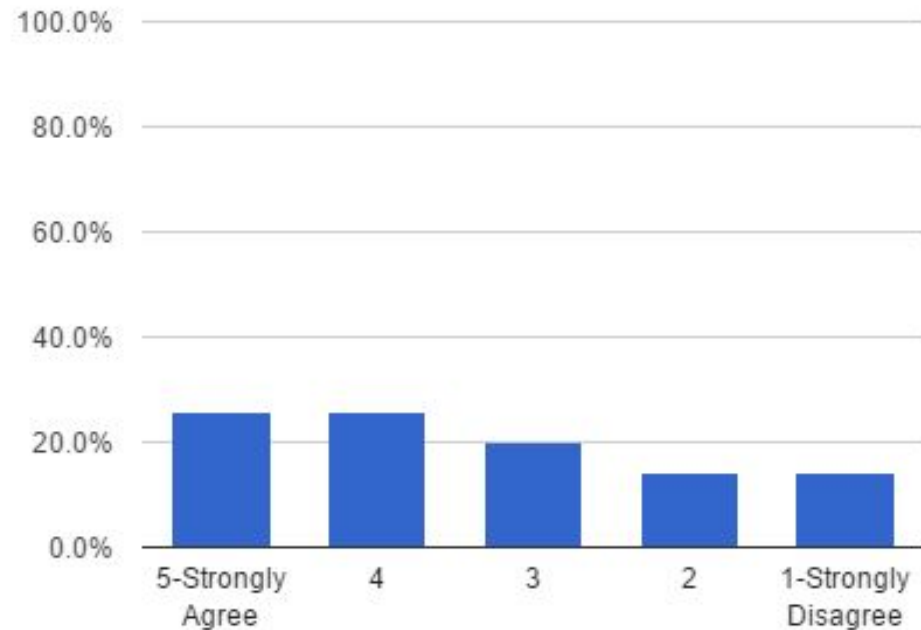


Avg score over the past four years:

- 2013: 3.12
- 2014: 2.99
- 2015: 3.16
- 2016: 3.07

Parent Results

My student is recognized for good academic performance or behavior at school.

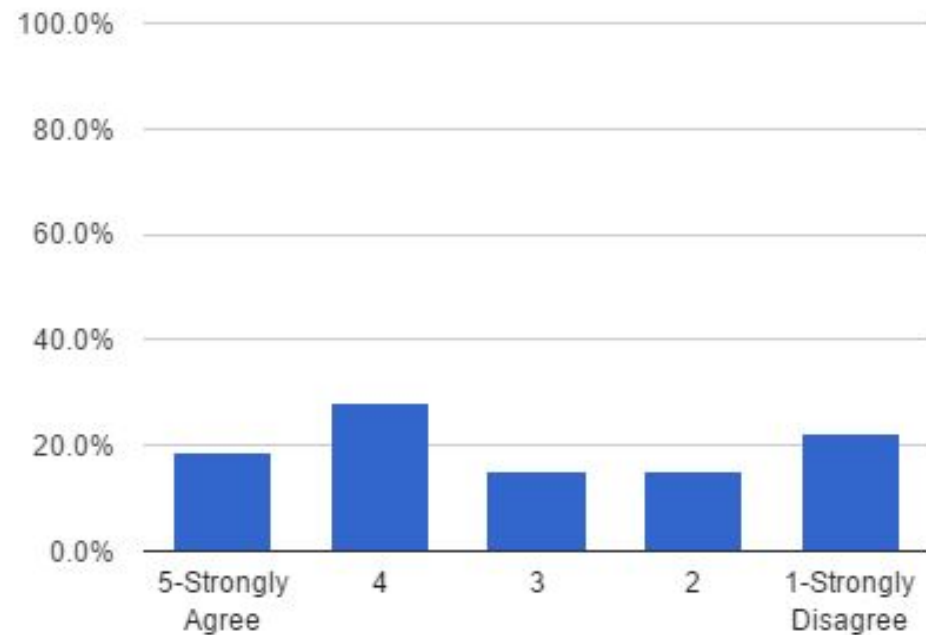


Avg score over the past four years:

- 2013: 3.29
- 2014: 3.67
- 2015: 3.61
- 2016: 3.44

Parent Results

I receive regular feedback from my student's teachers regarding their learning progress.



Avg score over the past four years:

- 2013: 2.69
- 2014: 3.08
- 2015: 2.98
- 2016: 2.87

Parent Results

What are the strengths of your student's school?

- Spelling and math
- Some teachers go above and beyond what is required of them to do, others don't even attempt to do what they are supposed to do!
- Caring faculty
- The teachers I have had to deal with have always been great with contacting or responding with topics in relation to my child
- School spirit
- School safety & welfare of students
- Academics
- Student/teacher interaction
- CHAMP & no bullying program
- We have a strong pta that does a lot for our students
- Mr Pusateri is a wonderful teacher.
- Communication
- Nurse lets us know as child gets sick and principle calls to keep us up to date on things as it happens.
- Teachers! I have recently loved the teachers that my kids have had!
- Communication of district activities has improved.
- Size. You can get to know teachers and administration if you want to in order to feel safe while your child is attending school.
- Good location. ...some caring teachers...
- Small school where admin knows each child.
- Good timing with buses.
- The teachers are amazing and work very hard. Same for support staff.
- PTA involvement
- Clean facilities

Parent Results

What are the strengths of your student's school?

- The guidance department and nurse.
- School spirit
- The Principal
- Caring teachers
- I am proud to say my children attend Lakeland.
- Technology
- Some teachers go over and beyond others to help a student who is struggling in a subject to succeed in their class by sitting down and working with them one on one. Have seen this in 1st and 3rd grade.
- My daughter's teacher is a strength. She has a wonderful teacher this year and I am much happier than last year. She has Mr. Pusateri. He does a great job teaching them reading, math, etc. but more importantly he does many creative and out of the box activities. My daughter started to love school again because of him.
- The teachers
- Nucleus of community~ Most know teachers, students and families- all are from the area - feel safe knowing that my children have all of these good individuals looking out for their well being.
- Small size=nurturing, family environment
- Willingness to work with a child with special needs. Friendliness.
- Reading support
- My child likes school and it seems to have a positive atmosphere
- The lock down
- Care about students
- Check in at front office
- Open communication. Teachers, staff and principal are approachable. Dividing the students in different math and reading groups helped very much. So they were strong in recognizing that division of abilities were needed.
- Lots of events for the students, nice PTA group.

Parent Results

What are the strengths of your student's school?

- The teachers do a great job of keeping us informed. They are kind and generous.
- Caring friendly teachers
- Involved Pta
- I think the curriculum is good. I have not had any bad experiences thus far with teachers.
- Great administration and staff
- Safety measures
- Discipline program, online program to check grades and lunch accounts
- Teachers
- Wonderful teachers
- Safety at the school. Procedure for visitors.
- Feedback from the principal is excellent. He gets back to parents very quickly and cares about everyone that steps foot in that building.
- Some of the teachers send out a remind text for homework.
- It is clean
- Smaller class size
- Wonderful caring teachers
- Parent involvement. Safety. Cleanliness.
- Caring and educational environment
- The guidance department
- Some teachers respond to emails
- I believe most of the teachers care about their students.
- Good staff
- The bus system works with minimal disruptions.

Parent Results

What are the strengths of your student's school?

- Academics
- There are great teachers,
- Good school
- The faculty of the school. Great teachers, principal and staff. Makes for a great learning environment for our children.
- We have some teachers that are there for our children and care about their success
- For the most part good teachers.
- Parent involvement
- I can not speak for all of the teachers but most of them are very dedicated, caring and willing to help the children succeed.
- Everyone is friendly.
- Great nurse, secretary, a FEW teachers
- Caring people

Parent Results

What areas of your student's school could be improved?

- Stop teaching to tests and reduce the number given each week
- Hire a math tutor
- Outside: paving parking lot & bus entrance where children play during recess and playground needs upgrading. Inside: bathrooms upgraded and sprayed on insulation
- Limit the amount of non-educational movies shown throughout the school year!
- Better grasp of the Math program by the teachers before presenting to kids.
- PTA board members run the school.
- More hands on learning, applying what they are teaching to life
- Replacing Common Core math w traditional math
- Discipline policies and follow through with what is said is going to happen. Stronger consequences for children threatening to kill other children...policies in place of who to go to if the principal is not available...someone who can give consequences
- A select few PTA moms run this school. Need to reconsider providing bussing for ALL students.
- Teacher feedback (weekly progress reports)
- The school itself causes my children breathing issues.
- Too much bullying going on and not taken care of even when teacher is made aware.
- Students should be recognized in some way for their academic achievement.
- The kindergarten playground
- Better communication and notification regarding assessments that incorporate multiple units and topics(math)
- Consistency among teachers, consistency among discipline and consistency among decisions made.
- Have some after school tutoring for students
- Eliminate teacher favoritism toward students
- Class size has become too large in lower grades
- The facility is outdated and needs improvement. Parking lot is a mess.

Parent Results

What areas of your student's school could be improved?

- PTA, Better IEP Help, More communication between teachers and parents
- Band and chorus offered during school hours at elementary
- More information from teachers regarding the student's overall growth, aside from their test scores (social interaction)
- More communication between teachers and parents of children who are struggling.
- Math tutor provided by school for common core issues for the students failing subject.
- More parental opportunities for involvement
- The rugs and the ceiling of the school
- Class size (smaller), deploy use of individualized learning, facility enhancements/improvements needed.
- The building is old and tired looking.
- New principal
- More communication from the teacher.
- Greater sense of professionalism by staff at events.
- Calendar
- Limit movies watched during school time. Create an educational list of videos approved by the school district.
- Recognizing positive behaviors more than once a month or more than one kid per class. (Boy/girl)
- Smaller class sizes, regular feedback about student academic progress, recognizing individual student achievement regularly
- Discipline program not followed through correctly and discipline not consistent when it comes to administration
- The class sizes at Mayfield are too big.
- Entry way into the school needs to be safer to protect our kids
- More student recognition. More school activities
- Homework assignments posted on website. Follow up more often with children that are struggling both academically and socially

Parent Results

What areas of your student's school could be improved?

- One on one teaching and testing
- Aside from PTA, there are really no other opportunities for Family Engagement.
- Parent/Teacher relationships are crucial to children's success, yet not all Teachers are welcoming to parents being involved.
- Seems we always see or hear when from Teacher when child has "clip move" or behavior issues, yet never get positive feedback.
- More Positive reinforcement. Too much negative language.
- We need to have math homework and more language arts sent home.
- More communication between teachers, administration, support staff..
- Common core Math needs to go!
- Teachers speaking in a demeaning manner to students and parents are non comforting for parents whose children attend Scott campus. Also, discipline is not equal among students and staff. Teachers choose their own tactics and punishments per child not class or grade.
- Parking. Sidewalks and walkways. Dirty outside recess areas.
- Fix leaking roof
- Why is attending kindergarten optional after graduation which is 2 weeks prior to end of the school year. Seems like all teaching stops at that point in time as well.
- Math scores and discipline
- Dress code!
- The wall in the gym needs to opened.
- Kindergarten class size was too large
- The school lavatories are in need of major repairs.
- The ceiling, the heating and cooling, the condition of the rest rooms, the majority of the staff turns a blind eye to many of the bullying and social problems occurring during recess and other free time.
- Maintenance issues to fix: bathrooms - overflowing stalls, roof leaks, stage curtain is filthy. Building is dirty. Heat - hot in summer and cold in winter
-

Parent Results

What areas of your student's school could be improved?

- Teachers who embarrass, humiliate and speak poorly about and to a child in front of his peers, should not be teaching at Lakeland.
- Lakeland Elementary Scott Campus has teachers that speak about other student's performance/progress in front of other parents and teachers.
- Teachers should take the time to individualize report cards. Comments added are very constructive. One child received a very detailed report card the other had no comments and she took that personal.
- Students should not be punished as a group. Seek out the individual student who is causing trouble.
- If you're going to start in the hot summer months, the school needs air conditioning.
- Get rid of the uniforms already.
- Removal of dress code. Stifling creativity, expression and individualism in favor of a homogeneous environment where obedience and standardized tests take priority is not helpful to our children.
- The whole Mayfield Campus needs an overhaul.
- Care for the individual child from the teacher.
- New teachers that care about the children and their learning
- Better communication about dress down
- The amount of 'half days' is way too high.
- Remove teachers with poor performance, keep faculty off cell phones all day, bring on teachers who enjoy teaching and not gossiping
- Get away from common core math!!!!
- My daughter teacher was horrible this year.
- Supervision at recess
- Get rid of this math
- Safety, better communication, cleaner, being more informed with Scott campus
- Cafeteria lunch is disgusting and portion is small. Same for kindergarten student as 6th grader. What is served is not on menu and lunch ladies are cruel to students

Parent Results

What areas of your student's school could be improved?

- The school needs to focus on students more and teacher's need to have more communication with parents. Discipline is not equal and justified at times.
- The campus (outside). Road needs to be paved and playground needs a little more upkeep.
- Teachers should be evaluated in classrooms to ensure competence and positive results. Too many 1/2 days which take away from the children's education
- I think a motivated and take charge principal could help turn things around at this school.
- School taxes are cheap, but you get what you pay for.
- Certain teachers could give parents more information on their student if asked.
- Clip system is unfair and targets certain children. It is not consistently used, is subjective and not always used for behaviors. There is not a chance to "clip up" after an incident, leaving no incentive for the rest of the day.
- Some of the teachers are VERY slow on grading papers.
- There should be no cell phones allowed during the day. They should be locked in lockers. They are a distraction.
- The facilities are in need of repairs.
- Teachers need to understand all needs of children. They need to be educated on special needs and follow 504 plans.
- Discipline being more consistent. Maybe consider reinstating uniform dress code.
- Guidance department needs improvement in helping them choose a career, explore college options and prepare scholarship applications.
- Bullying needs to be taken seriously
- School focus too much on sports. Need to focus more on development of life skills.
- Perfect a team from each grade to STOP BULLYING, in the school. Children need to help each other...with your help.

Parent Results

What areas of your student's school could be improved?

- Principal needs to address issues that occur in a timely manner. Teachers should never lay a hand on a student ever!!! No teacher should ever tell a student that their parent is bad. No teacher should have the right to embarrass, humiliate and degrade a student in front of their peers and others.
- Discipline
- Have the same expectations for both students and faculty (leadership, respect, kindness)
- Teacher use of the grading and homework assignments in the student backpack seemed to fall short this year.
- I think the assignments / projects seem to be meaningful but I feel like my child received grades that were too high for the quality of the work. I still feel communication with parents could be better-especially in regard to senior year and college prep. Also dual enrollment- which my daughter was one of the few who did it. I would have appreciated more guidance on choosing interests, majors, aptitude tests.
- Hiring of new faculty and staff could/should be more diverse. The tendency is definitely towards nepotism and is a joke.
- Some teachers do not know how to teach.
- Lack of discipline in the school is concerning.
- More communication with teachers even if there isn't problems.
- Discipline is lacking and unevenly applied.
- Some teacher seem to be doing the bare minimum. Not approachable by student. Talk a good game, but not by practice.
- The building still needs many repairs
- Hire the old superintendent back
- AP course instruction not up to level.
- School lunches are horrible, discipline is not across the board teachers play favorites
- Have a course on financial life skills for students

Parent Results

What areas of your student's school could be improved?

- We need more special education opportunities for students.
- Curriculum balance is heavily weighted toward STEM, which, although important in today's environment, squeezes out humanities, arts and music.
- I would like DIRECT contact when my son is disciplined...that same day
- Better discipline. Teachers appear to want to be buddies with the students rather than teachers.
- Keep Sapphire grades up-to-date
- Not degrading some students by singling them out
- Appearance and lack of attention to detail to the property.
- The phone use policy is too loose. It's not being used as was intended when it was initiated.
- Too much emphasis on football
- Some teachers have apathy towards students and the environment.
- Preferred treatment needs to be dissolved, Teachers need to teach and not just sit there talking about "non" studies
- Access/monitoring in/out during school hours.
- Students signing themselves out when they drive.
- Because "core math" wasn't used when we parents were in school, don't put so much emphasis on the homework where we aren't able to help our children with information they haven't absorbed in school. Spend more time on the basics in elementary school such as spelling and grammar
- The menu
- National Honor Society should be revamped
- Scholarship information should be provided earlier in the high school career and students should be fostered to take advantage of the wide array of scholarships available

Parent Results

What areas of your student's school could be improved?

- Parent/teacher communication
- When there is a death in the community of a child in school or a recent grad or a traumatic event it would be nice for the children to have counselors that they can talk to. Other school districts do this and we do not and I find a problem with this. Also I never received one call or knew when the Parent/Teacher conferences were this past year. I believe the oral communication has not been up to par as in years past. And NOT everyone is on Twitter stop posting everything there!! Post more on Facebook or your website!!!
- Some very poor teachers that cannot teach assigned classes and cannot even post grades because they don't mark tests/assignments.
- Students who are very good academically get what is needed for help and students who are in Special ed get whatever help they need but students who are between the two do not get any help at all and are left behind.
- Discipline and safety for the well behaved students.
- A more smoother transition when coming from 6th to 7th grade academically
- The sport program need better management and students do not show good sportsmanship even to other players. And teammates
- More parent teacher conferences
- Community involvement
- Ctc students are virtually left out or forgotten by many teachers and home rooms.
- My student rarely has homework or brings a book home since they have started there.. Yet maintains an honors status. How is this teaching them to have study skills for college?
- More arts, less political
- Certain teachers who think they are teaching college students and recognizing that they are high school students and to actually take into consideration that my children are doing the best they can and they shouldn't be punished with the grades they are being given! When they ask for extra work to improve their grade and told NO is not making my children feel positive but feel as they are not smart enough and let down by certain teachers!
- The bus should give the students a few more minutes at the end of the day.

Parent Results

What areas of your student's school could be improved?

- More communication with parents especially if their child has an iep
- Would like to see more courses available for computer based jobs, rebuilding, repairing, etc.
- Stronger administration (principal)
- I do not feel students who are quietly struggling get the help they need from the teachers. Each student is required to learn the way the teacher teaches, instead of the teacher helping those struggling to learn a different way. One size does not fit all.
- Although my student is intelligent he/she consistently fails classes and I do not believe enough was done to help him/her succeed. There needs to be some sort of plan in place to help these students that don't respond to traditional teaching methods and/or grading systems.
- My child is slipping through the cracks despite repeated attempts to get help. No one has any solutions.
- More real life learning. Balancing a checkbook, budgeting....those are so important. Check the Dave Ramsey programs. Interesting summer reading. Fewer "anti-bullying" programs. The kids are sitting there playing with phones instead of learning.
- Guidance. In particular it would have been extremely helpful to have the Junior parent meeting with guidance to discuss college prep at the end of the SOPHMORE or very beginning of Junior year. Instead it was held at end of Junior year when it was too late to do anything to help kids get on right track.
- There were not enough tests quizzes or assignments in English to help boost a grade if one did not do well on a test. Both my children found the English to be difficult which is fine but they felt they needed better classroom instruction.
- Keep kids out of the hallway and in class
- No communication from teachers. Nonexistent
- Guidance is understaffed and should be a 12 month position
- I have to follow my son around for projects. If the teacher can describe what they need to do on sapphire that would be great. Or it is something I need to work with the teacher. My son does not like school and I have a hard time getting him interested. A little more encouragement from teachers would be a big help.
- Our daughter has told us on numerous occasions that several of her teachers only plan for half of a class period. The time remaining is left for kids to hang out on their phones.
- Facilities are an embarrassment consistently year to year. The athletic fields closer resemble a junkyard than high school property . Old construction debris, cinder blocks, roof top units from 3 years ago, light poles from 2 years ago, weeds growing everywhere. Elementary school outdoor gazebo is now so grown in, you can't tell that it was ever landscaped.
- College preparation - one on one

Summary of Student Results

2016 Top 5 Highest-Rated Statements:

- 3.87 - I feel safe when I am at school
- 3.77 - I receive quality instruction in the core subjects (English, social studies, math, science and foreign language)
- 3.77 - Technology is readily available for student use
- 3.67 - The faculty/staff treat students with respect
- 3.62 - If I had my choice of high schools, I would still choose to attend this school.

2016 Bottom 5 Lowest-Rated Statements:

- 2.92 - My school is clean
- 3.00 - My teachers make me excited about learning
- 3.00 - Our school listens to, and accepts input from, its students
- 3.09 - The school's policies related to discipline are clear and carried out fairly
- 3.11 - I receive helpful counseling on how to get a good job after high school or how to get into college.

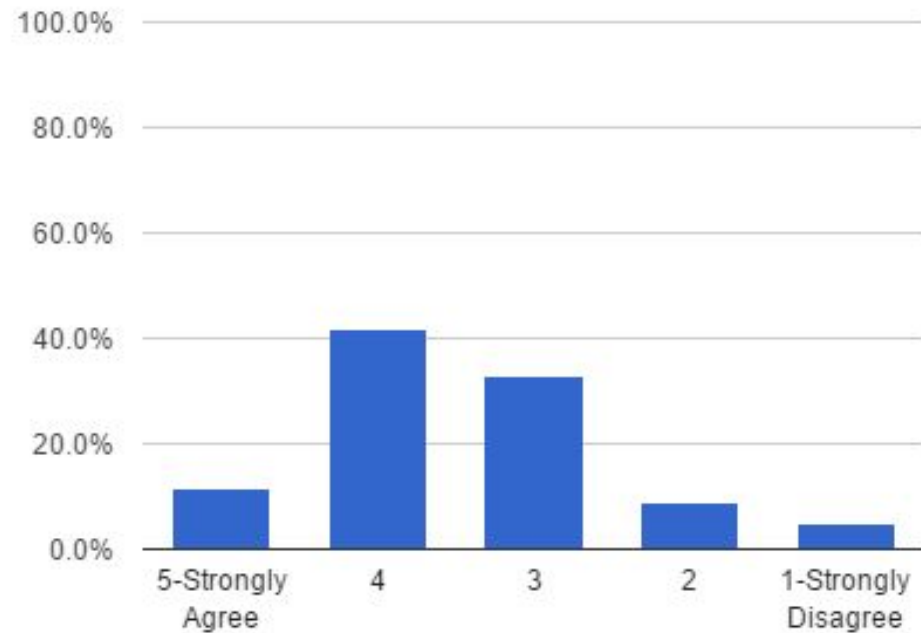
Summary of Student Results

Largest Rating Increase From 4 Years Ago:

- 1.05 - Technology is readily available for student use
- 0.89 - My school is clean
- 0.52 - I feel safe when I am at school
- 0.45 - Our school listens to, and accepts input from, its students
- 0.42 - I receive helpful counseling on how to get a good job after high school or how to get into college

Student Results

The assignments I'm given are relevant and meaningful.

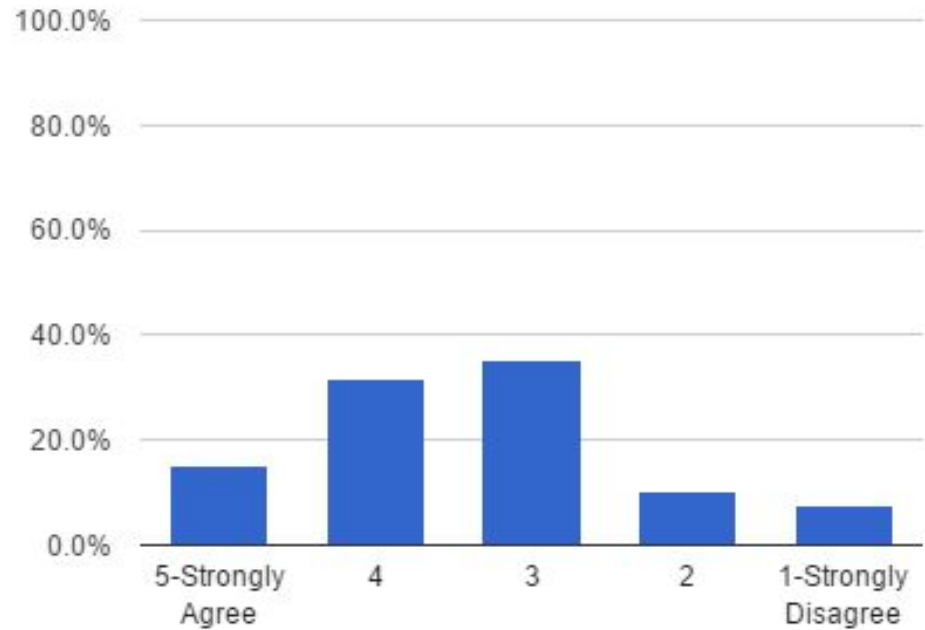


Avg score over the past four years:

- 2013: 3.19
- 2014: NA
- 2015: 3.36
- 2016: 3.46

Student Results

The tests I take show what I've learned and can do.

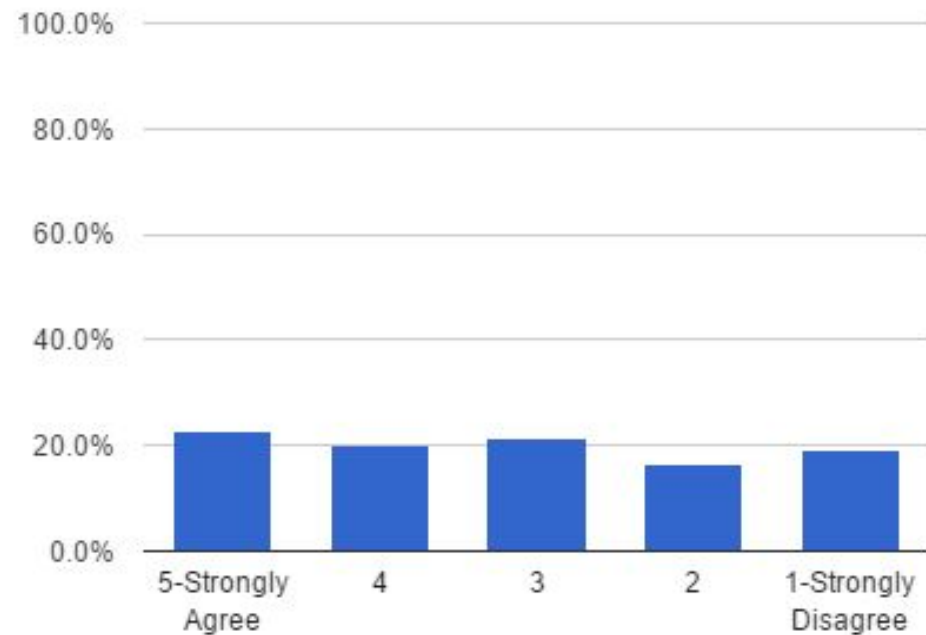


Avg score over the past four years:

- 2013: 3.42
- 2014: NA
- 2015: 3.25
- 2016: 3.37

Student Results

I receive helpful counseling on how to get a good job after high school or how to get into college.

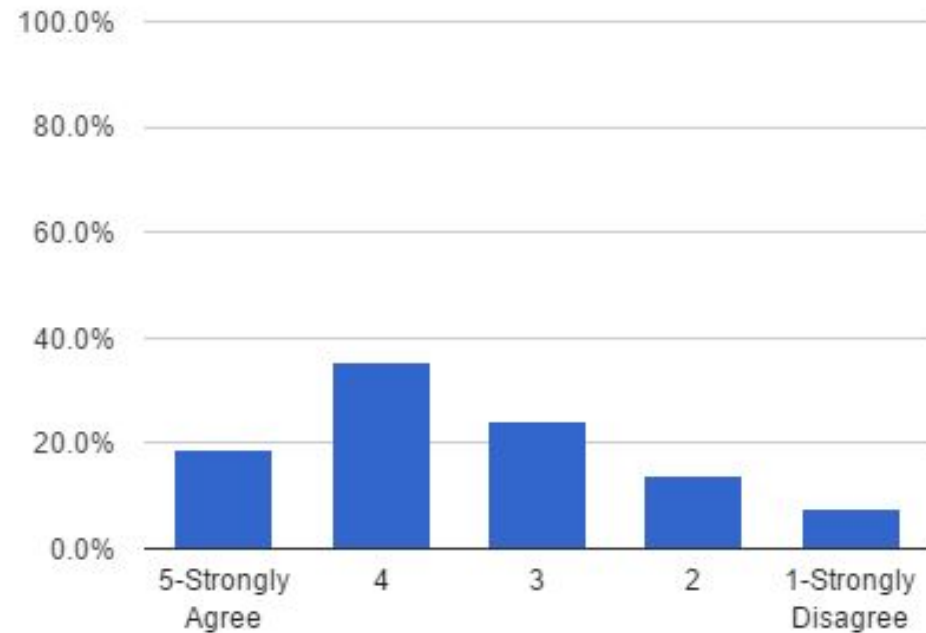


Avg score over the past four years:

- 2013: 2.69
- 2014: NA
- 2015: 3.39
- 2016: 3.11

Student Results

My school offers a wide enough variety of course electives to suit my interests.



Avg score over the past four years:

- 2013: 3.25
- 2014: NA
- 2015: 3.66
- 2016: 3.44

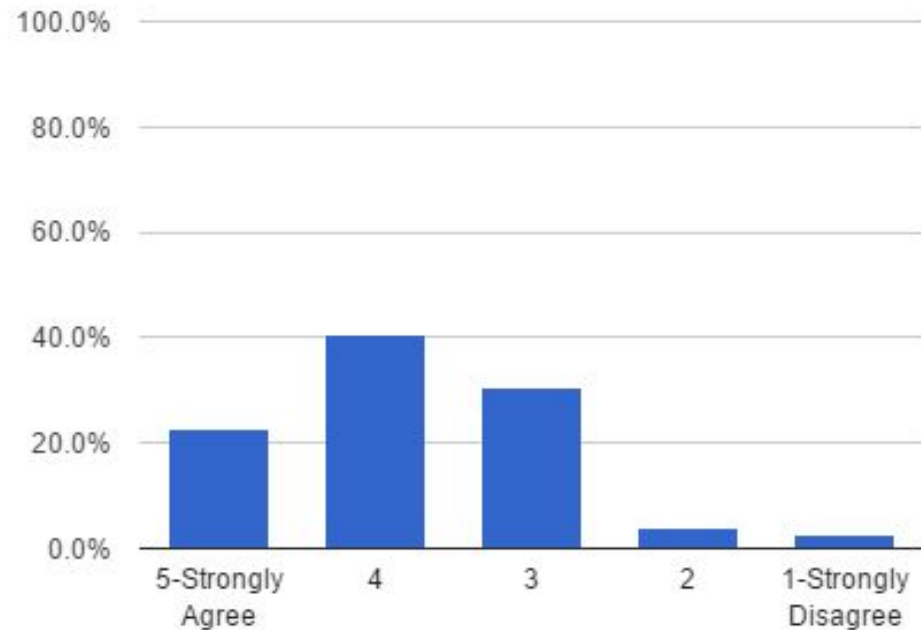
Students who responded negatively about elective course variety, were asked the following:

What course or courses would add, to change your opinion about the variety of elective courses offered?

- Welding
- AP Spanish, AP Art
- Astronomy and philosophy
- an acting-related course
- Latin
- Management
- A Baking class, strictly baking not cooking, and no sewing
- Criminal justice
- Vet
- Photography
- Photography
- More medical classes
- More science
- Something interesting
- Different foreign languages
- Anthropology
- A forensic science class

Student Results

I receive quality instruction in the core subjects (English, social studies, math, science and foreign language).

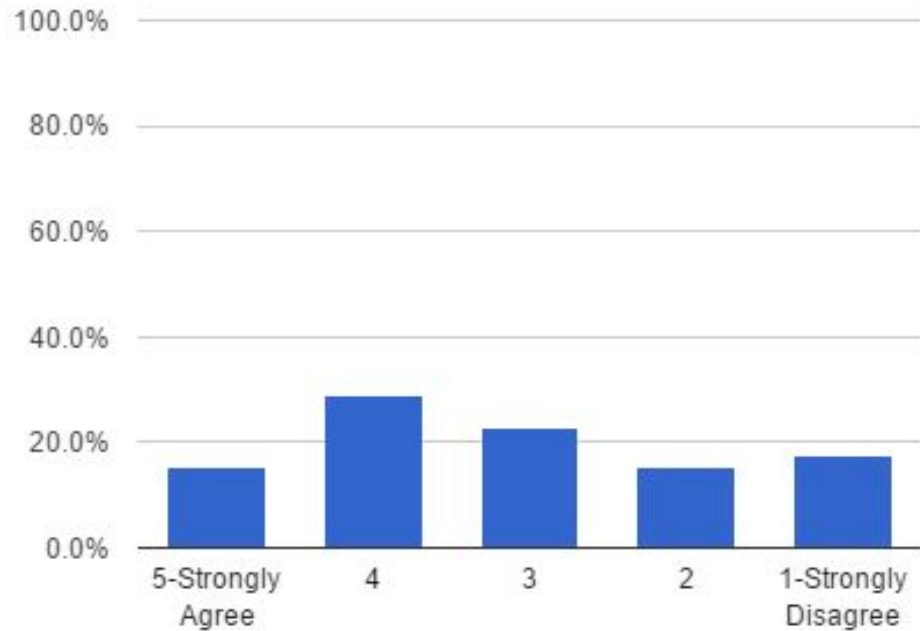


Avg score over the past four years:

- 2013: 3.48
- 2014: NA
- 2015: 3.67
- 2016: 3.77

Student Results

The school's policies related to discipline are clear and carried out fairly.

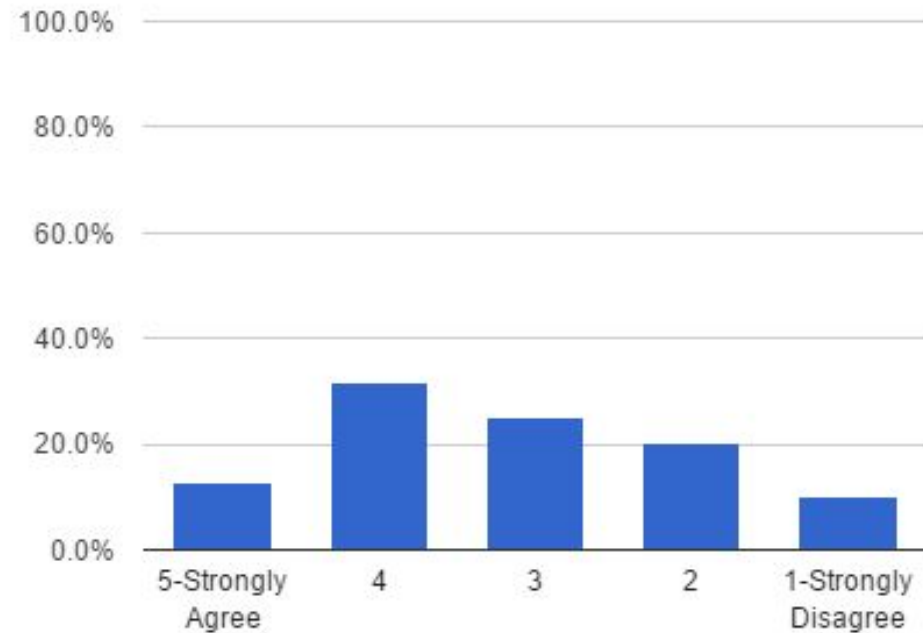


Avg score over the past four years:

- 2013: 2.71
- 2014: NA
- 2015: 2.65
- 2016: 3.09

Student Results

The Faculty/Staff apply the Student Code of Conduct fairly to all students.

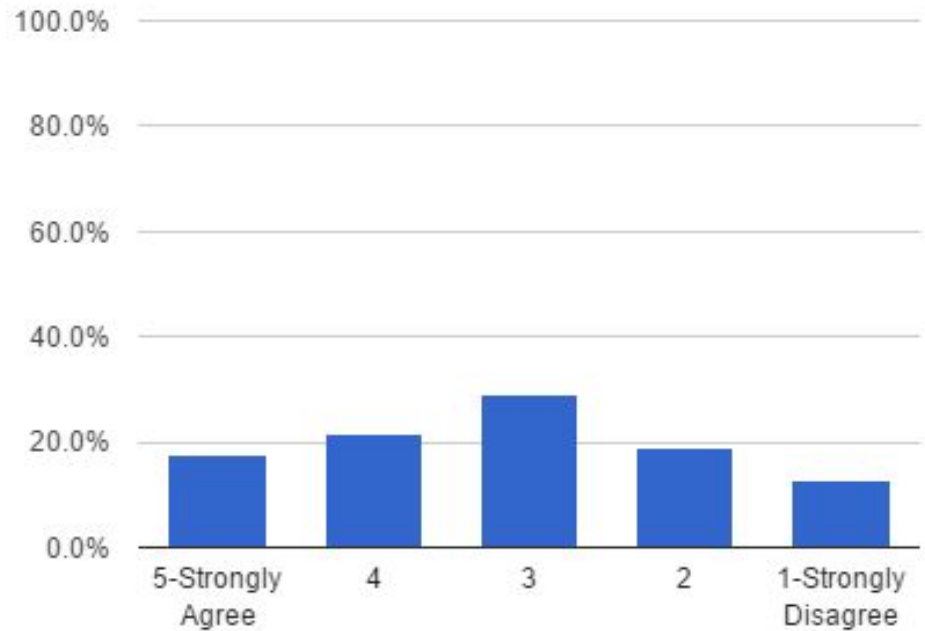


Avg score over the past four years:

- 2013: 2.81
- 2014: NA
- 2015: 2.82
- 2016: 3.16

Student Results

The number of clubs or activities (NOT athletics) at my school meets my needs.



Avg score over the past four years:

- 2013: 3.19
- 2014: NA
- 2015: 3.14
- 2016: 3.13

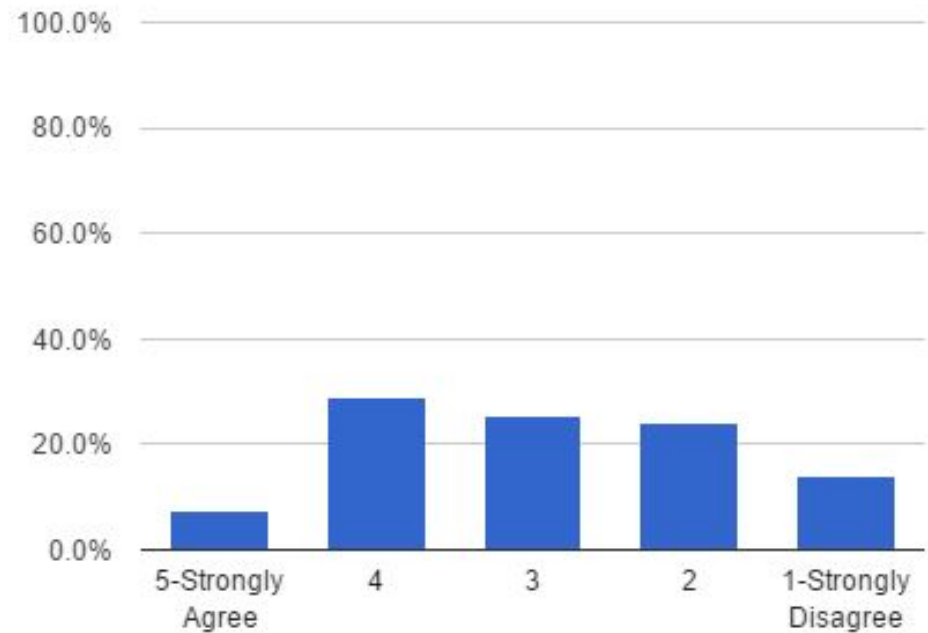
Students who responded negatively about club/activity variety, were asked the following:

What club/activity (NOT Athletics) do you wish the school had?

- Skeet shooting
- Academic clubs
- Volleyball
- Criminology class
- Science
- Art, and band needs more funding football can cut it a bit
- I know it's a sport but VOLLEYBALL
- A robotics club or coding club something more computer based
- Lacrosse
- Lacrosse
- Something with programming or science
- Chess
- Strategic Games / Strategic Puzzles Club
- Writing club
- Foreign language club/ Science club
- Art
- Chess
- Photography/film
- Art Club

Student Results

My school is clean.

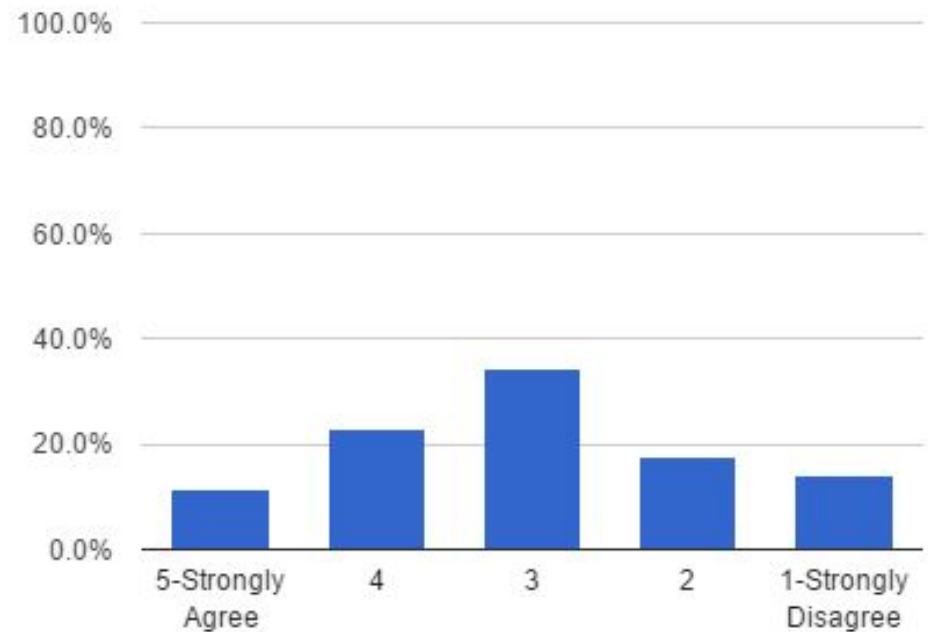


Avg score over the past four years:

- 2013: 2.03
- 2014: NA
- 2015: 2.66
- 2016: 2.92

Student Results

Our school listens to, and accepts input from, its students.

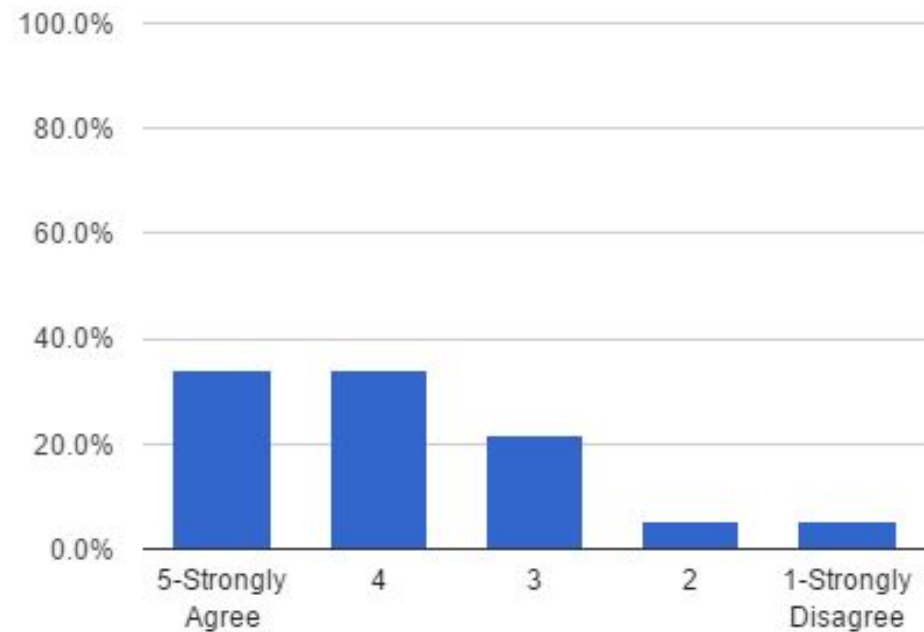


Avg score over the past four years:

- 2013: 2.55
- 2014: NA
- 2015: 2.80
- 2016: 3.00

Student Results

I feel safe when I am at school.

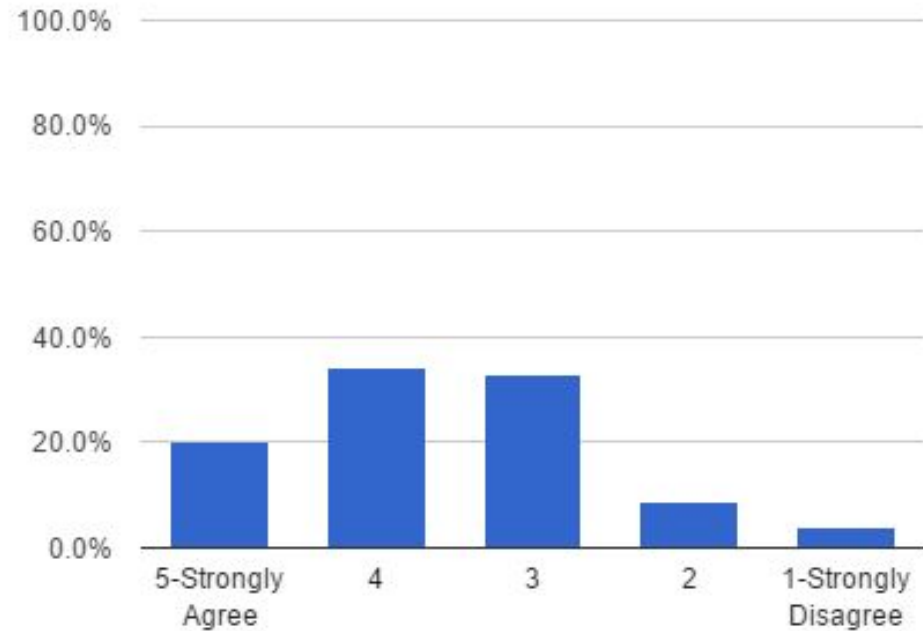


Avg score over the past four years:

- 2013: 3.35
- 2014: NA
- 2015: 3.84
- 2016: 3.87

Student Results

My school provides opportunities for students to serve as leaders and decision makers.

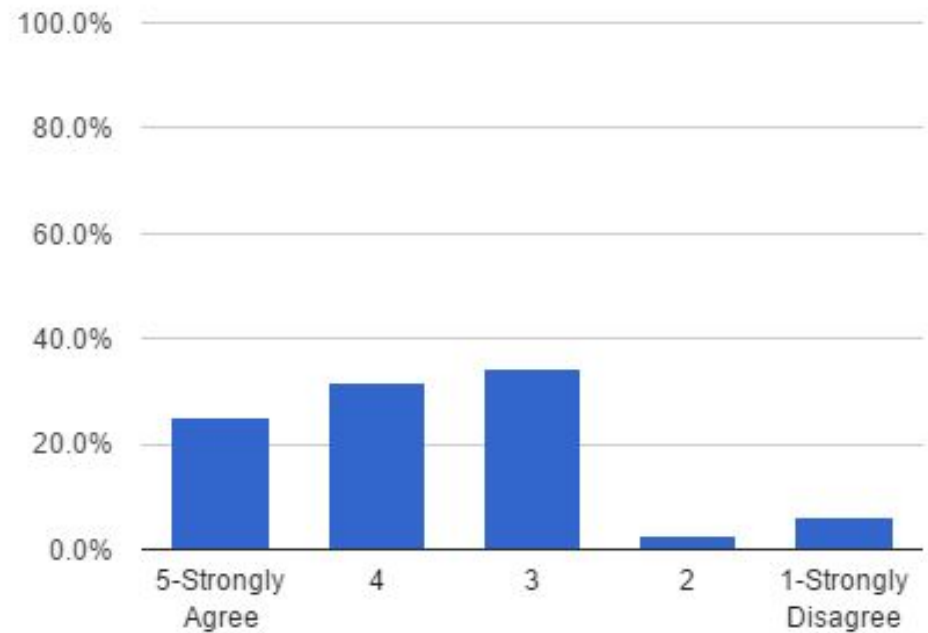


Avg score over the past four years:

- 2013: 3.43
- 2014: NA
- 2015: 3.67
- 2016: 3.58

Student Results

The faculty/staff treat students with respect.

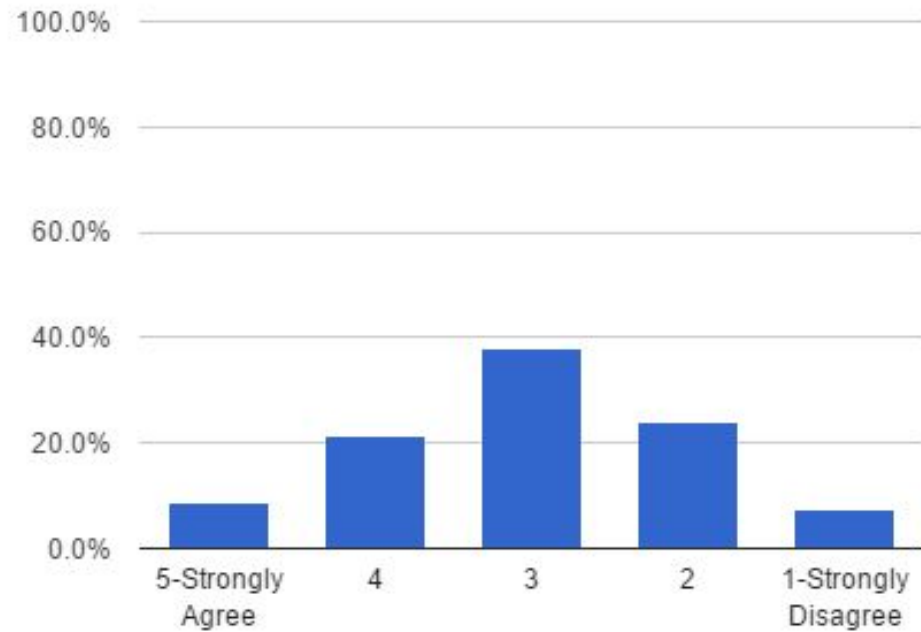


Avg score over the past four years:

- 2013: 3.33
- 2014: NA
- 2015: 3.61
- 2016: 3.67

Student Results

My teachers make me excited about learning.

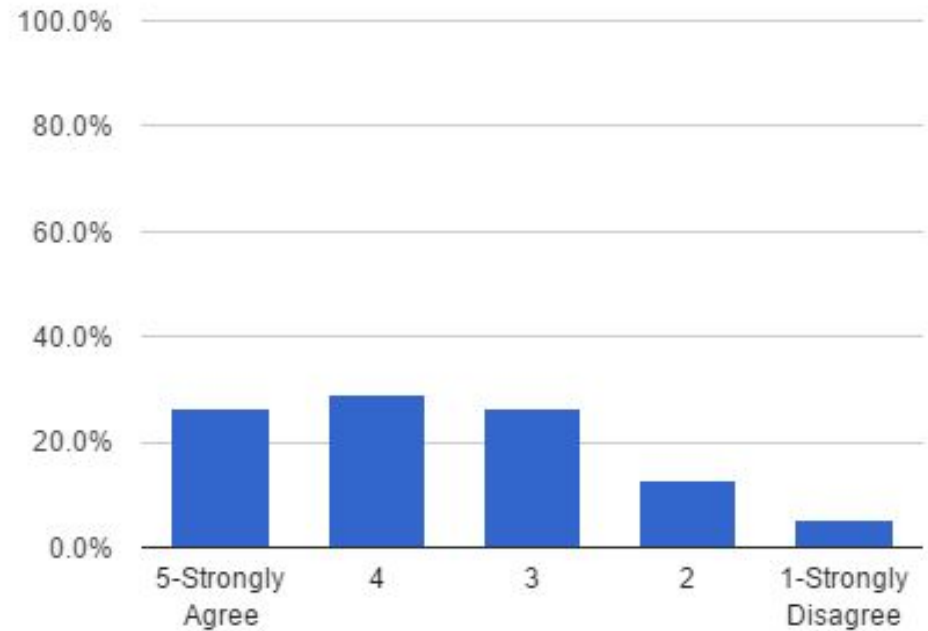


Avg score over the past four years:

- 2013: 2.80
- 2014: NA
- 2015: 2.93
- 2016: 3.00

Student Results

My teachers compliment me when I am good at something.

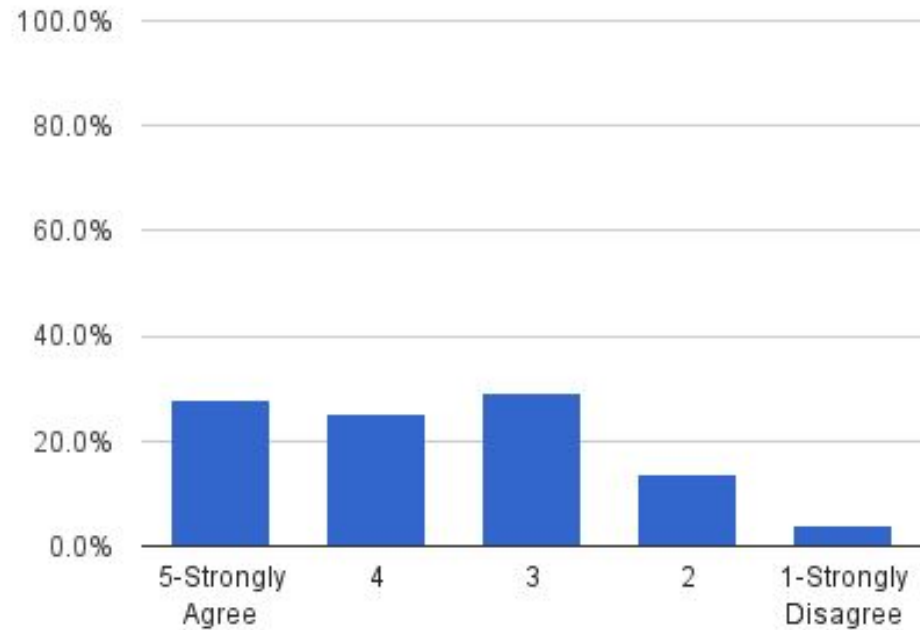


Avg score over the past four years:

- 2013: 3.56
- 2014: NA
- 2015: 3.44
- 2016: 3.59

Student Results

The teachers offer help when I don't understand.

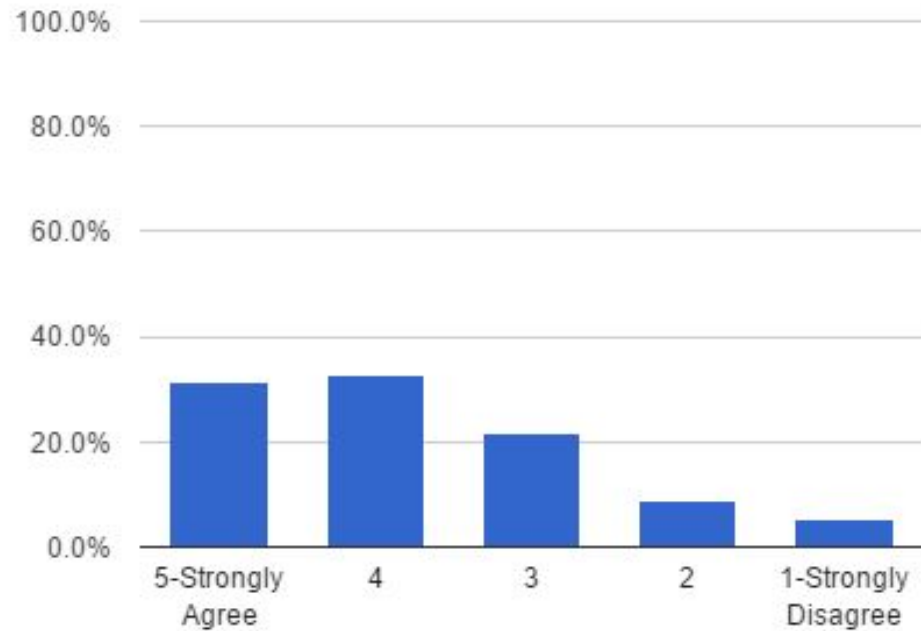


Avg score over the past four years:

- 2013: 3.54
- 2014: NA
- 2015: 3.61
- 2016: 3.59

Student Results

Technology is readily available for student use.



Avg score over the past four years:

- 2013: 2.72
- 2014: NA
- 2015: 3.72
- 2016: 3.77

Student Results

What are the strengths of your student's school?

- The teachers really care about the students
- Good friend and teachers
- The different science/medical programs they have.
- Most of the teachers are nice.
- Nice biology labs, some good teachers
- Sports
- Kindness
- The students are generally nice to each other.
- Tribe is p cool
- Very welcoming
- Good teachers, and good teaching strategies.
- Some of the teachers and students are nice.
- I feel that the school has an overall positive atmosphere, where the teachers truly care about the students and want them to do their best.
- student involvement
- Sporting Programs
- We all come together
- Nice teachers
- Sports
- Opportunities to really excel in the future.
- Coming together when something good/bad happens.
- Athletics, Scholastic Team, Clubs

Student Results

What are the strengths of your student's school?

- Dress code
- Our art and athletic programs are very strong.
- Very kind, respectful, fun teachers
- (Some) Teachers support of students
- The engineering courses
- we really come together
- Very good counseling.
- TRIBE & Math/Social Studies/English/Science
- Being able to talk to teachers about our problems
- When one teacher can't explain something in a style that a student will understand there's always another teacher to ask.
- PLTW
- Drugs and school spirit
- Great school spirit
- Mrs. Gibbs
- School Spirit
- School spirit
- Some of the teachers are really great
- Sports
- Math
- Small, 'preppy' attitude is rare

Student Results

What are the strengths of your student's school?

- Friendly, really involved
- Teachers
- Athletics
- Math, Science
- Personalized attention
- Several teachers take time out of their schedule to help the students with questions or concerns.
- Small student size, everybody knows each other
- Student involvement
- Fun, small
- Good leadership opportunities
- We are a community. Our teachers are great.
- Social Studies department, math department, Mrs. Owen and Miss Allan's classes
- Discipline, opportunities for students, listening to opinions
- Being close with each other we are like a great big family
- The strengths of Lakeland are mainly sports.
- sports/pride
- Pltw
- BYOD, wide variety of classes offered
- Good environment nice learning
- Giving students good things for good behavior

Student Results

What areas of your student's school could be improved?

- Teachers put grades in the computer faster
- One teacher is way too up tight with gym class
- Fairness
- Too much attention to the dumb kids
- Teachers need to teach lessons better and go
- I am usually confused when it comes to my tests because of a lack of teaching.
- Course selection isn't that great. Not enough variety of AP courses. The discipline system is terrible; students are punished too harshly for minor things or things that don't harm other students, and are punished not harshly enough for things that do harm other students (disrupting class, ruining projects, etc)
- School spirit, better learning environment, get rid of carpet, better English teachers/ courses
- TRIBE's rule of keeping us in class makes school overwhelming. We deserve pep rallies and fun.
- Science
- Get more sports
- Computers do not work very well.
- Group of awful freshman that lie and threaten students and teachers should be dealt with.
- Bullying can be watched more and taken care of faster
- The food kinda sucks. When u ask teachers a question and you don't understand the way they explained something, they will explain the same exact thing they said earlier and it doesn't make it any easier to understand.
- Get stricter teachers.
- Certain teachers need to offer more help
- Make sure all teachers are fair with TRIBE
- Cleanliness
- How athletes get treated different than everyone else

Student Results

What areas of your student's school could be improved?

- Treating all students the same no matter what clubs or sports they participate or don't participate in.
- Cleanliness
- Certain teachers, the lavatory and cafeteria messes.
- Counseling
- Cleanliness
- There could definitely be more after school activities for those who are not athletic nor musically talented.
- All of it, and you could probably get rid of the mold and asbestos lingering around the school
- Disciplining everyone fairly.
- The classrooms that are cut in half by a paper wall aren't getting the job done. It's VERY distracting when hearing the other classes instruction when trying to focus on you own.
- English department
- Guidance
- Auditorium
- From the front door to the back door
- Guidance
- Student moral is still terrible. Tribe hasn't changed that. Tribe as a whole has only managed to ween students away from negative behavior, but that's only for the students that were already on the better behaved side of the spectrum.
- English Department
- The atmosphere
- The school can treat everyone fairly. Secondly the discipline should be completely carried out.
- Guidance office about scheduling meetings
- Some teachers allow students to misbehave in class
-

Student Results

What areas of your student's school could be improved?

- Frequent trouble-makers no longer get proper discipline
- The teachers
- TRIBE enforcement
- Teachers should care more about their students.
- Teachers. Many do not teach and are disrespectful.
- Remove teachers that can't teach, actually discipline bad students and stop enforcing discipline on acts that don't actually disrupt or hurt people
- Not being treated like children
- Science
- Keeping people in class
- Auditorium
- Less drug use
- Cleanliness
- Recognize every sport and not just football. Why is it we have a fall pep rally for football games and not a spring one for baseball or a winter one for basketball?
- Include a more strict dress code I likes having a uniform.
- Lakeland should bring back the clubs that we had at least once a month and they got rid of. The detentions should be on Saturday's like they used to be when our parents were in school.
- We need our students that aren't in student council to still being involved/make decisions. We should also make use of our light courts.
- Auditorium
- Clean it up a bit
- The carpets are gross
- Could use a new floor
- Food

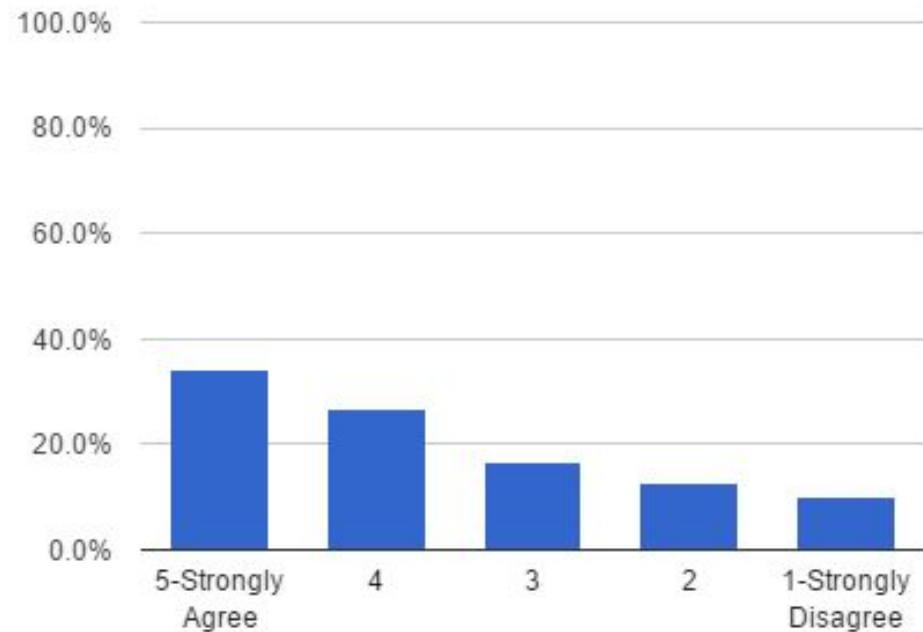
Student Results

What areas of your student's school could be improved?

- The maintenance- auditorium
- Some groups of students are incredibly drama happy and it gets in the air and brings down a lot of people
- Teachers respect towards students is lacking
- Having teachers give us our tests back with feedback on them to look over, and to have discipline be consistent
- Auditorium
- Computer science
- The food is rather lackluster. Library computers are problematic or slow enough
- The honors chemistry course is hard to follow.
- THE CLEANNESS
- Making it cleaner, students trash the school and then talk about how dirty the school is.
- More variety on classes

Student Results

If I had my choice of high schools, I would still choose to attend this school.



Avg score over the past four years:

- 2013: 3.34
- 2014: NA
- 2015: 3.59
- 2016: 3.62

Summary of Employee Results

2016 Top 5 Highest-Rated Statements:

- 4.16 - Staff at this school treat one another and students with respect
- 3.98 - Overall, I am happy with my experience at the district
- 3.94 - I meet regularly with other faculty/staff to discuss student performance, behavior, or emotional well-being
- 3.82 - The school is safe
- 3.67 - The school's vision is focused on high academic achievement and college for all students

2016 Bottom 5 Lowest-Rated Statements:

- 3.03 - I am supported by my Principal/Asst Principal, in matters related to student behavior
- 3.06 - The professional development/training I received this year was valuable
- 3.13 - My school is clean
- 3.13 - The school has identified areas needing improvement and made improvements this year to address them
- 3.16 - Staff morale is high at this school

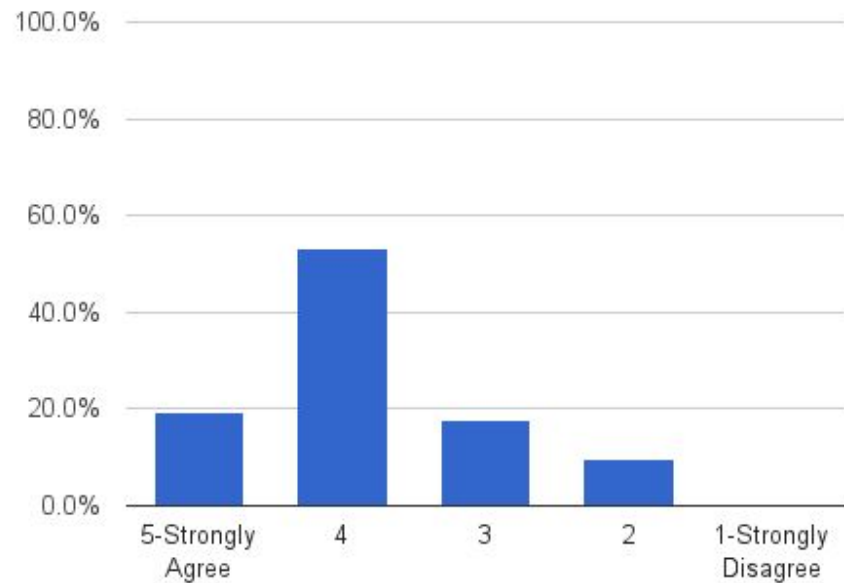
Summary of Employee Results

Largest Rating Increase From 4 Years Ago:

- 0.47 - Administrators and faculty/staff communicate with each other effectively
- 0.43 - I meet regularly with other faculty/staff to discuss student performance, behavior, or emotional well-being
- 0.41 - Teachers punish and reward students consistently
- 0.34 - I am supported by my Principal/Asst Principal, in matters related to student behavior
- 0.28 - My school is clean

Employee Results

The school is safe.



Avg score over the past four years:

- 2013: DNA
- 2014: 3.50
- 2015: 3.94
- 2016: 3.82

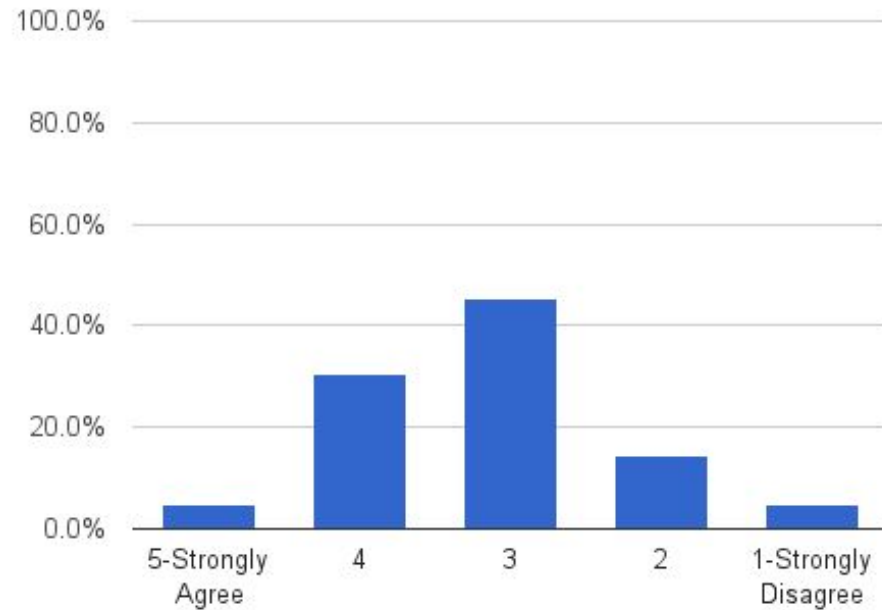
Employees who responded negatively about school safety, were asked the following:

What do you suggest the district do, which would change your opinion of the safety of the school?

- Why have fobs if doors are unlocked in the morning to allow students/staff in; lets anyone in.
- Doors are not securely closed at all times especially during dismissal. The windows in the building are old and screens can be broken into along with the windows at any time.
- Magnetic locks on all exterior doors and more cameras.
- Several students are chronic behavior problems without severe consequences.

Employee Results

Staff morale is high at this school

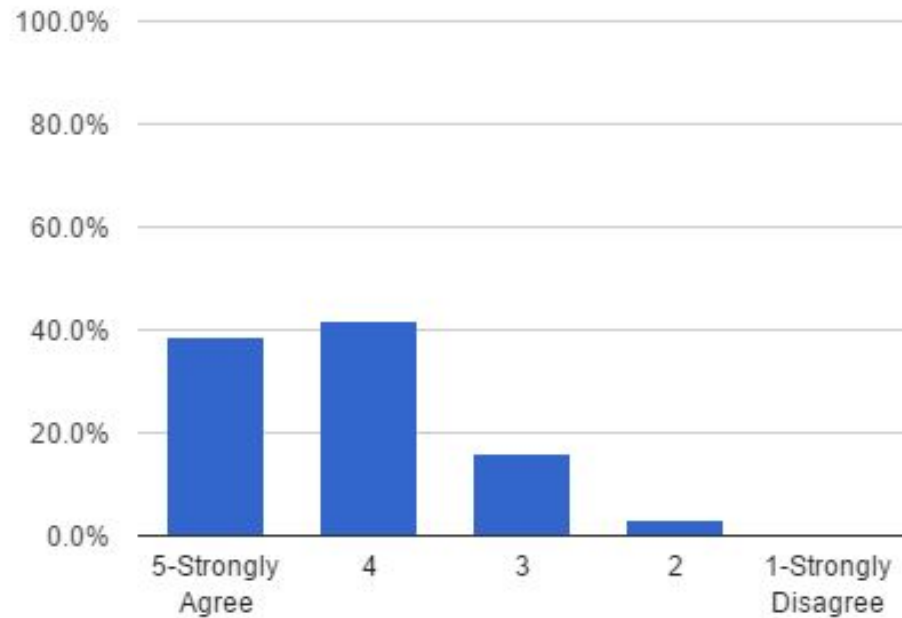


Avg score over the past four years:

- 2013: 2.90
- 2014: 2.58
- 2015: 2.94
- 2016: 3.16

Employee Results

Staff at this school treat students with respect.

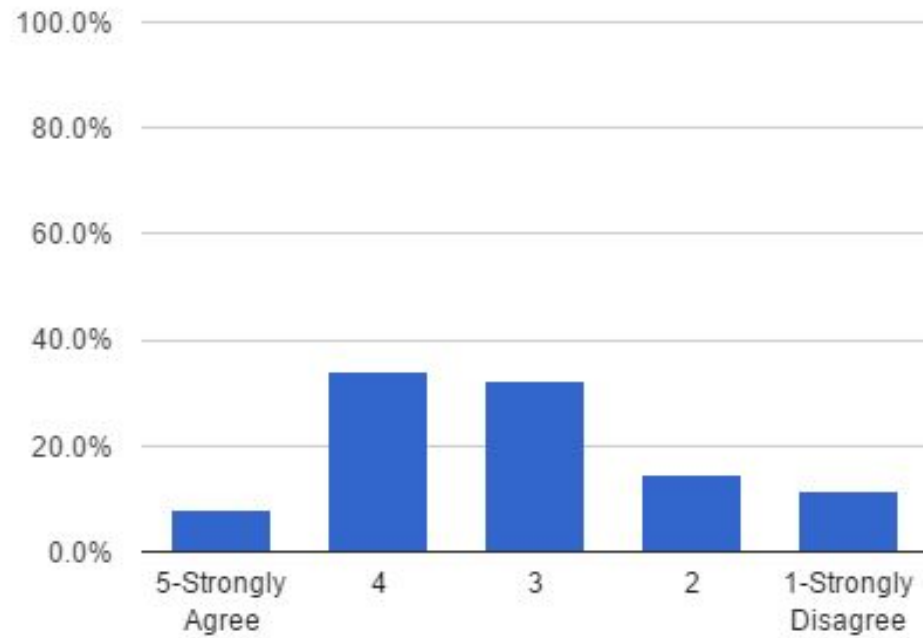


Avg score over the past four years:

- 2013: 3.92
- 2014: 4.02
- 2015: 3.90
- 2016: 4.16

Employee Results

The school has identified areas needing improvement and made improvements this year to address them.

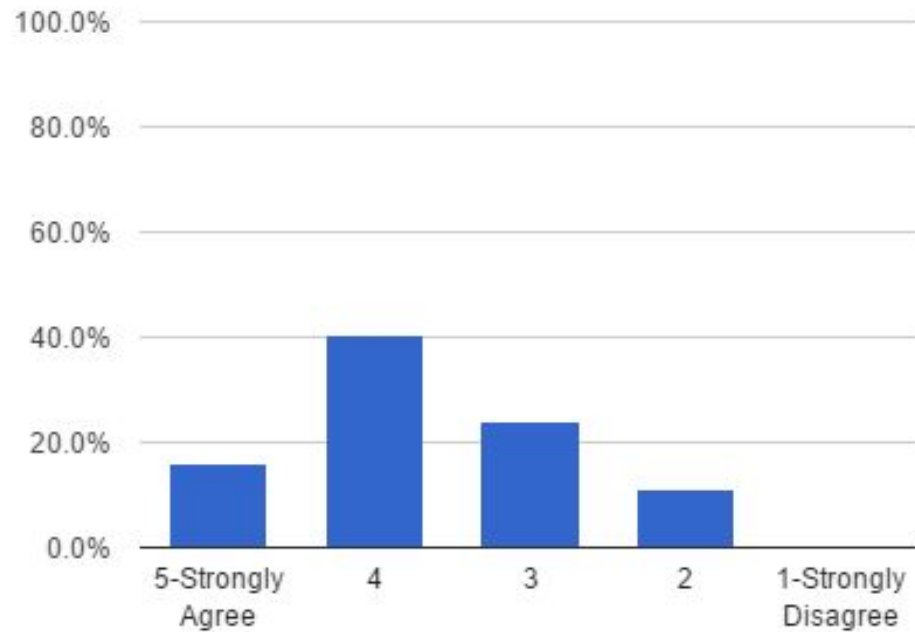


Avg score over the past four years:

- 2013: 2.94
- 2014: 2.78
- 2015: 3.30
- 2016: 3.13

Employee Results

The school's vision is focused on high academic achievement and college for all students.

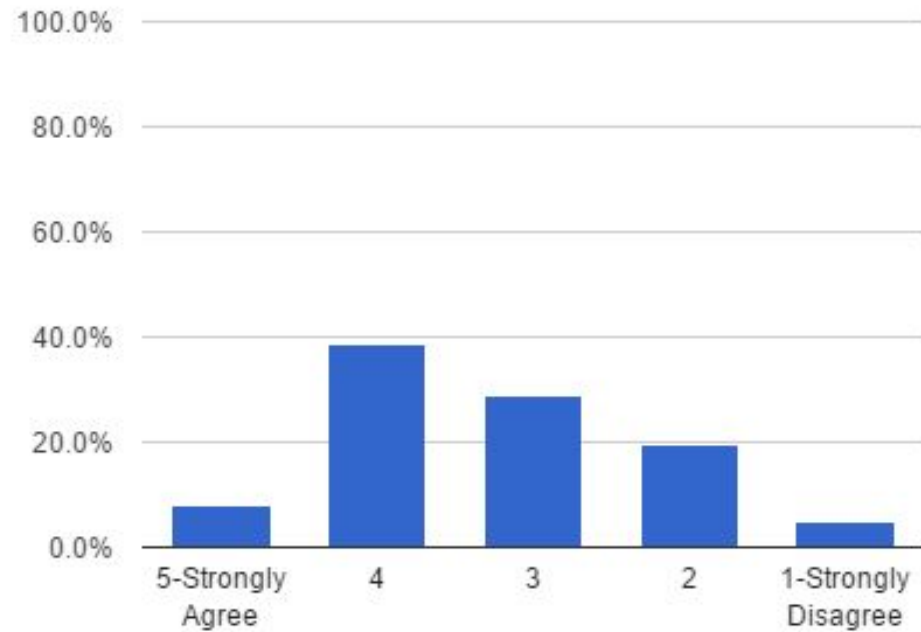


Avg score over the past four years:

- 2013: 3.61
- 2014: 3.18
- 2015: 3.76
- 2016: 3.67

Employee Results

Most parents treat teachers at this school with respect.

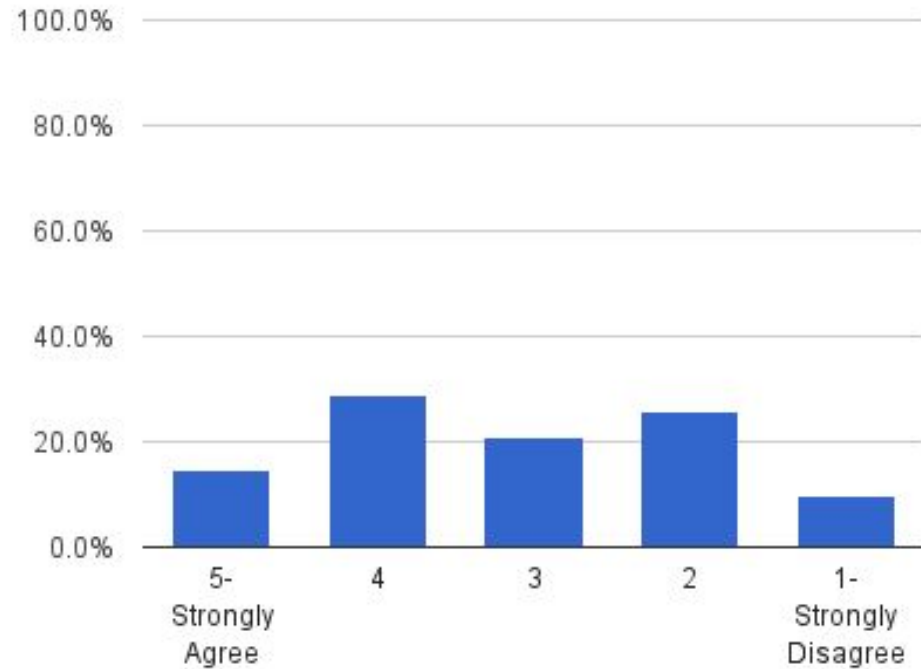


Avg score over the past four years:

- 2013: 3.25
- 2014: 3.30
- 2015: 3.30
- 2016: 3.26

Employee Results

My school is clean.

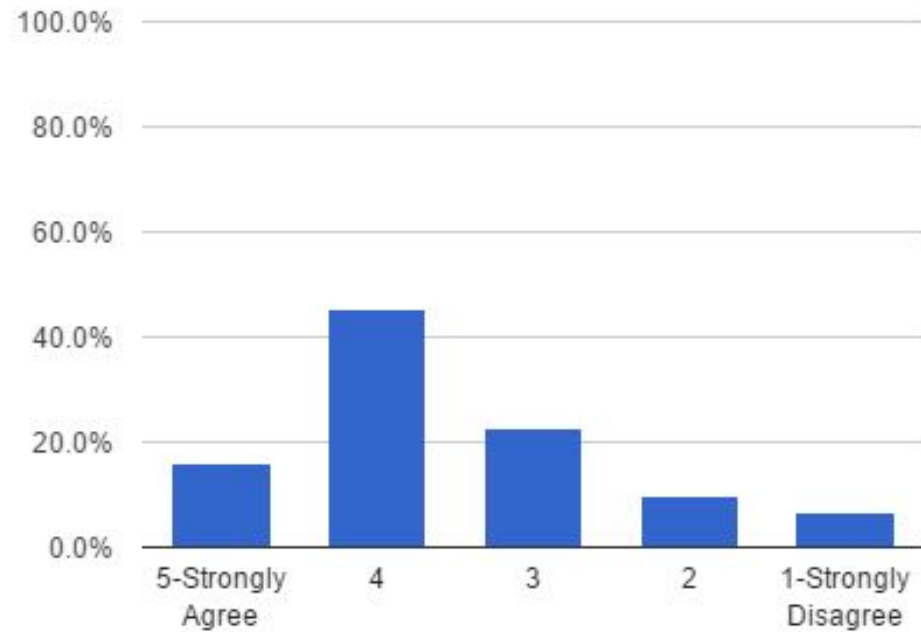


Avg score over the past four years:

- 2013: 2.85
- 2014: 2.46
- 2015: 2.78
- 2016: 3.13

Employee Results

Teachers apply discipline/rewards that is fair and consistent with the student handbook and PBIS.

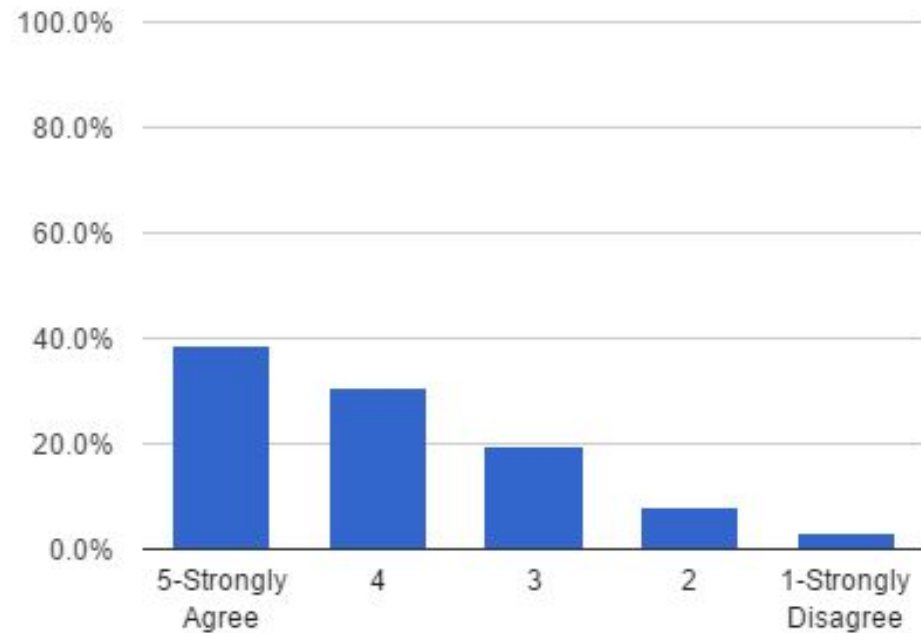


Avg score over the past four years:

- 2013: 3.14
- 2014: 3.42
- 2015: 3.21
- 2016: 3.55

Employee Results

I meet regularly with other faculty/staff to discuss student academic performance, behavior, or emotional well-being.

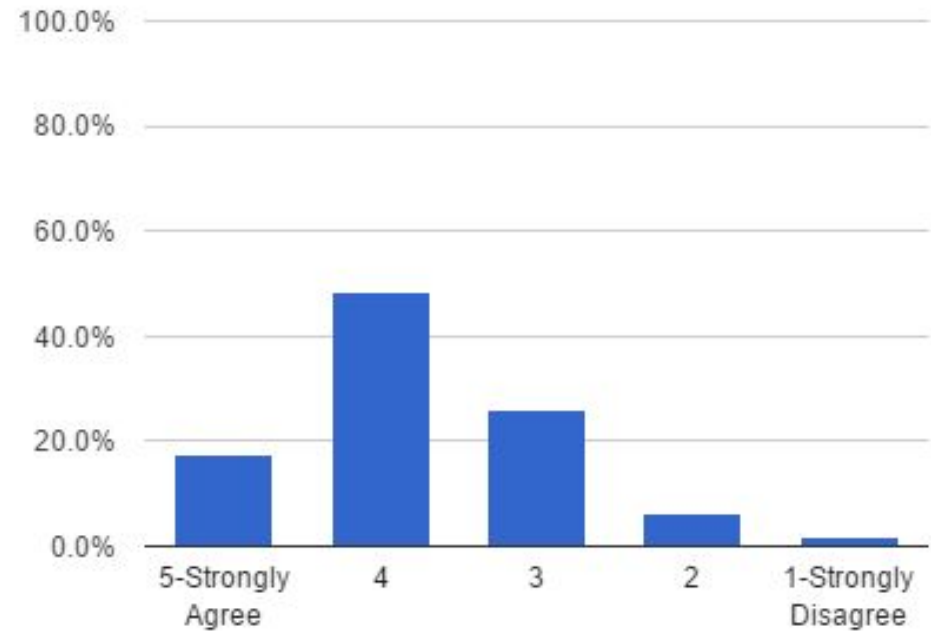


Avg score over the past four years:

- 2013: 3.51
- 2014: 3.84
- 2015: 3.92
- 2016: 3.84

Employee Results

I am supported by my Principal/Asst Principal, in matters related to student learning.

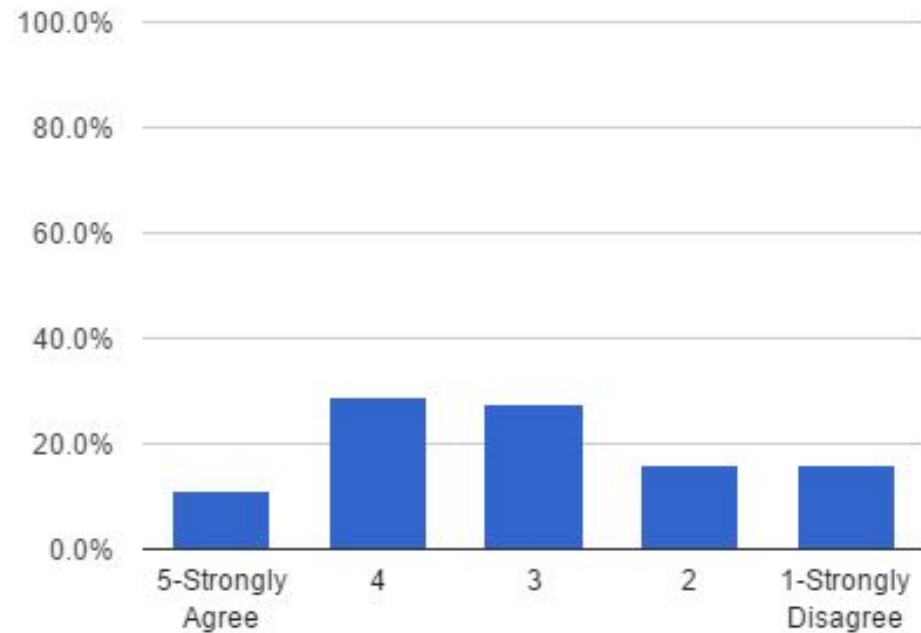


Avg score over the past four years:

- 2013: DNA
- 2014: DNA
- 2015: DNA
- 2016: 3.74

Employee Results

I am supported by my Principal/Asst Principal, in matters related to student behavior.

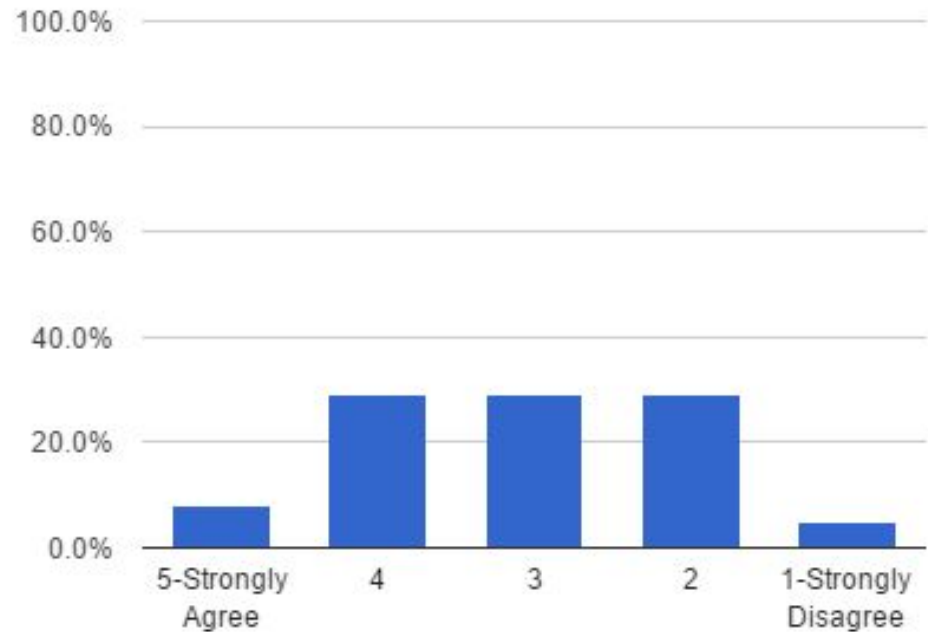


Avg score over the past four years:

- 2013: 2.69
- 2014: 2.56
- 2015: 3.22
- 2016: 3.03

Employee Results

The professional development/training I received this year was valuable in helping me be more effective in my current role.

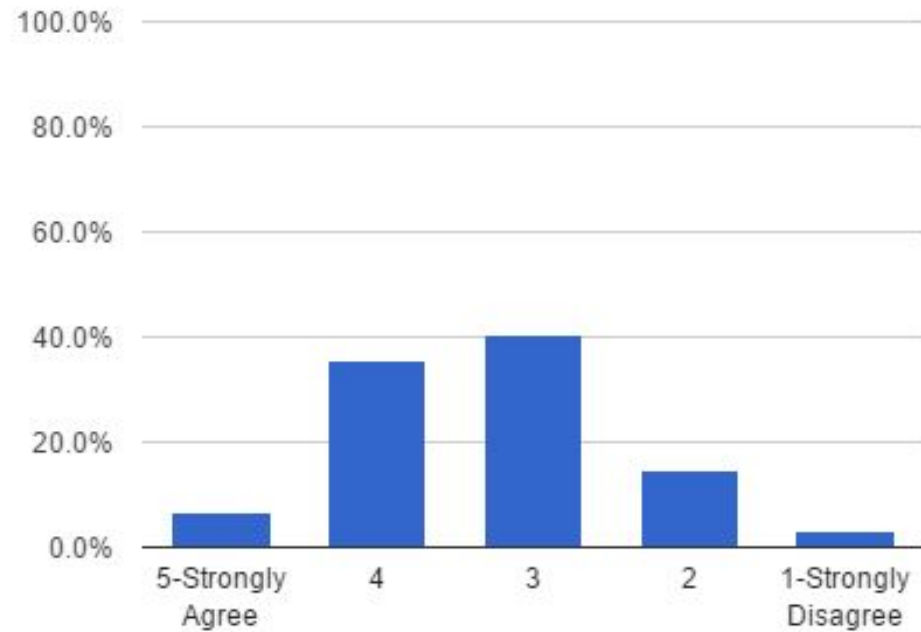


Avg score over the past four years:

- 2013: 3.04
- 2014: 3.39
- 2015: 3.32
- 2016: 3.06

Employee Results

Administrators and faculty/staff communicate with each other effectively.

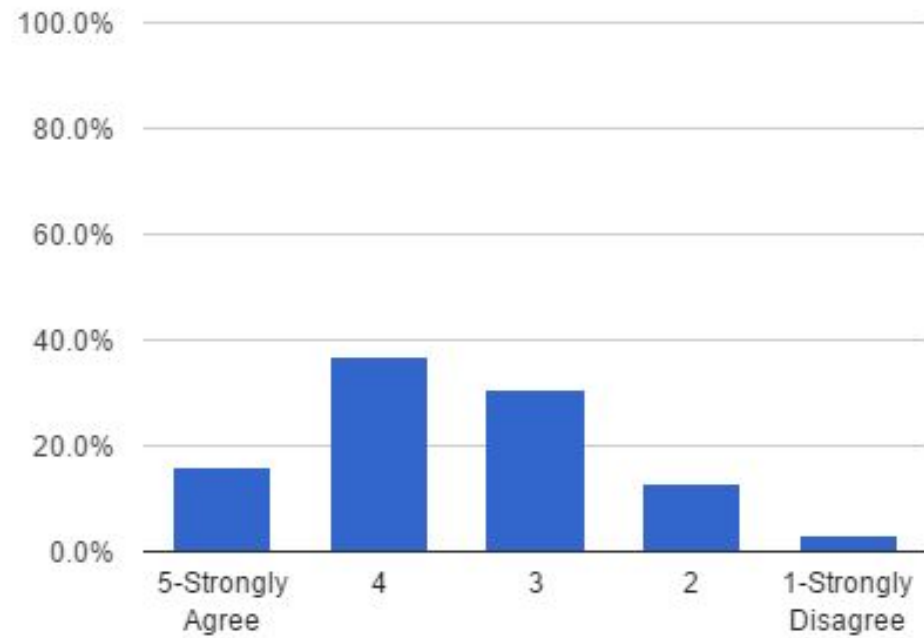


Avg score over the past four years:

- 2013: 2.88
- 2014: 2.84
- 2015: 3.27
- 2016: 3.25

Employee Results

My Principal/Asst Principal listens to and acknowledges communication from others.

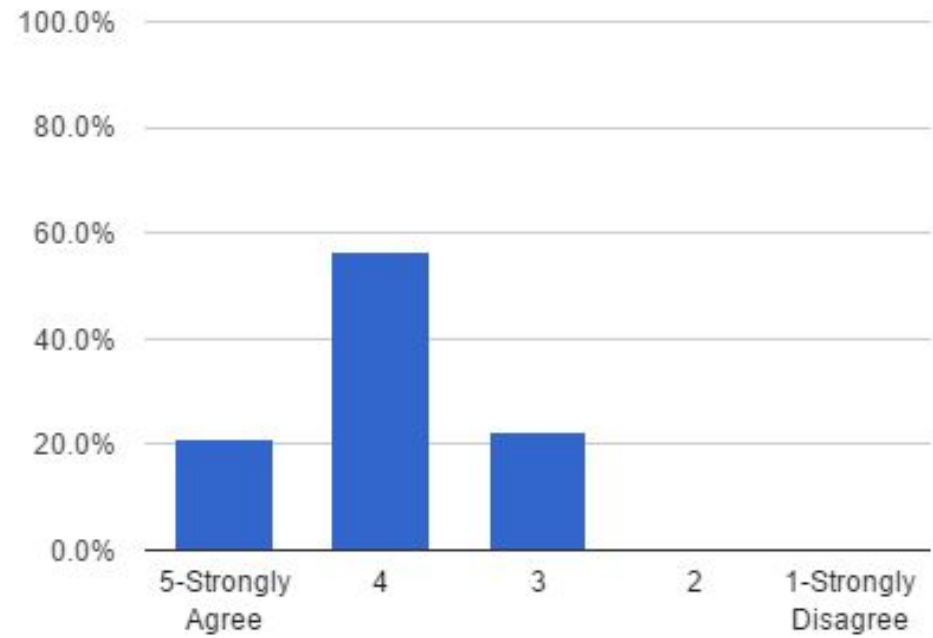


Avg score over the past four years:

- 2013: 3.62
- 2014: 3.28
- 2015: 3.65
- 2016: 3.50

Employee Results

Overall, I am happy with my experience in this district.



Avg score over the past four years:

- 2013: 3.77
- 2014: 3.66
- 2015: 3.88
- 2016: 3.98

Employee Results

What are the strengths of your student's school?

- the staff
- The Principal is the strength of this school. Always helpful, wiling to listen, help, improve.
- We have a high quality of teachers.
- Communication between teachers, school spirit
- Pleasant atmosphere with emphasis on academic and behavioral excellence.
- Teachers work well together to support the students' academic needs.
- High morale and extra curricular activities
- School morale (both teacher and student) has drastically improved. It is wonderful to see the positive change among the students. I attribute this to the implementation of TRIBE.Administration and discipline has greatly improved this year.Matters are dealt with fairly and swiftly.
- The faculty and staff are welcoming. We all care for each other like we would our own family.
- We have dedicated and hardworking staff.
- The dedication of the staff in helping students achieve their greatest potential.
- great students
- faculty stand behind each other and are supportive
- Moving forward. Willingness to find weakness and improve on them
- People try to support each other
- Sense of community, students seem to want to help each other out. Minimal bullying, if any at all.
- How well teachers work together
- The faculty is excellent at teaching students and doing our jobs. The students are better at caring about their academics.
- Faculty
- The faculty K-6 has a common goal and does what is right for the students.
- Strong parental support
- Support from Pta
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Employee Results

What are the strengths of your student's school?

- Hardworking faculty
- The Lakeland Students
- Positive staff interactions and desire to help students learn
- Faculty working together
- Strong community support
- Our district provides many academic and extra-curricular opportunities for our students. Many of our faculty members are involved outside of the classroom and show enthusiasm and genuine care for our students.
- Dedicated, hardworking and committed teachers! Strong PTA that is very supportive. We have many parents and students that value education. Majority of the teachers want to have a solid PBIS that works! Reading program is going in the right direction. Our secretary is amazing! Title I Reading & Math teachers are very helpful. Art, Music and Library are amazing this year-the teachers have done wonders with their programs.
- Our parent/faculty/student rapport is excellent.
- Our faculty/staff/principal/ rapport is excellent.
- We have strong community support.
- We have a strong PTA.
- We have a positive relationship with the other buildings.
- Our curriculum is constantly improving.
- Our technology is getting better.
- We have a good working district
- Warm and welcoming community, lots of parent support
- Enjoy working with most of the staff and also enjoy teaching in seeing the students grow
- New Educational Programs are giving students a better chance to succeed in the global economy

Employee Results

What are the strengths of your student's school?

- Teachers are very supportive of each other.
- Supportiveness
- For the most part, our faculty gets along and will support each other.
- Dedicated teachers who collaborate often.
- Faculty wanting the students to reach max potential
- The faculty as a whole get along professionally and personally.
- We have a few excellent teachers. We also have some awesome students and some great parents that make the job rewarding. The teachers, students, and parents have been keeping this district afloat for nearly a decade.
- Small, family like. Happy place to work
- Teachers adaptability and lesson structure.
- There is a clear sense of community.
- Specific faculty members trying to make it a better environment. Also we offer some great courses!
- 7th grade teachers work together
- Good Academic Courses
- School Pride
- Fantastic faculty
- The students are fantastic
- The principal has been a very supportive instructional leader, giving me safe space to take appropriate instructional risks.
- We work great together and put the needs of the students first.

Employee Results

What are the strengths of your student's school?

- The dedicated teachers, our SAP team, our TRIBE team, and the students that bring with them from home a sense of responsibility and respect.
- Teachers supporting each other
- Good working relationships with co-workers
- We are a strong unit
- Everyone works hard for the students.
- Most students are respectful
- Some efforts to institute changes in behavior.
- Wide range of courses available.
- Great engineering program.
- Enthusiasm from most of the faculty.
- Improved behavior/respect from most students due to PBIS.
- Devotion of PBIS team, communication improved this year.

Employee Results

What areas of your school could be improved?

- More community events or events for the students..these are still children that deserve fun activities throughout the year
- More ESL instruction for students in need
- We need more school supplies (tape, glue, construction paper, lamination).
- We need time to collaborate more with other teacher in same grade.
- BYOD, Consistency with behavior consequences
- Better communication and cooperation with scheduling between regular ed, learning support and speech therapy.
- Less hectic classrooms with more time for students to complete work.
- Our rooms need to be updated...chairs, carpet. We also desperately need technology that works. The refurbished laptops do not work. I've been using my personal laptop at my desk for years. The iPads were a step in the right direction, but the students could benefit greatly from laptops. Thanks for this opportunity to voice my concerns.
- Math education and student performance need to improve to prepare our students for college
- The general cleanliness of the school has improved but is still not what it should be. Bathrooms NEED to be cleaned and stocked daily, not just when it is necessary.
- We need to continue to work on PBIS and TRIBE. There are just too many teachers who complain that discipline is not being handled at all or not the way it should be.
- A specific supervisor should speak privately with subordinates when providing criticisms, not loudly and in public
- The administration does not back up teachers in regards to SWPBS. For ex. a child did not earn a blowout this year, the child's parents called and complained, and that child was allowed to attend the entire blowout (except for 10 mins) which completely goes against the plan. Principal lied about that being the case when approached by staff. He later said "is that really a battle you want to fight?", so why have SWPBS if we have no authority. Program has not been in place since then in the downstairs.
- The purpose of the tribe program was to be consistent with discipline, but throughout the year it was not consistent. It is difficult for teachers to follow protocol when it isn't being followed on the administrative side.
- Another area of improvement is the cleaning of classrooms each day.

Employee Results

What areas of your school could be improved?

- The nurse is completely disrespectful to staff and it is allowed. She speaks to staff like they are beneath her and completely unprofessional manner and it is never addressed.
- The heat in here in the warmer months is unbearable at times. Smells from the bathroom overwhelm the hallway. The roof leaks. The cafeteria workers are really nasty to the students/always screaming at them. Our classrooms are filthy. They are not properly cleaned. Tables are not wiped.
- The building does not feel safe. Anyone can walk in. Doors are left open at times. People have entered into the building when another person was leaving. Even during a recent lockdown, People were allowed to enter and exit the building during it.
- Staff morale is low.
- Cafeteria food choices less carb more fruits and vegetables
- Update all classrooms and improve wifi to go along with technology being implemented more in the classroom
- consistency of discipline matters (don't delete minors; file all majors; back the teacher and don't question the teacher)
- food delivery is a major safety issue
- teachers sending students to other classes without passes
- teachers accepting random students into their classes
- teacher not issuing passes if a student is to report to his/her room
- directing problems to a specific teacher, not addressing the entire faculty
- discretion over disciplinary matters should not exist. "this" violation warrants "this" consequence - black and white
- just because a parent calls complaining, you don't have to give in

Employee Results

What areas of your school could be improved?

- - the ineligibility list (and how it is applied) needs to be changed. Athletes are not held accountable
- - final exemption list wasn't accurate
- Secretary staff. Confidentiality of student behavior / emotional issues
- Better communication
- Fair and consistent discipline and better administrative support when a student is written up. Teacher should not need several witnesses for credibility.
- student behavioral support
- Discipline needs to be more streamlined. The TRIBE concept has helped, but is not the sole cause for the improvement. Still need consistency in discipline from administration and TRIBE team. Also, communication needs to be improved. Strong leadership is needed in the high school.
- Upkeep, heating and cooling system, maybe not continue starting new programs every year.
- *Lack of substitute teachers
- *(Some) Learning support students need to be using different programs and being taught content by special education teacher, rather than just testing with special education teacher
- *More rtii support. Also when rtii teachers are absent/ in trainings finding substitutes for them so the program could continue.
- More support for staff and STUDENTS!
- Consistent discipline, class variety, more sections of core classes to reduce class size, reduce special ed case lists, common planning times for coteachers, monthly grade level meetings to discuss student progress or lack there of (core subjects with spec ed), more differentiated instruction within general ed. Setting
- Heating and cooling
- Discipline
- Roof leaks, carpeting, ceiling insulation. Laptop attached to promethean board needs to be updated
- Cliques. Certain teachers attempting to run everything.

Employee Results

What areas of your school could be improved?

- I had high hopes for the new discipline matrix created by our TRIBE team. It seemed very clear-cut. However, I don't feel the discipline is implemented by administration. Numerous colleagues have had ODRs returned with no discipline action. Some teachers have also noted getting ODRs with post-it notes attached and all copies still intact. The TRIBE data reflects a drop in referrals; however, I think many teachers are not turning them in because we do not feel supported. It is discouraging to spend time writing a referral that is not taken seriously. It is also embarrassing when the teacher appears to hold the student to higher standards than administration. This detracts from the teacher's authority in the classroom. It is also disheartening when students are gathered in the hall during class and an administrator walks by and says nothing.
- I also feel students are being permitted to take advantage of the new privileges afforded to them with the implementation of TRIBE. Students are coming to school late and arriving to class with coffees and sandwiches. Students have been permitted to wait for their parents in the office during class (without teacher permission) to have fast food dropped off. I also do not understand why students are permitted to order lunch and have it delivered to the office. I have witnessed students standing in the halls on their phones to call in lunch orders during class. I think this is a disruption and I am pretty sure it is also in violation of the school nutrition policies.
- Cafeteria food and staff (most of them) are horrible. The building is in bad shape with broken screens and windows that won't open, the roof leaks and the bathrooms get blocked and overflow often. The classrooms and bathrooms are filthy as well. I wish bldg administration would be more authentically supportive of faculty and not accommodating to parents. The PBIS system is not being implemented with fidelity.
- Copiers never work! Classroom technology could be improved.
- An obvious area would be to make improvements on our buildings and grounds, which are in need of updating, and repairs. I do realize that costs money, and financially things are tight.
- CHIEF PRIDE
- Communication between subject areas
- Cleanliness of our school
- Consistent and fair discipline
- Communication between administration and teachers. More vigorous lesson plans that include differentiation would be beneficial to students.
- Communication about online classes

Employee Results

What areas of your school could be improved?

- The faculty bathrooms in the main hallway are disgusting.
- Curricular changes are made on a whim with little foresight on the impact of current course offerings. Students are given too many options that they avoid core courses where they know nothing about the subject upon graduation.
- BOYD does not work with a large percentage of the population. It has become a distraction to many students and with the given TRIBE matrix has allowed in real time student cyberbullying and spirit week riots.
- Some administration refuse to listen to the input of content experts and teachers which ultimately has an impact on scheduling and student achievement.
- TRIBE team has become authoritative and polarizing with the faculty. A couple of TRIBE team members have played favorites with students and staff; this has made for an unprofessional rapport and inconsistent reporting of student behavior violations.
- Decisions are made too quickly without foresight.
- TRIBE does not work; same problems as before. Students have to be told "no" and so far they continue to run the building with an increasing level of disrespect.
- Graduates are not getting proper background due to skipping important courses in an effort to bolster GPAs.
- Teaching scheduling is unbalanced, unfair, and class sizes are far too big to help students one on one during class.
- Maintenance issues need to be taking care of- bathrooms, roof, Windows
- Heating and cooling system
- In need of a new copy machine
- Schoolwide positive behavior support program needs to be adjusted and followed through by administration
- Update playground
- Discipline.

Employee Results

What areas of your school could be improved?

- Far too many last minute scheduling decisions are made making lesson planning near impossible. Teachers need to send emails earlier to staff and secretaries, so Sapphire lists students participating in activities and testing. In a real emergency the district is not prepared to be accountable for all students...period!
- Students need more social workers on staff to assist with emotional support and designing specialized instruction.
- Teacher aides and personal care aides need proper training. Far too many of them are not using classroom time constructively. This is a developing trend.
- Food orders from outside vendors should not be allowed due to safety concerns/food allergies.
- Homebound instruction protocol still needs to be developed.
- There is still no clear vision as to what practical outcomes we want for our graduates. Current vision is too vague.
- Strengthening and empowering staff equally is key. Teachers are to be student centered; not necessarily administration.
- The groundskeeper position has had very little impact on the cleanliness of the building or outdoor campus.
- Some teachers and administration hear but do not listen and look but do not see.
- while consideration should always be given to the individual student there are times when I think that we should be firmer about sticking to the rules.
- More time to talk with previous and future grade teachers about expectations for future and past of students.
- The strong emphasis of the sciences, specifically PLTW at the expenses of other courses. If a student isn't science oriented they're needs are not priority,
- Teachers who don't want to improve but ostracize those who want to be better
- Feel like we are attempting to accommodate too much regards to scheduling but are too small of school/staff

Employee Results

What areas of your school could be improved?

- Student discipline is still a major issue. Teachers follow protocol and nothing is done after that. The school is in need of physical improvement and serious cleaning.
- Administration backing - having clear cut punishments to go with each possible offense so there is no room for admin to treat students differently.
- no entitlement of some teachers
- The SRO needs to be more efficient
- A principal that is not tied to the local community.
- Student discipline. Our worst students seem to continue to disrupt, harass, and bully students, faculty, and staff.
- -Consistency in discipline. PBIS is falling apart without this consistency!!
- Discipline needs to be consistent, when we take some out of the blow out the consequence should stand and not be overridden.
- Communication with all members of faculty and staff (not just the teachers), appreciation for staff support, cleanliness of each classroom (not just public areas), outward and financial support of academically- or arts-related activities.
- Rugs duct taped, locks on lav doors are broken, Better results with Tier 2/3 offenses
- building repairs, more staff
- Facility improvement
- Consistent student discipline
- Motivation to study
- Better administrative support from various levels need to be addressed. Behavioral consequences are not in line with the expectations of the teachers. Effective classroom management becomes difficult and ineffective when the teacher is overridden by administration. The TRIBE isn't working as well as other districts because we let our students already have too much freedom, i.e. ordering out for lunch and having it delivered to the school and stopping at Dunkin and arriving late to school only to be admitted with a full order for their friends.
- Communication between administration, TRIBE, and teachers.
- Lack of support from administration on behavior issues.