

School Name: Admin Team

Reflection/Assessment School Consensus Summary

Essential Elements	Rate:				Consensus Rating	Prioritize:			Consensus Rating
	A	B	C	D		1	2	3	
1.	A	B	C	D	B	1	2	3	1
2.	A	B	C	D	C	1	2	3	1
3.	A	B	C	D	B	1	2	3	1
4.	A	B	C	D	B	1	2	3	1
5.	A	B	C	D	C	1	2	3	1
6.	A	B	C	D	C	1	2	3	1
7.	A	B	C	D	C	1	2	3	2
8.	A	B	C	D	B	1	2	3	1
9.	A	B	C	D	B	1	2	3	2
10.	A	B	C	D	C	1	2	3	2
11.	A	B	C	D	B	1	2	3	1
12.	A	B	C	D	C	1	2	3	1
13.	A	B	C	D	C	1	2	3	1

<p>What are the greatest strengths of our school? What are we most proud of? What is going well?</p> <p>Student achievement Parental involvement Dedicated passionate staff Wealth of data Resources Well rounded opportunities Fiscally solvent</p>	<p>What would we change or do differently at our school to make it even better? What needs to be addressed?</p> <p>Meeting needs of all students: average – gifted – low income More SIP days Developing a shared vision Professional Development aligned with vision, assessments, etc. IB Program Gifted, spectrum Personnel resources Slow to change Collaboration – vertical & horizontal Stakeholder involvement Vision Process for decision making: communication, staffing Development of effective processes</p>
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School Name: Banner Elementary (8/17/09)

Reflection/Assessment School Consensus Summary

Essential Elements	Rate:				Consensus Rating	Prioritize:			Consensus Rating
	A	B	C	D		1	2	3	
1.	A	B	C	D	C	1	2	3	1
2.	A	B	C	D	C	1	2	3	1
3.	A	B	C	D	B	1	2	3	1
4.	A	B	C	D	D	1	2	3	2
5.	A	B	C	D	C	1	2	3	2
6.	A	B	C	D	C	1	2	3	1
7.	A	B	C	D	B	1	2	3	1
8.	A	B	C	D	B	1	2	3	1
9.	A	B	C	D	A	1	2	3	1
10.	A	B	C	D	B	1	2	3	1
11.	A	B	C	D	B	1	2	3	1
12.	A	B	C	D	C	1	2	3	1
13.	A	B	C	D	C	1	2	3	2

What are the greatest strengths of our school? What are we most proud of? What is going well?	What would we change or do differently at our school to make it even better? What needs to be addressed?
<ul style="list-style-type: none"> • Issues are addressed quickly • Staff – cooperative, helpful, goes above/beyond, gets along well • Additional materials are ordered when asked for • Parents – involvement • Principal • Students and their homes • Student achievement and improvement • Proactive and progressive • Support staff • Accepting of the diversity • PAWS • Collaborating 	<ul style="list-style-type: none"> • Support for interventions • Common grade level planning time • Communication between grades and collaboration • Professional development • More time for teachers – meetings, interventions, etc... • Gifted programs • Gather staff input • Summer school offering • Need a sensory room for special needs students • Place Life Skills in a room with a bathroom • More scheduled grade level planning.

School Name: Dunlap Middle School

Reflection/Assessment School Consensus Summary

Essential Elements	Rate:				Consensus Rating	Prioritize:			Consensus Rating
	A	B	C	D		1	2	3	
1.	A	B	C	D	C	1	2	3	2
2.	A	B	C	D	B	1	2	3	1
3.	A	B	C	D	A	1	2	3	1
4.	A	B	C	D	C	1	2	3	2
5.	A	B	C	D	C	1	2	3	1
6.	A	B	C	D	C	1	2	3	1
7.	A	B	C	D	C	1	2	3	1
8.	A	B	C	D	B	1	2	3	1
9.	A	B	C	D	C	1	2	3	1
10.	A	B	C	D	C	1	2	3	1
11.	A	B	C	D	A	1	2	3	1
12.	A	B	C	D	C	1	2	3	1
13.	A	B	C	D	C	1	2	3	2

What are the greatest strengths of our school? What are we most proud of? What is going well?	What would we change or do differently at our school to make it even better? What needs to be addressed?
Motivated to succeed Success of students (three times) Success of teachers (twice) High test scores Flexibility Our district is financially sound Welcoming Strong teams Balance work and fun Resiliency Library resources Technology Academics Parent participation	Extra curriculars Continuing education in building Good training Everyone on same page Teams = cross curriculum Consistency/stability in administration (three times) Less emphasis on teaching to ISAT tests Interventions More articulation up and down Develop school pride/spirit Interaction between the grade levels (6-7-8) Explore Special Education part of teams Offer more explore so kids could choose No computers in 6 th grade No Shared teachers Tech training

School Name: Dunlap Grade School
Reflection/Assessment School Consensus Summary

Essential Elements	Rate:				Consensus Rating	Prioritize:			Consensus Rating
	A	B	C	D		1	2	3	
1.	A	B	C	D	B	1	2	3	1
2.	A	B	C	D	C	1	2	3	1
3.	A	B	C	D	B	1	2	3	2
4.	A	B	C	D	C	1	2	3	1
5.	A	B	C	D	C	1	2	3	2
6.	A	B	C	D	C	1	2	3	1
7.	A	B	C	D	C	1	2	3	2
8.	A	B	C	D	A	1	2	3	1
9.	A	B	C	D	B	1	2	3	1
10.	A	B	C	D	B	1	2	3	1
11.	A	B	C	D	B	1	2	3	1
12.	A	B	C	D	C	1	2	3	1
13.	A	B	C	D	C	1	2	3	1

What are the greatest strengths of our school? What are we most proud of? What is going well?	What would we change or do differently at our school to make it even better? What needs to be addressed?
<ul style="list-style-type: none"> ▪ Parent participation ▪ Cohesive, collaborative staff ▪ Leadership here has helped to establish & maintain this cohesive & collaborative staff ▪ Strong leaders ▪ Supportive staff ▪ We work well together ▪ Positive staff ▪ Interventions ▪ Open communication ▪ Student's achievement ▪ Data 	<ul style="list-style-type: none"> ▪ Early identification of student problems and utilization of BBT ▪ Time for collaboration ▪ Procedural inconsistencies ▪ Work as formal teams ▪ Not so much standardized testing ▪ Class size ▪ Tiers 1 & 2 in classroom ▪ Common goals (whole staff) ▪ RTI information for regular education staff ▪ More access for interventions in classrooms (what's available) ▪ Common team time ▪ Using assessment to drive instruction

Dunlap Valley Middle School

Reflection/Assessment School Consensus Summary

Essential Elements	Rating letter, then number of votes	Priority Number and then the number of votes is in parenthesis	Overall
1	B4c1	1(1) 2(3) 3(1)	B2
2	B 5	1(3)2(1)3(1)	B1
3	A1 b3 c 1	1(2) 2(3)	B1
4	A1 b4	1(2)2(2) 3(1)	B2
5	B3 c2	1(4)2(1)	B1
6	B3 c2	1(2)2(3)	B2
7	A1 b1 c3	1(3)2(2)	C1
8	A4 c1	2(2)3(2)	A2
9	B5	2(4) 3 (1)	B2
10	A2 b 3	1(5)	B1
11	B5	1(2)2(2)3(1)	B2
12	A2 b1 c2	1(2)2(3)	B1
13	C5	1(1)2(4)	C2

Strengths	Do differently
<p>Students</p> <p>Staff</p> <p>Success while opening a new school ISAT</p> <p>Administrative support</p>	<p>Overall communication between teams and administration</p>
<p>Good work environment</p> <p>Dedicated staff</p> <p>People are treated equally</p> <p>Leadership-school and district</p> <p>Student achievement</p> <p>Great facilities</p>	<p>Class Size</p> <p>One negative can affect whole attitude</p> <p>All willing to work as a team</p> <p>Communication –include Explore</p>
<p>Sc ores are awesome</p> <p>Safe atmosphere</p> <p>Parent involvement</p> <p>Best technologies</p> <p>Administration supports teachers</p> <p>Administration stays current</p> <p>Master Change</p>	<p>We need more community involvement</p> <p>Collaboration between schools</p> <p>Teachers should be held to professional standards, on time</p> <p>All staff should be willing to help others and participate equally</p> <p>De-emphasize test scores</p> <p>Class sizes are too large</p> <p>More aides</p> <p>Student leadership</p> <p>Include exploratory teachers</p>
<p>Student achievement</p> <p>Test scores</p>	<p>Communication</p> <p>Working together as a whole</p>

<p>Good teachers</p>	<p>Communicating expectations of each role, job descriptions</p>
<p>ISAT scores Morality of staff and students is positive Continued development of identity Data driven – now to empower the statistics toward the overall goal Professional development opportunities</p>	<p>Isolation- non core teachers difficult schedules Change school schedule to start earlier- conflict with extra curricular vs. exploratory Every child Cross curricular- small scale, co-teaching More support for struggling students, more aides, smaller class sizes Consistency with language in writing Advanced classes, sci and SS 9 week cycle for explores</p>

School Name: Dunlap High School (August 2009)
Reflection/Assessment School Consensus Summary

Essential Elements	Rate:				Consensus Rating	Prioritize:			Consensus Rating
	A	B	C	D		1	2	3	
1.	A	B	C	D	B	1	2	3	2
2.	A	B	C	D	C	1	2	3	1
3.	A	B	C	D	B	1	2	3	1
4.	A	B	C	D	C	1	2	3	2
5.	A	B	C	D	B	1	2	3	2
6.	A	B	C	D	C	1	2	3	2
7.	A	B	C	D	C	1	2	3	2
8.	A	B	C	D	B	1	2	3	2
9.	A	B	C	D	B	1	2	3	2
10.	A	B	C	D	B	1	2	3	1
11.	A	B	C	D	B	1	2	3	2
12.	A	B	C	D	C	1	2	3	1
13.	A	B	C	D	C	1	2	3	1

What are the greatest strengths of our school? What are we most proud of? What is going well?	What would we change or do differently at our school to make it even better? What needs to be addressed?

School Name: Ridgeview

Reflection/Assessment School Consensus Summary

Essential Elements	Rate:				Consensus Rating	Prioritize:			Consensus Rating
	A	B	C	D	B	1	2	3	2
1.	A	B	C	D	B	1	2	3	2
2.	A	B	C	D	C	1	2	3	1
3.	A	B	C	D	B	1	2	3	1
4.	A	B	C	D	B	1	2	3	2
5.	A	B	C	D	C	1	2	3	2
6.	A	B	C	D	B	1	2	3	2
7.	A	B	C	D	B	1	2	3	3
8.	A	B	C	D	A	1	2	3	1
9.	A	B	C	D	A	1	2	3	3
10.	A	B	C	D	B	1	2	3	1
11.	A	B	C	D	B	1	2	3	1
12.	A	B	C	D	C	1	2	3	1
13.	A	B	C	D	C	1	2	3	2

What are the greatest strengths of our school? What are we most proud of? What is going well?	What would we change or do differently at our school to make it even better? What needs to be addressed?
<p>ISAT scores are outstanding</p> <p>Good “teamwork” with staff</p> <p>Abundance of resource materials and workshop opportunities</p> <p>Volunteers</p> <p>When given opportunity staff is willing to voice opinion and to make change where necessary</p> <p>Making gains from previous years RTI</p> <p>No slackers, high achievement level</p> <p>Benchmark data is started well but there is room to grow in learning application of data</p> <p>The students that all of a sudden blossom</p> <p>Teacher’s knowledge & action when it comes to student needs</p> <p>Our students-we’re thankful to have the students we have</p> <p>We are an accepting school to kids with special needs</p>	<p>Lack of intervention staff, need more</p> <p>Separate math & reading interventionists</p> <p>More access to technology support</p> <p>Reliable technology (internet)</p> <p>Bring back summer school</p> <p>Time for grade level/team/collaboration and planning (monthly)</p> <p>Overall consensus of behavioral/academic expectations</p> <p>More team time/monthly or consistent meeting times</p> <p>PBIS or school wide discipline program</p> <p>After school tutoring programs</p> <p>Lots of struggling students that have little support at home for homework etc...</p> <p>After school care for children (teacher’s children)</p> <p>Recess monitors hired instead of teacher (or parent volunteers)</p>

<p>High standards of discipline in the school Good facilities and equipment Staff works well Implementations of interventions\ School spirit Friendly cooperative staff Success oriented climate Ridgeview community</p>	<p>More teacher input in decision making Time to meet with all teachers in district in same teaching area Consistency with specials teachers-art, music, etc.. More time to familiarize with data and interventions More resources and support for teachers for differentiated instruction for kids (resource and gifted learners) Science & social studies curriculum and materials Lack of access to library and computer lab.</p>
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Dunlap Strategic Planning - Assessment/Reflection - Support Staff

Please indicate your work group:

Custodian

Secretary

Aide

Lunchroom Supervisor

Cafeteria Worker

Bus Driver/Monitor

Essential Elements	Rate: A = in place, frequently observed B = partially in place, occasionally observed C = we need to work on this! D = N/A; doesn't fit	Prioritize: Of those rated A, B or C, rate the priority level: 1= high priority 2= medium priority 3= low priority
1. There are clear goals/expectations in our department/work group.	A(6) B (9) C (5) D	1 (10) 2 (9) 3
2. Our department/work group has a method to measure success.	A (2) B (6) C (9) D	1 (8) 2 (10) 3
3. I have an opportunity to provide input in my department/work group.	A (6) B (6) C (6) D (1)	1 (11) 2 (6) 3 (1)
4. Opportunities exist in our department/work group to collaborate and share ideas.	A (5) B (5) C (8) D	1 (14) 2 (3) 3 (2)
What are the greatest strengths of our department/work group? What are we most proud of? What is going well?	What would we change or do differently in our department/work group to make it even better? What needs to be addressed?	
<p>Friendly drivers</p> <p>Good driving/safety records</p> <p>Ask questions/get answers/good communication</p> <p>Teamwork</p> <p>Opportunity</p> <p>Leadership</p> <p>Am part of the classroom team/care about the students</p> <p>Sense of pride</p> <p>Good mechanic/supervisor</p>	<p>Once a month meetings/better communication/Need written guidelines and expectations</p> <p>Better school/transportation department communication.</p> <p>Field Trip fairness</p> <p>Equipment/air conditioning</p> <p>Future workload of bus mechanic</p> <p>Stop catering to parents</p> <p>Need driver/monitor safety meeting</p> <p>Need a registration cut off date</p> <p>Who notifies us of bus changes?</p> <p>Fuel/time is wasted</p> <p>Bus Drivers are taking the bus home with them</p>	

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School Name: WILDER-WAITE
 Reflection/Assessment School Consensus Summary

Essential Elements	Rate:				Consensus Rating	Prioritize:			Consensus Rating
	A	B	C	D		1	2	3	
1.	A	B	C	D	B	1	2	3	2
2.	A	B	C	D	C	1	2	3	1
3.	A	B	C	D	B	1	2	3	2
4.	A	B	C	D	B	1	2	3	2
5.	A	B	C	D	C	1	2	3	2
6.	A	B	C	D	C	1	2	3	1
7.	A	B	C	D	C	1	2	3	2
8.	A	B	C	D	B	1	2	3	3
9.	A	B	C	D	A	1	2	3	2
10.	A	B	C	D	B	1	2	3	3
11.	A	B	C	D	A	1	2	3	1
12.	A	B	C	D	C	1	2	3	1
13.	A	B	C	D	C	1	2	3	2

What are the greatest strengths of our school? What are we most proud of? What is going well?	What would we change or do differently at our school to make it even better? What needs to be addressed?
<ul style="list-style-type: none"> ▪ Student achievement ▪ Family involvement ▪ Progressive methodologies ▪ Communication ▪ Data collection ▪ Welcoming climate ▪ Open-minded ▪ Going the extra mile ▪ Integrity of procedures ▪ Diversity of school 	<ul style="list-style-type: none"> ▪ No formal teacher teams formed ▪ No time set aside for collaboration ▪ Need to focus on intervention rather than remediation ▪ More open communication within building ▪ Following through with data collection

Dunlap Special Education Department

Tuesday Aug. 18, 2009

Strengths

- Flexibility
- Good communication within department
- Resources
- Dedicated staff
- Good interventions at the primary level
- Brooke
- Parental support
- Regular ed is supportive
- Special ed teachers share ideas, suggestions, and get along well
- Good support system
- Great related services

Opportunities for Growth

- More training for regular ed teachers about special education, inclusion, co-teaching
- More training opportunities during March institute (ex. CPI training)
- Educate about individual roles on team
- Materials for classroom
- Better goal writing
- More elective classes for our H.S. students
- Math interventions
- More programs for students with aspergers
- More opportunities to meet at each level
- CCI teacher in each building
- Curriculum instruction for the instructional program
- RTI training at the H.S.

Philosophy

- To provide quality individual services to students with disabilities to allow them to progress and reach their individual goals
- Bring students from current level to full potential
- To provide opportunities to increase student independence
- All students can learn
- Value the role of general education staff in educating our students
- Create a desire for life-long learning

Vision

- Decrease gap
- Inclusion
- Communication between gen ed/sp.ed
- High expectations for all kids
- Consistency in programs
- Each child reaching their highest potential
- Produce productive citizens
- Peer acceptance
- More staff for inclusion, interventions

Dunlap Strategic Planning - Assessment/Reflection - Support Staff

Please indicate your work group:

Custodian

Secretary

Aide

Lunchroom Supervisor

Cafeteria Worker

Bus Driver

Bus Monitor

Essential Elements	Rate: A = in place, frequently observed B = partially in place, occasionally observed C = we need to work on this! D = N/A; doesn't fit	Prioritize: Of those rated A, B or C, rate the priority level: 1= high priority 2= medium priority 3= low priority
1. There are clear goals/expectations in our department/work group.	A (8) B (6) C (1) D	1 (10) 2 (5) 3
2. Our department/work group has a method to measure success.	A (10) B (4) C (1) D	1 (7) 2 (8) 3
3. I have an opportunity to provide input in my department/work group.	A (10) B (4) C (1) D	1 (12) 2 (3) 3
4. Opportunities exist in our department/work group to collaborate and share ideas.	A (9) B (3) C (3) D	1 (11) 2 (3) 3
What are the greatest strengths of our department/work group? What are we most proud of? What is going well?	What would we change or do differently in our department/work group to make it even better? What needs to be addressed?	
<p>Team work</p> <p>Administrative support</p> <p>Classroom space</p> <p>RTI Compliance</p> <p>Identification of students falling through the cracks</p> <p>Great mix of staff at 3-5 level</p> <p>Staff listen to my ideas.</p> <p>Students come first.</p>	<p>More integrated classes</p> <p>Be more involved in district activities</p> <p>Teachers need more awareness of special needs students.</p> <p>More follow through with discipline issues</p> <p>Administrators not willing to include everyone in the RTI process.</p> <p>Workshop attendance</p> <p>Meet with other reading aides more often</p> <p>Need to be full time/More staff needed</p> <p>More administrative support and guidance/less principal turnover.</p> <p>More involved with grades K-2</p>	

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Dunlap Strategic Planning - Assessment/Reflection - Support Staff

Please indicate your work group:

Custodian

Secretary

Aide

Lunchroom Supervisor

Cafeteria Worker

Bus Driver

Essential Elements	Rate: A = in place, frequently observed B = partially in place, occasionally observed C = we need to work on this! D = N/A; doesn't fit	Prioritize: Of those rated A, B or C, rate the priority level: 1= high priority 2= medium priority 3= low priority
1. There are clear goals/expectations in our department/work group.	A(21) B (6) C (1) D	1 (23) 2 (4) 3
2. Our department/work group has a method to measure success.	A (14) B (13) C (1) D	1 (18) 2 (9) 3
3. I have an opportunity to provide input in my department/work group.	A (15) B (7) C (6) D	1 (19) 2 (7) 3
4. Opportunities exist in our department/work group to collaborate and share ideas.	A (14) B(10) C (4) D	1 (22) 2 (4) 3
What are the greatest strengths of our department/work group? What are we most proud of? What is going well?	What would we change or do differently in our department/work group to make it even better? What needs to be addressed?	
Team work/great atmosphere Good food/special meals We like our job Head cook is positive/excellent leadership We enjoy the students Sharing of ideas/new ideas are welcome Excellent communication We abide by the sanitation code/cleanliness of work place	Equipment is old and out of date/some schools don't have necessary equipment Need more staff/more hours Need four lunches at DHS Theft at the high school More meetings needed/need to be on same page Need more training before school starts Computers don't work well Need a central distribution point for food and supplies Need a waterproof apron Students should bring trays to us instead of waiting to be dismissed No study hall in commons after lunch Janitors do not work well with us Lunchroom supervisors aren't doing their job Need more holding space for food Communication by the administration to the staff about field trips More respect	

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Dunlap Strategic Planning - Assessment/Reflection - Support Staff

Please indicate your work group:

Custodian

Secretary

Aide

Lunchroom Supervisor

Cafeteria Worker

Bus Driver

Bus Monitor

Essential Elements	Rate: A = in place, frequently observed B = partially in place, occasionally observed C = we need to work on this! D = N/A; doesn't fit	Prioritize: Of those rated A, B or C, rate the priority level: 1= high priority 2= medium priority 3= low priority
1. There are clear goals/expectations in our department/work group.	A (6) B (5) C (2) D	1 (7) 2 (6) 3
2. Our department/work group has a method to measure success.	A (4) B (4) C (2) D (3)	1 (5) 2 (6) 3 (2)
3. I have an opportunity to provide input in my department/work group.	A (8) B (5) C D	1 (7) 2 (6) 3
4. Opportunities exist in our department/work group to collaborate and share ideas.	A (6) B (4) C (3) D	1 (8) 2 (3) 3 (2)
What are the greatest strengths of our department/work group? What are we most proud of? What is going well?	What would we change or do differently in our department/work group to make it even better? What needs to be addressed?	
<p>Relationships among each other/with the staff are excellent</p> <p>Schools are clean</p> <p>Head custodian/district administration work well together – get us the tools we need to get job done</p>	<p>Full time vs. part time benefits/pay</p> <p>Communication when shifts change</p> <p>Not enough help at night</p> <p>Co-workers are not willing to help out</p> <p>Communication between administration at building level and head custodian</p> <p>Department meetings</p> <p>Time management</p>	

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Dunlap Strategic Planning - Assessment/Reflection - Support Staff

Please indicate your work group:

Custodian

Secretary

Aide

Lunchroom Supervisor

Cafeteria Worker

Bus Driver

Bus Monitor

Essential Elements	Rate: A = in place, frequently observed B = partially in place, occasionally observed C = we need to work on this! D = N/A; doesn't fit	Prioritize: Of those rated A, B or C, rate the priority level: 1= high priority 2= medium priority 3= low priority
1. There are clear goals/expectations in our department/work group.	A (3) B C D	1 (4) 2 3
2. Our department/work group has a method to measure success.	A B (3) C D	1 (1) 2 (3) 3
3. I have an opportunity to provide input in my department/work group.	A (1) B (2) C D	1 (3) 2 (1) 3
4. Opportunities exist in our department/work group to collaborate and share ideas.	A (2) B (1) C D	1 (3) 2 (1) 3
What are the greatest strengths of our department/work group? What are we most proud of? What is going well?	What would we change or do differently in our department/work group to make it even better? What needs to be addressed?	
Principals are good listeners We work well together Communication Safe environment for students	Need part time subs for lunch room supervisors We need information about the kids.	

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Dunlap Strategic Planning - Assessment/Reflection - Support Staff

Please indicate your work group:

Custodian **Secretary** Aide Lunchroom Supervisor
 Cafeteria Worker Bus Driver Bus Monitor

Essential Elements	Rate: A = in place, frequently observed B = partially in place, occasionally observed C = we need to work on this! D = N/A; doesn't fit	Prioritize: Of those rated A, B or C, rate the priority level: 1= high priority 2= medium priority 3= low priority
1. There are clear goals/expectations in our department/work group.	A (8) B (1) C (4) D	1 (8) 2 (2) 3 (1)
2. Our department/work group has a method to measure success.	A (1) B (7) C (5) D (1)	1 (5) 2 (6) 3
3. I have an opportunity to provide input in my department/work group.	A (7) B (4) C (3) D (1)	1 (7) 2 (4) 3
4. Opportunities exist in our department/work group to collaborate and share ideas.	A (4) B (7) C (2) D (1)	1 (8) 2 (2) 3
What are the greatest strengths of our department/work group? What are we most proud of? What is going well?	What would we change or do differently in our department/work group to make it even better? What needs to be addressed?	
Great Relationships Work well together/communication Flexible District Level administrators who listen, help, and understand the employees Team environment Hard workers The way we deal with students Committed to getting the job done Cooperation Knowledge of our jobs	Increase in customer service for stakeholders Change in technology to assist with growing needs of district More communication/periodic staff meetings/meet on institute days Work at becoming a stronger team Annual evaluations Need to look at mobility and student numbers/work load Re-evaluate work hours for summer Need more time together We don't know what the expectations of us as a group are Pay is not equal among buildings More teamwork Atmosphere in office area is tense	

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Dunlap Strategic Planning - Assessment/Reflection - Support Staff

Please indicate your work group:

Custodian

Secretary

Aide

Lunchroom Supervisor

Cafeteria Worker

Bus Driver/Monitor

Essential Elements	Rate: A = in place, frequently observed B = partially in place, occasionally observed C = we need to work on this! D = N/A; doesn't fit	Prioritize: Of those rated A, B or C, rate the priority level: 1= high priority 2= medium priority 3= low priority
1. There are clear goals/expectations in our department/work group.	A(6) B (9) C (5) D	1 (10) 2 (9) 3
2. Our department/work group has a method to measure success.	A (2) B (6) C (9) D	1 (8) 2 (10) 3
3. I have an opportunity to provide input in my department/work group.	A (6) B (6) C (6) D (1)	1 (11) 2 (6) 3 (1)
4. Opportunities exist in our department/work group to collaborate and share ideas.	A (5) B (5) C (8) D	1 (14) 2 (3) 3 (2)
What are the greatest strengths of our department/work group? What are we most proud of? What is going well?	What would we change or do differently in our department/work group to make it even better? What needs to be addressed?	
<p>Friendly drivers</p> <p>Good driving/safety records</p> <p>Ask questions/get answers/good communication</p> <p>Teamwork</p> <p>Opportunity</p> <p>Leadership</p> <p>Am part of the classroom team/care about the students</p> <p>Sense of pride</p> <p>Good mechanic/supervisor</p>	<p>Once a month meetings/better communication/Need written guidelines and expectations</p> <p>Better school/transportation department communication.</p> <p>Field Trip fairness</p> <p>Equipment/air conditioning</p> <p>Future workload of bus mechanic</p> <p>Stop catering to parents</p> <p>Need driver/monitor safety meeting</p> <p>Need a registration cut off date</p> <p>Who notifies us of bus changes?</p> <p>Fuel/time is wasted</p> <p>Bus Drivers are taking the bus home with them</p>	

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Board of Education- Strategic Planning/Reflection

Strengths	Challenges and Opportunities
<p>What are the greatest strengths of our district? What is going well? What are you most proud of?</p>	<p>What could we change or do differently in our district to make it even better? What are the challenges and opportunities for improvement? What needs to be addressed?</p>
<p>Growth</p> <ul style="list-style-type: none"> • Great growth rate • Managing growth • Student growth <p>Family/Community Support</p> <ul style="list-style-type: none"> • Family engagement and commitment for school activities • Parent involvement/engagement • Family participation <p>Academic Achievement</p> <ul style="list-style-type: none"> • Focus on high academics (student achievement) • Proud of the reputation as a good school district • Academic performance • Curriculum development • Student achievement – SAT • Positive reputation for academic excellence • Very proud of the overall development of our kids – they leave her better than when they enter • Great job preparing students for a 4 year college; Dunlap is a college prep school <p>Financially Sound</p> <ul style="list-style-type: none"> • Fiscal responsibility • EAV/Financial stability • Moderate cost structure • Great school financial status • Budget status 	<p>Growth</p> <ul style="list-style-type: none"> • Growth/Diversity – impact on performance • Enrollment increases; facility limitations • Perception as a small rural school – in transition to urban school • Lacking 5-10 year facilities plan to accommodate growth • Student growth • Managing growth going forward • Either build or add addition to school <p>Change</p> <ul style="list-style-type: none"> • Here is how things have been done • Not willing to change quickly • Keeping up with improvements that the world is heading towards <p>Academic Achievement</p> <ul style="list-style-type: none"> • Watching out for the “middle of the road” performers • Remember all learning levels of students • Need to continue expanding honors & AP • Opportunity to improve student achievement & some facilities even more • Focus on needs of all the students (not either end) <p>Decision Making</p> <ul style="list-style-type: none"> • We should feel comfortable to make quick, timely and bold decisions with limited information and resources <p>Leadership</p> <ul style="list-style-type: none"> • Strategy/vision with new cabinet/administration • Set the ship on its course and get back to the business of teaching kids • Compete with schools

<p>Staff</p> <ul style="list-style-type: none"> • Building environment • Experience of teachers & administrators • Teachers/staff and students <p>Athletics</p> <ul style="list-style-type: none"> • Some sports • Sport opportunities <p>Other</p> <ul style="list-style-type: none"> • Music and arts • Some facilities • Special education services • Diversity of cultures represented 	<p>Staff</p> <ul style="list-style-type: none"> • Assessment of teachers • Professionalism of teachers <p>Athletics</p> <ul style="list-style-type: none"> • Athletic facilities are scattered and not well placed relative to each other; no common facilities; lacking accommodations for spectators • Improvements in some high school and middle school programs & sports <p>Other</p> <ul style="list-style-type: none"> • Red Flags • Aim higher goals, standards and practices • Too much politics • Too conservative • Balance of parent involvement • Discipline • Monthly newsletters are useless; we are happy with website • Use of data (on our way)