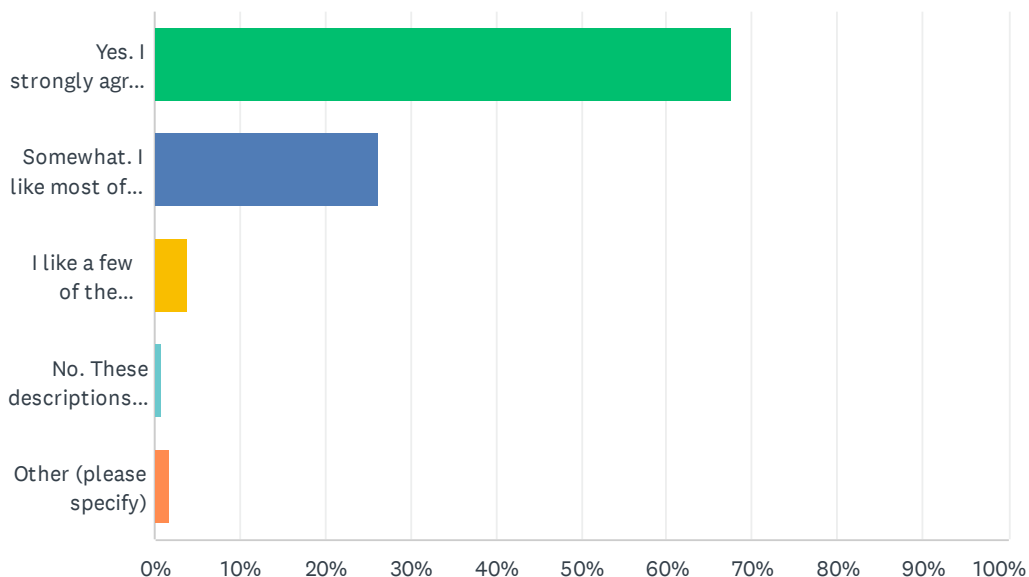


Q1 Does the list of descriptions adequately describe the experience you would like to have as a staff member in Duluth Public Schools? Note: This is a measure of what you LIKE to have as your experience, NOT a measure of the way things are now.

Answered: 535 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes. I strongly agree with all of the descriptions.	67.66%	362
Somewhat. I like most of the descriptions, but would like some of them revised.	26.17%	140
I like a few of the descriptions, but I would like to see most of them revised.	3.74%	20
No. These descriptions do not reflect the experience I would like to have.	0.75%	4
Other (please specify)	1.68%	9
TOTAL		535

#	OTHER (PLEASE SPECIFY)	DATE
1	Yes, AND I would add: I am able to complete my work responsibilities at a high level within my contract hours.	9/17/2022 10:55 AM
2	I would like the statements to have more concrete numbers attached. For example: Caseload sizes will not be more than _____ number of contact hours per week.	9/7/2022 2:27 PM
3	Rather than dedicated it should be adequate time to collaborate, prepare, and grow.	9/7/2022 10:33 AM
4	I like these but I think that there needs to be an accountability piece. If people are not implementing what the district is asking, then a lot of the culture and climate falls apart. then	9/7/2022 8:51 AM
5	I strongly agree with the statements, but having "dedicated time during my work day to collaborate, prepare, and grow professionally" does not indicate that the amount of time is	9/7/2022 8:31 AM

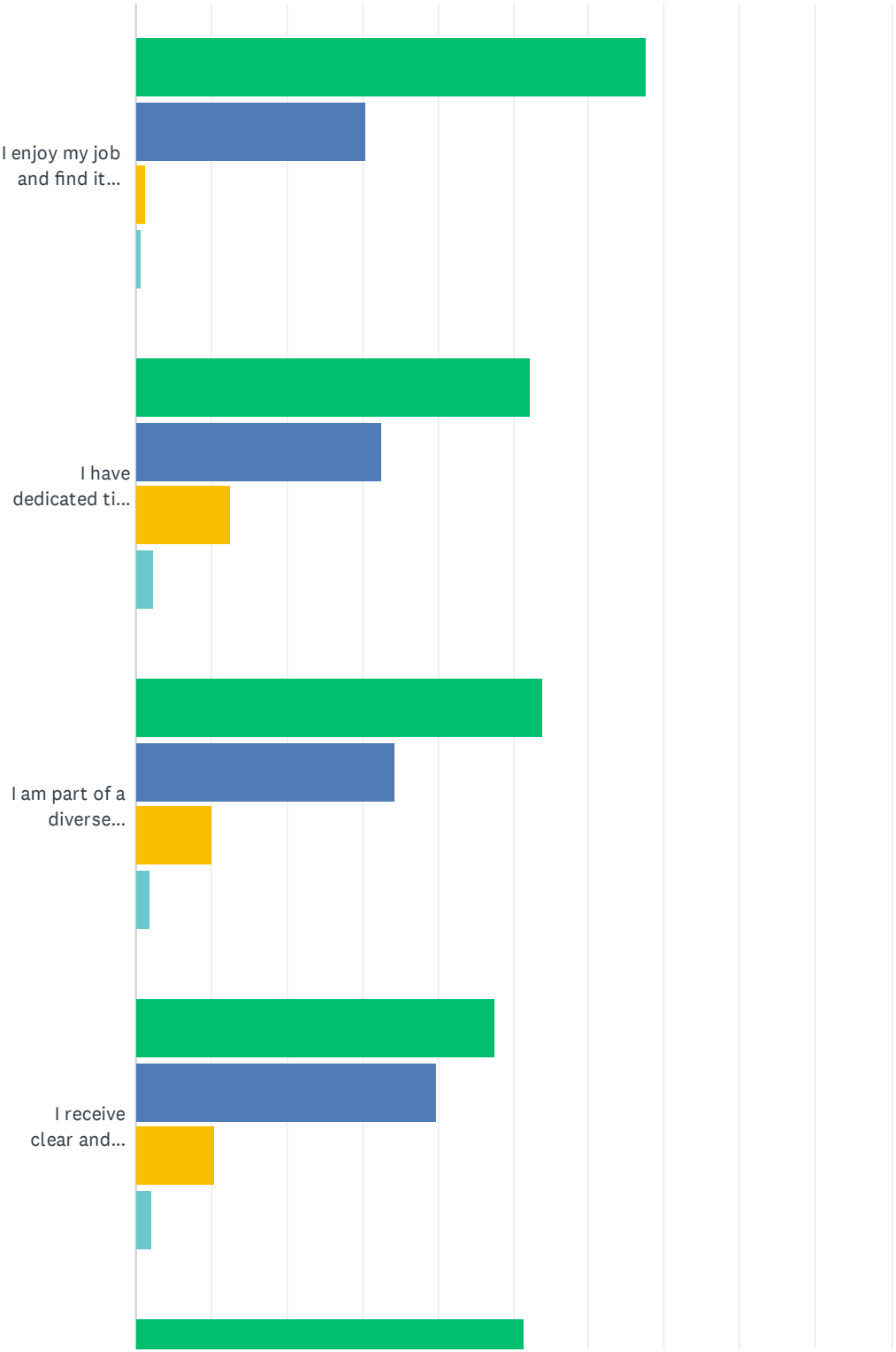
Duluth Public Schools Staff Desired Daily Experience Survey 2022

adequate to accomplish the necessary tasks to be ready to deliver quality instruction. Having dedicated time is good, having enough time is what is needed.

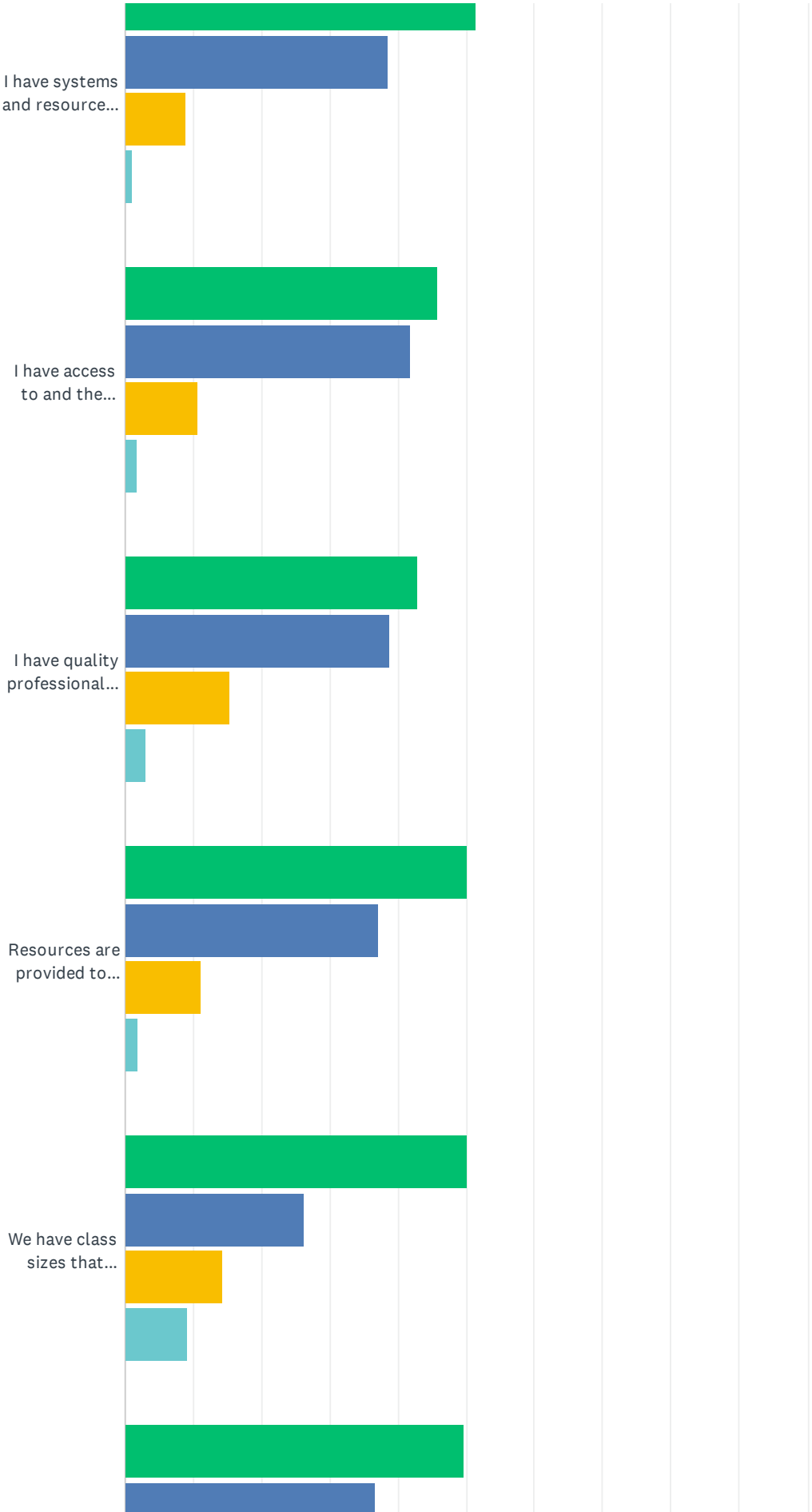
6	I have sufficient resources (rewrite) to support students' academic growth...	9/7/2022 7:45 AM
7	Class sizes need to be re-addressed especially at our larger elementary schools.	9/5/2022 11:16 PM
8	I am an LPN. some don't apply to me	9/1/2022 11:50 AM
9	It's fine...	8/31/2022 7:06 PM

Q2 Please rate your level of agreement with each of the draft descriptions as representing the experience you would like to have in Duluth Public Schools. Note: This is a measure of what you LIKE to have as your experience, NOT a measure of the way things are now.

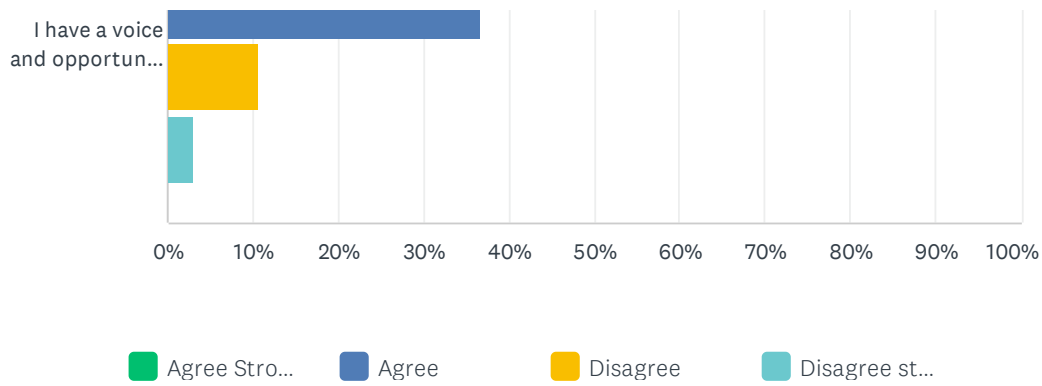
Answered: 537 Skipped: 0



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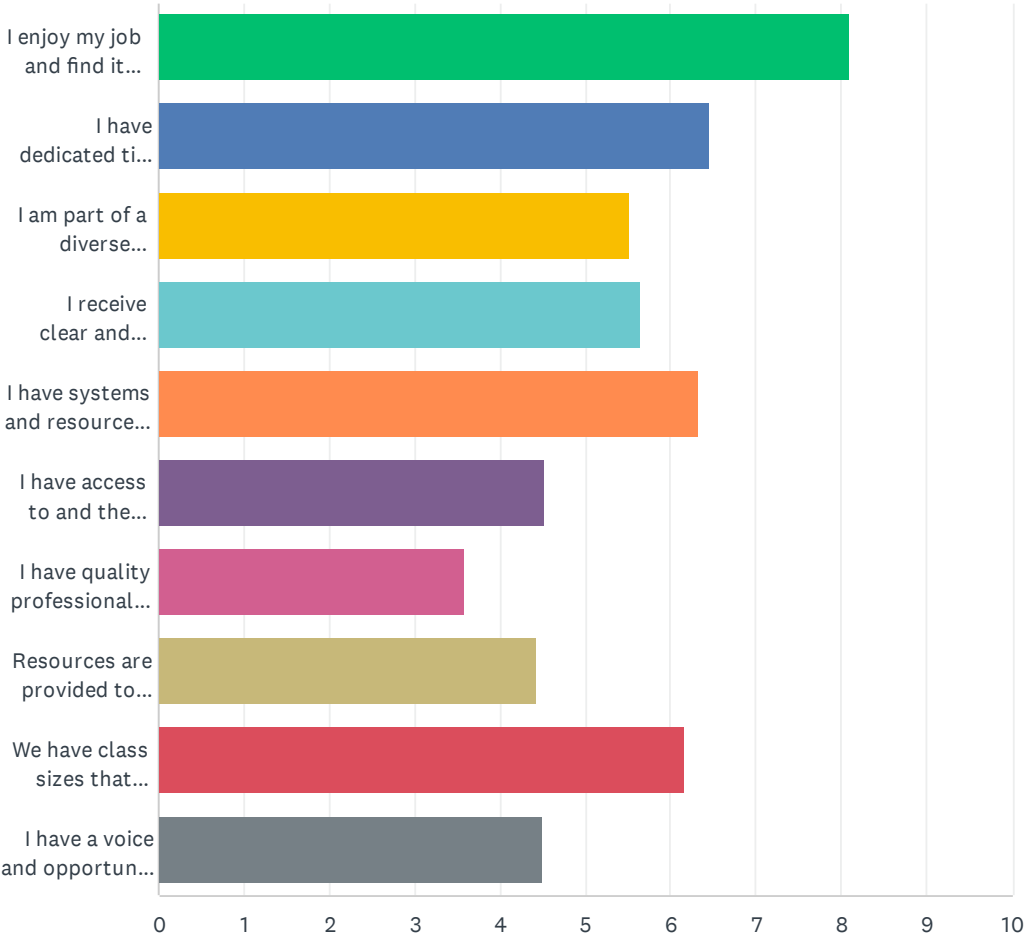
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	AGREE STRONGLY	AGREE	DISAGREE	DISAGREE STRONGLY	TOTAL
I enjoy my job and find it fulfilling.	67.54% 362	30.41% 163	1.31% 7	0.75% 4	536
I have dedicated time during my work day to collaborate, prepare, and grow professionally.	52.34% 280	32.71% 175	12.52% 67	2.43% 13	535
I am part of a diverse workforce, with an inclusive climate that values team building and respectful relationships.	53.93% 288	34.27% 183	9.93% 53	1.87% 10	534
I receive clear and timely communication.	47.47% 253	39.96% 213	10.51% 56	2.06% 11	533
I have systems and resources to support students' academic, social-emotional, and socio-economical needs.	51.41% 273	38.61% 205	8.85% 47	1.13% 6	531
I have access to and the ability to use current, relevant, educational resources including technology.	45.78% 244	41.84% 223	10.69% 57	1.69% 9	533
I have quality professional development opportunities for continued learning to support my students and me.	42.88% 229	38.76% 207	15.36% 82	3.00% 16	534
Resources are provided to support safety at school and within departments for all students and staff.	50.00% 267	37.08% 198	11.05% 59	1.87% 10	534
We have class sizes that allow us to reach the individual, social/emotional and academic needs of students through differentiation and building relationships.	50.19% 267	26.32% 140	14.29% 76	9.21% 49	532
I have a voice and opportunity to participate in the decision making process with my colleagues and administration.	49.72% 266	36.64% 196	10.65% 57	2.99% 16	535

Q3 Please rank the descriptions from most to least important to you as your desired daily experience in Duluth Public Schools, with 1 being most important. Note: This is a measure of what you LIKE to have as your experience, NOT a measure of the way things are now.

Answered: 529 Skipped: 8



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	1	2	3	4	5	6	7	8	9	10	TOTAL
I enjoy my job and find it fulfilling.	56.88% 281	10.93% 54	6.07% 30	3.85% 19	3.04% 15	3.24% 16	3.04% 15	2.43% 12	2.63% 13	7.89% 39	494
I have dedicated time during my work day to collaborate, prepare, and grow professionally.	6.35% 31	21.31% 104	15.37% 75	14.96% 73	9.22% 45	7.99% 39	7.58% 37	7.79% 38	5.74% 28	3.69% 18	488
I am part of a diverse workforce, with an inclusive climate that values team building and respectful relationships.	4.95% 24	12.16% 59	11.55% 56	11.75% 57	12.37% 60	9.07% 44	11.96% 58	8.25% 40	8.45% 41	9.48% 46	485
I receive clear and timely communication.	2.85% 14	8.35% 41	14.66% 72	16.90% 83	12.22% 60	13.44% 66	7.94% 39	10.39% 51	7.94% 39	5.30% 26	491
I have systems and resources to support students' academic, social-emotional, and socio-economical needs.	6.56% 32	13.32% 65	15.78% 77	16.39% 80	14.14% 69	12.30% 60	7.38% 36	5.53% 27	5.94% 29	2.66% 13	488
I have access to and the ability to use current, relevant, educational resources including technology.	1.42% 7	3.25% 16	7.51% 37	6.90% 34	15.21% 75	17.85% 88	12.98% 64	11.16% 55	11.16% 55	12.58% 62	493
I have quality professional development opportunities for continued learning to support my students and me.	1.22% 6	1.83% 9	2.44% 12	4.67% 23	7.93% 39	9.15% 45	18.09% 89	18.29% 90	20.73% 102	15.65% 77	492
Resources are provided to support safety at school and within departments for	4.04% 20	6.87% 34	6.67% 33	6.67% 33	7.07% 35	10.10% 50	12.73% 63	18.99% 94	13.33% 66	13.54% 67	495

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all students and staff.

We have class sizes that allow us to reach the individual, social/emotional and academic needs of students through differentiation and building relationships.	13.97% 70	17.17% 86	10.98% 55	10.58% 53	9.18% 46	6.99% 35	5.59% 28	5.99% 30	11.38% 57	8.18% 41	501
I have a voice and opportunity to participate in the decision making process with my colleagues and administration.	3.91% 20	5.86% 30	9.57% 49	7.81% 40	9.77% 50	9.57% 49	11.13% 57	10.35% 53	12.11% 62	19.92% 102	512

Q4 What is missing? Please provide a recommended description of your desired daily experience that is not included in the options provided.

Answered: 333 Skipped: 204

#	RESPONSES	DATE
1	It is hard to rank these in most to least 1-10. All of these are important.	9/28/2022 12:18 PM
2	I work in a district that is well regarded by the community and I feel proud to work here.	9/27/2022 11:05 AM
3	From a new comers perspective there is so many great things happening but light years behind other districts I've worked for. Some areas seem really fat while others are so thin i ha sly feel that the kids are truly getting what they need.	9/26/2022 7:13 PM
4	I am able to value my personal life and time outside of school and still be a competent, hard-working and rigorous teacher.	9/26/2022 9:21 AM
5	The ability to put all of those things to a number one priority.	9/25/2022 10:08 PM
6	A cohesive and predictable schedule. The 8 day rotation with 25 minutes of prep during the day is almost impossible to keep up with. In addition, all schools in the district are not the same and my school need supplemental curriculum resources to help with the large amount of students per class who are not on grade level and cannot access the district provided curriculum.	9/25/2022 6:50 PM
7	Not enough time to plan, smaller class sizes	9/25/2022 5:25 PM
8	Work life balance, less paperwork	9/24/2022 5:22 PM
9	A designated place in the building that I can go to complete online work-related activities and communicate with others in my professional position.	9/24/2022 12:54 PM
10	I'm doing the work of two people every day and hope someone gets hired soon.	9/24/2022 12:20 PM
11	Time to individually plan	9/24/2022 8:42 AM
12	Caseload caps for special education	9/24/2022 8:21 AM
13	I wish paras could have the legal ability to look at the students IEPs so we can better meet their needs. I would be better able to do my job and know what to read about and research regarding my special needs students that I work with one on one each day of I was privy to their disabilities.	9/23/2022 11:34 PM
14	Poor climate created by building leadership or lack of building leadership	9/23/2022 10:50 PM
15	Collaboration amongst groups of school staff (paraprofessionals, custodial, secretarial, etc.) is welcomed and nurtured.	9/23/2022 10:48 PM
16	Everyone is held accountable.	9/23/2022 8:04 PM
17	The topic of uninterrupted time	9/23/2022 6:28 PM
18	I do not have an overstuffed and unreasonable full schedule that gives me far too little prep time to do my job effectively and to the best of my ability	9/23/2022 1:17 PM
19	I am trusted and respected by my building and district administration to do my job well.	9/23/2022 12:16 PM
20	We need to teach and not socially engineer children	9/23/2022 11:42 AM
21	Nothing	9/22/2022 2:29 PM
22	Time-time to communicate thoroughly and precisely. Time to meet with staff to implement ideas and goals that are not a mile wide and an inch deep	9/21/2022 4:29 PM
23	respect as a professional deeper understanding of Early childhood	9/21/2022 8:38 AM

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24	Full time student mental health support in each building (Social Workers), access to additional social/emotional curriculum (Zones of regulation, social thinking), additional professional development that is focused on our assignment at work	9/21/2022 8:01 AM
25	none	9/20/2022 11:27 AM
26	I have adequate time to complete all of the required tasks. All people in the workplace and schools are treated well without particular groups dominating policies and practices.	9/20/2022 8:40 AM
27	The professional development opportunities provided at our staff development days should include ample time to complete all components for relicensure within the 5 year period.	9/19/2022 2:11 PM
28	N/A	9/19/2022 1:41 PM
29	Nothing is missing, but I really don't know how to accurately rank these things. Many of them are very important to me. For instance, having to rank "having a diverse workforce" so low on my list makes it seem like that isn't really important to me, but it is.	9/19/2022 9:47 AM
30	Basic organization from the board office down to the school level. The organizational structure seems disjointed.	9/19/2022 9:22 AM
31	none	9/19/2022 6:08 AM
32	.	9/18/2022 9:45 PM
33	Buildings are fully staffed so that students have access to the interventions, social emotional behavioral support, and paraprofessional support that individual students need. Facilities that are updated and meet the needs of the amount of kids in the school, specifically the cafeteria/kitchen.	9/18/2022 9:18 PM
34	Good professional development where we are truly trained in a process to better our teaching and support of students instead of a walk through of the systems that are supposedly in place (social emotional and academic), time to truly plan with my team instead of throwing everyone together and not solving problems specific to our programs needs.	9/18/2022 6:47 PM
35	Supports at Lowell have been top notch, as of now!	9/18/2022 6:32 PM
36	The description included "dedicated time" for prep, collaboration, and pd, which is important, but I would prefer the language of "adequate time" to ensure teachers are given adequate time for these necessary and important parts of our job.	9/18/2022 4:26 PM
37	nothing I can think of right now	9/18/2022 4:22 PM
38	Comfortable, inviting workplace	9/18/2022 3:38 PM
39	With the huge push for Blended learning, we should have the technology to support this. Each student should have a Chromebook or tablet available to reach this goal.	9/18/2022 12:05 PM
40	Paraprofessionals need at 15 minutes before the start of their day and 15 minutes after to fill out paperwork on the students they work with during the day/ behavior documentation and talk with their supervising teacher.	9/17/2022 9:47 PM
41	I am able to complete my work responsibilities at a high level within my contract hours.	9/17/2022 10:55 AM
42	I want to work for schools that value play, outdoor education, mental health, and restorative justice	9/17/2022 10:40 AM
43	None	9/17/2022 10:35 AM
44	I feel supported and valued by my community.	9/17/2022 9:59 AM
45	A fail proof way to communicate with other staff. Ex: I am a para that follows students with some explosive tendencies and have no way to communicate the need for extra support. Cell Phones do not have adequate reception on all floors and there are not enough walkie-talkies for everyone who needs one	9/17/2022 9:44 AM
46	More support within classrooms and for students that need additional supports. Our case-loads are getting huge	9/17/2022 7:26 AM
47	My team needs to include the special education staff that are case managers to the students we have in common so we can work together and have time to plan and have interventions in	9/16/2022 7:23 PM

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place and know procedures for each student so they can be successful and reg. ed students can be successful as well.

48	Time to meet the requirements in a satisfactory manner.	9/16/2022 5:16 PM
49	I feel my workload is equivalent to my peers.	9/16/2022 3:01 PM
50	I can't think of anything; good range of experiences already listed.	9/16/2022 2:59 PM
51	Class sizes relate to student to Counselor ratios which is very important. School Counselor support student academic, personal/social and college and career planning , if these ratios are not closer in line with recommended (250: 1) there is no way these very important areas can be supported in every student. The counselor per pupil time shared for the district was less than 30 mins per student and this is not acceptable to be able to truly support, counsel and advise on post high school options.	9/16/2022 2:55 PM
52	Students and staff need a longer lunch, 45 minutes is better, an hour would be best. At least 3 months of paid parental/maternity leave, separate from sick leave.	9/16/2022 2:31 PM
53	I have support and receive encouragement from school leadership.	9/16/2022 2:20 PM
54	None	9/16/2022 1:54 PM
55	Equity in professional advancement	9/16/2022 1:49 PM
56	Teachers have way too much on their plates. Something needs to be taken off the work load. It seems more and more is expected.	9/16/2022 1:27 PM
57	To be valued in my position.	9/16/2022 1:22 PM
58	It's all Good, as a preschool Para my needs are met!	9/16/2022 1:16 PM
59	I do feel like the opportunity to collaborate, learn and grow with colleagues and in our professional growth is missing.	9/16/2022 1:08 PM
60	Not missing, but it's really hard to rank them after the first 4, which I feel area all on the same level of importance to me as a teacher.	9/16/2022 1:00 PM
61	n/a	9/16/2022 12:45 PM
62	All is covered above	9/16/2022 12:43 PM
63	Functional technology	9/16/2022 12:36 PM
64	For me having a specific budget to work with makes or breaks my year in FACS. I understand that doesn't apply to everyone and may fit under the umbrella of another, but that it of the utmost importance	9/16/2022 12:30 PM
65	None	9/16/2022 12:25 PM
66	n/a	9/16/2022 12:24 PM
67	I feel that another recommendation would be that I belong/have value or fit in with group that I am assigned to.	9/16/2022 12:23 PM
68	Students are held to a high level of expectation. All students. The Education we give them, may be the ONLY opportunity some students get to become active and productive members in our community.	9/16/2022 12:18 PM
69	To have access to curriculum that fits the needs of students, general education and special education alike in all schools.	9/16/2022 12:17 PM
70	I cannot think if anything.	9/16/2022 12:16 PM
71	Clear communication among and between all staff members of each school	9/16/2022 11:16 AM
72	I am a breastfeeding mother and require a private space to pump at work that is safe, private, clean, and close to my workspace.	9/16/2022 9:43 AM
73	All I want to stress is the importance of administration listening to and including teachers in District decision making.	9/16/2022 9:07 AM
74	Too early for me to comment as I have been at ALC for only 2 weeks. In my past experiences	9/16/2022 9:01 AM

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in a middle school, having an alternative setting for those students who are struggling in that setting.

75	I feel valued as a professional by district leaders and administrators.	9/15/2022 8:11 PM
76	Should be added: I have enough time during my required work day to complete expected work tasks/assignments.	9/15/2022 6:11 PM
77	Help available if you are short staffed and good training.	9/15/2022 5:18 PM
78	Students and Staff Need Adequate Space, Physical Room to be present.	9/15/2022 4:08 PM
79	1. Resources across the board, from basic accommodations to safety. 2. We also do not have appropriate professional development that covers even the basic needs of our teachers to continue their learning and professional growth.	9/15/2022 3:57 PM
80	none. I ma new at my job so I need more experience.	9/15/2022 3:46 PM
81	I am so new that I cannot think of anything	9/15/2022 3:30 PM
82	Support in the front office and Help for the Principal Need support for recess and Lunch Monitors	9/15/2022 3:03 PM
83	More resources available for the students with more serious mental health issues - school psychologist, mental health professionals, etc.	9/15/2022 2:45 PM
84	n/a	9/15/2022 2:38 PM
85	na	9/15/2022 2:38 PM
86	Prep time is not sufficient	9/15/2022 2:38 PM
87	I have access to relevant and updated curriculum and the financial support accessible.	9/15/2022 1:57 PM
88	Trust your teachers on apps they can use/download.	9/15/2022 1:51 PM
89	a makeup training for last minute hires.	9/15/2022 1:49 PM
90	Developing relationships seem to be key but we are getting less and less time to do that. If we do those things, the other things go by the way-side.	9/15/2022 1:49 PM
91	NA	9/15/2022 1:42 PM
92	x	9/15/2022 1:42 PM
93	I work in a sustainable environment that works to protect the environment both on the school grounds and in the broader community (recycling, reducing CO2, support for alternative transportation, minimize waste, etc)	9/15/2022 1:27 PM
94	The description for class size is too vague. I know my school is among the largest class sizes in the district. I also know there are extremely small class sizes in the district. Although I recognize socioeconomics plays into class size. 31 5th graders and 29 kindergarteners is not an adequate class size.	9/15/2022 1:26 PM
95	We are using research based best practice with our students and giving them more exploratory opportunities that they chose.	9/15/2022 1:23 PM
96	I would like to see a more focused area for students with Dyslexia. Sometimes in SPED we do not always get/feel the support we need.	9/15/2022 1:17 PM
97	Seems like a comprehensive list.	9/15/2022 1:16 PM
98	More time for due process.	9/15/2022 1:14 PM
99	I don't feel like ranking is an effective measurement of data. They're all important and ranking is too subjective. At face value, I don't think staff is diversified enough. I think any class beyond 25 is too big.	9/15/2022 1:12 PM
100	PD for special education resource teachers and setting 3 teachers on district wide PD days, NOT on our own time.	9/15/2022 8:57 AM
101	I have access to health and wellness resources through my workplace	9/14/2022 9:00 PM

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102	Not only having designated planning time, but having adequate planning and preparation time.	9/14/2022 2:47 PM
103	Organized time to do training that is accepted by all staff. Understanding of desired amount of responsibility and need for overall communication to other staff on what that is and to myself.	9/14/2022 1:32 PM
104	Focus on what needs to be done to help students/ staff be successful... like scheduling, cutting of programs & staff, We want to be fully staffed to have the desired daily experience. Programs to have staff (lessons teachers for music etc.)	9/14/2022 1:00 PM
105	a minimum level of organization from the district level. There are so many position posted in August or September. There is very lose messaging about the "why" behind new initiatives. We are a one to one school but I have heard no specific messaging on what the goal is in increased utilization of technology- what does the district plan for students to be able to know do and understand differently?	9/14/2022 11:51 AM
106	I believe there should be more open communication between leadership and teachers rather than just principals.	9/14/2022 11:42 AM
107	I have enough time in my work day to complete my tasks and be reflective about what I could do better.	9/14/2022 11:16 AM
108	I am given sufficient time to prepare for class and meet the needs of students. Including communication with parents/guardians and other staff.	9/14/2022 9:54 AM
109	Social emotional support/time for teaching staff to reflect with a trained professional about the stresses of job	9/14/2022 8:18 AM
110	None	9/14/2022 8:14 AM
111	-	9/14/2022 7:56 AM
112	Nothing to add	9/14/2022 7:50 AM
113	none	9/14/2022 6:16 AM
114	Please provide free learning opportunities to get the CEUS' necessary for relicensure. The cultural component needs to be provided from the district.	9/13/2022 10:49 PM
115	I have adequate time to do my job. I have lines of support so I can constantly learn and improve. High academic expectations are the norm across the district.	9/13/2022 9:05 PM
116	Even though I work with a small portion of the special education population, it would be nice not to be overlooked or feel like an afterthought.	9/13/2022 4:23 PM
117	I would like to see/feel that all grade levels (PreK-12) and schools in our district are given the same expectations/opportunities/representation.	9/13/2022 4:08 PM
118	These are all desired, but they are not all granted to us. For example, we are expected to use technology at a high level, yet our smart boards are foggy and our desk top computers are old.	9/13/2022 3:37 PM
119	n/a	9/13/2022 3:26 PM
120	More planning time with para support.	9/13/2022 3:21 PM
121	we are doing what we can on any given day and going with it .. its a one day at a time system ...	9/13/2022 2:53 PM
122	-Not enough prep time to properly plan. I only have time to plan day to day and barely even that sometimes with meetings, weekly PLCs, etc. I will not use my free time to plan, so that is only what I have time for -Poor response time and clarification from HR -Not enough for students struggling who are not on IEPs or get minimal contact. Some students don't even know their letters in upper elementary. Just giving them a packet with a small amount of pull out is not enough.	9/13/2022 2:36 PM
123	N/A	9/13/2022 2:31 PM
124	none	9/13/2022 2:22 PM
125	Fun	9/13/2022 2:09 PM
126	I cannot think of anything else.	9/13/2022 1:59 PM

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127	N/a	9/13/2022 1:53 PM
128	Too many tasks and not enough staff or budget.	9/13/2022 1:53 PM
129	I am empowered to make decisions concerning my students and how I perform my job. I am paid a fair and adequate wage. I am allowed to take time off so that I can have freedom with my time, and recharge when needed.	9/13/2022 1:41 PM
130	None thinkable.	9/13/2022 1:39 PM
131	Consistency/Access across all buildings as to student support and resources.	9/13/2022 1:37 PM
132	SpEd staff caseload numbers are kept within a reasonable limit to provide adequate services.	9/13/2022 1:24 PM
133	Lots of little things that are hard to pinpoint. A lot of it has to do with filling this out at the start of the school year.	9/13/2022 1:23 PM
134	Time to collaborate with peers and paras	9/13/2022 1:22 PM
135	Most of the descriptions are really great. Time to prepare is essentially important.	9/13/2022 1:17 PM
136	Looks good to me	9/13/2022 1:15 PM
137	Ongoing structure of mentorship for all teachers	9/13/2022 1:11 PM
138	We need more funds to purchase classroom equipment.	9/13/2022 1:10 PM
139	Encouragement to have a positive work-life balance.	9/13/2022 1:09 PM
140	Address national teacher mental health and burnout.	9/13/2022 8:03 AM
141	Time to meet with students outside of class.	9/12/2022 4:28 PM
142	We need to do more classroom time together as teachers and paras to prepare for our students especially in the sped department	9/12/2022 3:19 PM
143	I do not have time for PD online courses & surveys.	9/12/2022 2:46 PM
144	Each school / program is sufficiently staffed to meet the needs of its students	9/12/2022 12:33 PM
145	You need an N/A choice for all of the above, thank you.	9/12/2022 11:56 AM
146	None	9/10/2022 9:50 AM
147	An academic calendar that is better suited for learning goals. Such as ending Q3 immediately before break so that students can enjoy their week off and start anew upon returning.	9/10/2022 8:53 AM
148	Teacher's contribute to the resources for the students in the classroom. This is concerning as it adds financial stress to an already stressful position.	9/10/2022 8:37 AM
149	I work 10 + hours a day and don't make much money!	9/9/2022 10:07 PM
150	I have time in my day to nurture positive relationships with students, families, and co-workers.	9/9/2022 3:29 PM
151	It would be nice to move away from an 8 day rotation if that is every possible.	9/9/2022 2:49 PM
152	It was honestly very difficult to rate these things as they are all important. I would also like to see access for all to a well curated collection of library materials for both pleasure and school related projects.	9/9/2022 2:21 PM
153	In the health office at Denfeld High School we expect clean floors and restrooms every day.	9/9/2022 12:51 PM
154	Time to create genuine relationships with students and families.	9/9/2022 9:43 AM
155	I would add the word sufficient to the second statement. I have sufficient dedicated time during my work day to collaborate, prepare, and grow professionally.	9/8/2022 11:36 AM
156	None	9/8/2022 10:36 AM
157	I can't think of anything	9/8/2022 9:45 AM
158	Not sure	9/8/2022 8:54 AM
159	I think the class sizes need to be smaller than what they are currently in order to better help	9/8/2022 8:00 AM

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the students in the class, especially those who need extra help. Also as I am a substitute teacher, I don't have much of a voice in the schools and how things operate.

160	I don't just want "dedicated" time to plan well for my job, I want ADEQUATE time.	9/7/2022 4:09 PM
161	n/a	9/7/2022 3:13 PM
162	I don't work with the students	9/7/2022 3:07 PM
163	More options for my SPED students to get out of the classroom and move around the building.	9/7/2022 2:38 PM
164	I would like more consideration to be given to the curriculum and trainings that are available to setting 3 classrooms.	9/7/2022 2:27 PM
165	Dedicated prep time is great, AND having adequate prep time is also important!	9/7/2022 2:15 PM
166	Adequate time for training, planning, and requirements of new year	9/7/2022 1:10 PM
167	I can't think of anything at the moment.	9/7/2022 12:59 PM
168	Itinerant teachers often are forgotten or are last minute add ons.	9/7/2022 12:59 PM
169	I couldn't answer more than the first two. This survey really is convoluted and it's almost impossible to answer questions honestly. It seems that there is some desired outcome with the way the questions are worded. I shy away from surveys like this. Call things what they are and fix it based on the answers.	9/7/2022 12:55 PM
170	What is missing is adequate staff-only space close to my room. Our staff bathroom was converted to a gender-neutral all person bathroom. Our small department lounge was converted to an office. The nearest copier was removed.	9/7/2022 12:40 PM
171	It's a good list. Almost every item is necessary to support the experience of enjoying my job and finding it fulfilling.	9/7/2022 12:13 PM
172	Nothing is missing. ALL of the above things are equally important to me so I could not number them. I just put a number by each one so I could continue with the survey.	9/7/2022 12:07 PM
173	I cant think of anything at this time	9/7/2022 11:57 AM
174	Provided all materials needed to run a successful day. Teacher manuals, supplies, etc.	9/7/2022 11:32 AM
175	I would like families and the community as a whole support my efforts as a teacher.	9/7/2022 11:26 AM
176	Time	9/7/2022 11:12 AM
177	A greater sense of service to our community vs looking for the next shiny thing to make us look good. A commitment to doing a few things really well.	9/7/2022 11:00 AM
178	none	9/7/2022 10:52 AM
179	The above question would not save my responses. I believe that we have opportunities for PDs. I am an SLP and have limited resources and activities to utilize. It would be nice to have clear funding for purchase of new and outdated tools as well as to provide engaging activities for my students without buying everything out of pocket.	9/7/2022 10:26 AM
180	School buildings need more custodial staff. The hourly wage needs to be increased to get people to apply. Buildings are always short of custodial staff and buildings are not getting cleaned. The minimum is being done per shift due to the lack of staff. Please increase the wage in order to get applicants that want to stay and do the job. Thank you	9/7/2022 10:22 AM
181	More manpower....paras & specialists in place. Our residential building continues to be really short-handed which impacts everyone.	9/7/2022 9:53 AM
182	A healthy climate with good coworker interactions.	9/7/2022 9:48 AM
183	Good job	9/7/2022 9:39 AM
184	I have adequate time to prepare and collaborate	9/7/2022 9:39 AM
185	na	9/7/2022 9:19 AM
186	I think consistant rules/policies in all the schools. More collaboration with all the schools in the district.	9/7/2022 9:18 AM

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187	NA	9/7/2022 9:11 AM
188	The questions on this survey don't really pertain to me and my position. To broad without enough options to answer specifically.	9/7/2022 9:08 AM
189	Nothing	9/7/2022 9:06 AM
190	I put that in my other from a different question. But again we do need to think about personal accountability and how that fosters or breaks a community	9/7/2022 8:51 AM
191	Leadership should not flip/flop on technology decisions. In May one answer is given, and then in Sept it's changed. It confuses the dept	9/7/2022 8:44 AM
192	can't think of anything	9/7/2022 8:32 AM
193	Dedicated prep time is not enough. We need adequate time. Elementary teachers don't have nearly enough prep time.	9/7/2022 8:31 AM
194	NA	9/7/2022 8:28 AM
195	Schedules are set up in a way that all staff can fulfill job duties within contract hours, taking scheduled lunches and prep times.	9/7/2022 8:16 AM
196	I feel safe in my school	9/7/2022 8:14 AM
197	Specialized training for maintenance department	9/7/2022 8:07 AM
198	not sure, but "having a voice and opportunity to participate in decision making" does not include incorporating the perspectives of those with direct experience with the issues in the schools.	9/7/2022 8:05 AM
199	n/a	9/7/2022 8:03 AM
200	The time to collaborate with colleagues, especially new ones.	9/7/2022 7:57 AM
201	Smaller class sizes	9/7/2022 7:51 AM
202	I am welcomed in the district and have support to be successful in my job.	9/7/2022 7:51 AM
203	?	9/7/2022 7:48 AM
204	Something about staff that reflects our students.	9/7/2022 7:47 AM
205	I know that my colleagues across the district and I are part of a strong, consistent network.	9/7/2022 7:45 AM
206	Technology funding, adequate staffing, competitive salaries, training, communication with leadership	9/7/2022 7:42 AM
207	Work satisfactory is the main one for me	9/7/2022 7:42 AM
208	Systems in place to track students that disappear from our enrollment/senior year especially.	9/7/2022 7:41 AM
209	Adequate staffing support	9/6/2022 8:38 PM
210	I have regular interactions with the families of my students, so I can know my students better.	9/6/2022 1:58 PM
211	Work life balance. I am able to complete the duties of my job within my contracted time.	9/6/2022 1:43 PM
212	NA	9/6/2022 11:52 AM
213	I have opportunities to create positive stress (eustress) in my work day (breaks to exercise, walk, meditate, read; flex-schedules; working from home; 4 day work week, etc.)	9/6/2022 9:28 AM
214	Student Start Time for Elementary Schools should be changed to 8:00 a.m. due to students being in the classrooms 10-15 minutes before the bell rings. Students are struggling with the early start times....especially in the winter months. Young students standing outside waiting for the bus in the dark is a safety concern. Also, many of our elementary students have to attend after school Key Zone for almost 4 hours after already being in school for 7 hours.	9/5/2022 11:16 PM
215	I have a reasonable work load. When something is added, another item is removed.	9/4/2022 1:10 PM
216	N/A	9/3/2022 9:36 AM

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217	Respect from administrators for our department.	9/3/2022 9:11 AM
218	Efficient systems should be added to communication. In addition to timely and clear communication, decision making is critical. Too often we sit and wait, often weeks, for decisions to be made and/or communicated. This is exhausting and needs to be a priority of District Administration.	9/2/2022 9:37 PM
219	x	9/2/2022 3:23 PM
220	n/a	9/2/2022 2:56 PM
221	Not much. Smaller class sizes would be conducive to individualize instruction and meet the social/emotional needs of students would be ideal...but probably not critical.	9/2/2022 9:57 AM
222	I have time built in to my day to take regular breaks away from my desk. I have time to eat lunch.	9/1/2022 9:47 PM
223	When I read 'Resources are provided to support safety at school and within departments for all students and staff', it makes me think about ALICE training which seems like sufficient preparation in case someone comes with a gun to our school. But I look around our school (Lowell) and the 'resources' are pretty outdated: our chairs, desk, carpet, walls, cabinets are pretty worn and to be honest not very nice. I would like to have a nicer facility for my students.	9/1/2022 9:06 PM
224	A substitute doesn't have an opportunity to engage in daily conversations with staff but that is the nature of the beast. I would like the option to receive ALICE paid training.	9/1/2022 4:23 PM
225	Recognition for good work and strong culture within each school.	9/1/2022 4:13 PM
226	I have access to green spaces for educational purposes as well as teaching time. (nature is an important part of health and wellbeing)	9/1/2022 3:48 PM
227	Nothing, everything was covered	9/1/2022 3:36 PM
228	Time to work in classrooms to prepare for TEACHING!	9/1/2022 2:18 PM
229	Resources for students who are struggling with behaviors, such that learning isn't stopped or hampered for all other students in the room.	9/1/2022 2:12 PM
230	I feel respected by district leadership, not just in what they say, but what they do, including contract negotiations.	9/1/2022 1:49 PM
231	N/A	9/1/2022 1:22 PM
232	A key aspect to a fulfilling experience as a teacher is that the district prioritizes critical thinking skills over "job development" skills. In other words, the atmosphere at a high school in particular can feel over focused on career development at the cost of developing lifelong critical thinking skills. While critical thinking skills are essential to "workforce development", we should be focused on those skills as integral to human development rather than as employable skills.	9/1/2022 1:07 PM
233	I can't think of anything that is missing, it is more of a means of putting these descriptions into action.	9/1/2022 12:37 PM
234	Receiving support from building and district administration to meet the needs of our building staff and students.	9/1/2022 12:31 PM
235	I have enough time in my work day to complete the assigned tasks/workload and I do not need to take work home with me. My caseload is at the recommended state level for my profession and the district actively seeks out staff in order to maintain these caseload numbers.	9/1/2022 12:22 PM
236	Nothing.	9/1/2022 11:59 AM
237	not relevant to my job	9/1/2022 11:50 AM
238	Compensation for due process for work when completed in the assigned building.	9/1/2022 11:37 AM
239	NA	9/1/2022 11:17 AM
240	Enough staff to support special education teachers and students. Preventing burnout and encouraging retention of our paraprofessionals.	9/1/2022 11:10 AM
241	Communication, inclusion in IEP meetings.	9/1/2022 11:05 AM

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242	Focused systems to direct academics/social-emotional-behavior with all people on the same page and roles clarified. Dedicated time to truly collaborate with colleagues.	9/1/2022 10:44 AM
243	unsure	9/1/2022 10:37 AM
244	na	9/1/2022 10:17 AM
245	I have everything included.	9/1/2022 10:02 AM
246	Nothing	9/1/2022 9:58 AM
247	NA	9/1/2022 9:57 AM
248	New to district. Not new to teaching.	9/1/2022 9:35 AM
249	nothing	9/1/2022 9:34 AM
250	na	9/1/2022 9:23 AM
251	All district wide departments and programs will be respectfully considered when decisions are being made at school sites.	9/1/2022 9:10 AM
252	I think the most important thing is to keep us all safe and connected. I think with big schools and big class sizes this is hard. I think the teachers are overloaded and can not feel connections with the students.	9/1/2022 8:56 AM
253	I receive support regardless of age and ageism is defined	9/1/2022 8:51 AM
254	Equipment, materials, and communication are delivered in timely manner.	9/1/2022 8:45 AM
255	very warm meeting rooms	9/1/2022 8:33 AM
256	This list seems good.	9/1/2022 8:31 AM
257	NONE	9/1/2022 8:28 AM
258	More technology support	9/1/2022 8:22 AM
259	Better training for new employees or employees changing their job functions, i.e. employee moving from a site to administration.	9/1/2022 8:20 AM
260	I would like built in work days, not student contact days, so that I can step off the race track once a month throughout the year. Every other Friday is a teacher work day, no students (provide childcare for families, but it could be a clubs/play day for students). One Friday per month is PD, one Friday per month is work time.	9/1/2022 8:06 AM
261	Maybe something related to mental health and well being among staff?	9/1/2022 8:01 AM
262	Nothing. Everything that I can think of as being important to my job is listed.	9/1/2022 7:59 AM
263	Nothing that I can think of.	9/1/2022 7:57 AM
264	I am concerned about school safety and how it affects students and staff.	9/1/2022 7:43 AM
265	Needed materials provided in the classroom or budget for teachers to use for that. Also an amount of support staff to ensure students get what they need.	9/1/2022 7:37 AM
266	Better technology	9/1/2022 7:31 AM
267	We are a google district and not Microsoft. The students miss out on a variety of opportunities which they will have to learn on their own later.	9/1/2022 7:29 AM
268	We should be asking if people feel like there are enough people in their department to ensure the work load is done at high quality and in a timely manner.	9/1/2022 7:19 AM
269	I would like to know my co workers better.	9/1/2022 6:24 AM
270	N/A	9/1/2022 6:14 AM
271	Can't think of anything	9/1/2022 2:18 AM
272	I have time to build relationships with individuals and small groups.	8/31/2022 10:37 PM
273	I have administrators and parents that believe in me, trust me to do my job, and know that I	8/31/2022 10:24 PM

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work hard to educate my students. I have administrators that trust me to do my job to the best of my ability. I have people to support me on a daily basis with difficult students. Support means to help me, not make more work for me.

274	Access to community events school and discuss wide that promote engaging from families and the building of connections.	8/31/2022 10:04 PM
275	Staff feel valued regardless of what position they hold. Appropriate programming at a district level is available outside of the traditional school building to meet the needs of students with severe behavioral needs. Alternative programming exists at the district level, for students regardless of disability or setting, to meet the needs of students that cannot academically or emotionally function in the large school buildings.	8/31/2022 9:43 PM
276	Definitely class size and time each week to reflect, research, organize and prepare are priority.	8/31/2022 9:27 PM
277	Diversity of staff	8/31/2022 8:51 PM
278	none	8/31/2022 8:42 PM
279	I highly Value an inclusive and welcoming staff, and feel I have that, but it is not diverse. It concerns me that staff and admin have had their personal device internet taken away. It is a safety concern in multiple ways. If there was an intruder, and staff was stuck in a room and say from a phone, we would not be able to use our cell phones to call or text for help. Most buildings have little to no service. Also, my office doesn't have a light switch, and we are not allowed to remove the lights and only use lamps. If there was a lockdown, I would not be able to turn out any lights- and if the light were to shut off, any small motion would activate the light, allowing the intruder to know there are people in the room. There are approximately 10 offices in our school without a light switch, and no one will fix the issue	8/31/2022 8:24 PM
280	Time for teams to reflect, prepare and set plans	8/31/2022 8:18 PM
281	I am writing regarding my former sped position. I have since switched schools and I am hoping for a more positive work environment. Due to caseloads I did not have adequate time during the day to prep or doing any other sort of collaboration with other teacher or paraprofessionals. Our department was often not included in reviewing students FAST scores. We were not well communicated with and often criticized.	8/31/2022 7:58 PM
282	Paraprofessional got special education	8/31/2022 7:32 PM
283	I find it unclear exactly who I'm supposed to report to and be in contact with	8/31/2022 7:13 PM
284	System in place for tech improvement in special education.	8/31/2022 7:12 PM
285	It's fine...	8/31/2022 7:06 PM
286	Feedback from supervisor	8/31/2022 7:03 PM
287	More collaboration time for teachers. Limit two schools for itinerant teachers.	8/31/2022 6:16 PM
288	A school setting that works as a team toward the same outcomes	8/31/2022 6:11 PM
289	.	8/31/2022 6:06 PM
290	To not be forced to be indoctrinated into belief systems that infringe upon my freedom of speech and religion	8/31/2022 6:06 PM
291	Nothing much comes to mind	8/31/2022 6:00 PM
292	small groups	8/31/2022 6:00 PM
293	Nothing is missing. I enjoy my job working at the school district. Working with a diversity of staff is helpful.	8/31/2022 5:52 PM
294	My opinions, and those of my colleagues, are not only asked for, but followed through on.	8/31/2022 5:38 PM
295	NA	8/31/2022 5:29 PM
296	My students are prepared for kindergarten.	8/31/2022 5:29 PM
297	Time is respected and staff are not expected to spend hours on trainings or meetings that are not relevant to them or their work	8/31/2022 4:57 PM

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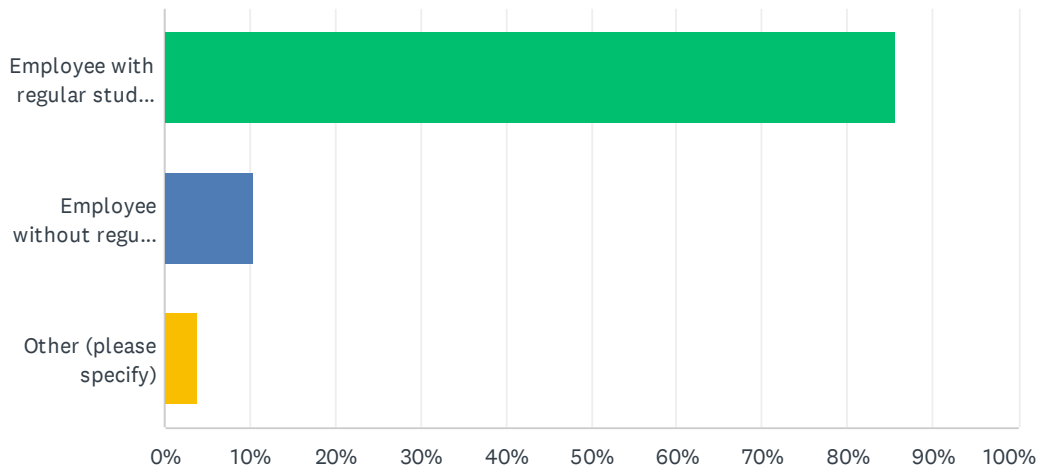
298	Uninterrupted prep time adequate for the district expectations for curriculum, instruction, and relationship building.	8/31/2022 4:55 PM
299	No comments	8/31/2022 4:48 PM
300	none	8/31/2022 4:26 PM
301	Access to our Principal - all principals are pulled into WAY TOO many meetings taking them away from the people they are there to lead.	8/31/2022 4:23 PM
302	n/a	8/31/2022 4:22 PM
303	?	8/31/2022 4:07 PM
304	I'm not sure of the exact word usage, but something about salary would be nice. This needs to be normalized.	8/31/2022 4:05 PM
305	I would like time to plan and eat lunch	8/31/2022 4:03 PM
306	all has been covered	8/31/2022 4:00 PM
307	Not sure how to work it but the adaptiveness of technology department is something I get frustrated with. The answer is always no, and not based on what is good for students. Also transparency from admin about decisions and why they are made or not made with regards to technology. Sorry one more. Many in the elementary feel left out or not heard when it comes to decisions.	8/31/2022 4:00 PM
308	Nothing at this time	8/31/2022 3:55 PM
309	The use of cell phones in the classroom. Want to improve educational outcomes? Have a consistent, district wide policy.	8/31/2022 3:54 PM
310	Nothing at this time.	8/31/2022 3:52 PM
311	n/a	8/31/2022 3:48 PM
312	Support in discipline/behavior issues	8/31/2022 3:47 PM
313	Health and Wellness promoted on a more regular basis.	8/31/2022 3:46 PM
314	Clear system of operations. What person is responsible for what portion of the program. More clearly defined.	8/31/2022 3:46 PM
315	nothing	8/31/2022 3:46 PM
316	N/A	8/31/2022 3:45 PM
317	Meetings are held virtually.	8/31/2022 3:44 PM
318	I think I would like to see more opportunities for community building with my peers and colleagues at my site.	8/31/2022 3:40 PM
319	Nothing that I can think of at this time.	8/31/2022 3:40 PM
320	More opportunities for kids.....more time the day for exploratory activities.	8/31/2022 3:38 PM
321	everyone is working hard to succeed	8/31/2022 3:38 PM
322	I feel valued for the work I do (and seen for it)	8/31/2022 3:36 PM
323	I believe that staff, especially teachers, should be give the credit and professional courtesy we deserve. For example, we don't have enough time between classes to even use the restrooms. Or we don't get asked about how to create curriculum, we are asked for our input and then that is ignored.	8/31/2022 3:35 PM
324	the teamwork with colleagues	8/31/2022 3:34 PM
325	everything looks good	8/31/2022 3:33 PM
326	Enough time to do my job!	8/31/2022 3:33 PM
327	I would like more teachers' voices included in the decision making process, with an increased fidelity to their input.	8/31/2022 3:32 PM

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328	Equality throughout each department that is followed for each and every employee without favoritism or exceptions	8/31/2022 3:32 PM
329	Adequate time to prepare for the school year and time to reflect	8/31/2022 3:31 PM
330	N/A	8/31/2022 3:30 PM
331	All professionals are adequately recognized and viewed as important parts of the educational system.	8/31/2022 3:30 PM
332	.	8/31/2022 3:30 PM
333	Class sizes are too big	8/31/2022 3:30 PM

Q5 Please indicate your role in the district

Answered: 532 Skipped: 5



ANSWER CHOICES	RESPONSES	
Employee with regular student contact	85.71%	456
Employee without regular student contact	10.53%	56
Other (please specify)	3.76%	20
TOTAL		532

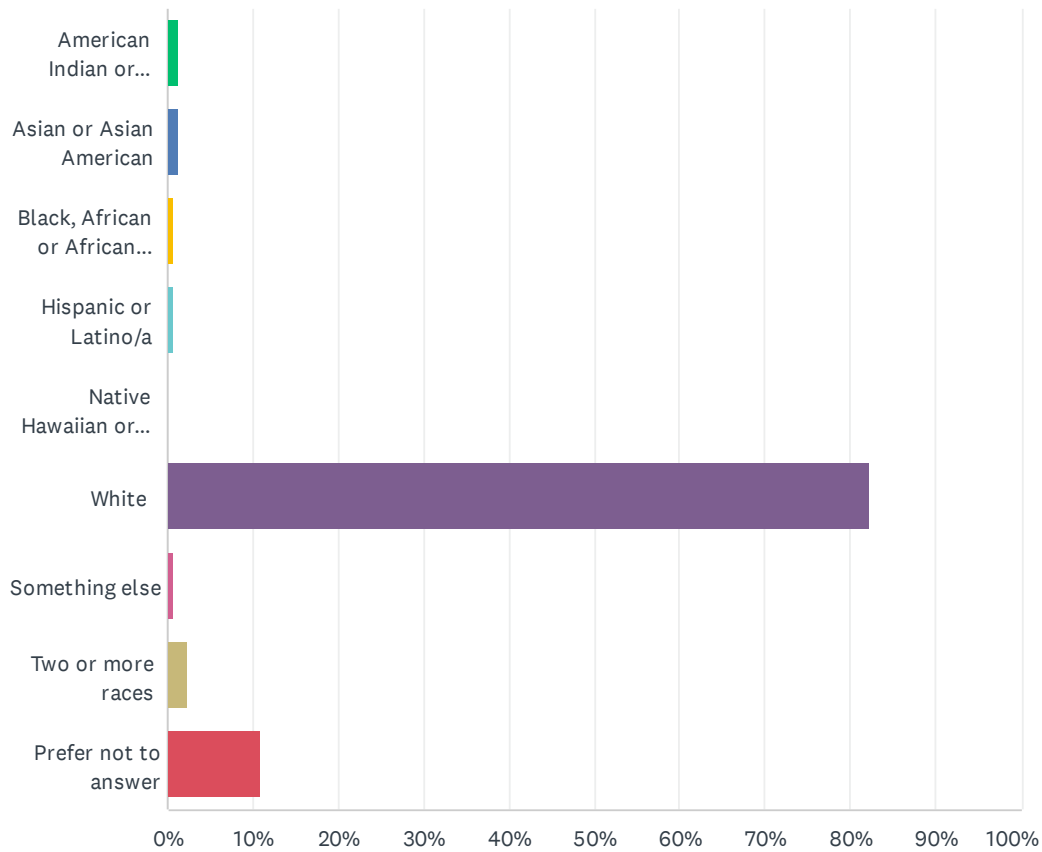
#	OTHER (PLEASE SPECIFY)	DATE
1	Parent	9/24/2022 5:22 PM
2	Dean of Students- I see everyone	9/21/2022 4:29 PM
3	Itinerant related service provider in special education	9/20/2022 9:55 AM
4	Child nutrition	9/16/2022 3:13 PM
5	Office	9/15/2022 5:18 PM
6	Have student contact daily but, not same students	9/15/2022 3:03 PM
7	Drivers Ed	9/15/2022 2:38 PM
8	I have student contact when they come to the office.	9/12/2022 2:45 PM
9	Tricky: Duluth Adult Education MISA Para with a 50 week contract and student (adult) contact.	9/12/2022 11:56 AM
10	Substitute teacher	9/8/2022 8:00 AM
11	substitute	9/7/2022 9:48 AM
12	Technology Personnel	9/7/2022 7:42 AM
13	Substitute elementary.	9/1/2022 4:23 PM
14	ECFE Parent Educator	9/1/2022 1:58 PM
15	Lifeguard	9/1/2022 9:34 AM

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16	Interventionist	9/1/2022 8:56 AM
17	Special Ed Para	9/1/2022 8:42 AM
18	special education teacher	8/31/2022 7:58 PM
19	Preschool Family Advocate	8/31/2022 4:00 PM
20	Custodial	8/31/2022 3:46 PM

Q6 Which of the following best represents your ethnicity?

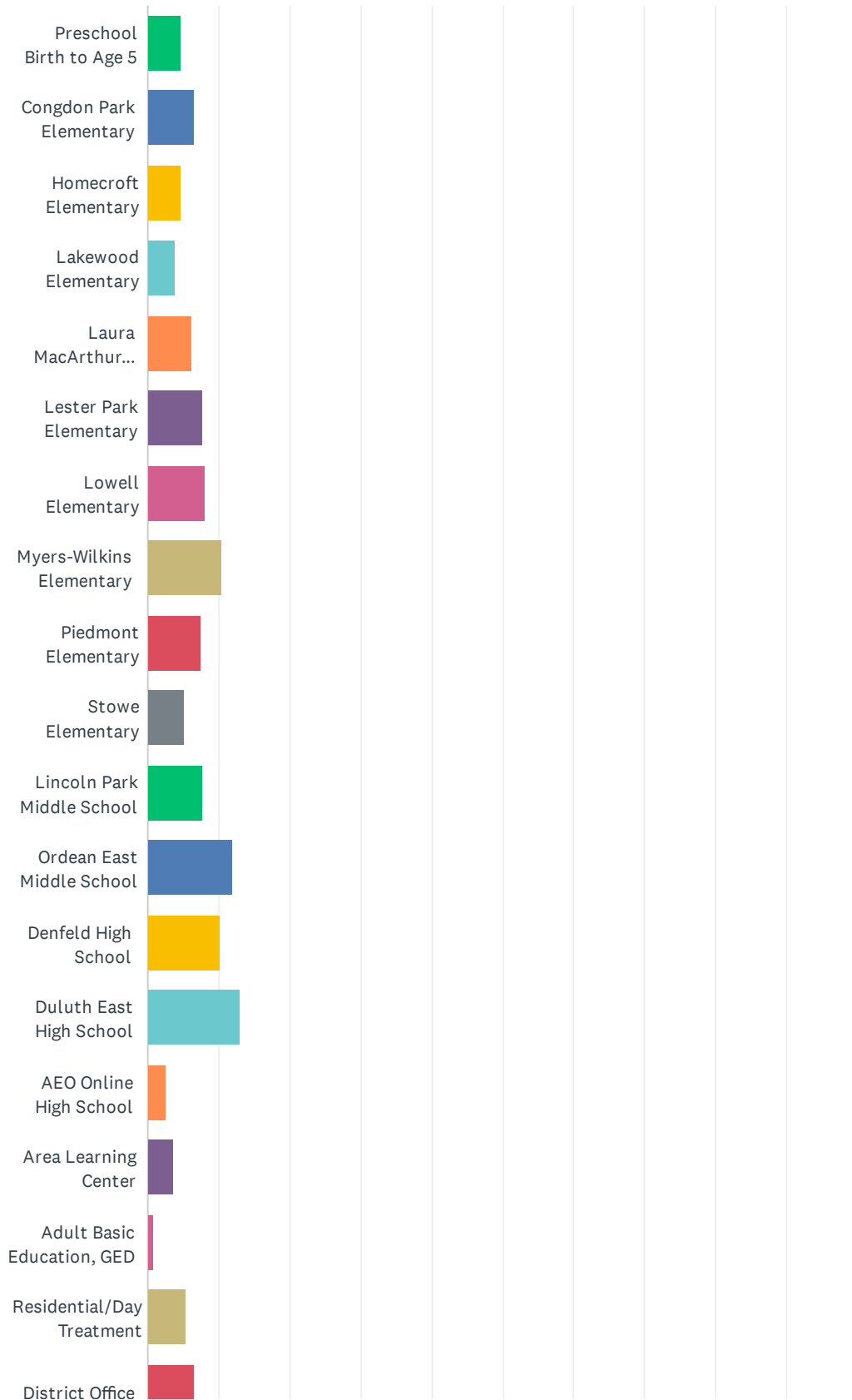
Answered: 534 Skipped: 3



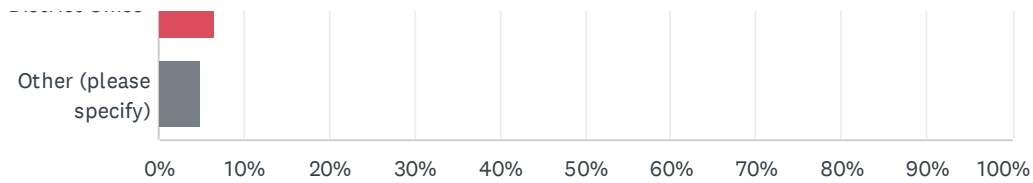
ANSWER CHOICES	RESPONSES	
American Indian or Alaskan Native	1.31%	7
Asian or Asian American	1.31%	7
Black, African or African American	0.56%	3
Hispanic or Latino/a	0.56%	3
Native Hawaiian or Other Pacific Islander	0.00%	0
White	82.40%	440
Something else	0.56%	3
Two or more races	2.43%	13
Prefer not to answer	10.86%	58
TOTAL		534

Q7 In which building do you work (check all that apply)?

Answered: 527 Skipped: 10



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ANSWER CHOICES	RESPONSES	
Preschool Birth to Age 5	4.74%	25
Congdon Park Elementary	6.64%	35
Homecroft Elementary	4.74%	25
Lakewood Elementary	3.80%	20
Laura MacArthur Elementary	6.26%	33
Lester Park Elementary	7.59%	40
Lowell Elementary	8.16%	43
Myers-Wilkins Elementary	10.44%	55
Piedmont Elementary	7.40%	39
Stowe Elementary	5.12%	27
Lincoln Park Middle School	7.59%	40
Ordean East Middle School	11.95%	63
Denfeld High School	10.25%	54
Duluth East High School	12.90%	68
AEO Online High School	2.47%	13
Area Learning Center	3.61%	19
Adult Basic Education, GED	0.76%	4
Residential/Day Treatment	5.31%	28
District Office	6.64%	35
Other (please specify)	4.93%	26
Total Respondents: 527		

#	OTHER (PLEASE SPECIFY)	DATE
1	Label correction: Preschool is not B-5 Early Childhood is B-5 TY!	9/22/2022 2:29 PM
2	Transportation	9/19/2022 6:08 AM
3	Community Ed	9/15/2022 2:38 PM
4	Washington comm center	9/14/2022 8:18 AM
5	Mostly remote due to medical issues/district office	9/13/2022 1:22 PM
6	Adult Basic Education IS Duluth Adult Education!	9/12/2022 11:56 AM

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7	Bridge	9/9/2022 12:51 PM
8	Washington Center	9/7/2022 11:11 AM
9	Merritt Creek Academy	9/7/2022 9:28 AM
10	Assigned to Marshall	9/7/2022 8:10 AM
11	District Wide	9/7/2022 8:07 AM
12	District wide we support and visit all buildings.	9/7/2022 7:42 AM
13	Chester Creek Academy	9/2/2022 3:27 PM
14	Daycare, Preschools, and homes within the community	9/1/2022 12:22 PM
15	all sites.	9/1/2022 9:44 AM
16	Early Childhood Birth to Age 5	9/1/2022 9:10 AM
17	E-Squared	9/1/2022 8:31 AM
18	Homebound Instructor	9/1/2022 8:31 AM
19	Community Ed	9/1/2022 8:22 AM
20	St. James Catholic School (Title 1 funded position)	9/1/2022 8:06 AM
21	Worked last year at Congdon and have since started a new job at Homecroft	8/31/2022 7:58 PM
22	may be any two elementary schools besides Lowell	8/31/2022 6:16 PM
23	Transportation	8/31/2022 5:19 PM
24	with students	8/31/2022 4:03 PM
25	Community sites ECSE	8/31/2022 3:59 PM
26	Transportation	8/31/2022 3:32 PM