

# Verbatim Responses

Recorded on worksheets as a result of the small group work activity  
Community Engagement Session #1 • Feb. 22, 2022

On Feb. 22, 2022 Vision Forward held the second session which included a small-group work session to discuss high quality staff in every classroom. After a presentation on the topic, participants divided themselves among 22 tables and prepared responses to the following activity and tasks:

## **Table #1**

**Task 1: What are your top 5 priorities to be addressed in the area of staffing as we work to develop the Action Plan? List your top priorities on the chart.**

### **Task #2:**

**Prioritize your top five priorities from 1-5 - 1 being the highest and 5 being the lowest priority. What recommendations does your group have to address these priorities in the next 5 years?**

**Task #1 - List your priorities on this table**

**Task #2 - Rank priorities 1-5 and share recommendations to address each priority.**

<b>Top Priorities</b>	<b>Ranking</b>	<b>Recommendations</b>
Admin Support/Building Culture	1	More admin supporting teachers More downtown support Too much poor behaviors allowed How to handle problem students
Facilities Climate & Culture	2	Embarassing compared to KC and smaller local schools Major updates needed
Pay	3	Below state and national averages
Grow Your Own/ Pathways Program	4	Great program, need to be expanded, build pride
Student Behaviors	5	Lax discipline/Get away with too much. Colgan Center used to be available for problem kids, WEBster - smaller not as useful for discipline.

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### Table #3

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**Task #1 - List your priorities on this table**

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Top Priorities	Ranking	Recommendations
Salaries	3	Get district to state average plus a little.
More plan time for teachers	1	1 team plan 1 classroom plan
Teachers feeling like they matter	2	District level need to show they care.
Balance Admin #'s all levels	4	The district is aware of the imbalance in some schools. Hire where needed.
Facilities	5	Everything needs updating.

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### Table #6

**Task 1: What are your top 5 priorities to be addressed in the area of staffing as we work to develop the Action Plan? List your top priorities on the chart.**

**Task #2:**

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**Task #1 - List your priorities on this table**

**Task #2 - Rank priorities 1-5 and share recommendations to address each priority.**

Top Priorities	Ranking	Recommendations
Competitive salaries for all employees	1	Adjustment of salary schedule Add to tax base Adjust district funding
Retention of dedicated employees	2	Hourly employees training Overview of benefit for hourly employees Greater partnership with administration
Facilities	4	All ADA Accessible Need a 5 year plan 6th grade center
Smaller class sizes	3	Meeting academic needs of all Will provide increased graduation rates
More community engagement with businesses to assist education	5	Contracts with businesses to help teachers Show students that many trades or colleges are available.

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## **Table #9**

**Task 1: What are your top 5 priorities to be addressed in the area of staffing as we work to develop the Action Plan? List your top priorities on the chart.**

### **Task #2:**

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**Task #1 - List your priorities on this table**

**Task #2 - Rank priorities 1-5 and share recommendations to address each priority.**

<b>Top Priorities</b>	<b>Ranking</b>	<b>Recommendations</b>
City & School District Reputation & District Trust & Transparency	1	High tax base
Salaries/Facilities	2	

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## **Table #13**

**Task 1: What are your top 5 priorities to be addressed in the area of staffing as we work to develop the Action Plan? List your top priorities on the chart.**

### **Task #2:**

**Prioritize your top five priorities from 1-5 - 1 being the highest and 5 being the lowest priority. What recommendations does your group have to address these priorities in the next 5 years?**

**Task #1 - List your priorities on this table**

**Task #2 - Rank priorities 1-5 and share recommendations to address each priority.**

<b>Top Priorities</b>	<b>Ranking</b>	<b>Recommendations</b>
Community Support	5	Community tours, invite them in
Valued & Appreciated	1	Mentorship - Even for veteran teachers Consistent evaluations
Admin Support	2	Admin need to know the typical SJSD student
Salaries	3	Especially for younger
Access to higher education	4	Federal grants available for higher ed!

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## **Table #18**

**Task 1: What are your top 5 priorities to be addressed in the area of staffing as we work to develop the Action Plan? List your top priorities on the chart.**

### **Task #2:**

**Prioritize your top five priorities from 1-5 - 1 being the highest and 5 being the lowest priority. What recommendations does your group have to address these priorities in the next 5 years?**

**Task #1 - List your priorities on this table**

**Task #2 - Rank priorities 1-5 and share recommendations to address each priority.**

Top Priorities	Ranking	Recommendations
Admin Effectiveness & Evaluation Culture of Support Professional Development	1	
Support or not on behavior issues, appreciated/not	2	
Salaries/ Fin Resources for add'l help in classroom	3	
Innovative in considering recruitment techniques	4	Considering what our competitor is doing & address those competing issues.
Facilities - et al. Change narrative to positive vs neg	5	SJSD needs to lead the positive narrative

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**Task 1: What are your top 5 priorities to be addressed in the area of staffing as we work to develop the Action Plan? List your top priorities on the chart.**

### **Task #2:**

**Prioritize your top five priorities from 1-5 - 1 being the highest and 5 being the lowest priority. What recommendations does your group have to address these priorities in the next 5 years?**

**Task #1 - List your priorities on this table**

**Task #2 - Rank priorities 1-5 and share recommendations to address each priority.**

<b>Top Priorities</b>	<b>Ranking</b>	<b>Recommendations</b>
Positive Narrative	1	
Value education evidenced by nice facilities Engage the Business community	4	
Pass levy w/out sunset	2	
Administration support teachers	3	
Volunteer support Training for behavioral issues	3	

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**Table #22**

**Task 1: What are your top 5 priorities to be addressed in the area of staffing as we work to develop the Action Plan? List your top priorities on the chart.**

**Task #2:**

**Prioritize your top five priorities from 1-5 - 1 being the highest and 5 being the lowest priority. What recommendations does your group have to address these priorities in the next 5 years?**

**Task #1 - List your priorities on this table**

**Task #2 - Rank priorities 1-5 and share recommendations to address each priority.**

Top Priorities	Ranking	Recommendations
Staff Support	1	No discrepancies between certified & classified 1 on 1 conversations, without repercussion Administrator evaluations Accountability for everyone is consistent top down Additional support staff
Climate/Culture	2	Consistency in every area Increased supports/training for behavior issues Accountability for students/staff
Reputation	3	Put more positive stories out in public Tell our stories (staff stories) Community Engagement
Salaries	4	
Facilities	5	



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**Table #23**

**Task 1: What are your top 5 priorities to be addressed in the area of staffing as we work to develop the Action Plan? List your top priorities on the chart.**

**Task #2:**

**Prioritize your top five priorities from 1-5 - 1 being the highest and 5 being the lowest priority. What recommendations does your group have to address these priorities in the next 5 years?**

**Task #1 - List your priorities on this table**

**Task #2 - Rank priorities 1-5 and share recommendations to address each priority.**

Top Priorities	Ranking	Recommendations
Reputation	5	Improve facilities Customer Service Positive Focus/light Ad. grow your own/benefits
Culture & Climate	2	Clarity/consistent communication top - down Appreciation to teachers/staff
Admin Effectiveness	1	Communication All teacher support Building relationships admin-teacher & teacher-teacher
Quality of Staff	3	PD opportunities after school for CEU or personal day Teacher presenters
Retaining Staff	4	Sub salary schedule (Degree = \$) Grown your Own expanded Teach 5 yrs. apply for \$ towards masters, sign contract Explain specific benefits (how much to have a baby)

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**Table #24**

**Task 1: What are your top 5 priorities to be addressed in the area of staffing as we work to develop the Action Plan? List your top priorities on the chart.**

**Task #2: Prioritize your top five priorities from 1-5 - 1 being the highest and 5 being the lowest priority. What recommendations does your group have to address these priorities in the next 5 years?**

**Task #1 - List your priorities on this table**

**Task #2 - Rank priorities 1-5 and share recommendations to address each priority.**

Top Priorities	Ranking	Recommendations
Student to Teacher Ratio	1	Appropriate district lines Hire teachers
Support staff for students and families needs	2	Hire more
Lack of flexibility and trust with curriculum in elementary (building to building)	5	
Facilities and staff to maintain	3	
Equality of staff appropriate to student population	4	

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**Task #2: Prioritize your top five priorities from 1-5 - 1 being the highest and 5 being the lowest priority. What recommendations does your group have to address these priorities in the next 5 years?**

**Task #1 - List your priorities on this table**

**Task #2 - Rank priorities 1-5 and share recommendations to address each priority.**

<b>Top Priorities</b>	<b>Ranking</b>	<b>Recommendations</b>
Figure comparing cost of living/ avg. salary ratio w/ KC metro districts	3	Are we within a certain percentage? Is there percentage that we could decide that would be competitive to other districts?
Action plan for providing alternative options/staffing supports to provide education for students w/ behavior issues	1	
Increase the applicant pool	5	
Have a higher focus on promoting positive stories of our district and community	4	
Consistently create positive climate/ culture across the district in each bldg. that causes teachers to stay	2	Provide adequate staffing supports

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**Table #26**

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**Task #2: Prioritize your top five priorities from 1-5 - 1 being the highest and 5 being the lowest priority. What recommendations does your group have to address these priorities in the next 5 years?**

**Task #1 - List your priorities on this table**

**Task #2 - Rank priorities 1-5 and share recommendations to address each priority.**

Top Priorities	Ranking	Recommendations
Salaries & benefits	2	- Grow your Own incentives to organize clubs - Creative ways to pay teachers more
Culture	1	- Be Positive - More academic programs - Gifted programs in every school - Accelerated reader
Facilities	3	- Electrical needs updated - Pride in district -Upkeep -Comfortable workplace
Administrative Effectiveness	4	- Follow up with discipline - Breathe life into school /energy - Be a leader
Safety	5	- Having a place for the kids w/ behavior issues - Better work environment - Parent support

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**Task #1 - List your priorities on this table**

**Task #2 - Rank priorities 1-5 and share recommendations to address each priority.**

Top Priorities	Ranking	Recommendations
Competitive Salaries	2	Raises for teachers
Feeling valued & appreciated	1	Parents involvement Jeans Days More staff & Community support
Hiring within the District and promoting from within	3	Promote from within
More training for teachers to handle behaviors and issues	4	Professional development opportunities
Reallocate funds - i.e. administrators make less to help with teachers, etc.	5	

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**Task #1 - List your priorities on this table**

**Task #2 - Rank priorities 1-5 and share recommendations to address each priority.**

Top Priorities	Ranking	Recommendations
Salaries	3	
Reputation	2	Re-evaluating curriculum to address performance Engagement with all areas in St. Joe Achievements being shown to community
Teacher Administrator Relationship	1	Teachers feel tied up - a lot they can't do Teachers do admin reviews
Culture		

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**Task #1 - List your priorities on this table**

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Top Priorities	Ranking	Recommendations
Facilities	4	Long-term plan for improving/replacing schools
Improve narrative in district & community	3	Using newspaper, local tv and social media to highlight success
Salary increase Competitive salaries	1	New teacher compensation package Across the board increases
Incentivize continuing education	2	Financial support for teachers who wish to pursue more education
Additional staff support	5	Hire support staff that directly helps teachers focus on academics Utilize community volunteers

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Top Priorities	Ranking	Recommendations
Competitive salaries (base)	2	Adjustment of salary schedule Investigate additional revenue sources Reallocate district funding State level - legislation
Reputation of District	5	Create new points of Pride Focus on the positive
Class Behaviors	3	Support Staff for behavior Parent Involvement Behavior specialist/intervention lack of subs/over use class size
Culture & Climate staff well supported	1	Administrative support Parent involvement
Facilities	4	More competitive with area districts Consolidating/updating under utilized



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Top Priorities	Ranking	Recommendations
Team Collaboration		Daily or at least once a week teachers collaborate i.e. mentor rookie teachers
Mental Health	2	PD more focused on stress relief or mediation or given extra time if given extra requirements
Appreciation/ Culture	1	Principal help with tasks added onto plates. Being aware of staff needs and surprise staff with food, etc.
Addition of Support Staff		Support relationship to staff Principals supported by admin RELATIONSHIPS vs. TASKS
Compensation		Not only salaries, but for extras like mentorship or extra programs

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<b>Top Priorities</b>	<b>Ranking</b>	<b>Recommendations</b>
Teacher Salary	5	What stops a veteran teacher from leaving SJSD? Salary increases don't often benefit veteran teachers Teachers are getting more degrees, yet being paid less
Morale/ Appreciation Culture	1	What non-monetary ways are we supporting teachers? We have more mobility, sped behaviors, yet no support Downtown support
Economic needs of students	3	Additional staff members to help with additional needs of students
Admin Support	2	Admin need to ask teachers how they can support them and listen
Recruiting efforts vs. retaining efforts	4	Spend as much if not more time retaining current staff as we are recruiting new staff Incentives for higher ed Moving veteran staff and making them feel less valued/appreciated

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Top Priorities	Ranking	Recommendations
Retaining staff in general/better wages	1	Strategic PD Dev Better wages
Community support & betterment	2	Equalization of volunteers
Better wages	3	Overall salary increases
Admin Support	4	Listen to teachers and parents
Facilities	5	Clean & Safe

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Top Priorities	Ranking	Recommendations
Thank you/acts of service/kindness Valuing individual job - being able to do the job tasked to do	1	Seeing downtown staff in buildings
More help	2	Positive culture training
Support for education	4	
Feedback from direct reports	3	
Salaries	5	

**\*Midtown 6th middle school 6 vs 20 lessons in band**

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<b>Top Priorities</b>	<b>Ranking</b>	<b>Recommendations</b>
Marketing St. Joseph as a destination community and district in which to work and live	1	Tie in recruitment with "Uncommon Character," Chamber of Commerce, etc. Emphasize low cost of living, short commutes, etc.
Addressing root causes of teacher/staff turnover	2	Rigorous inquiry into underlying issues seen in exit interviews.
Positive work environment	3	Welcoming facilities, organizational culture
Pay and benefits	4	Greater opportunities for niche extra duties with pay
Focus on quality leadership at the building level		

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Top Priorities	Ranking	Recommendations
More competitive with salaries	1	Move up in position for pay/compensation
Increase classroom satisfaction	2	More paraprofessionals available for classroom Expand Grow your Own program or recruit from MWSU Ed program
Lower number of Title I schools	3	Incentives to teach Title I
Make school a comfortable workplace	4	Either update current or go for new building

