



School District of Altoona

“Home of the Railroaders”

Altoona School District Survey Portfolio

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Please note: While your comments and feedback are appreciated and will be shared by the administration, individual names have been redacted prior to posting these results.

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Executive Summary

Problem Statement & Scope

Altoona School District lacked appropriate funds to maintain the current budget for the 2010-2011 school years. A referendum was created and presented to voters within the School District to maintain the yearly budget for three more school years. The 2010 referendum failed to pass public voting. The School District wanted to understand the rationale behind the referendum's failure to gain public approval.

Needs Assessment

In order to assist in understanding the issues surrounding the lack of support for the referendum, a survey was created in collaboration with the students from the INGM7-750 Organizational Development Course through Dr. Kersten at the University Of Wisconsin, Stout, Menomonie WI. This survey consisted of both qualitative and quantitative measures to gain the best insight into the views of the public. The audience selected for this survey was the parents and staff of the Altoona School District. (Appendix A). The survey was created using the Qualtrics™ program through UW-Stout. (Appendix B)

Survey Distribution

The survey was distributed in electronic format. The survey was released to coincide with parent teacher conferences on March 3, 2011. In addition, 1200 letters were sent to households in the community to explain the availability of the survey during conferences and the posted link on the districts website.

Survey Statistics

The total numbers of surveys distributed were 248. An overall response rate of approximately 20% was reached. Of the 248 surveys, 235 surveys were completed fully. The mean rate of completion was 73%.

Survey Results

Quantitative Data Results

The quantitative data listed below represents the strongest responses to the survey.

- 92% of the respondents with the majority being parents and staff visited the website at least once a month.
- 90% of respondents would like to see communication in the form of email from the school district.
- 89% of the respondents “Agree” or “Strongly Agree” with the Quality, Timeliness, and Frequency of information received from the School District.
- 85% of the audience surveyed believed that the school should concentrate their efforts on preparing students for a 4-year education after graduation.
- 85% “Agreed” or “Strongly Agreed” that student’s performance should be measured by grades.
- 68% of respondents would be willing to contribute to athletic activities
- 63% of the respondents wanted to see more community activities at the school.
- 62% would be willing to aid field trips.
- 62% of the respondents were satisfied with the Altoona School District.
- 58% supported increased property taxes and 68% indicated a support in increased school fees.

Qualitative Data Results

The qualitative data listed below represents the central themes from the survey.

Positive aspects about the Altoona School District:

- Friendly, dedicated staff
 - “I grew up going to the Altoona School District and I always appreciated the efforts the staff puts forth in seeing student succeed and stay out of trouble. It's a smaller school then the surrounding area which I find to be a big plus for the students.”
 - “The commitment of the staff, the quality of the education.”
 - “I like the individual, friendly, helpful relationship that I have with the staff.”
- Staff does a great job communicating with the parents

- “I love how easily it is to communicate with my daughter's teacher. I have always been able to Email directly with my daughter's teachers (she is in 3rd grade now) or give phone calls. I appreciate their quick responses and the ability to communicate my concerns or other things this way. It is very convenient and I LOVE that the teachers are willing to communicate this way.”
- “The elementary teachers my daughter has had (currently in 2nd grade) have always been willing to arrange time to meet with me and speak with me on any concerns I had. I felt welcome to contact them at any time and always got a timely response.”
- Small class size
 - “I have been so thankful for the smaller class sizes and prior to this year all the courses and opportunities our kids have had available to them (media literacy/computer class, the field trips, and the music programs that the kids would put on for us to name a few). My child is one who initially need a lot of attention and guidance from her teachers and I wonder what her progress would have been if she hadn't had such excellent teachers who were able to work with her, as well as us, because of the smaller class sizes. I like to think that the smaller class sizes and dedication of the teachers prevented my daughter from slipping through the cracks.”
 - “Smaller class sizes, low student to teacher ratio.”
- Entire School District in one location
 - “The fact that my children will attend k-12 grade in the same school.”
 - “I appreciate its size. I like that the three schools are physically connected.”
- Overall sense of community
 - “Small school, more of a family environment than larger schools.”
 - “I appreciate that all my children feel welcome and enjoy going to school.”
 - “Small town oriented with plenty of creativity.”

Opportunities for improvement:

- Lack of clarity on the use of referendum funds
 - “Communication regarding the budget and how tax money is being spent on education and where the budget shortcomings are mainly generated from.”

- “I'm disappointed that art and music have been cut back although I don't have a good solution given the current budget restrictions and the referendum failing. It's not a complaint against the school district itself as much as a complaint regarding the public voting against the referendum and the current state of government funding.”
- “When referendums are developed for voting, be detailed with dollar information (so that public fully understands where the dollars are going).”
- More effective use of data in decision making
 - “Using data effectively to make decisions. Data should NOT be a roadblock to improvement. I think that there's a lot of "data based decisions" being made without a lot of thought given to the quality of the data. Using data for the sake of using data is not effective.”
- Effective and efficient allocation of resources
 - “I think there is still a lot of waste. i.e. were new TVs all over the middle school necessary when we are facing budget cuts? Do we need new i-pods and cameras in all classrooms? Couldn't we ask for some of these items to be donated? They don't have to be brand-new, cutting edge to be useful in class? Let's face it, in the real world, you won't ALWAYS be able to afford to have the latest and greatest of everything. We may need to learn how to appreciate the usefulness of things that still work, even though they may be outdated.”
- General communication between the School District and parents can be improved
 - “Communication on future plans and daily happenings via email directly to the parents, NOT on the district site. I find it sometimes functions other times not updated on events? [REDACTED] is sometimes sending email on weekly events on Tuesday or Wednesday. If it is going to happen and parents want to watch events that their kids are not in to support the school it is frustrating to get the news after it has happened.”
 - “Communication. Middle school especially. The kids are learning and want to be independent, although at times they may not communicate with there parents as to what is happening, maybe because they don't feel it is important.”
 - “We need better communication in the middle school. It is a shock going from elementary to middle. Not getting notes on xmas parties, club events aren't on the weekly notices. Even like the ski trips. Why are there email on events coming up.”
 - “Communication on future plans and daily happenings via email directly to the parents, NOT on the district site.”
- Administrators improving on communicating with parents and staff

- “Visibility of principal in common areas-playground,commons,bus duty,hallways”
- “communication between parents and administration”
- Improvement in communication between the schools (Elementary level to High School)
 - “We need better communication in the middle school. It is a shock going from elementary to middle. Not getting notes on xmas parties, club events aren't on the weekly notices. Even like the ski trips. Why are there email on events coming up.”
 - “I believe there needs to be more consistency and continuity from building to building.”
- Impactful and effective learning environment for students
 - Enhanced learning opportunities
 - “I believe that differential learning is important in the classroom, especially now that there is a potential for class sizes to increase. Diverse learning needs must be met at both ends of the learning spectrum. Educators need to understand and practice differential learning techniques. In the long run it will make the teaching and learning experience more efficient.”
 - “I think we need to maintain the quality of course selections at the high school level. Our advanced classes are a huge part of what draws open-enrollment students, and keeps district students staying here. We need to do whatever we can to maintain and hopefully even expand these class offerings. I feel too much has already been given up at the high school level. We need to look at alternative areas where cuts can be made, and there are some.”
 - Enhanced gifted and talented program
 - “More attention and opportunities for gifted & talented students - including options for skipping ahead a grade for certain classes, more differentiation within classes, would love to see WCATY back again and similar online programs for additional enrichment. A little concerned when my 5th grader gets a perfect score on every single test that she's not being challenged appropriately.”
 - Discipline
 - “Student discipline in the class room and drug related issues need to be addressed immediately...too bad we can't weed out the problems well before they become HUGE problems. One thing I hear from ALL 3 of my kids is, "we waste time in class because of "so and so" is always goofing off." Or Mr. or Mrs. "Teacher" has to repeat things because some kids in class are not listening.”

- “Feeling of safety by middle school students. A lot of bullying and poor behavior with very little/no consequences to go along with it. This wrecks the learning atmosphere for the good kids or the kids that want to learn. It also makes kids focus on avoiding the "bad" kids or feeling unsafe, thus taking their time away that should be spent focusing on school. The middle school is our "black hole". It is where kids get lost in the shuffle or just lost because there is no real reward for making good choices and no negative consequences for making poor choices!”
 - Resources
 - “The school needs to integrate technology as part of its curriculum... not a scattering of personal computers and Smart Boards here and there that do not work, but one to one computers (i.e. iPads, cell phones, net books, etc.). It's a fast world out there and Altoona is in the dust.”
 - Job Skill training/preparation
 - “More differentiation in every grade level, so we can challenge the college-bound students better. Many of our top students will tell you they struggle when they go off to college.....we need to up the standards, expectations and curriculum to prepare all students better.....regardless if they are going to college, tech school or into the workforce.”
 - Equity and Rewards for teachers
 - “Raise educational standards and expectations starting with grade 1. Develop ways to reward excellent teachers and to retrain or eliminate ineffective teachers. Move away from a seniority system that can keep some teachers who are poor performers while loosing younger teachers who are excellent. We need to promote community support for the school district. I see the quality of teaching and students dropping over the past few years.”

Project Recommendations

- **Communication Methods:**
 - Frame community discussions about referendums in the following manner:
 - Community need
 - Risk/Benefit
 - Cause/Effect
 - Financial Impact
 - Use multiple methods of communication (internet, letters, newspaper, radio and TV).
 - Improve Website functionality so it is easy for the community to find information about the School District.

- **Conduct Focus Groups:**
 - Engage the community beyond parents of students currently enrolled.
 - Understand the best method of communication with the community.
 - Leverage the strength of the focus group to determine the questions to be asked on the survey.
 - Include probing questions that focus on voter turnout and engagement.
 - Ask the community what they need from the School District.
 - Promote what the school district can do for the community.

- **Survey: Community survey and/or possible re-survey**
 - Use the information gathered from the Focus Group for survey design.
 - Expand survey population beyond parents and teachers so the survey and results are representative of the population residing in the school district.
 - Understand the communication mechanisms used throughout the community.

- Match the survey delivery methods with the population (electronic and paper based).
- Keep the survey to the fewest number of questions possible and very simple.
- Optimize survey response rates from the website by placing the survey link in an easy to find and distinctive location.
- Communicate the survey in a timely manner. Be sure to give enough notice to the individuals or group that you would like to answer the survey.

Conclusion

The Altoona School District organizational development project has been a significant learning experience in many ways. Developing the survey with the client gave both the students and client an understanding of requirements needed to review the current situation with parents and staff members. It allowed the students to understand the Organizational Development process and initiate the first phases of the process. The results from the survey show where the school district is doing well along with areas of improvement from the eyes of the survey population. The results gave the students an opportunity to analyze quantitative and qualitative data used for recommendations. Items taken for improvement from the survey experience will help the school district in creating and defining survey parameters for future survey development. The UW-Stout Organization Development students would like to thank the Altoona School District for the opportunity to work together and develop a “real life” learning experience for both client and students.

Appendix A

Survey Letter to Parents and Staff

Greetings!

DID YOU KNOW?

The School District of Altoona has set sail on a very important activity-**helping to set the strategic direction for our schools over the next several years**. As you might guess, **community involvement is one of the most important components** of this strategic planning process!

HOW DOES THE STRATEGIC PLANNING PROCESS WORK?

A diverse team of more than 50 community members, parents, students and staff met for the first time on February 8, 2011 to get started. Over the next three months, three additional large group (evening) meetings will occur. In addition, four small groups have been created (External Factors, Internal Factors, Communications, and Programming). They will meet as necessary to gather information about a particular aspect of the district. In the end, the small groups will make recommendations to the school board. The board then has the task of reviewing the recommendations and formulating the district's vision, mission statement and strategic initiatives to guide us through the next three to four years.

WE NEED YOUR OPINION!

The Communications Group is busy investigating various ways to communicate with everyone, and get their input. So far, we have settled on using a series of survey processes. Some of you may have participated in a quick survey recently to test this approach. We are looking forward to your input, and extend an open invitation to you to participate in the various surveys that will be posted on the school's website:www.altoona.k12.wi.us

The surveys are short, anonymous, and can be completed on your home computer.

NO COMPUTER? NO PROBLEM!

Online surveys provide no-cost timely information, however, we realize that not everyone has a computer at home or feels comfortable using a computer. We have arranged to have the LMC computer labs open during Parent-Teacher Conferences so that everyone can participate and make sure your opinion is counted. If you need help at other times, call me at 715 839-6031 ext 323, and I will arrange a time at your convenience for you to do a survey. I will also arrange with you alternate ways to get information to you about future surveys.

WANT TO STAY UP-TO-DATE WITH THE STRATEGIC PLANNING PROCESS?

Check the website:www.altoona.k12.wi.us and click on "It's Not an Event - It's a Way of Thinking".

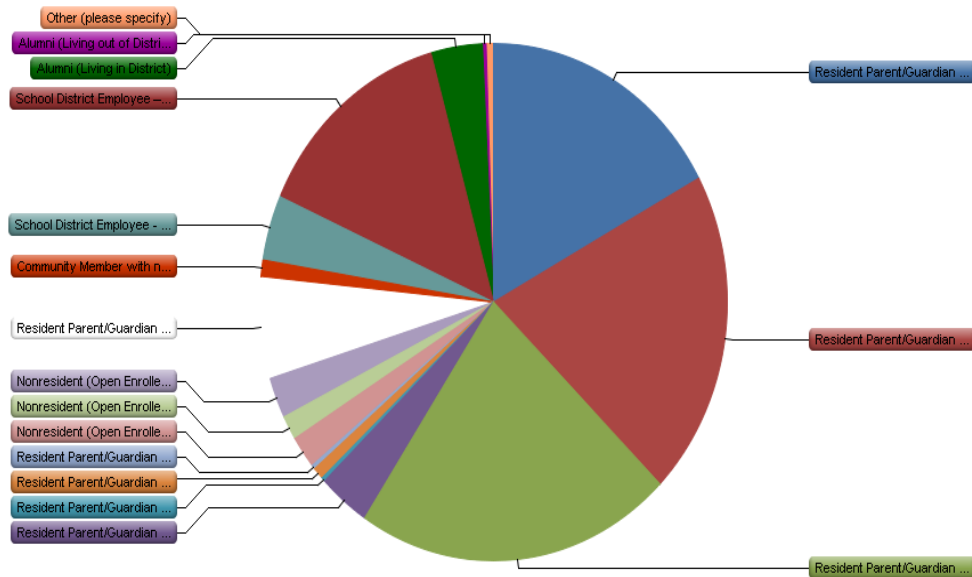
Sincerely,

Juanita Peck
Communications Small Group
Strategic Planning Team Leader

Appendix B

Altoona School District Survey Report

1. Please choose the box that best describes your relationship to the school district. (check all that apply)



#	Answer		Response	%
1	Resident Parent/Guardian of Current Elementary Student(s)		67	28%
2	Resident Parent/Guardian of Current Middle School Student(s)		80	33%
3	Resident Parent/Guardian of Current High School Student(s)		86	36%
4	Resident Parent/Guardian of Pre-School Age Child(ren)		14	6%
5	Resident Parent/Guardian of Student(s) Currently Open Enrolled to another School District		1	0%
6	Resident Parent/Guardian of Student(s) Currently Enrolled to a Nonpublic School		3	1%
7	Resident Parent/Guardian of Student(s) Currently Enrolled in a Home School Education Program		1	0%
8	Nonresident (Open Enrolled) Parent/Guardian of Current Elementary Student(s)		8	3%
9	Nonresident (Open Enrolled) Parent/Guardian of Current Middle School Student(s)		6	2%
10	Nonresident (Open Enrolled) Parent/Guardian of Current High School Student(s)		10	4%
11	Resident Parent/Guardian of a Graduate		25	10%
12	Community Member with no students enrolled in the Altoona School District		4	2%
13	School District Employee - Support Staff		16	7%
14	School District Employee – Teacher		55	23%
15	Alumni (Living in District)		14	6%
16	Alumni (Living out of District)		1	0%
17	Other (please specify)		2	1%

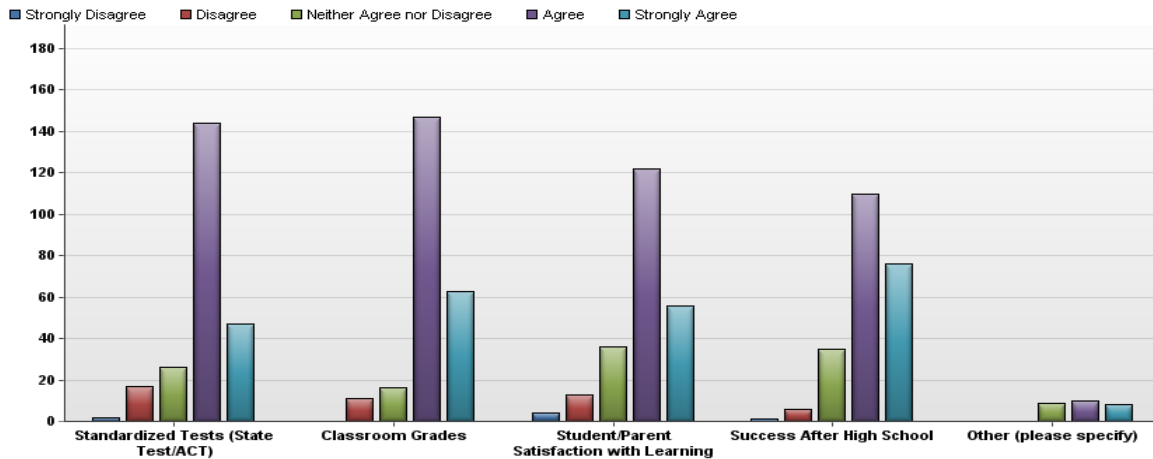
Statistic	Value
Min Value	1
Max Value	17
Total Responses	241

2. Are you satisfied with the Altoona School District?

#	Answer	Response	%
1	Strongly Disagree	7	3%
2	Disagree	9	4%
3	Neither Agree nor Disagree	13	5%
4	Agree	148	62%
5	Strongly Agree	63	26%
	Total	240	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	4.05
Variance	0.73
Standard Deviation	0.85
Total Responses	240

3. How do you feel academic achievement should be measured in our school district?

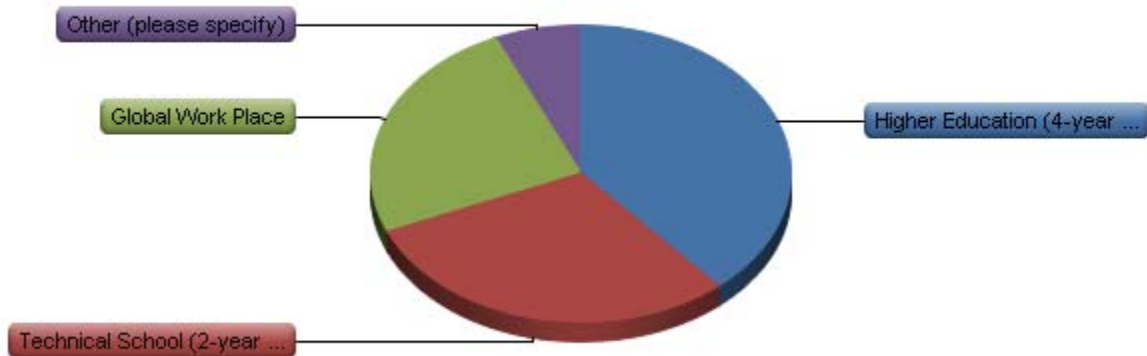


#	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Responses	Mean
1	Standardized Tests (State Test/ACT)	2	17	26	144	47	236	3.92
2	Classroom Grades	0	11	16	147	63	237	4.11
3	Student/Parent Satisfaction with Learning	4	13	36	122	56	231	3.92
4	Success After High School	1	6	35	110	76	228	4.11
5	Other (please specify)	0	0	9	10	8	27	3.96

Other (please specify)
Involvement in other offerings
Some combination of all of these and perhaps portfolio assessments.
student responses, student surveys, benchmark assessments
all students in middle school should be able to take the pre ACT that is offered currently only to GIFTED KIDS
growth in year
There should be increased administrative oversight and professional development for problem faculty
Student products that meet the given standard of the class
portfolio
AP or online classes
leaving students capable of learning more as well as the desire to learn more
The individual student's own opinion of their success.
Universal Assessments
I think we should have multiple measures
Progress
The child's ability to participate in classroom activities. Confidence, speech, willingness to engage, creativity
Weighted Grading
living wage jobs after hs
progress shown from starting point to ending point

Statistic	Standardized Tests (State Test/ACT)	Classroom Grades	Student/Parent Satisfaction with Learning	Success After High School	Other (please specify)
Min Value	1	2	1	1	3
Max Value	5	5	5	5	5
Mean	3.92	4.11	3.92	4.11	3.96
Variance	0.67	0.51	0.78	0.62	1.65
Standard Deviation	0.82	0.71	0.88	0.79	1.28
Total Responses	236	237	231	228	29

4. What do you think the school district should focus on in preparing students for the future? (check all that apply)

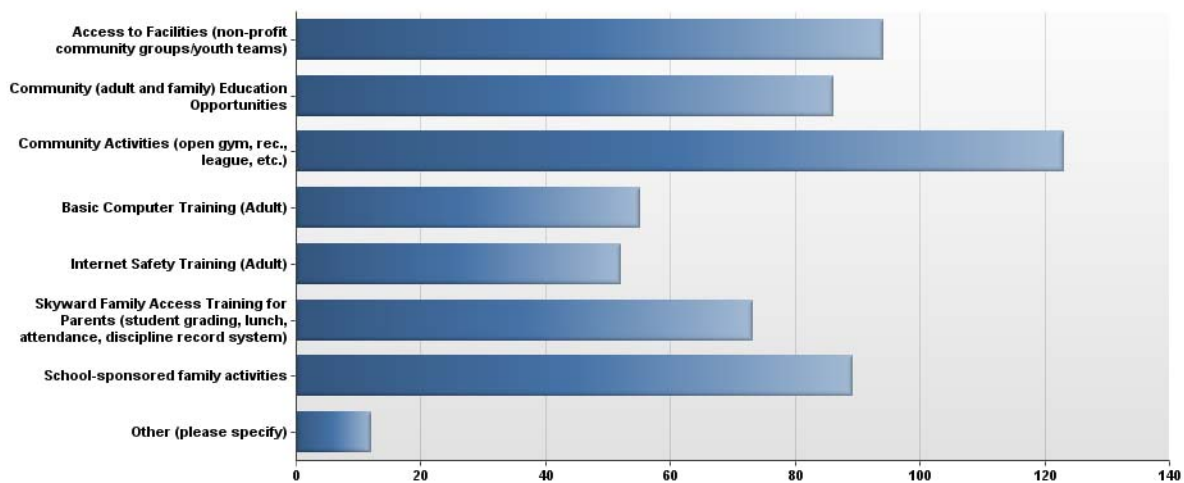


#	Answer	Response	%
1	Higher Education (4-year School)	203	85%
2	Technical School (2-year School)	157	66%
3	Global Work Place	130	54%
4	Other (please specify)	35	15%

Other (please specify)
Social skills
Prepared to go into workforce. Not all students go on after HS
being both good citizens and good learners
Either a tech school or a college based on what they are interested in studying
Peer Relationships
All the above
Technology
Should be individualized to the student's post secondary goals
Depends on Students Desires
Require more math and science credits to be taken by students. I believe we curenly require more social studies credits than we do math and science. If not more, then the same. I feel the math and science credits will better equip our students to compete globally.
Learn how to learn
All of these for different children and their individual goals.
well rounded education including music, art, drnama, shop, home ec, athletic opportunities.
career & job ready
Reading and Problem Solving
have the ability to make smart real world choices on basic life choices banking, housing, loans, investments.....
all of the above
Life Skills
basics plus arts and Phyed
indivualized attention to each student
life skills
citizenship
Real life
I think they should give students tools to move on to what they want to do next, whether that be University or the work place. Coping tools and academic classes they need
life skills--financial especially
Scholarship and job application and interview skills
Positive/influential community members
all of the above
Teaching to each childs individual potential
Sadly, social skills (life skills)
Money Management
life skills as well
The ability to deal with change
job skills
Life, work ethics, etc

Statistic	Value
Min Value	1
Max Value	4
Total Responses	239

5. What other services would you like from the school district? (check all that apply)

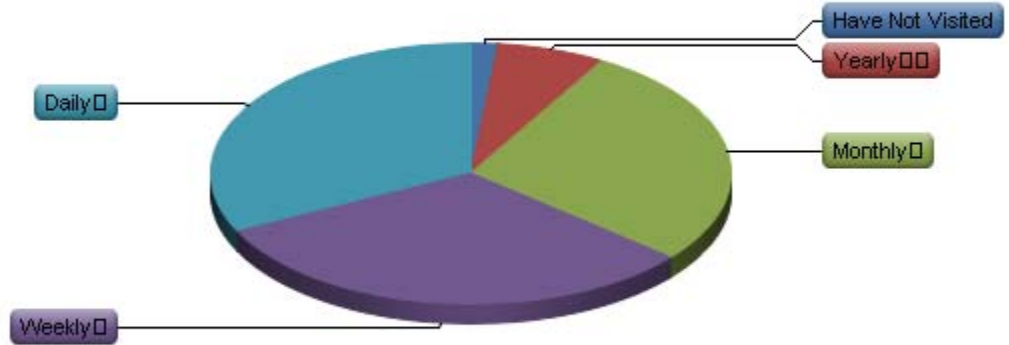


#	Answer	Response	%
1	Access to Facilities (non-profit community groups/youth teams)	94	48%
2	Community (adult and family) Education Opportunities	86	44%
3	Community Activities (open gym, rec., league, etc.)	123	63%
4	Basic Computer Training (Adult)	55	28%
5	Internet Safety Training (Adult)	52	27%
6	Skyward Family Access Training for Parents (student grading, lunch, attendance, discipline record system)	73	37%
7	School-sponsored family activities	89	45%
8	Other (please specify)	12	6%

Other (please specify)
More after-school "enrichment" activities/extra-curriculars for STUDENTS
None
Parenting Teens
Mentoring programs
More field trips
Action on ongoing issues that keep getting swept under the rug that would greatly improve some programs.
inner mural sports/activities for kids not on sports team since not everyone can be on teams such as bball, but all kids would benefit
more one on one for students
Commnity Business Connections
none that aren't already being offered
We should charge fees for any additional adult class or use of facilities sufficient to offset our costs and bring revenue to the district.
As technology changes, classes for parents on how to work with, understand, and balance with their kids

Statistic	Value
Min Value	1
Max Value	8
Total Responses	196

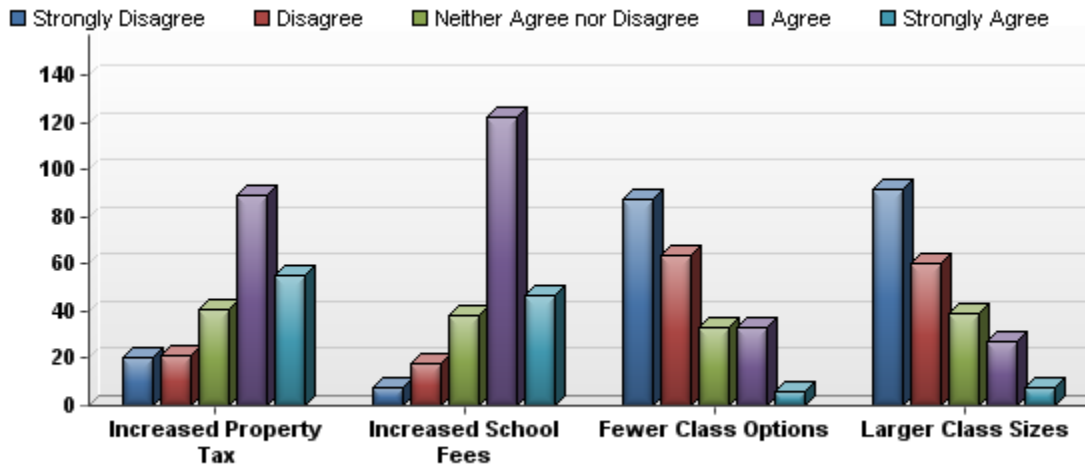
6. How often do you visit the school district website?



#	Answer	Response	%
1	Have Not Visited	4	2%
2	Yearly	16	7%
3	Monthly	66	28%
4	Weekly	75	32%
5	Daily	77	32%
	Total	238	100%

Statistic	Value
Min Value	1
Max Value	5
Mean	3.86
Variance	1.01
Standard Deviation	1.00
Total Responses	238

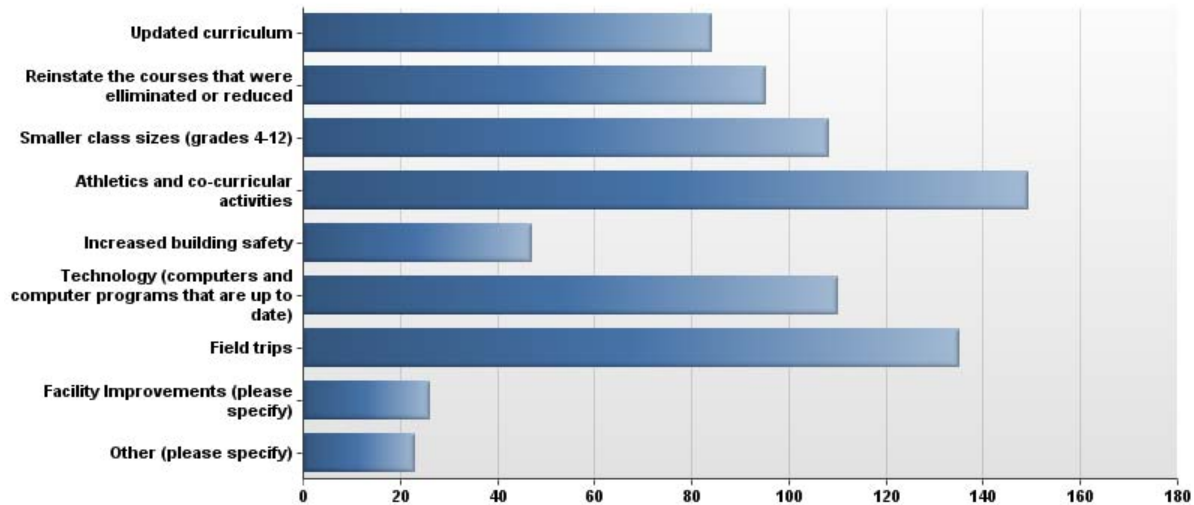
7. With continued reduction of funding for education from the state, what support would you be willing to give to the school district?



#	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Responses	Mean
1	Increased Property Tax	20	21	41	89	55	226	3.61
2	Increased School Fees	8	18	38	122	47	233	3.78
3	Fewer Class Options	87	64	33	33	6	223	2.13
4	Larger Class Sizes	92	60	39	27	8	226	2.11

Statistic	Increased Property Tax	Increased School Fees	Fewer Class Options	Larger Class Sizes
Min Value	1	1	1	1
Max Value	5	5	5	5
Mean	3.61	3.78	2.13	2.11
Variance	1.45	0.94	1.36	1.37
Standard Deviation	1.20	0.97	1.17	1.17
Total Responses	226	233	223	226

8. If schools continue to be underfunded, what items would you be willing to pay for? (check all that apply)



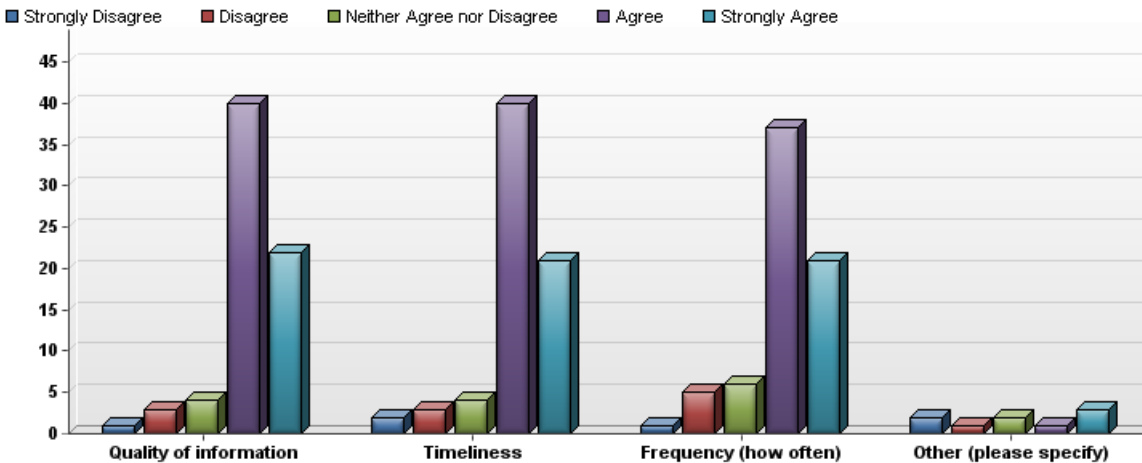
#	Answer	Response	%
1	Updated curriculum	84	39%
2	Reinstate the courses that were eliminated or reduced	95	44%
3	Smaller class sizes (grades 4-12)	108	50%
4	Athletics and co-curricular activities	149	68%
5	Increased building safety	47	22%
6	Technology (computers and computer programs that are up to date)	110	50%
7	Field trips	135	62%
8	Facility Improvements (please specify)	26	12%
9	Other (please specify)	23	11%

Facility Improvements (please specify)	Other (please specify)
We need more space in the elementary school. Way over-crowded. A new school would be WONDERFUL some day!	
new auditorium	
fix roof leaks and improve heating and air conditioning	will need a new school eventually
larger classrooms/remodling	
upkeep on maintenance	
auditorium	music, drama and artistic opportunities
as needed	
We should have some kind of auditorium	The school should have a soccer team
bathrooms need updates badly	
energy efficiency, accessibility, cleanliness, maintaining floors, walls, fixtures	
Aesthetics - the school is ugly	
The building are starting to need some tender loving care. Many carpets and other things are in need of repair, Roofs, restrooms are in need of repair. Some outside doors should be replaced, do to just being wore out.	
more teachers for students that need more help. Need more one on one for students.	cut out all sports!!!! no more sports!!!! need more help for students who need extra help in learning
Any improvements needed to accomodate growth in our community.	
new auditorium	
new auditorium	
modern lighting,new entry way for M.S.	
Elementary gym and bigger equipment room	
Wireless access throughout	Reevaluate school programming - what do students truly need now for the future
Playground up to date, grass	
	Elementary school Christmas Program - at least in the classroom, if not the entire elementary school. It does not have to be limited to singing, i.e a small play in the classroom, or singing songs and small skits.
	Band and/or choir lessons so that we parents involved in those activities pay for the teachers' services instead of the school. I believe that's how it's done in other districts.
	basic supplies
	Our family would be willing to contribute one lump sum at the beginning of the year but wouldn't be able to contribute individually to each of the above, though we'd like to see all of the above options available at Altoona. How do you pick

	when they are all so important in developing the young minds of our kids.
	If parents are going to be asked to contribute more I would like a more critical view of teachers that just don't contribute to the high standards that Altoona Schools system has set for their teachers.....we all know we have some that it is a waste of our students time to be in that persons class
	donating supplies as well as donating time in the form of volunteering
	ARTS AND MUSIC
	Everything needs to be more efficient and done without waste
	music and arts
	continue music program at current level
	In a perfect world, we'd want all of the above and not want to pay anything extra. I'm sure we'll have to pay more for some services, programs, however.
	"named' projects? It is what everyone else is doing. Could be an individual, or a group, paying for a specific isolated project. (IE new weight room equipment)
	Would consider the courses that were eliminated depending upon what they are.
	rely on volunteers or lower paid parents to help in classrooms without benefits.
	n/a not a taxpayer in the district
	facility maintenance

Statistic	Value
Min Value	1
Max Value	9
Total Responses	218

9. Are you satisfied with the information that you receive from the Elementary School?



#	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Responses	Mean
1	Quality of information	1	3	4	40	22	70	4.13
2	Timeliness	2	3	4	40	21	70	4.07
3	Frequency (how often)	1	5	6	37	21	70	4.03
4	Other (please specify)	2	1	2	1	3	9	3.22

Other (please specify)

Spelling errors in letters from the principal are uncalled for. There have been two letters this school year with spelling errors from the principal.

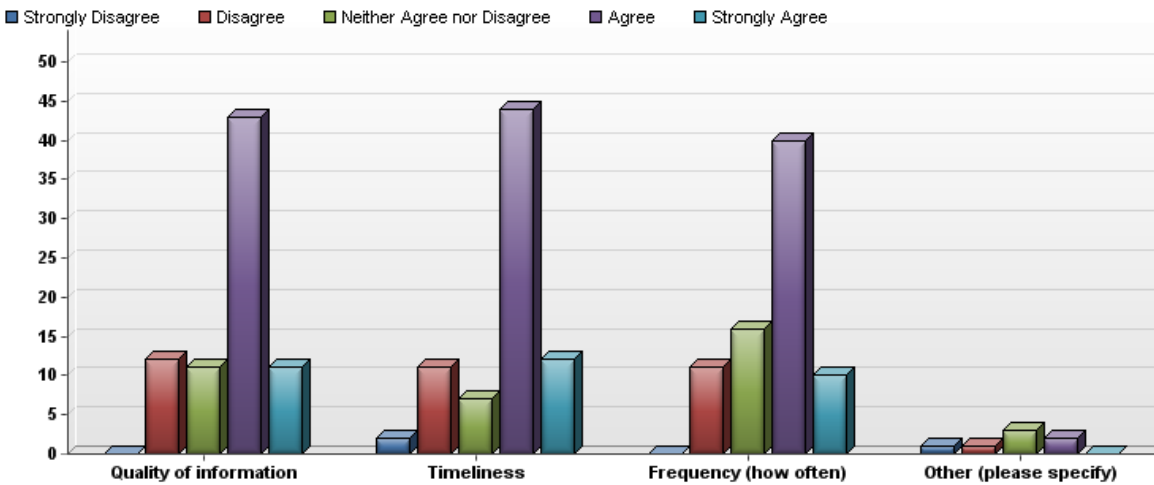
I would love to have more informaion about what specifically my child is learning

website updates/information

specifics are left out often

Statistic	Quality of information	Timeliness	Frequency (how often)	Other (please specify)
Min Value	1	1	1	1
Max Value	5	5	5	5
Mean	4.13	4.07	4.03	3.22
Variance	0.66	0.79	0.81	2.69
Standard Deviation	0.82	0.89	0.90	1.64
Total Responses	70	70	70	9

10. Are you satisfied with the information that you receive from the Middle School?



#	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Responses	Mean
1	Quality of information	0	12	11	43	11	77	3.69
2	Timeliness	2	11	7	44	12	76	3.70
3	Frequency (how often)	0	11	16	40	10	77	3.64
4	Other (please specify)	1	1	3	2	0	7	2.86

Other (please specify)

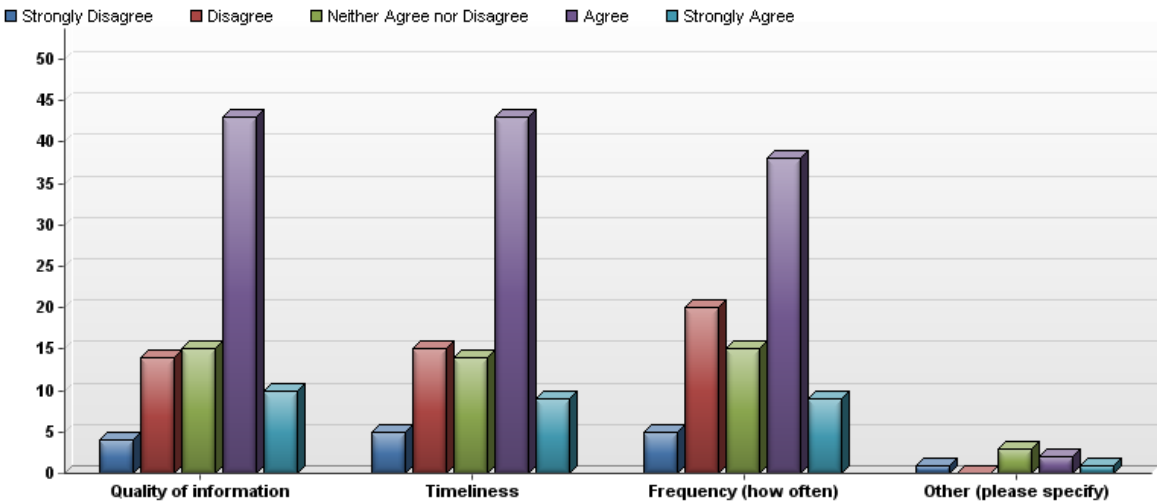
Family Access needs to be fixed!

conferences not by appointment or not at all.

not a lot of info

Statistic	Quality of information	Timeliness	Frequency (how often)	Other (please specify)
Min Value	2	1	2	1
Max Value	5	5	5	4
Mean	3.69	3.70	3.64	2.86
Variance	0.82	0.99	0.79	2.44
Standard Deviation	0.91	0.99	0.89	1.56
Total Responses	77	76	77	9

11. Are you satisfied with the information that you receive from the High School?

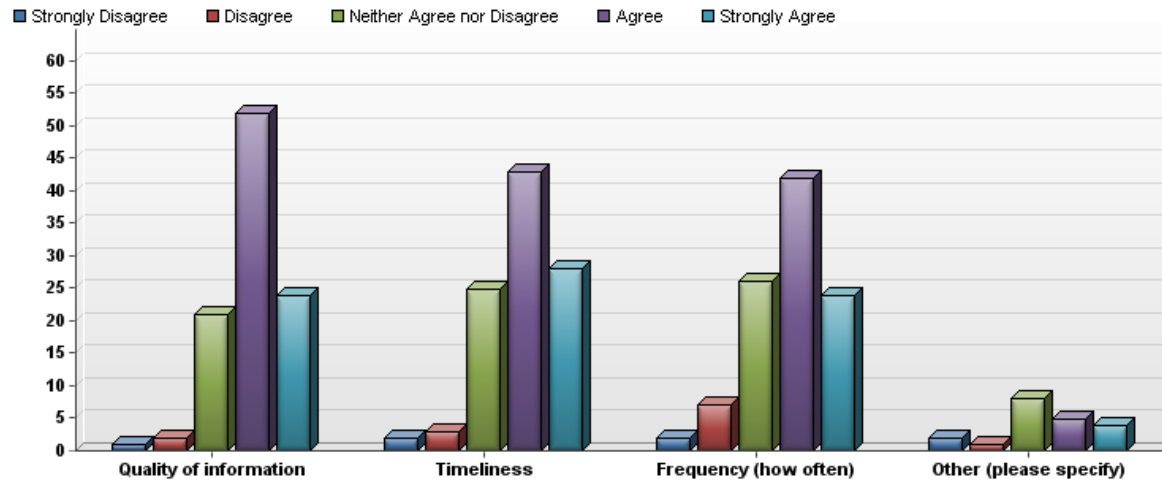


#	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Responses	Mean
1	Quality of information	4	14	15	43	10	86	3.48
2	Timeliness	5	15	14	43	9	86	3.42
3	Frequency (how often)	5	20	15	38	9	87	3.30
4	Other (please specify)	1	0	3	2	1	7	3.29

Other (please specify)
website needs more frequent updates. don't receive enough information about events, dates, reminders
Kids do not bring home notes what is wrong with emailing the parents instead of snail mail??
conferences open door policy not parent friendly for time
website updates/information
I really like the small school, where staff gets to know most of the student.

Statistic	Quality of information	Timeliness	Frequency (how often)	Other (please specify)
Min Value	1	1	1	1
Max Value	5	5	5	5
Mean	3.48	3.42	3.30	3.29
Variance	1.10	1.16	1.24	3.57
Standard Deviation	1.05	1.08	1.11	1.89
Total Responses	86	86	87	10

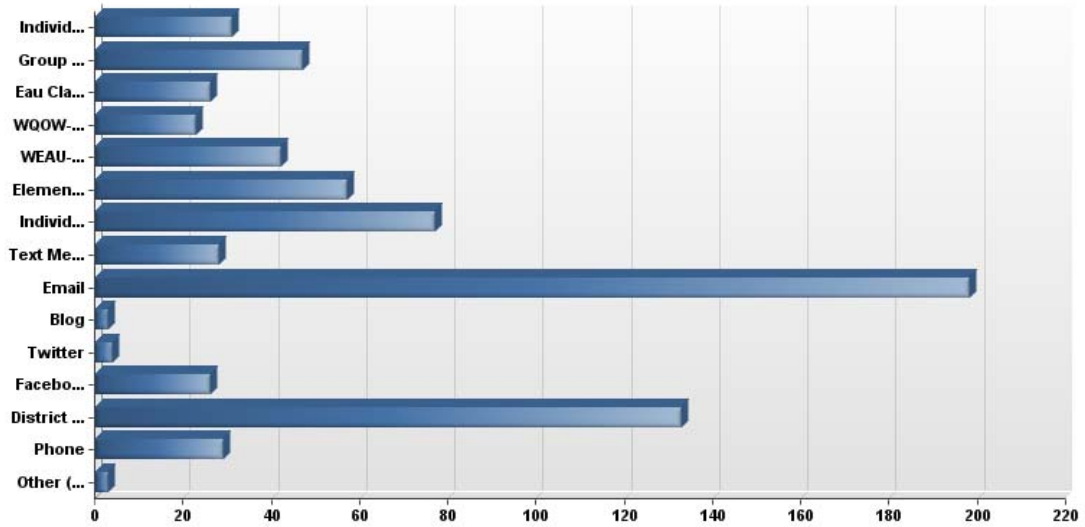
12. Are you satisfied with the information that you receive from the school district?



#	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Responses	Mean
1	Quality of information	1	2	21	52	24	100	3.96
2	Timeliness	2	3	25	43	28	101	3.91
3	Frequency (how often)	2	7	26	42	24	101	3.78
4	Other (please specify)	2	1	8	5	4	20	3.40

Statistic	Quality of information	Timeliness	Frequency (how often)	Other (please specify)
Min Value	1	1	1	1
Max Value	5	5	5	5
Mean	3.96	3.91	3.78	3.40
Variance	0.62	0.82	0.91	1.41
Standard Deviation	0.79	0.91	0.96	1.19
Total Responses	100	101	101	20

13. How would you like to receive information from the school district? (check all that apply)



#	Answer	Response	%
1	Individual Meetings	31	14%
2	Group Gatherings/Forums	47	21%
3	Eau Claire Leader Telegram	26	12%
4	WQOW-TV	23	10%
5	WEAU-TV	42	19%
6	Elementary notes home on Tuesdays	57	26%
7	Individual Mailings	77	35%
8	Text Messages	28	13%
9	Email	198	90%
10	Blog	3	1%
11	Twitter	4	2%
12	Facebook	26	12%
13	District Website	133	60%
14	Phone	29	13%
15	Other (please specify)	3	1%

Statistic	Value
Min Value	1
Max Value	15
Total Responses	221

14. What is one thing that you like/appreciate about the Altoona School District?

Text Response

The parents, the community, and the administration of this district appreciate the teaching staff and are supportive of what we do.

The cooperation between the Board and the staff.

I believe the majority of teachers truly care and support all of our students. I appreciate all the time and energy [REDACTED] and [REDACTED] have put into our staff on a personal basis. I love to see them in the halls and interacting with students, parents, and staff.

It's size: big enough to have lots of support for teaching, small enough to "know" every student in a grade.

I appreciate how hard the staff at the elementary works with the students and how they emphasize the positives of the students. I am very happy with the teachers and the education my son is getting at the Elementary school.

Great prep for college. Friendly and knowledgeable teachers.

Wonderful teachers in the elementary school who are doing their best with the limited resources they have.

I grew up going to the Altoona School District and I always appreciated the efforts the staff puts forth in seeing student succeed and stay out of trouble. It's a smaller school then the surrounding area which I find to be a big plus for the students.

The quality of staff and students

close to home

The students

Some teachers are very dedicated, students have a good attitude and spirit, the administration does a lot with very meager resources.

the commitment of the staff, the quality of the education

It is a community of people working together to create well educated, productive members of our society.

I really appreciate the kind, supportive teachers and aids.

I appreciate its size. I like that the three schools are physically connected. I like that the following teachers prepared my children for college: [REDACTED]. These gentlemen are AWESOME teachers!

[REDACTED] and the extraordinarily high quality of the choral music program

Relationship with staff

I like the family oriented events that are hosted at the elementary school.

The size of the schools helps with communication and relationships between teachers/staff and parents/students small class size. the fact that my children will attend k-12 grade in the same school.

I like the individual, friendly, helpful relationship that I have with the staff.

There are some exceptional teachers that go above and beyond expectations.

The teachers are amazing! I appreciate all of the hard work they put in to my children. I also think we have great volunteers that are willing to help whenever asked. We have a quality school system all around. People open-enroll their children into our school. We should try to direct funds where they are wanted and needed, and try to reduce funds where they are not wanted or needed. If we are going to ask for more tax dollars, we need to make sure that the community's money is being spent the way they want it spent.

I appreciate that all my children feel welcome and enjoy going to school. They truly are happy with the entire staff

and love to be involved in a variety of activities.

Overall a strong district. Students are more than just a number.

I love how easily it is to communicate with my daughter's teacher. I have always been able to Email directly with my daughter's teachers (she is in 3rd grade now) or give phone calls. I appreciate their quick responses and the ability to communicate my concerns or other things this way. It is very convenient and I LOVE that the teachers are willing to communicate this way.

I think the district is doing a great job. We would all love to have all the extras and not have to pay more, but in the real world this isn't possible. Please remember, the education of our children is the first priority, all the extras are secondary.

Teachers are very professional and care about their students

The dedication of the teachers.

Smaller class sizes, low student to teacher ratio.

Teachers care deeply about each student and attempt to make a meaningful connection with each student. The Altoona School District is attempting to become more community oriented in light of budgetary constraints. Differentiation of education is an important aspect in the Altoona School District.

great staff

Smaller school district

Small town oriented with plenty of creativity.

Small class sizes, individual attention

I appreciate that they still have a GT program and offer DI and other opportunities to students other than sports.

The smaller class sizes (elementary level) and the quality teachers Altoona currently has.

in elementary - smaller class size and wonderful teacher - [REDACTED] I receive info on up coming events or trips timely and friendly staff.

The elementary teachers my daughter has had (currently in 2nd grade) have always been willing to arrange time to meet with me and speak with me on any concerns I had. I felt welcome to contact them at any time and always got a timely response.

I feel it is a very welcoming environment, with helpful staff who are dedicating to helping our children be successful.

The size of the school, it is not too small, not too large. Friendly staff that seems to care about the students. The family access on the internet is an important tool for staying on top of grades, attendance, and lunch fees.

the people

Great teachers & faculty who really care about the students.

Attention from teachers

My son has had many behavior issues in his first year at Altoona and the staff has been very patient and understanding with him. They have never placed blame on him or made me feel like I am to blame and have worked hard to make things better for him and his school experience.

Emphasis on meeting the needs of all students - emphasis on educating the whole child

My children are in the elementary school and I personally appreciate most of the staff and how well they work with my kids. There are a couple of teachers that I do not care for due to their behaviors towards the children, but overall staff is great! I appreciate the communication I have with one teacher in particular.

Small town atmosphere.

The size and good communication as long as you go after it.

The Altoona school district has kept the SAGE program in place while other districts eliminate the program. Timely responses to a personal phone call or personal note. The staff is very friendly!

I appreciate that the administration and the school board understand that teachers work very hard to make a positive impact on their students.

Facilities are used well - outside of school day and by other community groups

I have been so thankful for the smaller class sizes and prior to this year all the courses and opportunities our kids have had available to them (media literacy/computer class, the field trips, and the music programs that the kids would put on for us to name a few). My child is one who initially need a lot of attention and guidance from her teachers and I wonder what her progress would have been if she hadn't had such excellent teachers who were able to work with her, as well as us, because of the smaller class sizes. I like to think that the smaller class sizes and dedication of the teachers prevented my daughter from slipping through the cracks. Please don't increase the class sizes. I also have to say every single year my daughter has had an excellent teacher. There has not been one teacher that has not dedicated himself or herself to the success of our daughter.

Quality of the staff and support staff.

Teachers and students are working as hard as they can to make progress and make this a safe learning place.

The high quality teachers.

The many quality teachers we have.

It is a great school with some very good teachers. Teachers that are willing to help the students that come looking for the help.

The staff

The quality of teachers and the effort that they put into Pedersen students' success.

The size of the schools and the communication to the parents

The high concern that 99% of the teachers have about the students in not only making them good students, but responsible adults.

Great Staff

The teachers and support staff are so hard working. They really do put children first and I am very pleased with my child's education thus far.

THE SMALLER CLASS SIZES.

All staff.

The school district has always been supportive of programs that will enhance students' learning.

The educators at Pedersen are excellent. They are under a tremendous amount of pressure and do an amazing job. They should not have to worry about job security or have more pressure put on them about performance.

I like that it is still a smaller school compared to Eau Claire and the kids don't get "lost" in the system.

The class sizes are great, safety measures are in place, most teachers are on their game.

Staff are incredibly hard workers who make the difference in children's achievement.

The small size

size

Dedication of the staff in my children's education.

Small school, more of a family environment than larger schools

Caring atmosphere Sense of belonging Dedicated staff

Safe environment

I am pleased with the education my children receive at Altoona Middle School and Altoona Early Education Center. Because the schools are small and connected to one another, I feel that they operate as a system and try to look at the needs of the community, both students and their families.

my student has really learned a lot during the time at middle school.

There is a lot of parent/community involvement and the staff are very helpful to parents who want to get involved. The teachers try to push the students to work to the best of their ability, but are concerned and try to help if they see students that need extra help.

I appreciate the small size and the positive close-knit and supportive student body. I also appreciate the socio-economic diversity in the schools and the districts eagerness to welcome students who have struggled in other districts.

My child has had wonderful teachers in the school district, who have taken much time to provide her with the best instruction possible. My child enjoys school, and feels comfortable and appreciative of all faculty/

We have a really great staff.

That it is like a small community. The teachers really care about the students.

Small class sizes the one on one education with the kids who need it like reading specialist

the dedication of the staff to promote a positive learning experience and continue with the best of the best in learning, despite what is going on...I love Altoona schools! I have never met a bigger group of awesome teachers under one roof, my child is progressing faster than I hoped and loves the experience

Small school

that everyone works together as one unit to meet a common goal. everyone is like a family, and very friendly and open to new ideas.

The staff and students, generally speaking, are affable; intra staff "politics" is kept to a minimum.

athletic facilities

The fabulous, caring and effective teachers. The communication between parents & teachers.

quality of education that can be provided because high quality teachers know the students, adapt to their learning styles; there is continuity of relationships and communication between the grade levels and schools that help to insure kids don't fall through the cracks. ability of teachers to invest time in innovative curriculum. parents and families know each other, watch out for each other's kids, take care of those who may not have family support

Smaller and friendlier settings.

Altoona has a small school atmosphere where the staff and students really know each other on a personal level, and yet Altoona still has many course offerings/extracurriculars that a large school will have.

I have a student in high school. I absolutely love the instructors. They are dedicated and truly care about the success of my student. The teachers are definitely the strong point of the school.

My children love and appreciate their teachers. They have fun learning in a safe atmosphere. I love that I can talk to my children's teachers whenever I need to.

Everyone really seems to work together to help students be successful

The teachers. They have a very difficult job and they do an amazing job!

I love the communication coming from the elementary school. I always stay on top of things with their help! Thanks!

Overall I have been pleased with the quality of education. When I have had concerns the teachers have been very responsive.

Statistic	Value
Total Responses	164

15. What is one thing that you think needs to be improved in the Altoona School District?

Text Response

Using data effectively to make decisions. Data should NOT be a roadblock to improvement. I think that there's a lot of "data based decisions" being made without a lot of thought given to the quality of the data. Using data for the sake of using data is not effective.

Teacher's Perspective: I believe there needs to be more consistency and continuity from building to building. There seems to be a lot of discrepancies from working in one building to working in another building. Parent Perspective: I think our building principals need to interact more with our kids, parents, and staff instead of staying in their offices most of the day. The younger kids loved it when [REDACTED] was in the hallways at the beginning of the year.

There are many things to choose from: we need stronger and better trained administrators as academic leaders, we need to challenge students more, we need to hold students to a higher level of accountability for their behavior and learning - particularly in the middle school, we need to crush the growing drug and gang problem in this community - it is creating a serious security threat in our schools.

At the high school level the number of classes offered needs to increase. There is NO FACE program, the Tech Ed program has been reduced and these are necessary areas for students to have options for life skills and for the work force. I suggest reducing the number of Foreign language offerings to one teacher and only offering it in the high school and replacing the LMC "teachers with aides to reduce cost without reducing educational opportunities for students. At the elementary level I believe the structure in the cafeteria is too strict. I think the students should be able to move around and eat lunch with their friends instead of being restricted to their classroom table. I also believe the staff doesn't tolerate enough conversation (noise from the kids) as they are often telling the students to quiet down when I am at lunch with son. I think the students should be able to get up and take care of their garbage or get things they need without raising their hand and having someone get them what they want. I think this makes the kids lazy and too reliant on an adult to do too many things for them instead of the student doing things on their own. On the bus, the students are again not allowed to talk, have fun and be a little noisy. The bus drivers on my son's bus have been very gruff and rude to the students. I have heard the driver say, "Shut Up and sit down. Get out of the aisles and we aren't moving until everyone is quiet." I have ridden home with my son so I have heard these comments myself. I understand the drivers need control and safety, but I have witnessed rudeness and anger from a couple drivers and I don't think it is appropriate.

Funding from the state. 1% sales tax.

Need more technology/computer/media literacy education (access to computer lab) in elementary school. Need more "enrichment" activities/gifted & talented programs in the elementary school. Spanish education would also be a "nice to have." I am somewhat disappointed that the kids who are deemed "ok" (the smarter ones who are able to read/write just fine) are not challenged more than they are and instead are almost "pushed aside" so that more time can be spent on the kids who are falling behind and need extra help. Those 'smart kids' should not be ignored....challenge them even more!

I can't answer this because I'm not aware of any problems the district faces. I do however strongly disagree with the budget cuts Walker is doing because there should not be cuts made to a child's education!

Total Community support

communication

Communication

Raise educational standards and expectations starting with grade 1. Develop ways to reward excellent teachers and to retrain or eliminate ineffective teachers. Move away from a seniority system that can keep some teachers who are poor performers while losing younger teachers who are excellent. We need to promote community support for the school district. I see the quality of teaching and students dropping over the past few years. The cuts that had

to be made are taking a toll. I do not see Altoona as being an excellent district any longer which is sad. The district needs more financial support. As our school goes down hill the whole community is hurt--property values drop and we fail to produce students who can effectively compete in today's job market.

continue to improve the communication to parents

We need to look at a 4 day week to save money so that we can keep some of our programs that help students. We should also look at extending the year and have the students attend on a rotational basis to be able to keep smaller class sizes.

The school needs to integrate technology as part of its curriculum... not a scattering of personal computers and Smart Boards here and there that do not work, but one to one computers (i.e. iPads, cell phones, net books, etc.). It's a fast world out there and Altoona is in the dust.

The beginning middle school band program.

I think the school should stop teaching kids the delelian (sp?) "font" style of printing their letters. I think kids should be taught their letters as they are commonly printed. In the "real world" letters are rarely - if ever - printed that way. I think it is detrimental to the kids to teach them that style of letters. There isn't even consistency within the school on this, as most of the handouts and activities use a more normal type of printing, yet the kids are expected to print their letters the "other" way.

communication between parents and administration

The special ed dept. could use some attention especially in the middle school. The staff are very familiar with the laws and they often times use this to their advantage with services that could help the students. They give parents the impression they will provide services that may be needed for the student and not do it. Is there any accountability? How many meetings can a teacher have in a week? How many committees can a teacher be on? I was sent a survey re: special ed services my child received and how I would rate that. The survey was to be returned directly to the teacher that provided the education. If I had any constructive both positive and negative, I didn't feel it was appropriate to send directly to the teacher but rather her supervisor or the head of the special ed department. I did not send the survey. My child and myself did not have a positive experience in this area of the school. I often felt talked down to. The relationship was not a partnering to come up with the best for my child. I am sad my child had to endure this experience throughout much of the middle school years.

There are teachers that appear to be just putting in time.

I think there is still a lot of waste. i.e. were new TVs all over the middle school necessary when we are facing budget cuts? Do we need new i-pods and cameras in all classrooms? Couldn't we ask for some of these items to be donated? They don't have to be brand-new, cutting edge to be useful in class? Let's face it, in the real world, you won't ALWAYS be able to afford to have the latest and greatest of everything. We may need to learn how to appreciate the usefulness of things that still work, even though they may be outdated.

Communication. Middle school especially. The kids are learning and want to be independent, although at times they may not communicate with their parents as to what is happening, maybe because they don't feel it is important.

Facilities improvements; more extra-curricular opportunities. I understand that neither of these will happen for a while in the current climate.

I missed the Christmas program this year.

Again, this falls into the extras category but I know that there is a significant amount of financial diversity among students. I am aware that that costs/fees/dues sometimes make it more difficult for lower income children to participate in sports and academic teams. I would like to see the kids with less advantages have the opportunity to participate and enjoy these opportunities with some type of financial assistance.

crowding issue

Communication.

Try to be more consistent with Eau Claire schools for off-days, weather related cancellations.

TECHNOLOGY

discipline at the middle school level

I really feel as though a community we are lacking and our relationship of community and small school district has dwindled.

Getting rid of the Childrens Christmas program was the most absurd thing I have ever encountered from Altoona. There IS NO excuse good enough to get rid of this. Ridiculous and hard to believe. Improvise if you must. How dissapointing.

More electives

I believe that differential learning is important in the classroom, especially now that there is a potential for class sizes to increase. Diverse learning needs must be met at both ends of the learning spectrum. Educators need to understand and practice differential learning techniques. In the long run it will make the teaching and learning experience more efficient.

Lunch program needs more variety, it seems like the same stuff week to week. The lunchroom atmosphere is very disturbing to me....monitors overdo it on the "0-2 volume level" rules....I understand the need to maintain some control but it seems over the top from what I have witnessed when having lunch with my children. These kids have been cooped up all morning in the classroom and having to be quiet at almost all times (including hallways & bathrooms) -- this should be a time for them to let loose a bit. There needs to be a little more "give" here in my opinion.

teacher from past - felt my child was more of a "Pain" for her since she gets extra help and just seemed to be more focused on it was to much for her to do to go beyond her regular students - [REDACTED]. Also Middle school - kids are more independent BUT they are at a very awkward age and listening skills are not all there and seems like they get lost in crowd if not one of the "popular" or "teacher pet". with 1st child that went through and now this one - feel there is just not a lot of attention or time for some of the kids - guidance, principal and teachers included.

I'm disappointed that art and music have been cut back although I don't have a good solution given the current budget restrictions and the referendum failing. It's not a complaint against the school district itself as much as a complaint regarding the public voting against the referendum and the current state of government funding.

I think we need to maintain the quality of course selections at the high school level. Our advanced classes are a huge part of what draws open-enrollment students, and keeps district students staying here. We need to do whatever we can to maintain and hopefully even expand these class offerings. I feel too much has already been given up at the high school level. We need to look at alternative areas where cuts can be made, and there are some.

Student discipline in the class room and drug related issues need to be addressed immediately...too bad we can't weed out the problems well before they become HUGE problems. One thing I hear from ALL 3 of my kids is, "we waste time in class because of "so and so" is always goofing off." Or Mr. or Mrs. "Teacher" has to repeat things because some kids in class are not listening." Or the best one, "It was a good day in this class because "so and so" was in the hall." Wish that the higher performing kids could be "pulled-out" of the rat-race environment more often, more days, so real learning by those who really WANT to learn can happen. Guess that's called PRIVATE school? But for what I pay in taxes to educate each kid in Wisconsin, I can't afford private school.

accountability for students like attendance. Maybe some just need to fail and see the consequences.

More attention and opportunities for gifted & talented students - including options for skipping ahead a grade for certain classes, more differentiation within classes, would love to see WCATY back again and similar online programs for additional enrichment. A little concerned when my 5th grader gets a perfect score on every single test that she's not being challenged appropriately.

Educational activities or competitions

One thing that could be improved is getting a child with behavior issues the help they need and not be to quick to assume it's ADD or ADHD, especially for parents who don't have a lot of money to pay for counseling.

how we work with families in poverty

I believe that under these tough economic times, rather than cutting so many teachers, classes, etc., that the budget cuts need to begin at the top. There is NO reason that the superintendent and other top administrative staff need to be paid the salaries they are getting. We need to spend the money we have on quality teachers, classes, etc., not as much on administrators. I do understand that they have an important job, but I would not say that they are more important than those that are teaching our future.

Helping all student grow each year. Sometimes I wonder if students, especially the stronger students, grow enough in a year.

When referendums are developed for voting, be detailed with dollar information (so that public fully understands where the dollars are going).

Teachers are on the same page as the rest of the world.

I think we need to maintain and improve equity between teachers and buildings in terms of teaching responsibilities, minutes, etc.

Foreign language is weak. Students are not adequately prepared for college (i.e. study habits, writing expectations, amount of work)

It's always going to come down to making sure we are giving our kids all the opportunities possible in order to keep their minds engaged, developing, and healthy. I would sure hate to see so many programs get cut and then have to watch our kids' learning be inhibited by such outcomes. I know we're at a real serious crossroad right now but eliminating resources and oppotunities and programs sure isn't going to put our kids on top. I know we're facing cuts from several different directions but our family is prepared to help where and when we are able to do so, and I'm hoping other families will be willing to do the same.

Program opportunities in drama. Facilities... pool, auditorium.

Efficiency of services

Funding

More differentiation in every grade level, so we can challenge the college-bound students better. Many of our top students will tell you they struggle when they go off to college.....we need to up the standards, expectations and curriculum to prepare all students better.....regardless if they are going to college, tech school or into the workforce.

There are also some teachers that should no longer be teaching and are not helping any students - they should be removed. Also, I think all teachers should help teach the students how to "study" - my oldest child and myself both graduated from Altoona and went on to college - got straight As in high school and struggled in college because we didn't know how to "study" properly.

Visibility of principal in common areas-playground,commons,bus duty,hallways

More single classrooms with no more than 18 students.

Feeling of safety by middle school students. A lot of bullying and poor behavior with very little/no consequences to go along with it. This wrecks the learning atmosphere for the good kids or the kids that want to learn. It also makes kids focus on avoiding the "bad" kids or feeling unsafe, thus taking their time away that should be spent focusing on school. The middle school is our "black hole". It is where kids get lost in the shuffle or just lost because there is no real reward for making good choices and no negative consequences for making poor choices!

I think a few of the teachers and this was before Walker's bill that caused all the problems.....but some teachers seem to bring their personal choices into the classroom both politically and life choices.....that in some cases does not belong in the classroom

Nothing

I have some administration concerns in the elementary school. I have concerns that the staff are not respected nor looked as highly upon as they should be. It bothers me that all children are not known by name and it is the third quarter of school. It bothers be that my child does not know who the prinipal is and they have now been in school for three quarters.

I THINK THAT US AS PARENTS SHOULD BE ABLE TO DO A REVIEW ON THE TEACHER(S). THE OLD SAYING "A TEACHER CAN MAKE OR BREAK YOU" I FEEL THAT THE PARENTS SHOULD BE ABLE TO GIVE FEED BACK ON WHAT THEY HAVE ENCOUNTERED WITH THEIR CHILD(S) TEACHER THROUGHOUT THE YEAR - GOOD OR BAD!

Over crowdedness

They need to crack down on the smoking and drug use at altoona, I have a child in highschool and the stories of smoking on the bus and in the bathroom at school. Really? How can no one notice..

More class offerings

I have been hearing more lately that drugs are starting to become more of an issue and that maybe that needs to be addressed.

The running of the band program. I do not think the band needs to participate in the Minnesota State Fair on Labor Day Weekend as most families are on their last outdoor family vacation, and for it to count has part of a students grade for the upcoming year is inane. Also I do not agree with them marching in the UECW homecoming parade where there is beer, bare bodies -top and bottoms. What is this teaching our kids. The band lessons are another issue of these kids needing to take class time for lessons. I would rather see them participate in every home game to get a grade.

A more welcoming atmosphere from the principal especially with parents (elementary).

The talented and gifted programs

spending

The district needs to do a better job of educating and preventing bullying incidents. In addition, there need to be severe discipline for any acts against students or teachers.

spending

Facility Lack of bathrooms Poor lighting Poor heating/cooling system Lack of fresh air and natural light Get students moving more frequently Have a courtyard or outdoor space besides the front

Bring back the high school electives that were cut. Our students will be starting out behind other high school graduates without them.

Provide more language and sports activities.

the kids have been taught not to bully but the coaches that use the school facilities, even if they are not school funded programs, need to be held to the same standards. they in my opinion are the problem. they are not role models when they are yelling at or pushing kids and this is occuring on school property.

I think it would be great if we could get even more of the community involved in the school. With all the cut backs if retired people could just come once a week and listen to students read, or some other item that needed to be done, it would help the school tremendously, and also help people realize the difficulties that students have when learning, and also that teachers work very hard. This would also help make connections between the generations.

The high school principal (and also the middle school principal) need to do a much better job evaluating their faculty. We have a couple of really bad teachers and this should not be the case. These few faculty member dramatically impact the overall school quality. There is no excuse for this! UWEC graduates many talented teachers each year looking for jobs. We should not have bad teachers in the district. And... our teachers do not have tenure. They could be eliminated if there were evaluated and records of poor performance were kept!!

Better use of resources needs to be made. This could also include better use of parents like myself who have been willing to volunteer a great deal of time.

smaller class sizes

I would like to see a bigger auditorium. I would also appreciate it if the teachers would refrain from discussing their feelings about the current events that are under negotiation in Madison. I do feel that it is appropriate to discuss the events.

More youth activities family night is good but something for the middle and high school

Reduce administrative positions and eliminate unneeded positions. Reduce administrative pay and start to live within a budget like the rest of us. There is certainly plenty of waste to be cut without affecting students. Become a lot leaner, now is the time.

communication with parents and teachers. everything is so rushed sometimes. i like communicating but they all are very busy and try to make time but sometimes their isn't enough time and things don't get resolved. so you try to meet again and still things don't get resolved and then the year is over and you have to start over with a new teacher and things start over again. this is probbley confusing.

Tracking graduates to see how well they perform in college and tech school or on the job. More education and training aimed at kids going into tech school. More rigor in the college prep courses. Students generally have a poor work ethic, which is abetted by teachers and administrators. The Administration at all three levels and in the District Office has no Vision for the District--it's just a case of not rocking the boat and hanging on until a safe retirement. We have a growing contingent of kids from sub-optimal home environments who are lacking in basic middle class social skills and bourgeoise work ethic. In a middle class country like the US, that's not a receipe for success. We will very soon have a genuine problem--more fights, more "gangs", more disrespect and bullying. We are becoing polarized, with the middle class and upper middle class kids withdrawing from the "sketch bombs," as they dub the less affluent kids. We are dividing ourselves along class lines.

if teachers are not performing in the classroom then they should not be employed. Just because a teacher has been in the district a long time does not mean the district should keep them. Don't let the union protect them. Also, coaches should be held to a higher standard and be dismissed for conflicts of interest and behavior not becoming of someone in that position.

The teacher(s) that are not as effective in teaching the children

teachers' who may not have the skills or abilities to bring out the best in students, evidenced by students not achieving at high levels in standardized testing, or not reaching the level of their peers post- high school graduation. unfortunately we have had issues for many years in some of our grade levels and curriculum areas that have not changed even though achievement has been low, student and parent frustration has been high. job performance must be evaluated by using a multi-faceted approach. this can be more difficult in education than it is in some other professions. however, other professions whose outcomes depend upon variable inputs which are not under their control (i.e., human beings) have developed standards and metrics for performance based upon customer satisfaction, peer review, and achievement.

Need more advance classes to be offered. I would also suggest to focus more on academics than sports. Reduce sports programs which incur cost to the school district.

My son has expressed the feeling that he was not as prepared for college as he would have liked. He needed more rigorous coursework that prepared him for his demanding college courses.

The school is run down and out dated-looking. It is not a very appealing place to come to. It needs a good face lift - paint, carpeting, art work, lighting.

Nothing

Communications

Communication regarding the budget and how tax money is being spent on education and where the budget shortcomings are mainly generated from.

We need better communication in the middle school. It is a shock going from elementary to middle. Not getting notes on xmas parties, club events aren't on the weekly notices. Even like the ski trips. Why are there email on events coming up.

I would like some parent notes from the middle school. I want to know what is happening in my child's classroom. What topics are covered? Would it be possible to get a monthly syllabis or news letter informing us of the units that are taught?

Communication on future plans and daily happenings via email directly to the parents, NOT on the district site. I find it sometimes functions other times not updated on events? [REDACTED] is sometimes sending email on weekly

events on Tuesday or Wednesday. If it is going to happen and parents want to watch events that their kids are not in to support the school it is frustrating to get the news after it has happened.

Communication and disciplinary. The disrespect some kid have toward staff and others should be addressed more strictly

Facility maintenance

More empathy and resources for families who, for whatever reason, choose not to put their child(ren) in the public school setting.

I'm concerned with class sizes. I don't want my children getting "lost" in classes with 30 or more students. (23-26 students is the ideal number)

Statistic	Value
Total Responses	151

Client Work Agreement

Student OD Consultants:

Dale Kiesow
Jason Forehand

Organizational Development- 750

Dr. Jeanette Kersten

Client:

Juanita Peck
Altoona School District
Altoona, WI

The project for the Altoona School district will involve collecting qualitative and quantitative from the current staff of Altoona School and also the surrounding community. A referendum failed for 2011 and the Altoona school district would like to know why. The client, Juanita Peck, would like assistance in creating a needs analysis in preparation for the Strategic Plan that the school district plans on implementing May of 2011. Altoona would like to know what image the school holds to the public and what the community believes the school district does well and what they could do better.

Approval Process

The approval process of this organization involves a submission to Juanita Peck who will then submit the materials/deliverable/data to the Administrative Counsel and her supervisor at DPI.

Roles and Responsibilities

Dale Kiesow and Jason Forehand will be acting as student OD Consultants in this project while maintaining ethics and adhering to the privacy policy outlined by the Altoona School District. The project is limited to surveys, questionnaires, and interviews that directly relates to Organizational Development being studied within the course at University Wisconsin-Stout. The information gathered will not be sensitive or personnel information that would stigmatize an individual. There will be no financial compensation for collecting, organizing, analyzing, or reporting of the data.

Juanita Peck's responsibility will be to aide, and learn about the organizational process. Assist with survey creating, provide input and information, and provide feedback freely.

Jeanette Kersten's role as the instructor will be to facilitate activities of the OD Consultants and aide with any issues or concerns throughout the entire project. It is the instructor's responsibility to determine whether or not the project is subject for review. There is also reasonability of the instructor to be sure that the project meets ethical standards in course-related research activities.

Project Activities

	<u>Due Date</u>
Understand survey requirements	Week of 02/18/2011
Training on creating surveys through Qualtrics	Week of 02/25/2011
Design Survey using Qualtrics	Week of 02/25/2011

Finalize survey and make accessible through the internet	Week of 03/04/2011
Code Data Collected and Analyze Results	Week of 03/11/2011
Presentation of Data to client	Week of 03/28/2011

Deliverables

We currently have decided on an electronic survey created user a free website called Qualitrics that will be emailed to parents. Computers will be available for parents and staff that do not have internet access to fill the emailed survey at home.

Measure of Success

Per the client’s request, we will be measuring success of the survey by having a return rate of 30% with the external population (community) and an 85% return on the internal population (staff).

CONFIDENTIALITY

In order to ensure every student’s right to privacy, volunteers are expected to maintain the high standard of professionalism and confidentiality expected of our staff. This means that what happens within the classroom stays within the walls of the school. The information gathered throughout this project will be kept confidential. The ownership of this project is strictly the client’s (Juanita Peck) and information regarding the project and its contents will only be discussed between the client, OD Consultants, and the instructor. The participants in the project are not from a vulnerable or special population. No identifying information is recorded to link a person with the data, or if identification is possible, no questions are being asked or information being collected that could reasonably harm the individual's reputation, employability, financial standing, or place them at risk for criminal or civil liability.

Signature of Student

Print_____ Signature/Date_____

Print_____ Signature/Date_____

Client Signature

Print_____ Signature/Date_____

Instructor Signature

Print_____ Signature/Date_____