

Esko Schools • 2018-2019 Planning Project
January 30, 2019 • Final Board & Administration Session

Survey Summaries

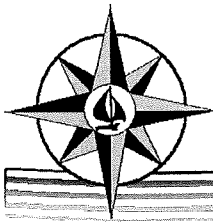
- Employees 1-2
- Community 3-4

Results - Staff & Community Sessions

- Successes & Issues – Staff Session #1 5
- Successes & Issues – Staff Session #2 6
- Successes & Issues – Community 7
- Vision & Priorities – Staff Session #1 8
- Vision & Priorities – Staff Session #2 9
- Vision & Priorities – Community 10

Final Session Worksheets

- Vision & Priorities 11
- Benchmark Worksheet 12
- Types of Future Work 13
- Session Evaluation 14



Esko School District Survey Results - Staff **January 2019 • N = 37**

1) What 2 or 3 things are going well within the district?

- **Professional, Caring Staff**
 - Teachers put a lot of time into curriculum/lesson planning, technology integration and authentic assessment
 - Teachers have ownership of the professional development process
 - Staff has created culture where students feel safe and cared for in buildings
 - Tech support and custodial support is on top of things

- **Communication and Collaboration**
 - Improved communication and collaboration amongst staff and administration
 - Staff communication seems to be improving
 - Collaboration amongst-staff, administration, and parents. Staff have learned to work together
 - "I feel we have a voice in our programs and grade levels"

- **Forward-Moving Initiatives and Services**
 - Incorporation of technology into the classroom/curriculum
 - Changing classroom climates with 21st century flexible seating
 - Technology access gives students with disabilities proper assistive technology
 - Technology has helped students become independent learners

2) What 2 or 3 things need attention, or need to be improved?

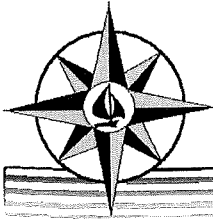
- **School Safety/Security**
 - More staff training/problem solving is needed to be fully prepared for a crisis such as a school shooting
 - Too many people allowed to come and go with community activities offered. Doors are unlocked or propped open.
 - Entrances at both the main building and new Education Center need to be made safe and user-friendly

- **Curriculum and Learning**

- Need better direction on curriculum phases and cycle from administration
- Better bridges from grade to grade
- When adding class sections specialist time is not added in proportion
- Several learning initiatives going at once, eventually they are tried and then dropped
- Reading curriculum decision is needed

- **Post-Secondary Needs/Issues**

- More juniors and seniors are leaving the high school campus to take PSEO classes at area college campuses
- Opportunities needed for student who are not college bound to explore trades to meet community employment needs
- Esko has unique factors that make PSEO more attractive, notably Fond du Lac is nearby and accepts a lower GPA for admittance.
- More promotion of technical careers is needed



Esko School District Survey Results - Community **January 2019 • N = 105**

1) What 2 or 3 things are going well within the district?

- **Educational Environment and Staff**

- Excellent teachers and supportive staff members
- There are high expectations for students
- Many after school clubs and activities to learn and grow beyond just sports
- Many district employees choose to drive farther to work here because it's technologically advanced, concerned about college and job placement, engineering, and offers college in the school classes.

- **District and School Pride**

- There is a culture of pride- people feel good about working here and going to school here
- There is a sense that everyone knows each other- the small town feel makes me feel like teachers and students alike are watching over each other
- "We open enrolled for the positive school environment"
- Lots of community involvement in the school system

- **Communication**

- Strong at communicating changes to schedules, and activities for students
- Good communication between teachers and staff on Seesaw and Class Dojo
- Communication gives a sense of transparency and feeling like families are part of the education team

2) What 2 or 3 things need attention, or need to be improved?

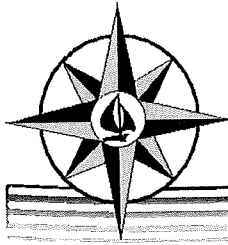
- **School Safety and Security**

- School safety needs to be addressed. District should be training staff in the ALICE program or something similar
- Lack of safety against possible intruders; concerning fitness center entrance
- School safety - it's too easy to access the school through the elementary office

- Lack of and vague communication when there are safety concerns that involve students and staff

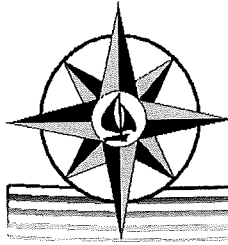
- **Use of Technology**

- iPads need improved restrictions to prevent inappropriate content. Security should at least be present outside of school- no restrictions at the moment.
- 1-1 iPads at the elementary, especially math, not as effective as pencil-and-paper
- Less reliance on iPads for schoolwork and assignments
- Multiple programs (ClassDojo/Seesaw/Canvas) are used to communicate to parents and can be confusing



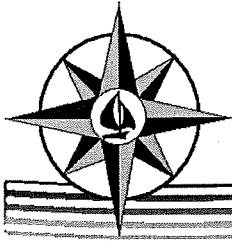
Esko Schools • 2018-2019 Planning Project
January 23, 2019 • Employee Session #1 • N = 48
Recent Successes & Issues

	Positive	Less Than Positive
Intended	1) Technology & engagement 2) Mindfulness 3) Trauma informed school staff 4) Alert systems & communications 5) Good reputation 6) High academic achievement 7) iPads have provided opportunities to enrich academic instruction 8) Communication & collaboration 9) Student success (less failing) 10) Support for struggling students 11) Staff culture is positive	1) Shallow connections w/ some students 2) Learning gap widened 3) iPad & technology use 4) Schedule 5) Focused study 6) Need programming for students interested in trades 7) Variety of course offerings 8) Collaboration 9) Technology may be a distraction 10) School safety – doors unlocked 11) Flexible student spaces
Unintended	1) Community engagement 2) Our staff "Gets It" 3) Addition of new extracurriculars 4) School & community pride 5) Increased elementary enrollment	1) Non-diverse staff 2) Some rigid processes 3) Some isolation due to technology 4) We may emphasize college prep too much – Not enough options for non-college bound students 5) Losing students to PSEO 6) School spirit



Esko Schools • 2018-2019 Planning Project
January 23, 2019 • Employee Session #2 • N = 50
Recent Successes & Issues

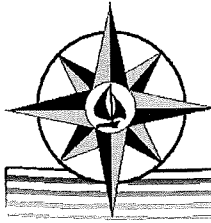
	Positive	Less Than Positive
Intended	<ol style="list-style-type: none"> 1) Wednesday early release 2) Flexible seating options 3) Progressive technology 4) Seesaw 5) Curriculum 6) IT service 7) Kinder Camp 8) Communication 9) Variety of after school clubs 10) Grade levels work well together 11) Pre-K connects well with Kindergarten 12) Behavior expectations 13) Collaboration among staff 14) ADSIS for reading & math 15) Class sizes 	<ol style="list-style-type: none"> 1) Wednesday scheduling 2) Mixture of managerial systems 3) School safety 4) Reading curriculum 5) We are not an "E-12 School", EC may feel left out 6) Parent-teacher conference schedule 7) Testing on iPads – primary grades 8) New building has positives & negatives 9) Lunch supervision 10) Disconnect between buildings
Unintended	<ol style="list-style-type: none"> 1) Student enrollment 2) Staff performance 3) Supported & involved families 4) Sense of community within building 5) Strong PIE group 6) Staff & student relationships 7) Community pride 	<ol style="list-style-type: none"> 1) Mental health 2) Increasing enrollment = higher needs 3) Building security 4) Lack of space 5) Different levels of tech skills among staff 6) Lack of subs 7) SpEd staff is spread thin – need more supports 8) Mental health / social worker



Esko Schools • 2018-2019 Planning Project
January 23, 2019 • Community Session • N = 49

Recent Successes & Issues

	Positive	Less Than Positive
Intended	<ol style="list-style-type: none"> 1) Communication between teachers and parents 2) Hard working staff 3) Para professionals 4) Administration 5) Access to fitness and therapy center 6) Technology in high school 7) Extra assistance for academic challenges 8) Input processes for community 9) Class sizes 	<ol style="list-style-type: none"> 1) Security 2) Too much time on iPad 3) Class sizes too big 4) Ipads overly utilized 5) Lunch menu/variety healthy choices/tasty 6) Cool kids on negative slide 7) Communication from school board 8) Overcrowded buses 9) Cubby spaces 10) Concerns about addition of 11) Gifted and talented program 12) Lack of programs for elementary students (robotics, band, not sports) 13) Parking everywhere 14) Sports practice scheduling 15) Teacher relationships 16) Lack of stem classes (elementary?) 17) More diversity in staff 18) Inconsistent communication from staff depending on teacher 19) Parents needing to track too many things 20) Building security needs upgrades 21) Lack of communication about safety issues from administrations
Unintended	<ol style="list-style-type: none"> 1) Mighty milers 2) Music program 3) Student enrollment 4) Morale of students and teachers 5) Teachers not overly pushing homework 6) Morning playground time 	<ol style="list-style-type: none"> 1) Diversity is lacking 2) Sidewalk on Kinnunen 3) No large meeting space for community 4) New families need more information 5) PSEO is taking many students out of the building 6) Parent handbook



Esko Schools • 2018-2019 Planning Project
January 23, 2019 • Employee & Community Sessions
Vision & Priorities • Staff Session #1 • N = 48

Step #1: Write items for your new Vision here.

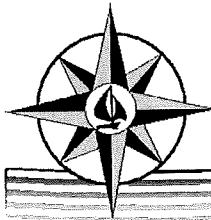
In five years, we will have developed, delivered, & be recognized for...

- Developmentally appropriate flexible schedule (40)
- Top notch preparation for students who are not 4 year college bound/alternate career paths/technical training (33)
- More accessible mental health services/supports to meet students' increasing needs (22)
- Middle school concept (13)
- Separate weight room for students (10)

Step #2: Identify between 4 & 6 near-term Priorities to get there.

- 1) Alternative career choices, classes & paths for non-college bound students 36
- 2) Facility changes to accommodate flexible learning (i.e., revamp Lunchroom, library, performance spaces to create more flexible spaces & more room overall) 30
- 3) Increase mental health support staff 22
- 3) Change schedule to accommodate flexibility/online/hybrid individual schedule & keep students in our building 17
- 5) Middle School committee 6
- 6) Negotiate contract to allow for flexibility to allow some of these 4

things to happen & meet 2020 requirements



Esko Schools • 2018-2019 Planning Project
January 23, 2019 • Employee & Community Sessions
Vision & Priorities • Staff Session #2 • N = 50

Step #1: Write items for your new Vision here.

In five years, we will have developed, delivered, & be recognized for...

- | | |
|--|----|
| • Staff to student ratio (classroom, SpEd, specialists, paras, playground, cafeteria, bus) | 40 |
| • All students feel they belong to school & community (social-emotional competency) | 21 |
| • Increased SpEd staff so case sizes are manageable | 20 |
| • Safe schools | 18 |
| • Full-time mental health person, support & services | 16 |
| • Up-to-date facilities to serve increasing enrollment | 10 |

Step #2: Identify between 4 & 6 near-term Priorities to get there.

- | | |
|--|----|
| 1) More SpEd & paraprofessional support | 46 |
| 2) Full-time mental health workers | 22 |
| 2) Better communication between admin, Cool Kids, teachers, parents, re: playground & new building | 12 |
| 4) Increased enrollment should directly correlate to increased staffing | 11 |
| 5) Check & connect program to support social/emotional Well-being of students | 10 |
| 6) Safe schools | 9 |



Esko Schools • 2018-2019 Planning Project
January 23, 2019 • Employee & Community Sessions
Vision & Priorities • community Session • N = 49

Step #1: Write items for your new Vision here.

In five years, we will have developed, delivered, & be recognized for...

- Moderate technology usage & bring back fundamentals of education to provide a more well-rounded education 29
- More options & encouragement for students interested in trades 16
- Help each student find their passion & provide the path to get there 16
- Security upgrades 14
- Introduce more trade & AP classes 11
- Culture of flourishing – Academically, emotionally, socially 6
- Diversity awareness 6

Step #2: Identify between 4 & 6 near-term Priorities to get there.

- 1) iPads – unless teacher loads it, can't see (Don't go home, limited use in school) 14
- 2) School safety & security – hire firm to make recommendations, camera system, door monitor during pickups & drop off 12
- 3) Elementary Art should be fun 11
- 4) New bus garage / route (have extra adult on bus to supervise) 10
- 5) Moderate tech usage (overuse / need blocks) 8
- 6) More trade school / class opportunities 8

7) Upgrade school buildings to address security, trades, etc.

7