

Things Going Great at DCE

- Increasing technology at Rothschild
- Kids are prepared for what comes next, i.e. middle school....college
- Working together on the tough issues
- Population growth
- Received grants
- Greener – ecologically
- Fabulous staff
- Programs to help kids who need help
- Opportunities
- Tie in to community good relationships
- Library system
- Strong academics:
 - Math Matters
 - Read 180
 - Reading class at MS
 - Field trips
- Strong language program
- Fine Arts – Maintained, doing well
- Integrated curriculum
- Electives selection
- Differentiated programming – AP, SWD, ELL
- TLS program-real life experiences/applied learning
- Many additions to 8 hour day:
 - Zero hours
 - ASAP
 - Nova Net
- Committed staff/teachers
- Resource Centers
- Progressive/supportive community
- Preparing kids better for college – plan/explore
- Wide variety of extra curricular activities
- Many clubs – very effective for kids & student involvement

Challenges for Teachers

- Large class sizes
 - Meet individual needs
 - Meet district goals/state standards
 - More time needed to meet expectations
- Changing family dynamics
 - Stress
 - Lack of resources
 - Decreased social/emotional coping skills
 - Lack of background experience
- More to do with less time
- Traveling teachers – less connections with students because of time
- Lack of classroom/school resources – teachers are expected to cover those expenses
- Challenges because of cuts made to support staff
- Lack of family support
- Continually asked to do more/increased workload/no support
- More expectations/less time
 - Outdated equipment/ computers
- Harder population of kids
- Too much emphasis on improving scores but no tools, training or time
- Not enough time to collaborate with peers to do common assessments, etc
- Keep changing programs (e.g. the curriculum model)
- Not enough coaches for some sports

Challenges for Families & Community

- Parents with no jobs
- Quality family time
- Uncertainty of future
- Rising costs
- Loss of industry
- Healthcare for children/families
- Money for basic needs
- Network for extended family
- Expectations
- Basic needs
- Unemployment/loss of jobs to support families –general economics of family
- Mental/emotional stress
- Changes in family structure - Divorce/abuse
- Behavioral issues due to circumstances
- Seeing the relevance of education – priority (college/technical school)
- Lack of parental support – academics & social
- Continue to maintain support for district by all our community / taxpayers
- Getting parents to access/engage at school
- Parent follow through
- Wellness/health care
- School readiness
- Lack of pre-K education at DCE; no 4K
- Economic/financial
- Can't afford supplies/field trips
- Background knowledge for math/literacy – especially with Everyday Math
- Finding time for homework
- Parents & children feeling stress because too much is going on

Challenges for Administration

- How to preserve their staff
- Understanding the demographics of the community
- How to protect programs
- Concern about their own job security
- How to prioritize
- How to keep families involved in education
- How to make everyone happy
- How to effectively communicate priorities to staff and community
- How to motivate staff in current economic times
- How to access resources/funds outside of district budget
- How to communicate effectively with community and community leaders
- Finding time to have relationships with students/staff
- Many students are transient in our bldg
- House Concept w/schedules
- Equal distribution of special ed
- Parental support or over – involvement
- Scheduling encore classes
- Backing/support staff in student/parent issues
- Dealing with low staff numbers (support staff)
- Finding time for teachers to collaborate (outside & during school day)
- Where to cut to make the least amount of impact on staff & students

10.1.-1

Things Going Great at DCE

- Diversity
- Working as teams – Houses
- Great reputation / High morale
- Supportive/caring atmosphere
- Camaraderie of departments K-12
- Students prepared/taught to use time wisely
- Students are supportive
- Sense of community
- Quality of education
- Current curriculum
- Technology
 - Edline
- Compassion
- Great staff
- Keep most of interventions
- The Kids
- Wonderful staff
- Interventions/homework clubs
- Professional development/training opportunities
- Grade Level meetings
- Support staff
- PTO
- Early release work time
- Terrific libraries/librarians
- Reading teachers/lit coach in each building
- Title I math teacher
- Atmosphere at Weston
- Supportive parents
- ACT scores are rising
- JOBS program for CD students/work exploration
- Creating great job skills in tech area
- Remediation programs for math & reading are making a difference for kids (JH & MS)
- Administration is visible
- Lots of student opportunity & choice

Challenges for Teachers

- Keeping electives strong & available
- Collaboration time in building/between levels of a department & between other schools
- Fewer resources for curriculum writing & staff development
- Large class sizes
- Stress on children (economic concerns)
- School choice/kids causing overcrowding in some buildings
- PCL model – implementing it the way it should be – not enough books/large classes
- Copies
- Lack of aide time/cuts
- ELL – not enough staff to support students
- Not enough time to do everything that is expected... pull out of 5th grade for art, music, orchestra, club, activities
- Lack of support at home
- Safety on playground
- School readiness
- Student skills
- Extra duties
- No professional growth (conferences, etc)
- Too many meetings
- Lack of technology & tech support
- Only one personal day (mental health)
- Increased load-class sizes, new curriculum, ELL SPED case load

Challenges for Families & Community

- Parental role in child's education
- Don't have technology to complete assignments
- Language barrier
- Background knowledge & experience for ELL
- Securement of high paying long-term jobs away from industrial base
- Families don't know how to support their young adult children – financial support
- Need an Everest closet
- Family abuse
- Homelessness
- Lacking knowledge in finance & budgeting – Community Ed?
- Cell phones – how do they support them?
- Loss of jobs
- Fear of losing jobs
- Students' obligation to work to bring in money
- Majority is losing ground, but some are not (negative feelings)
- Fear of tax increase
- Employer expectations
- Economic downturn/unemployment/lack of stability/food insecurity (free/reduced lunch)
- Declining state aid to schools
- Split families
- Digital divide/social stigma to have/have not
- Alcoholism/domestic abuse
- Lack of healthy habits
- Financial struggles
- Family dynamics unable to support student learning
- Cultural barriers

Challenges for Administration

- Keeping everyone happy-teachers, parents, community, school board, EPU staff
- Keeping people informed & staying informed with individual bldg. Concerns
- Keeping a neutral stance
- Having a presence in the buildings
- Making things equitable-money/support
- Consistent message
- Responding to parents instead of reacting
- Clear communications – staff/community
- Communicate positives to community
- RTI
- Maintain positive "climate"
- Dealing with community issues
- Answering questions in a timely manner due to increased responsibilities
- Providing adequate coverage for students safety & liability; given EPU cuts
- Being more accessible to staff (Psychs spread very thin)
- Consistent procedures (e.g. report cards for special ed across elementary buildings)
- Timely decision making communicating those procedures
- Where to make cuts (given budget restrictions)
- \$ - keeping everyone happy
- Keeping everyone informed – employees & community
- Standing firm & explaining why on certain needs issues

Things Going Great at DCE

- Students are prepared for transition to tech students
- Math students report a good background that helps them in college
- Good transition for special ed students from high school
- Large number of AP classes
- Title services-especially upper grades
- Release time-more time to work in classroom
- Sp/L teamwork-caseloads divided well
- Staff at Schofield are close/compassionate with one another & students. Supportive with high needs of students
- Lower on average class size at Schofield
- Technology at Schofield is getting better
- Educated/driven teachers
- Room budgets are fair/able to buy what is needed
- Breakfast/lunch meals – many accessing free meals
- Professional teachers in district
- Teams are good for students
- Student centered philosophy
- Wide variety of student interventions (i.e. guided study, homework club)
- More student activities available (B&G Club)
- Piloting different ideas
- Community support
- Building morale is high (students & teachers)
- Continued growth in community

Challenges for Teachers

- Assessment – time & amount of assessments
- Lack of inservice & training from professionals who have developed the program
- Support to implement new programs
- Reaching grade level proficiencies for students who have low IQ
- Lack of adequate materials – new technology/book, books, books/copy counts
- Equality among elementary school-technology/books
- Cover associate time & duties-resulting in loss of teaching & prep time
- Having many students who have physical/ emotional needs
- Lack of parental support
- Increase in number of students with autism
- Students lack of motivation
- Reducing text book purchases
- Use of old texts
- Large class sizes
- More special needs
- Lack of parent support
- Demographic change
- More responsibilities given every year
- Too many IT programs to use – antiquated
- Tech update too slow – ancient
- Computer labs not enough
- Need more tech support
- Lack of IT training
- Fluctuation temp in classroom
- Morale

Challenges for Families & Community

- Cultural misconceptions
- Availability and affordability of health care
- Common value and vision of education
- Physical location of MS and lack of transportation
- Equal access to services available
- Unemployment and underemployment
- Latch key children
- Projects (idea is wonderful)-cost of project supplies and field trips
- Challenges: admission of not being able to afford
- Less background knowledge/ security from moving
- PTO – lack of parent involvement. Not enough help. Majority of teachers present at meetings
- School supplies – E/H takes care of the kids
- Challenges are part of our daily event
- Private people help the building
- More kids w/more needs – higher free/reduced lunch
- More parents in need – looking for assistance
- Stress
- Change in parents/jobs/shifts
- Parents can't get off when child is sick – afraid to lose job... kids coming sick
- Kids a lot more aware
- Limited family finances
- Unaware of the resources available in our community
- Loss of pride

Challenges for Administration

- Referendum issue – when to do it again?
- Having to face necessary across-the-board cuts at their level
- Retirements at admin – losing experience
- Keeping current w/technology, changing students & little \$ to do it
- Pressure from community to deal w/budget, policy issues, etc
- Maintaining morale in difficult times
- Doing more with less/spread thin
- Being caught between taxpayers & student needs
- Communication among different layers of administration & among buildings
- Teacher & administrator roles often blend – we're all leaders
- Making difficult choices
- Making sure that we all maintain a student focus & making sure that we make decisions based on student needs/student learning
- Communication among all administrators to spread a similar and consistent message to all teachers
- Prioritizing – what is essential at this point?
- Make the decision and clearly share your vision. That way we can effectively move forward and not tread water.
- Keeping the school board/ community/staff "happy" or satisfied... MORALE!
- Continuing our high standards/ funding programs (new and existing such as 4K, charter school, at-risk programs)

10.1.-3

Things Going Great at DCE

- Support structure: teacher/teacher, teacher/administrator, student/teacher
- At-risk program
- Collaborative time
- We all have jobs
- Great leadership
- Quality teachers & staff
- Boys & Girls Club
- Extracurricular activities – many offered
- Teams...very important
- Amount of time teachers are volunteering after school hours with extra clubs, etc
- Encore classes offered
- Presenters (ex: Jim Harris)
- At-risk program
- Collaborative time
- Sense of community – giving tree
- Quality of education
- Current curriculum
- Technology
- Trying to reach out to parents/students with needs
- No cuts in arts
- Working as a team
- AP courses/test results
- Variety of coursework available
- Variety of co-curriculars available
- Life skill training
- Talented, dedicated staff
- Supportive administration
- PE curriculum
- Technology
- Technology to communicate w/students (Podcast) and parents (Edline)
- Career services

Challenges for Teachers

- Traveling staff – trying to be in 2 places at 1 time
- Too many responsibilities – not enough time (budgeting, technology, interventions, Edline, Lab safety)
- Class size – our responsibilities will increase if class size does...we are already too busy
- Sixth class
- Time for collaboration with students (instruction) and teachers
- Asking for extras we used to be able to ask for (supplies)
- Large classes (especially 7th grade)
- Locked in to schedules
- Not able to get additional help/resources for ELL students & Volunteens
- Kids are more “needy” than they used to be
- Teaching kids how to use their study time
- Technology! (for teachers and students)
- Needs of ELL students cannot be met-1 FTE for both Schofield & Rothschild – 70 students for two k-5 schools
- IMC – not enough staff support to help teachers in their programs/units/students not getting a 2nd check-out during the week/programs that had started are not being carried through/enrichment to curriculum is lacking (librarians try to help, but don't have the time)

Challenges for Families & Community

- What is our responsibility as a district to the families in need?
- Elimination of jobs that will not come back
- Effects of drugs, alcohol, stress or abuse on family life and how it carries over into their school life (students)
- How to help students adapt and make transition when parents are relocating
- The aging population and the effect it has on families/communities

Challenges for Administration

- Referendums/funding future needs
- Listening with an open mind to continue support – consistently with students & staff (i.e., behavior concerns with students)
- Class sizes – balanced among schools
- Class sizes – balanced based on student needs with appropriate staff support –special ed case loads balanced on student needs
- Professional development – is it possible to have more teacher input & choice/focus on teacher learning
- 21st century thinking (continued)
- Close pulse on each building
- Line of communication
- Prioritize
- Continue valuing what we have to say
- Leading the district during these difficult times
 - trying to keep staff morale positive
 - keeping staff informed
- Information gathering
- Keeping up with technology
 - too much paper?
- Remembering to meet the needs of students first
- Finding new & creative ways of budgeting – considering change that may be difficult (not necessarily those usually considered like sports, band, IMC)
- Time and money for staff development
- Dealing with the media
- Meeting the 5-year board goals in difficult times

Things Going Great at DCE

- Up-to-date, relevant curriculum
- Science labs
- Food/kitchen facility (classroom)
- Commons
- Habitat home
- Co-ops (internships)
- Bank
- Opportunity to succeed – limitless
- Low (reasonable) user fees
- Transition program
- Alternative high school
- Transcribed courses
- Grade level leaders
- Communication – everyone in the loop (values)
- Reading recovery/lit support/coaches
- New assessment – new report card (computerized)
- Summer school
- After school tutoring
- Co-curriculars
- User fee economic
- Math curriculum (k-5)/Everyday Math
- Staff development
- Employees treated as people (great community)
- PCL model
- Listen and value opinions of the staff
- School forest
- Decisions made are thought out by administration
- Eliminated 80% purchase orders when compared to 5 years ago
- Technology has increased efficiency though use of web-based applications:
 - AESOP
 - Quicken
 - Efund
 - Online job applications

Challenges for Teachers

- No subs for support staff when absent/teachers asked to take SS duties or other SS staff asked to take on duties
- Special Ed students needs not being met on a daily basis
- Role has changed – taking on more responsibility
- Teaching skills that thought kids would come to school with (background)
- Amount of homework/parental involvement (more in the classroom) – takes longer to get through curriculum
- Families have a lot more on their plates (sports, dance, church, scouts)
- At E/H only person in the 3rd grade level
- Change in demographics at EH (was agriculture based)
- Change of cohesive families
- Bigger role for mother/diminished father (mothers working) – losing some of our boys
- Time management – less staff/more work
- Materials/equipment availability – resource management
- Limited funds while maintaining quality programs
- Hourly reductions making benefits unavailable
- Balancing staff/student needs
- Morale for staff & students
- Keeping up with changing strategies, technology, programs, etc

Challenges for Families & Community

Challenges for Administration

10.1.-5

Things Going Great at DCE

Custodian vacation schedules
Edline
etc.

- WKCE scores have improved
- Superintendent is not being attacked by teachers union
- New phone system
- Reduction in energy costs – rebates
- Greenheck – usage has increased
- Communication has improved

Challenges for Teachers

Challenges for Families & Community

Challenges for Administration