

# Staff Concerns

The questions are noted below the following list:

## Pioneer – What's Going Well from 1/15/14 Staff Meeting

### Teachers/Teaching

- Quality of teaching✓
- Great staff
- Additional writing going well, even though this takes more time
- Good things are happening in the classroom
- External spot light on Pioneer – Programs showcasing staff and students
- Academic expectations continue to be high
- Some classes have expanded (increasing difficulty – Chinese)
- Some teachers standing in some hallways some of the time
- Math lab

### Clubs,Activities and Groups

- Abundance of clubs, activities, sports, etc.
- Girls Group
- PPI
- NHS
- Peer Mediation

### Building

- Bells are good
- Key cards to get into building
- Hallway floors are cleaner

### Staff

- Diane Compton – Amazing!
- Custodial staff (1st shift) is prompt
- Community Assistants are visible
- Administrative support (departmentally)
- Custodial staff works well, rooms are clean
- Staff came back from break with the right mindset, engaged, ready to move forward
- Office Professionals are supportive
- Jonathan Stern is a good resource
- Media Center staff
- Counseling staff
- Food at meetings✓

- Behavior Intervention Specialist – Shane!✓
- Student teachers
- Dedicated staff

#### Communication/Relationships

- Sending staff kudos regarding staff successes
- Addition of Advisory Team
- Calendar of events reminds us what is coming up
- Having more voice
- Improved communication from administration
- Relationships between staff members
- Admin team seems close
- Still a place kids want to be
- Kids responding positively to change in leadership
- Class offices open again!!
- Admin newly responsive to staff input
- Response to maintenance

#### Structure and Discipline

- C2 – clearing hallway
- Kids in class on time
- Kids are generally good✓
- Still cranking out great citizens amongst all the change
- Math department operates smoothly
- “It” seems normal
- Seeing administrators more
- Having secretaries back in their offices
- Halls are fairly empty during class
- Club Wednesdays/1 lunch

#### Support

- PTSO support!
- Superintendent is positive – good vibes

#### Pioneer Staff – Key Points of Concern

From 1/15/14 Staff Meeting, Meetings with individual Staff Members in December 2013 and the Building Advisory Survey

What do we need to move forward/Top Concerns

#### Climate/Morale

- School Climate (BAT Survey) 92.5%
- Need for fun, levity, and to be listened to✓✓✓
- Empower staff to become part of the process
- Develop into a team (staff is fractured)
- Develop school spirit from students and staff

- Develop Trust✓✓
- Reach out to Lorin Cartwright
- Open up process, be transparent✓✓✓
- Stability and consistency
- Staff work on initiatives
- Read books together – study groups Talent Code & Teach Like a Champion
- Bring adults back out
- Get young staff voices into leadership
- Move from being on the defensive to focus on students
- Be innovative, create a different environment
- Staff worry about mediocrity – How can we be competitive and deliver excellent product when resources are restricted?
- Admin changes – what to expect?
- Class offices – move OPs back
- Community Assistants not yelling

#### Communication/Relationship

- Communication (BAT Survey) 63%
- Hear each other
- Receipt for overages
- Trust in teachers to do their jobs (i.e. parent communication)
- Continued collaboration between admin and staff
- A “Vision” (shared) – moving forward
- More voice for Student Government, Student Advisory Board
- More emphasis on respect
- Senior Activities – JR & Colleen
- More social events for kids (more fun!)

#### Structure and Discipline

- Need to help freshmen become “high schoolers” ✓✓
- Student accountability – what happens with blue slips✓
- Blue slip/Orange slip (BAT Survey) 52%
- Attendance – get back to passes, sign in, close doors, blue forms, purple forms, develop contracts, make referrals to Alt.

#### Schools

- Swift, effective, and consistent consequences for students’ poor actions, consistency with rules✓✓✓✓✓✓✓✓✓✓
- In-school suspension (BAT Survey) 60%
- Out of school suspensions (BAT Survey) 44%
- Need someone to monitor attendance✓
- Admin announcement re: hallway passes
- Hallway, homework and restroom sweeps
- Tardies (BAT Survey) 71%
- Safety (BAT Survey) 42%

- Admin support if students are failing multiple classes✓
- Renaissance Learning Center – needs to be more effective
- Get Uof M student volunteers to help after school and during class.
- Require afterschool tutoring
- ALL staff accountable for school rules
- Class Meetings
- Student accountability and motivation - Need interventions, Kids not allowed to show up & fail.
- 2nd floor C-Hall at “T” between 5th and 6th hours needs attention
- Need to update EMERGENCY RESPONSE re: First Aid, especially far from nurses office (is 777 still in place?)
- Teachers need to know where to get immediate first aid assistance
- One Lunch!
- Staff should not be on cell phones/computers during meeting – be respectful

#### Clubs and Groups

- Revive Overtones!!

#### Process

- Streamline & combine processes PGP + AdvancEd + Focus School + Data Team
- Agendas in advance – 24 hours if possible
- Meeting schedule
- When you have meetings leave with an Action Plan
- Calendar – Timing of events (BAT Survey) 54%
- Timing of regular activities (BAT Survey) 48%
- Coordination of special activities (BAT Survey) 47%
- Unscheduled announcements (BAT Survey) 31%
- Scheduled announcements (BAT Survey) 29%
- Professional Development (BAT Survey) 60%
- PD well structured, sensible, positive
- PD needs to be focused on tech training and department collaboration
- Department collaboration w/o district based structure
- Give teachers time to create lessons
- Meeting time w/ department to discuss best practices for subject areas✓
- Selection of Principal
- Communicate Principal responsibilities
- Evaluation system – acknowledge if it is the first time teaching course
- Evals not equitable depending on who is doing them
- Eval process needs to continue to be streamlined
- Less paperwork – streamline
- Manage time – Filemaker Pro, Evals✓✓
- Regular meetings with counselors – communication + inform about suspensions and substance abuse
- CSI – where do the goals come from?

- Data – what do we do with the information?
- Teachers need to know what to do
- Standard Operating procedures√/
- Regular announcements via e-mail
- Parking (BAT Survey) 21%
- Class offices
- IEPs on PowerSchool for teachers to read – 4 weeks notice is too long at the beginning sem.
- Help Spec. Ed. and Gen. Ed. connect better
- Need dedicated test taking space for make-ups

#### Scheduling

- Figure out flaws in the Master Schedule – fix it logically, effectively, etc.
- Manage the process of cuts
- Strong, equitable schedule
- Gather input from Dept. Chairs
- Dept. Chairs gather input from staff
- When making changes, speak to affected staff person in person
- Class size equity
- What are the student numbers in classes at other High Schools√√/
- Work out support for high numbers of students – can subs teach classes while teachers correct papers?
- Math Support
- Writing Lab
- Keep Computer Science AP
- Add back Voice, Piano, and Guitar .1 FTE. Do 7th hour T,Th or M,W,F
- Entrepreneurship
- Women's Lit
- AA Humanities
- More electives.

#### Administration

- Develop a Vision√/
- Visibility - Visit classes
- Evaluation system – acknowledge if it is the first time teaching course
- Get back to enthusiastic work with students
- Consistency with rules
- Convey positive attitude
- Expectations of teachers
- What will Admin do with discipline – how will teachers be supported in beh.

#### Management issues (students sent back to class in same hour)

- Welcome Lorin back to help – get involved with boosters – Betsy Petoskey & Ray Pittman
- Cost of entrance to games is too much – kids can't afford or make other choices

- Decrease student cost for admission to sporting event
- Balas to get teacher input and accept alternate placements

**Building Issues**

- Building and Grounds (BAT Survey) 42%
- IT – Copiers✓✓
- Ink for printers – in an easy way with a faster contract!
- New copiers – ASAP!!
- Photocopying options (BAT Survey) 54%
- New laptops and batteries
- Classroom access to technology everyday
- Maintenance/renovation needed in building
- Heating/AC that works consistently
- Heating / Cooling (BAT Survey) 46%
- Air Quality/Changing of filters (BAT Survey) 44%
- Maintenance of restrooms (staff and student)✓
- Ceiling Tiles
- Sinks
- Book condition issues

**Curriculum/Teaching**

- Diversity of curriculum (open-mindedness needed from staff)
- Consistency about what is taught across teachers
- Math support is needed
- Writing support is needed – Writing Lab✓✓✓
- Peer writing labs
- Funding for Saturday School before finals and midterms
- Teachers need to assess students and then reteach

**Please indicate an item that has improved:**

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**Please indicate another item that has improved:**

You can copy and paste from either portion of the list above.

**Please indicate an item that continues to be a difficult issue:**

You can copy and paste from either portion of the list above.

**Please indicate another item that continues to be a difficult issue:**

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