



## Martin County West Public Schools Strategic Planning Listening Sessions 2-9-22

### *Students:*

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<p>Things that are done well Things that are working Things that are going well Things that are strengths</p> <ul style="list-style-type: none"> <li>● School spirit i.e., Homecoming, school dances, and dress up days</li> <li>● Connection with teachers and students</li> <li>● New tutoring system</li> <li>● Wide variety of classes</li> <li>● There are good PSEO and CIS options</li> <li>● There is a better guidance counselor</li> <li>● Good coaching staff</li> <li>● PSEO/CIS</li> <li>● Sports-&gt; availability</li> <li>● Sports-inclusive</li> <li>● Updates/renovations</li> <li>● The new desks allow for functional seating</li> <li>● The student body has good school spirit at sporting events</li> <li>● The teacher-student relationships are improving -especially new teachers</li> <li>● The opportunity to take college classes either in person or online</li> <li>● Students have more of a voice this year and get to be more a part of the deciding factors</li> <li>● Good sport coaching</li> <li>● Cookie Mondays and sometimes Tuesday</li> <li>● Vending machine opportunity</li> <li>● Many good Ag related opportunities</li> </ul>	<p>Opportunities for improvement Areas that might be changed Things that are of concern</p> <ul style="list-style-type: none"> <li>● More food and drink in and out of lunchroom i.e., vending machines with food and diverse drinks</li> <li>● More gym space</li> <li>● School is outdated and does not have a “wow factor”</li> <li>● Some teachers need to improve teaching techniques</li> <li>● Bathrooms need help i.e., water pressure and stall doors</li> <li>● Better consistent leaders in staffing</li> <li>● Completely redo showers</li> <li>● More hands-on activities</li> <li>● Include students on decisions</li> <li>● Be more open to PSEO</li> <li>● More designated days off or late starts</li> <li>● Food/vending machines</li> <li>● Teacher flexibility/adaptation</li> <li>● Communication</li> <li>● Grading-&gt; teacher effort</li> <li>● Temperature regulation</li> <li>● Spending money effectively</li> <li>● Dress code-&gt; fair enforcement</li> <li>● Be open minded/listen to student’s opinions</li> <li>● Schedules/flexibility/variety of classes offered</li> </ul>

<ul style="list-style-type: none"> <li>● Opportunities to take college courses within the school</li> <li>● Advisory meetings</li> <li>● Effective advisories</li> <li>● Helpful and friendly office environment</li> <li>● Properly prepared for emergencies</li> <li>● Safe environment</li> <li>● Tutoring</li> <li>● Teachers are passionate about teaching</li> <li>● Sports funding is adequate in most sports</li> <li>● Ag department is great</li> <li>● Offer many useful classes in life</li> <li>● Activities in class</li> <li>● Includes students and decision making</li> <li>● Flexible schedule for class variety</li> </ul>	<ul style="list-style-type: none"> <li>● Allow outside food and drinks</li> <li>● Teachers need a more efficient way of getting through curriculum</li> <li>● No separation between student and staff relationship. Too much peer to peer rather than student to staff.</li> <li>● Funds can be spread to more than one sport</li> <li>● Update bathrooms and locker rooms, all doors should be able to lock and shut properly</li> <li>● Sewer control and girl's locker room</li> <li>● Teachers need to learn how to adapt to more than one teaching style</li> <li>● Teachers need to be supportive of every student's class enrollment choices</li> <li>● Principle needs to improve relationships with students</li> <li>● New gym</li> <li>● More options or bigger proportion lunches</li> <li>● Making sure teachers know the content they're teaching</li> <li>● Better organization and communication</li> <li>● More variety of different courses throughout sciences and math</li> <li>● Continued improvements throughout the school, like furniture</li> <li>● More independence for seniors</li> <li>● Allowing outside food/drinks</li> <li>● Despite their passion for teaching, we believe some aren't adequate in their preparation to teach</li> <li>● We have concerns that some classes are not moving add an appropriate speed</li> <li>● Concerns with amount of staff leaving last year</li> <li>● New gym space for sports</li> <li>● Concerned with how complaints are handled by administration</li> <li>● Portion/ingredients are lacking</li> <li>● Concerned with how certain teachers handle criticism</li> <li>● Teacher alliances</li> <li>● Evenly distribute sports money</li> <li>● Desks purchased rather than track upgrades</li> <li>● Spending money effectively</li> <li>● Enforce dress code</li> </ul>
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	<ul style="list-style-type: none"> <li>● Open minded to student opinions</li> <li>● Outdated facility</li> <li>● Leadership presence in school</li> </ul>
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Vision

What are some descriptors or ideas about where you see the school 3-5 years into the future?

- E-learning days
- Continue school spirit
- Update and renovate
- Move forward and modernize
- Better communication
- Student involvement/voice
- More online options

*Staff:*

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<p>Things that are done well  Things that are working  Things that are going well  Things that are strengths</p> <ul style="list-style-type: none"> <li>● Family atmosphere, small town feel</li> <li>● Supportive community following the merger</li> <li>● Experienced staff</li> <li>● Students and current staff very supportive of new people</li> <li>● Staff have each other's backs (willing to help without being asked)</li> <li>● More we then me</li> <li>● Teachers support parents</li> <li>● Lots of alumni who became staff</li> <li>● Students are great, willing to help and support teachers and each other</li> <li>● Sped kids and parents are trusting, good communication</li> <li>● Great community</li> <li>● High School staff has lots of fun</li> <li>● Wonderful to see administrators, good to see principal in classes</li> </ul>	<p>Opportunities for improvement  Areas that might be changed  Things that are of concern</p> <ul style="list-style-type: none"> <li>● More electives for students</li> <li>● Updated technology</li> <li>● Training for the resources we have (smartboards, Fast Bridge)</li> <li>● Tuition reimbursement for degrees</li> <li>● Snow day make up-built into schedule</li> <li>● Space-classrooms, playground, and sports</li> <li>● New equipment and/or building</li> <li>● Plumbing issues</li> <li>● Budget-low departmental budget</li> <li>● Curriculum updates</li> <li>● Align curriculum vertically, standards based</li> <li>● Math interventionist</li> <li>● Math curriculum (used to be) one year behind other districts</li> <li>● Security of buildings, no controlled entrance</li> </ul>

<ul style="list-style-type: none"> <li>● Students know each other, sometimes since preschool</li> <li>● Staff facilitate students learning that different isn't bad</li> <li>● Nice small class sizes</li> <li>● Really good food and cafeteria</li> <li>● Reading interventionist</li> <li>● Many staff do well helping students learn to be accepting of others, especially at the elementary level.</li> </ul>	<ul style="list-style-type: none"> <li>● Many staff/parents/students are intolerant of people's choices (gender/religion/politics/etc). We need to truly foster an environment of acceptance, not just say the words without following through and BEING accepting.</li> <li>● Staff claims to feel like family - I don't subscribe to that idea, and feel I am looked down upon because of it. This is not my family. This is my place of employment. I will tolerate far more from my family than I should be expected to tolerate from my colleagues. As adults we are capable of being empathetic and caring for each other without the "family" branding, especially when the "family" so frequently feels toxic.</li> <li>● I do not believe that teachers universally respect support staff - there are certainly great educators who believe we are a team, but we also have teaching staff who believe they are superior to the support staff.</li> <li>● Our school board is not very visible in the district, and when they are they spend their time in the offices or speaking to certified staff. The school board does not show interest in the support staffs' experiences or ideas.</li> <li>● We have opportunities to move our district into the 21st century via technology. Not being 1:1 technology in 2022 is mind-boggling. We also would be able to greater integrate technology into our daily work, as students will be expected to do as they graduate and move to employment/higher education/other opportunities.</li> </ul>
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**Vision**

What are some descriptors or ideas about where you see the school 3-5 years into the future?

- Be the standard, not just get up to standard
- Facility improvements for open enrollment
- Give them a reason to stay
- Building pride in the school and community
- Students have said how MCW is a temporary school where teachers come and go (retention)
- Cohesiveness among staff
- Prepare students for life outside our walls
- Want to have enough people to serve kids well

- Mental health-address it so the kids can learn
- Pay the employees more
- Teach life skills and prepare them for after school
- Dual roles (reading interventionist and sped) don't work well
- Training for increased student behaviors
- Help new teachers invest in MCW, raise a family, put down roots

### ***Parent / Guardian / Community:***

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<p>Things that are done well  Things that are working  Things that are going well  Things that are strengths</p> <ul style="list-style-type: none"> <li>● Phenomenal FFA program</li> <li>● Awesome families who care about the schools</li> <li>● Community support for kids activities (performances, games)</li> <li>● Several new teachers are doing well</li> <li>● Open communication between board, Superintendent, families, emails, Facebook</li> <li>● PSEO and CIS options</li> <li>● School Board Meetings recorded and posted online</li> <li>● More STEM availability this year, even in elementary</li> <li>● Staff no kids, families, each other well and care</li> </ul>	<p>Opportunities for improvement  Areas that might be changed  Things that are of concern</p> <ul style="list-style-type: none"> <li>● Students are behind in technology skills</li> <li>● Playground equipment at elementary schools</li> <li>● Engage our most advanced students, haven't had git teacher since 2009-used to have future problem solvers</li> <li>● School should do PSAT test so students are eligible get presidential scholarships and other scholarships</li> <li>● Facilities, each has its own issue: space and security issues, handicap accessibility, high school infrastructure issues</li> <li>● Lack of trades in the curriculum</li> <li>● Lack of student awareness of opportunities in the trades</li> <li>● Facilities and cultural shifts regarding sports, away from</li> <li>● Teachers being in way over their head, pacing issues, use of tools (too much smart board)</li> <li>● Offer transportation to three- and four-year-olds to increase preschool options</li> <li>● Preschool scheduling is a burden for families-privilege for the haves but not for the have nots</li> <li>● After school programs or childcare</li> <li>● Longer class time in preschool (include lunch experience)</li> </ul>

	<ul style="list-style-type: none"> <li>● MCW missing the wow factor</li> <li>● Ability to retain good teachers</li> <li>● Lack of professionalism among teachers, especially newer ones (oversharing, boundaries)</li> <li>● Sometimes don't advertise the good things we do for students, may not be in fancy packages or in the media</li> <li>● Focus on what we're good at-too many dreams going too many directions</li> <li>● Continue to improve preschool to attract and maintain families</li> <li>● Curriculum-we need to revamp and think why and how we teach things</li> <li>● Having an indoor pool is one of our great assets! Maybe if we could find a way to promote it more? I guess I'm not clear on when it's open or not, but we'll catch a post on Facebook every now and then saying it's open.</li> <li>● Are we still caretakers of the welcome building? Why is any money still going into that building? Is it not time to sell? I'm not aware of any plans for the future of that building so every dollar spent there is a dollar we could be using elsewhere. The other three buildings have issues that need addressing. The high school and junior high locker rooms haven't had an update in many years.</li> <li>● What facilities do we have for fine arts? Two band rooms and two stages? None of which have seen an update in many years.</li> <li>● Can someone explain how COVID relief funds were voted to be allocated to the purchase of all new furniture and not into the advancement of our technology? We went through a global pandemic. In which we were VASTLY ill prepared for the widespread use of technology that barely made us through. I realize many, if not all, other districts nationwide were also caught off guard, but they have learned from their weaknesses and made strides to utilize the technology available in this country. Many districts in our area have technology available daily for all students, whether it is an iPad (tablet,</li> </ul>
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	<p>Chromebook, etc.) for each student, allowing districts to have distance learning days instead of snow days, emitting the need for a plan to make up these days, or by allowing the students to be taught computer skills at a pace on track with the rest of the nation. Children are not learning computer skills.</p> <ul style="list-style-type: none"><li>● Have we determined which student(s) wrote the very detailed threat in December? Or have we forgotten about it and that there are students out there that may need better access to mental health services? A threat like we saw in December was a cry for help. What can we do to better allow students to ask for help and be directed toward the right resources, even if we as a district cannot provide the level needed? I pray we don't have a tragic incident to finally make us realize that there are kids out there that NEED our help. They are still children, and sometimes our school is the only help and attention they have available. Also, it has been over 10 years since a committee raised funds for the school alert system, cameras, and door locking functions. I was told there are not enough funds to include the preschool and even some staff on the alert system. This was after instances such as a soft lock down, a gas leak, and severe weather impacted where children were, the safety of individuals entering the school, and times children were to be dismissed, all while children were in preschool and affected by each of the instances. If we don't have the money in the budget to care for all of our students, we need to form committees to raise funds continuously for the safety of all of our students, staff, and families.</li><li>● I disagree with our covid-19 protocols this current school year. Remember in the spring of 2020 where if the countywide covid rate per 10,000 people in a 14-day period reached 50, we immediately switched to distance</li></ul>
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	<p>learning? We have had NUMEROUS times where the rate has been over 100 this school year and we still aren't requiring masks? Was told as a district, we were not requiring masks at all this year because too many families threatened to take their children to other districts because of their anti-mask stance. This decision had led some of our devoted district families to keep their children and families safe from the risks of Covid by seeking education elsewhere. This was not an inclusive decision. The rights and considerations of parents trying to keep their children SAFE should not be overlooked and ignored by parents annoyed by a piece of paper on their faces.</p> <ul style="list-style-type: none"><li>● How many years does track need to be a popular sport for our Mavericks before an actual track is put in? Hurdle practice on the concrete hallways of the high school can't be in any athlete's best interest. The biggest concern over closing the Welcome building was losing the gym space. What steps have we taken toward solving that problem? The state of our locker rooms, applies here as well.</li><li>● Trimont Elementary has received funds to update playground equipment TWICE in the last 20 years. Sherburn Elementary's equipment was brand new in 1996, paid for in full by a fundraising effort by parents. For two years there has been a hole in a slide and a giant piece of plywood blocking the stairs to the slide. I assume it has not been removed or fixed because it is structurally significant and there is no money for this playground. This creates a serious safety hazard for the entire play area that our youngest students use daily. If the 10-year plan involves also shuttering the newest of our 3 schools, let's at least make it SAFE for the smallest of our tribe until a sound decision can be made.</li><li>● Lack of gym space. We have 2 gyms, maybe 3 if you count Sherburn Elem gym which is also the cafeteria, etc. Scheduling is a nightmare when trying to find times for</li></ul>
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	<p>elementary sports that aren't well into the evening times. I would much rather have my kids at school with these activities multiple times per week than sitting at home on video games or in front of the TV. We also shouldn't be sending our kids to neighboring towns and paying them rent as that takes them out of our towns. Practices can't run until 8:30 on school nights.</p> <ul style="list-style-type: none"> <li>● Teachers: I have not experienced this firsthand, but I have heard many things over the past year that makes my heart hurt. Teachers that are drinking, vaping, or hanging out with students until 2-3 am, teachers giving students the answers to all assignments or tests cause they knew how busy the students were, teachers that have gotten "tenure" and not teaching up to par since they can't be fired. Also oversharing on life experiences with the kids. Elementary teachers are overall doing well but there are challenges at the junior high/ high school</li> <li>● Playgrounds: these need to be fixed/updated - lots of safety concerns.</li> <li>● Preschool offerings: we have lost many families to neighboring districts since they accommodated for parent work schedules and MCW did not.</li> <li>● Course offerings: do we offer keyboarding, home EC- cooking, sewing, etc. so kids can learn the basics for living and getting a job?</li> <li>● Technology- we need to have devices for all students if we want to compete with St James, Truman, GHEC, Fairmont, Jackson.</li> <li>● Support in early elementary classrooms. These teachers need to have para support. With kids entering Kindergarten who have had 2 years of preschool (know their letters, numbers, how to hold pencil/scissors) or absolutely no school and can't even hold a scissors or crayon correctly - these teachers are being pushed to their limits of trying to help each 5-year-old who are at various levels. Let alone trying to complete all these</li> </ul>
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	<p>standardized testing when the kids don't even know how to use a computer mouse or read.</p> <ul style="list-style-type: none"> <li>● Develop a parent teacher association to provide teachers support and allow parents to volunteer to assist with activities to better our school.</li> <li>● After seeing what is happening in neighboring schools as far as facilities and programs offered the hope is MCW can step up to the plate and make some changes. I believe our students and community are great and feel we can improve our school to keep them here.</li> <li>● Currently, the staff and administration in the High school building are overall not welcoming. There is a small but very vocal minority that sets the agenda and stage for how things are run. If you do not agree or attempt to speak up, the work environment is not a healthy one.</li> <li>● This continual talk of family is extremely toxic for the many that are not seen this way.</li> <li>● the lack of professionalism and teachers oversharing information with students is not a new thing</li> <li>● It started to become a norm among the staff. Now with a number of new teachers, the lack of professionalism is amplified due to them seeing this from the mentoring staff</li> <li>● Culture and climate in the high school building</li> <li>● Extremely concerned with the lack of rigor for students in the 11th and 12th grade, as well as abilities for supporting students that need help but are not on an IEP or 504</li> </ul>
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**Vision**

What are some descriptors or ideas about where you see the school 3-5 years into the future?

- Growth
- Progress, move forward
- Rebuilding trust
- Destination school district
- Career focused
- Community centered
- Better pay and benefits for teachers to keep them

- Staff development for all staff funded by district and supported by admin
- Uniformity between buildings and in the curriculum-communication
- School district for generations, so need to keep moving
- Rethink (reviewing & updating) the purpose of our curriculum now about more than good MCA and act scores
- Continued expansion of community add programs
- Destination district means more than schools-includes community things like housing
- Fully collaborate with higher Ed

***Board:***

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<p>Things that are done well  Things that are working  Things that are going well  Things that are strengths</p> <ul style="list-style-type: none"> <li>● Engaged administration</li> <li>● Strong, experienced elementary teachers</li> <li>● Staff willingness to get kids the help they need, everyone seems to care</li> <li>● We all want it to work and we'll put in the time</li> <li>● Administration on the right track</li> <li>● Some good new teachers and seasoned teachers</li> <li>● Healthy fund balance-above average financial picture</li> <li>● Great students-kind, respectful, ability to communicate</li> <li>● Solid, enviable ag program</li> </ul>	<p>Opportunities for improvement  Areas that might be changed  Things that are of concern</p> <ul style="list-style-type: none"> <li>● New high school staff and admin don't seem to have found their way yet</li> <li>● Desire to improve and change is shared by all of the communities</li> <li>● Bringing all the ideas together into a realistic budget</li> <li>● Building expenses, right sizing our facilities for population</li> <li>● We don't have anything that differentiates us from surrounding districts (open enrollment)</li> <li>● Used to be known for math and science program quality, not so much anymore</li> <li>● Find ways to push higher achieving students (GIT)</li> </ul>

<ul style="list-style-type: none"> <li>● Helpful to have smaller class sizes</li> <li>● Good reputation of the district in the area</li> <li>● Invested school board</li> </ul>	<ul style="list-style-type: none"> <li>● Need more operating money to get what kids need (i.e., pre-K toys)</li> <li>● Technology-E-learning days</li> <li>● There is energy and people willing to work to create change</li> <li>● Getting our youth involvement in activities that we offer at the pre-K through six grades. this would include CER, youth sports, robotics etc. we have a fair number of kids that don't take advantage of those opportunities and somehow we need to find a way to get them involved.</li> </ul>
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**Vision**

What are some descriptors or ideas about where you see the school 3-5 years into the future?

- Provide more services to the community
- Working relationship with businesses and intern/job shadow opportunities
- Facility upgrades
- Balance our budget, get more efficient
- Virtual classrooms
- Work with area businesses
- Students leave here with certificates to go work or get more training, grow your own
- Expand CTE beyond agriculture
- Special education

***Administrators:***

<p style="text-align: center;">+</p> <p>Things that are done well  Things that are working  Things that are going well  Things that are strengths</p> <ul style="list-style-type: none"> <li>● Community pride</li> <li>● Community ownership</li> <li>● Willingness to be involved</li> <li>● Wants to fix it</li> <li>● Everyone wants improvement</li> <li>● Monday cookies-valued traditions</li> </ul>	<p style="text-align: center;">Δ</p> <p>Opportunities for improvement  Areas that might be changed  Things that are of concern</p> <ul style="list-style-type: none"> <li>● Get more kids to eat</li> <li>● Better teacher collaboration-PLCs, committees</li> <li>● Curriculum-process-resources</li> <li>● Orientation</li> <li>● Onboarding new staff and teachers</li> <li>● Staff retention</li> <li>● Facilities high cost of repairs</li> <li>● Controlled entrances</li> <li>● No elementary cameras</li> </ul>
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- Undersized high school kitchen
- Buses and vehicles together
- Bus driver shortage
- Bus garage signage
- Decreasing enrollment
- Community amenities-housing-aging population
- G/T, STEM opportunities
- Technology
- Observation of chain of command
- Having correct equipment. Trimont freezer is way too small and it's hard to get enough food in there as well as find it once it is in the freezer. High school freezer is at the elementary school. running over there every day sometimes make things difficult.
- Water quality is terrible at the high school

**Vision**

What are some descriptors or ideas about where you see the school 3-5 years into the future?

- K12 building
- Publicly accessible
- Standards based instruction
- A staff that doesn't panic
- Problem solving tool