



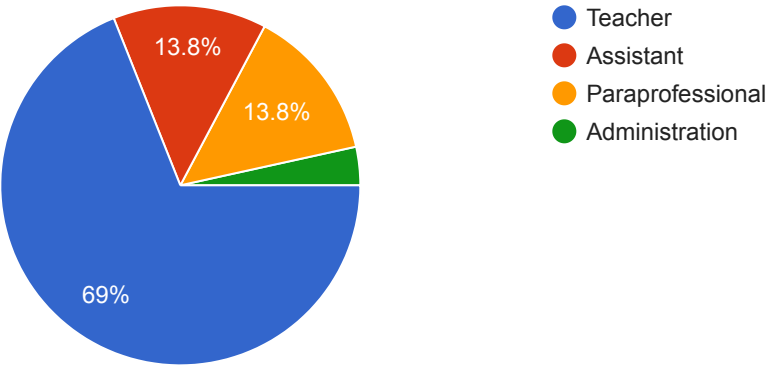
# Bluffview Montessori School Staff Survey 2021

29 responses

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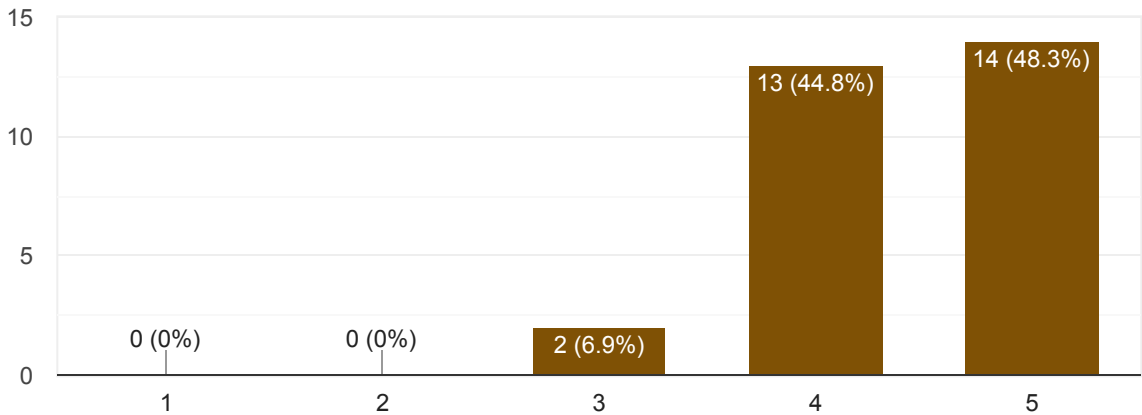
My position would be classified as:

29 responses



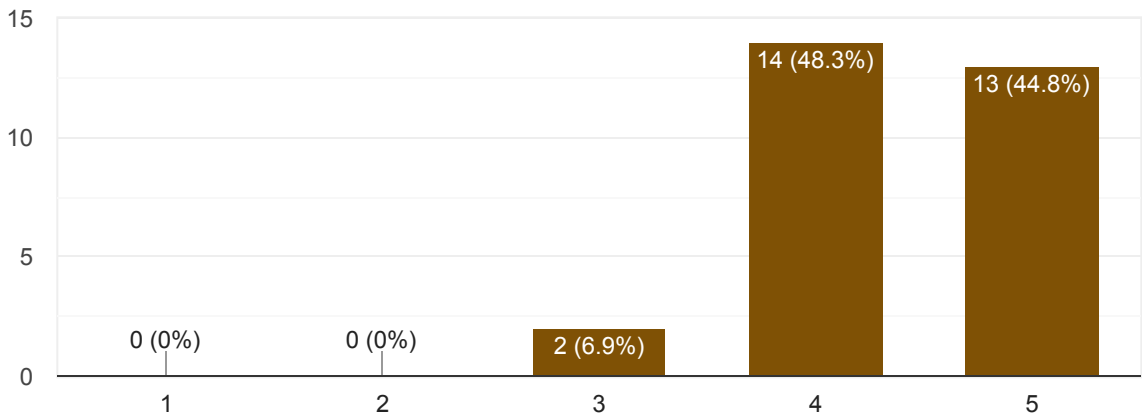
Considering everything, I am satisfied working at my school.

29 responses



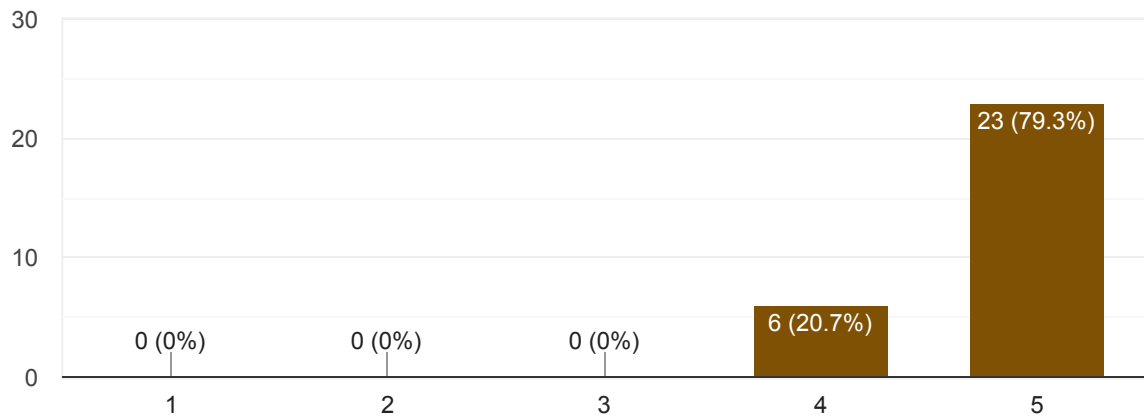
I understand the school's vision and mission.

29 responses



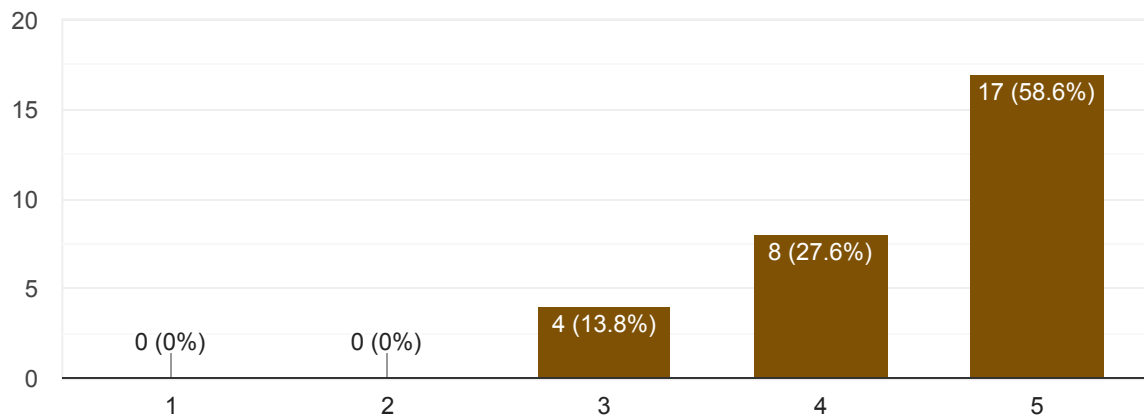
I am committed to seeing my school succeed.

29 responses



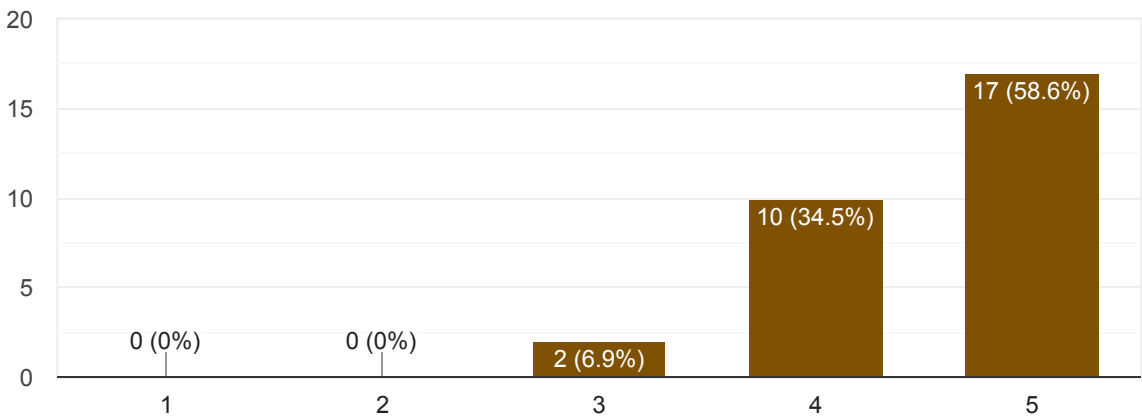
I would recommend my school to a friend seeking employment.

29 responses



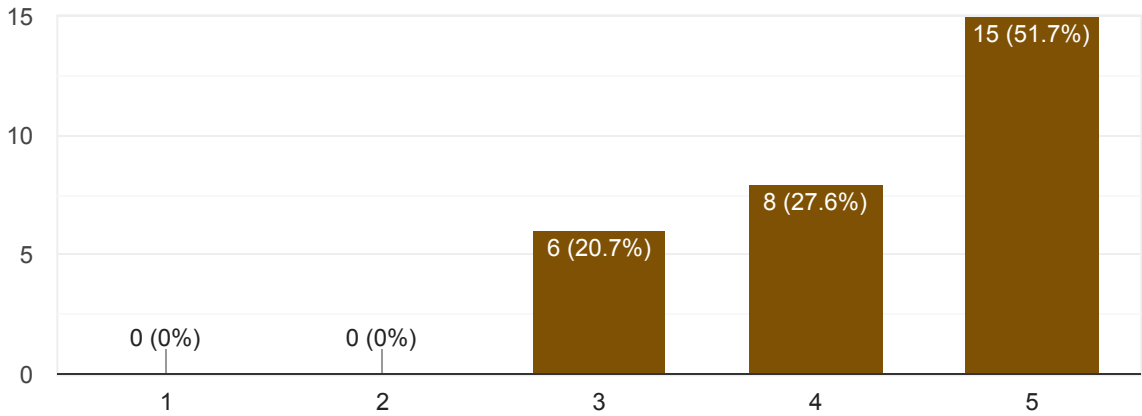
I would recommend my school to a family member seeking a school for their children.

29 responses



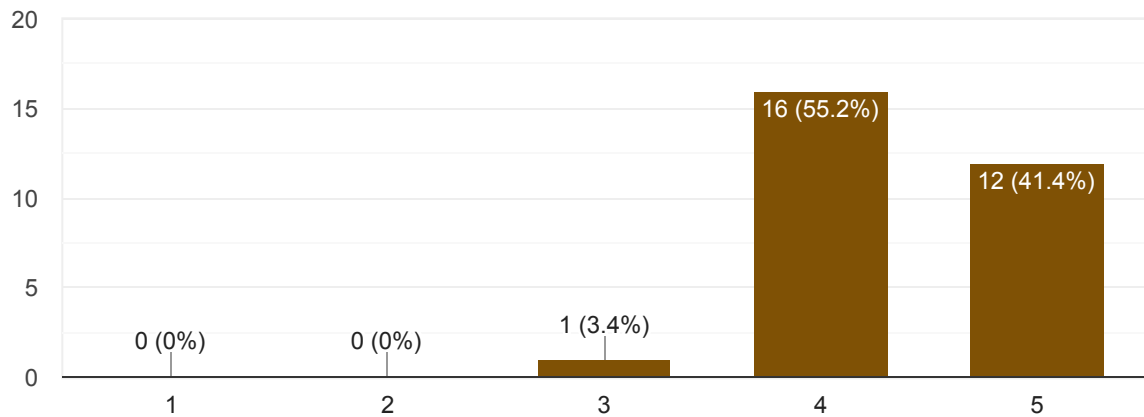
I plan to be with my school two years from now.

29 responses



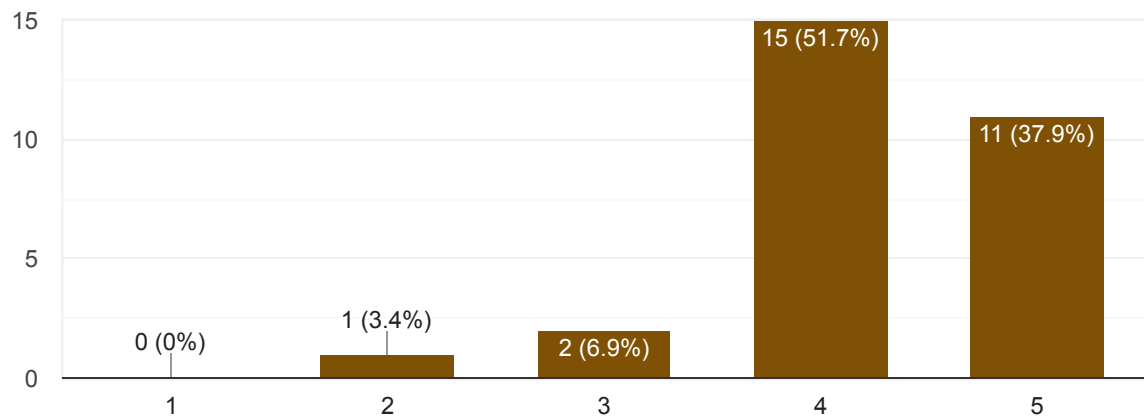
My school is well regarded in the community.

29 responses



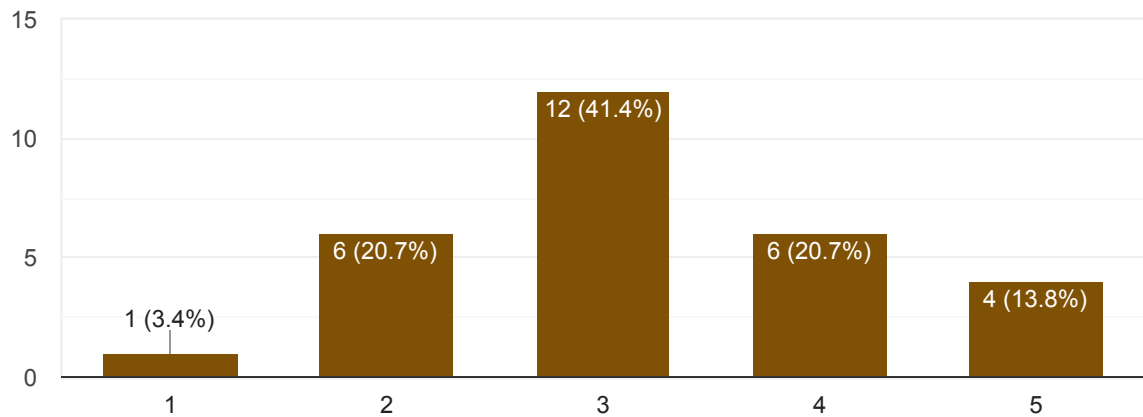
My school does a good job of meeting my professional needs.

29 responses



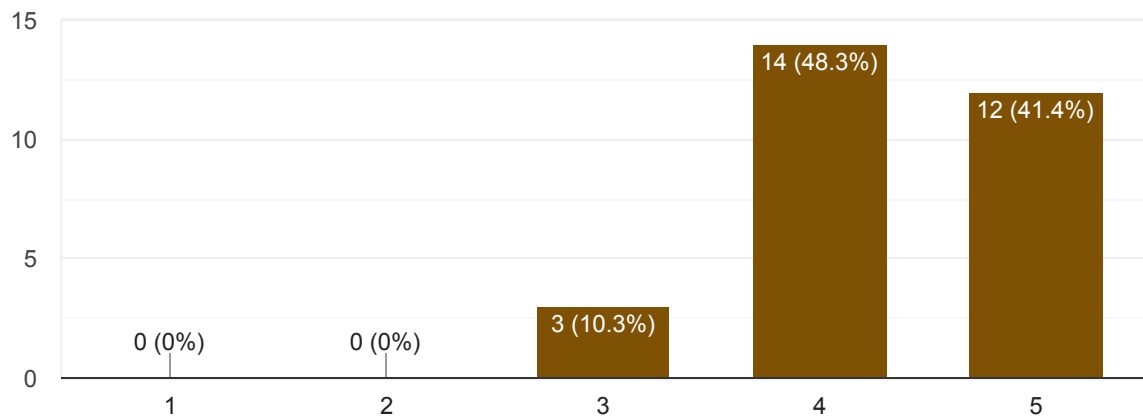
My school does a good job of meeting my financial needs.

29 responses



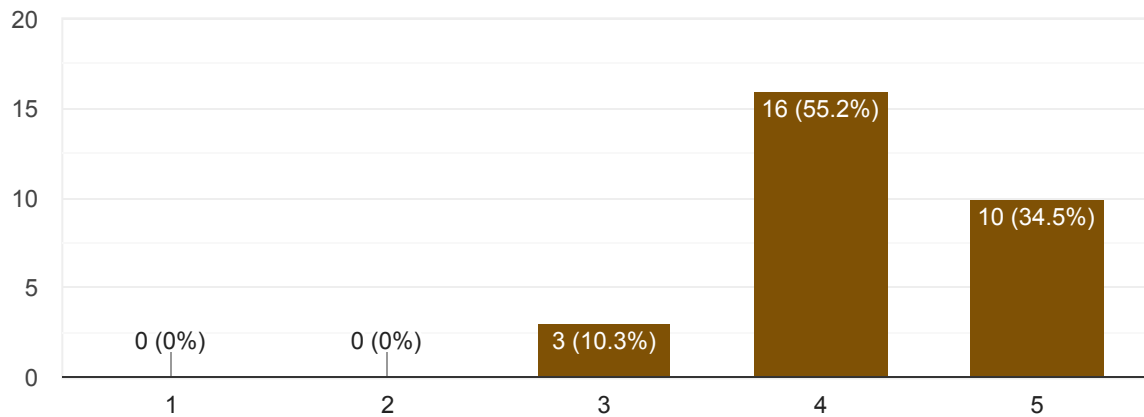
General school information is communicated effectively to me.

29 responses



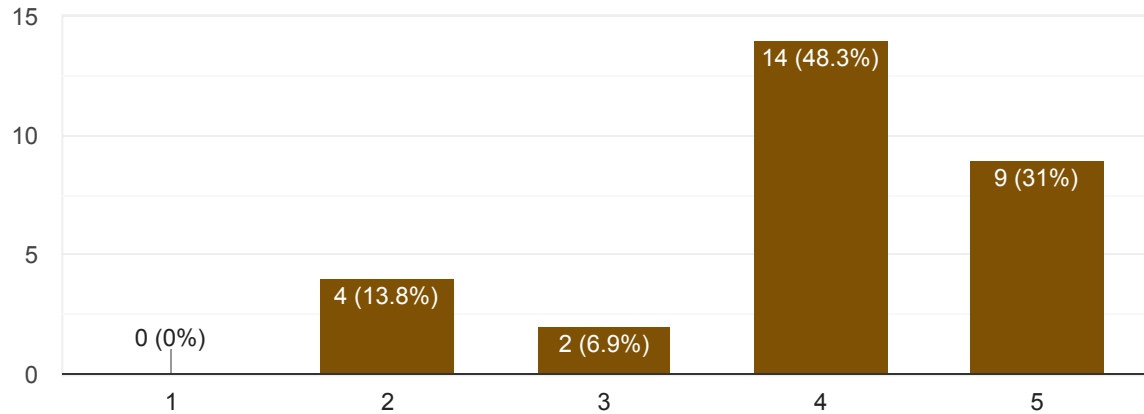
Information is shared openly throughout my school.

29 responses



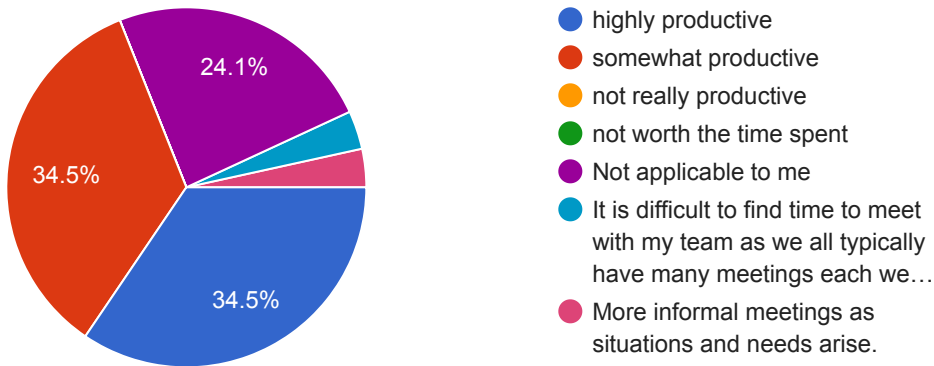
I have time available during the school/work day to collaborate with my peers regarding curriculum and instruction/best practice.

29 responses



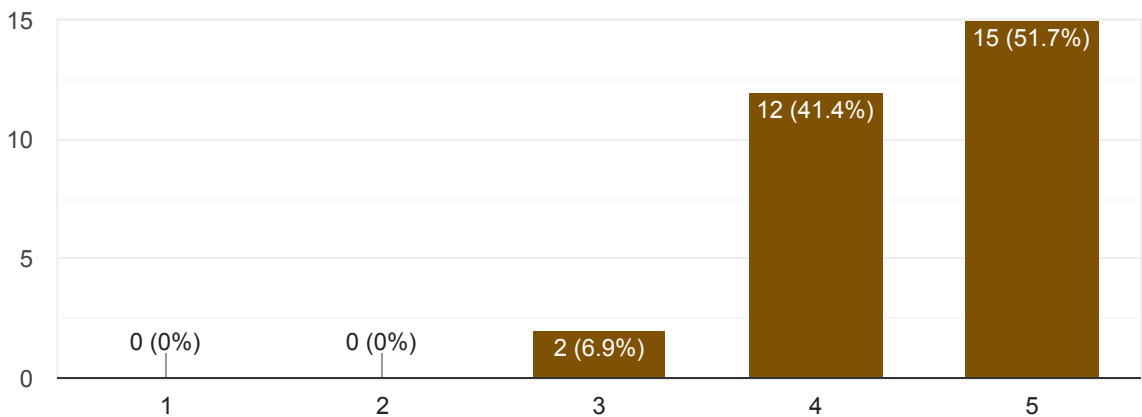
Team/level meetings are productive and efficient.

29 responses



I am able to share my ideas and opinions with school leadership.

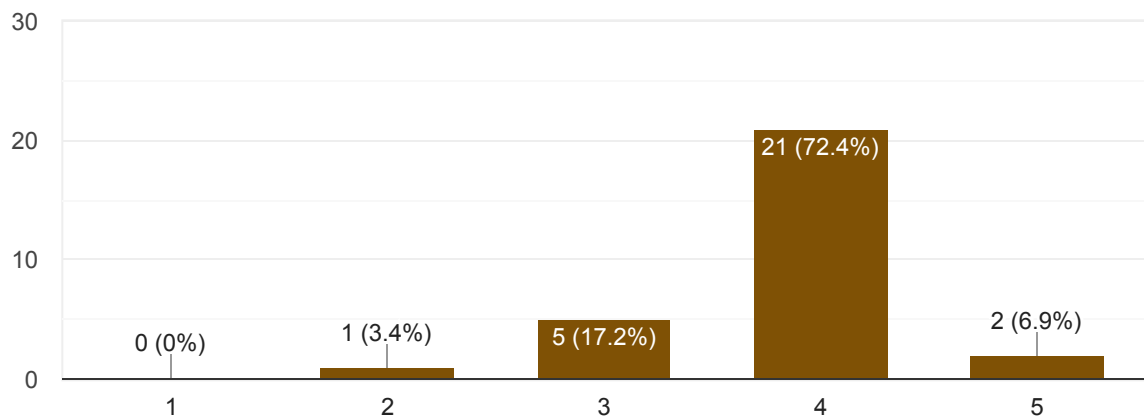
29 responses





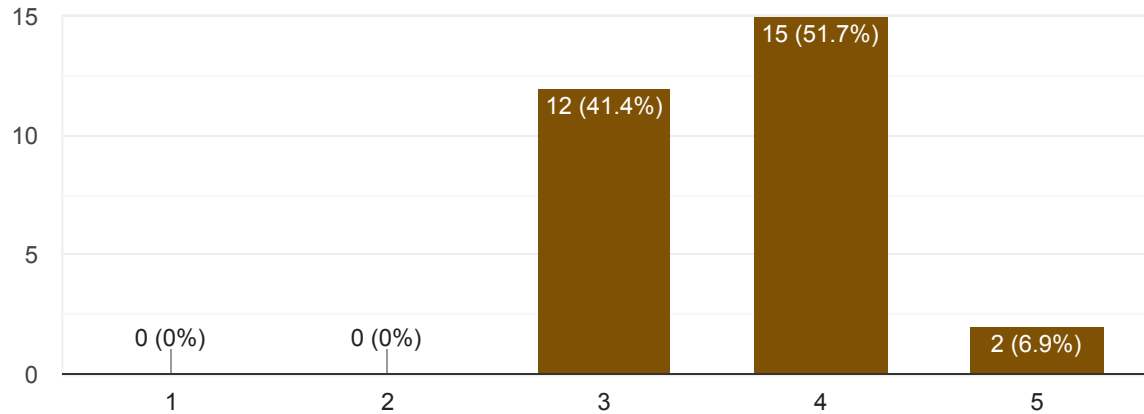
Teachers at my school are well supported by the parents with respect to discipline issues.

29 responses



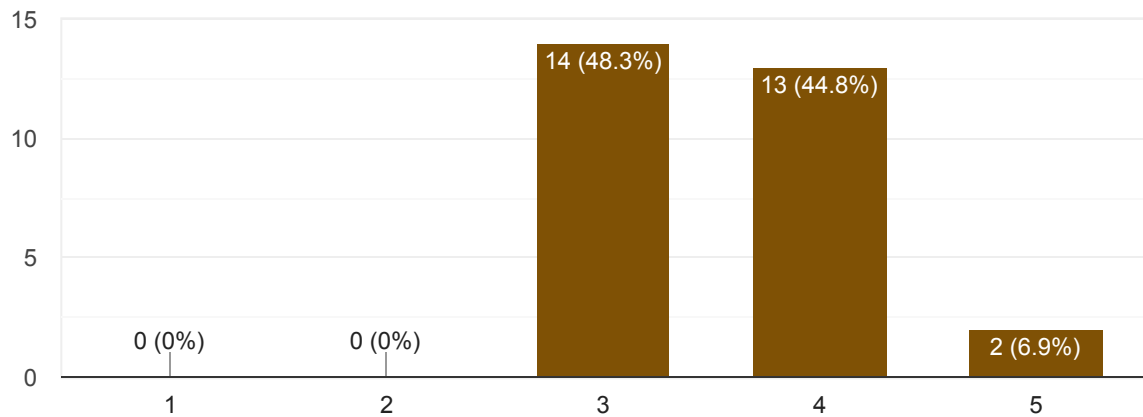
Parents at my school are very engaged in the learning of their child.

29 responses



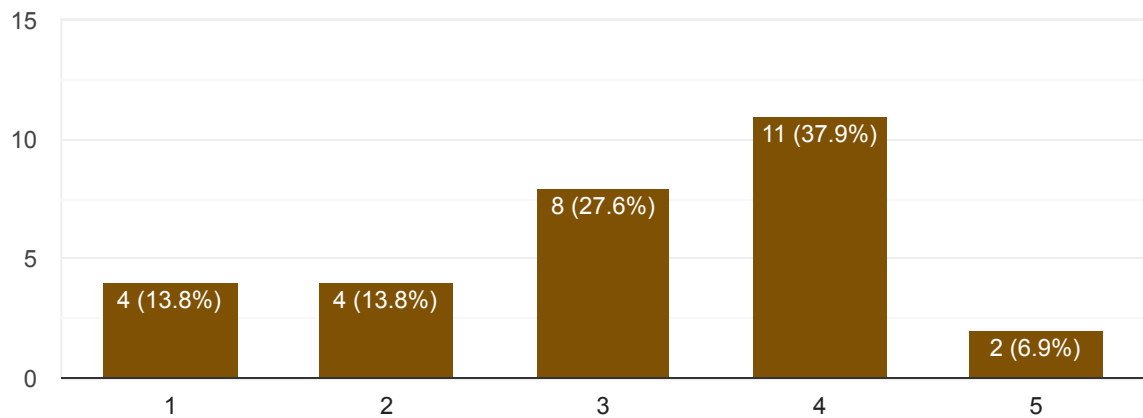
The parents at my school are very involved in their child's school life.

29 responses



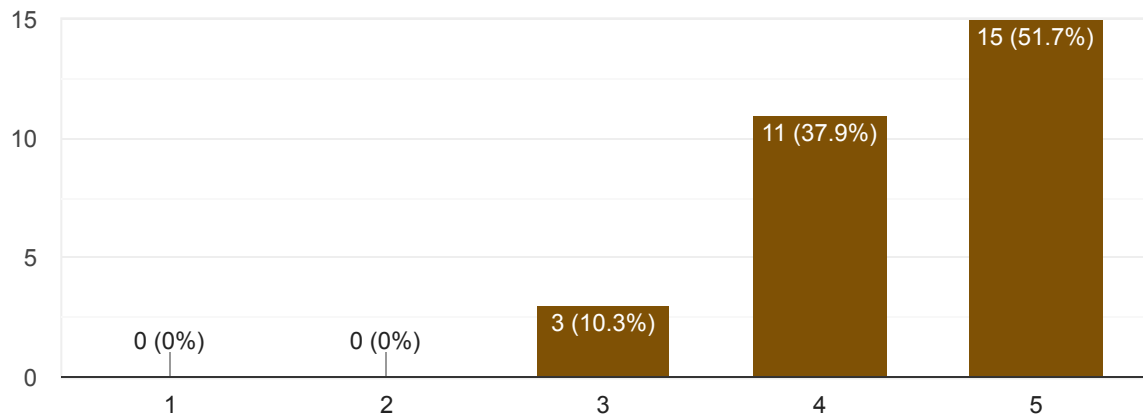
I communicate frequently with most parents of my students.

29 responses



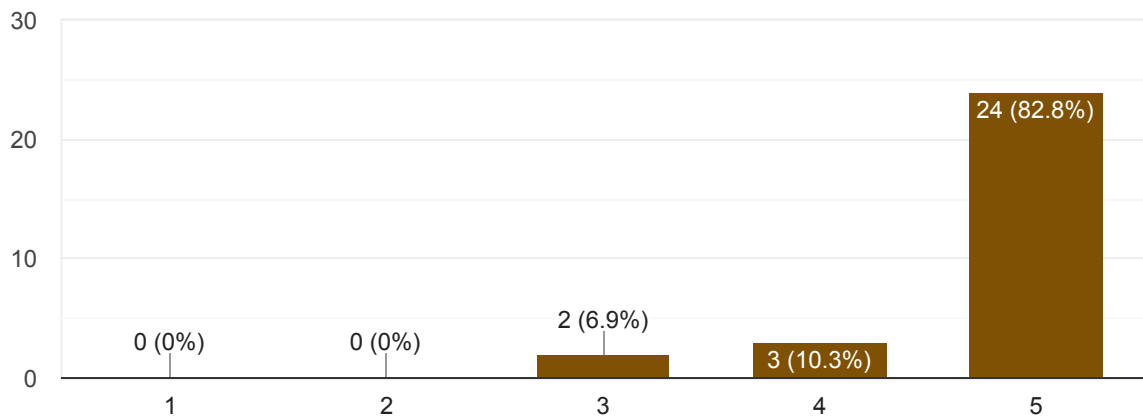
### I work in a positive, professional work environment.

29 responses



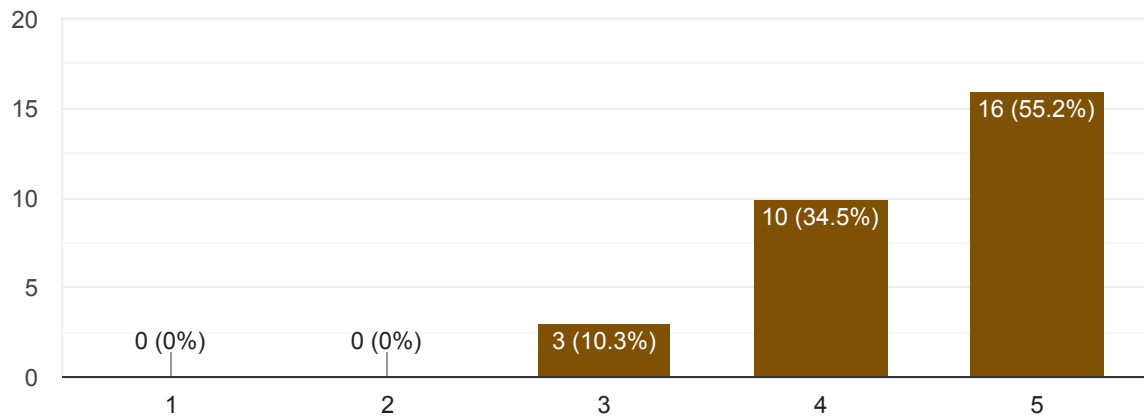
### I feel safe at work.

29 responses



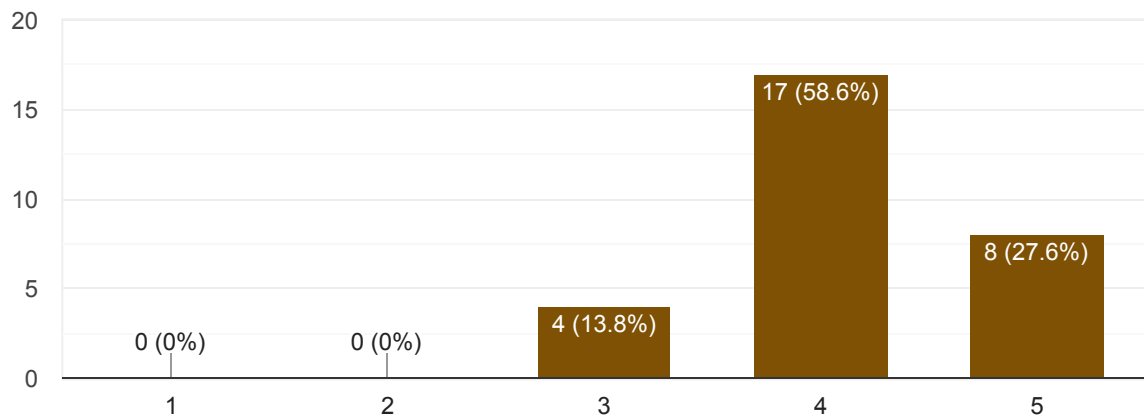
The people that I work with trust and respect each other.

29 responses



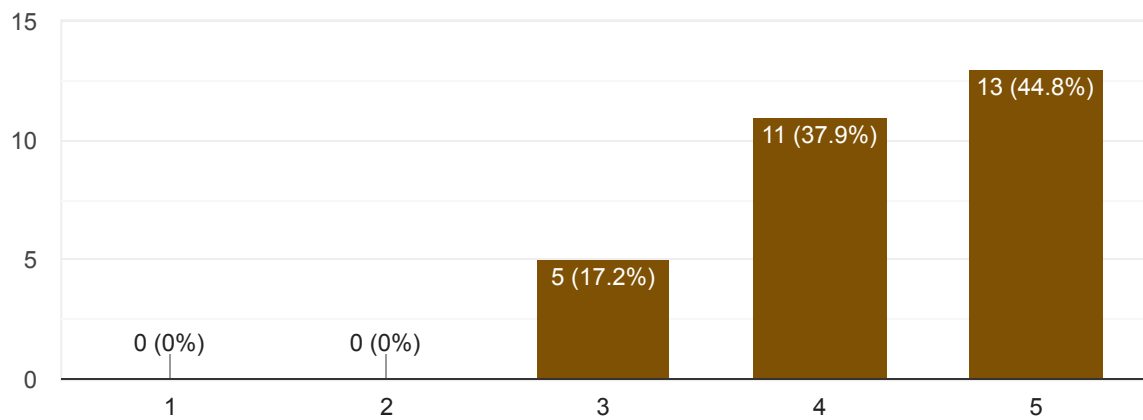
The students in my school show respect for our teachers.

29 responses



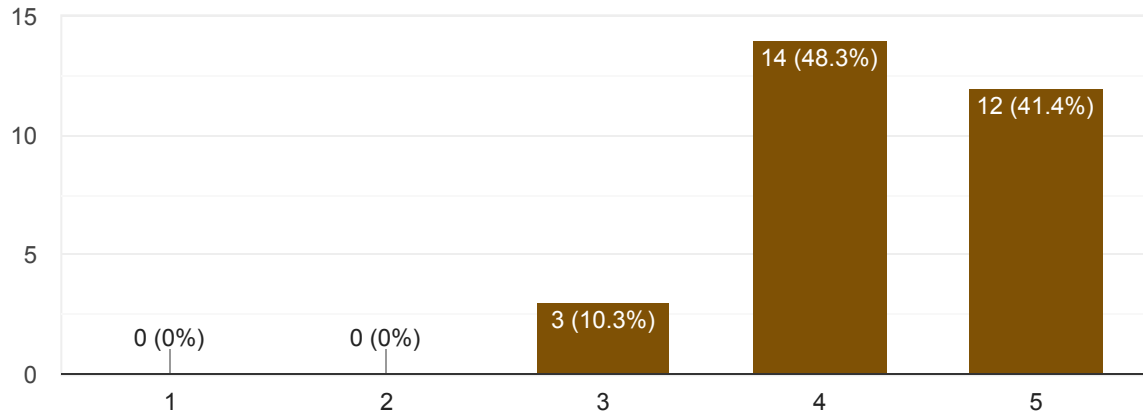
My peers exhibit a strong belief that all students can excel if we all do our jobs well.

29 responses



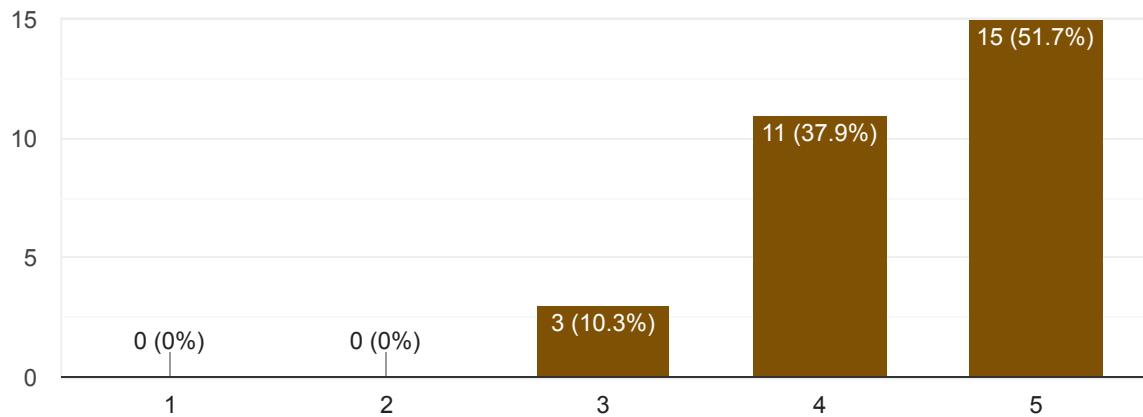
I have opportunities to be involved in the decisions that affect my work.

29 responses



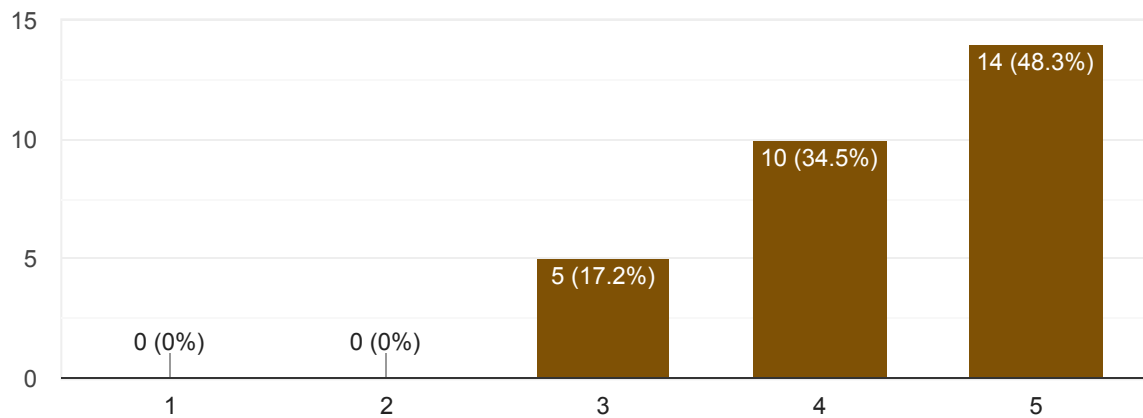
I feel comfortable sharing my ideas and opinions.

29 responses



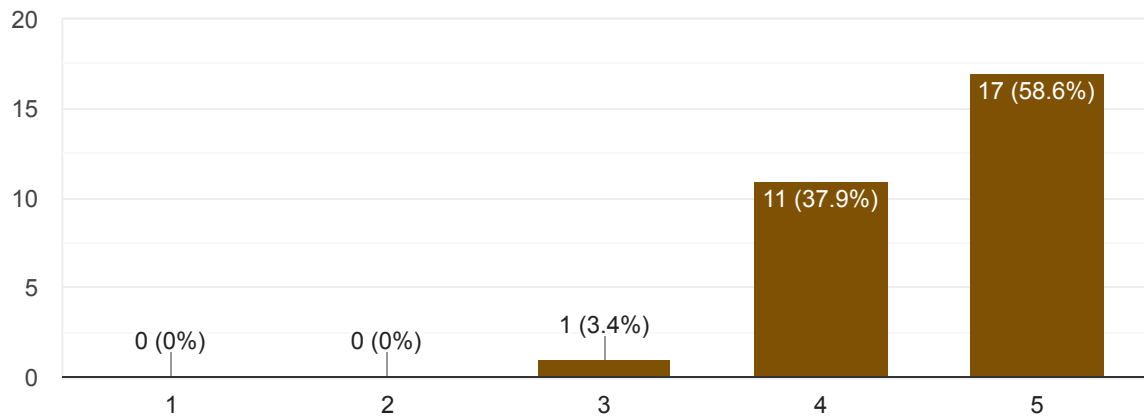
I am encouraged to try new ways of doing things.

29 responses



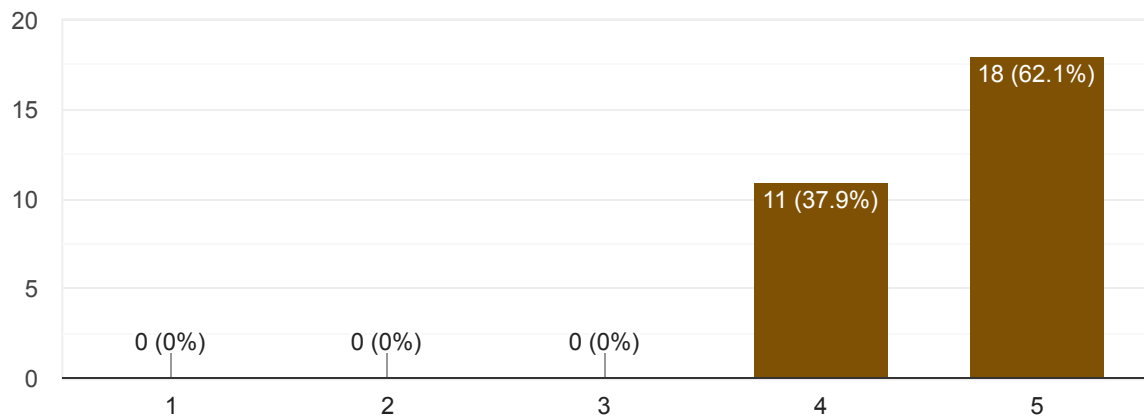
I am given a fair opportunity to succeed in my school.

29 responses



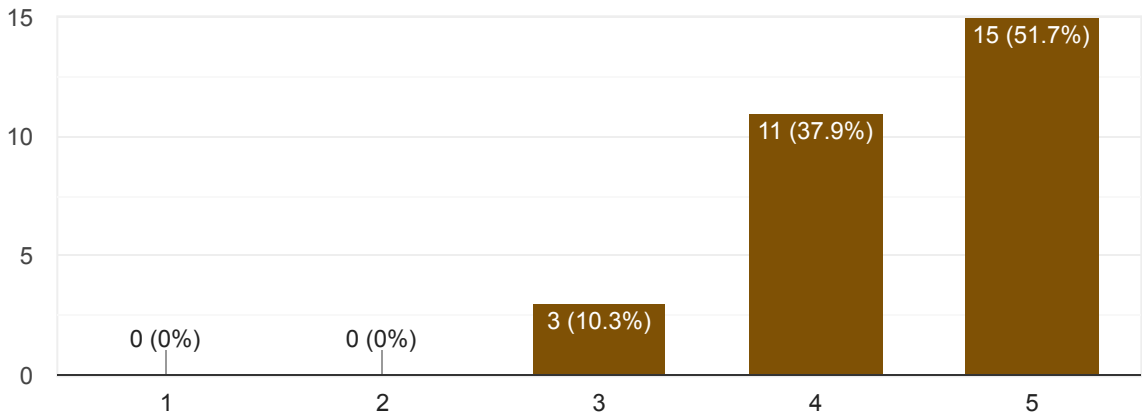
I have the freedom I need to do my job.

29 responses



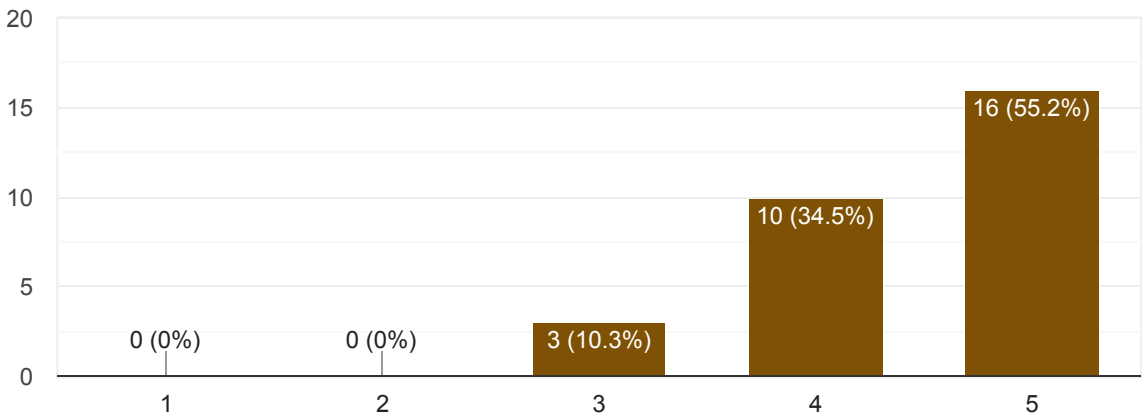
I feel that the amount of work required of me is reasonable.

29 responses



The people I work with care a great deal about the quality of their work.

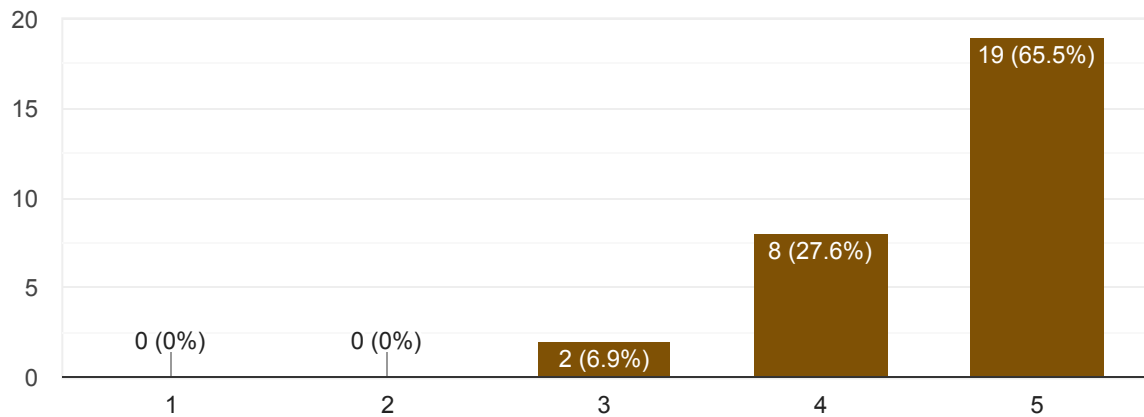
29 responses





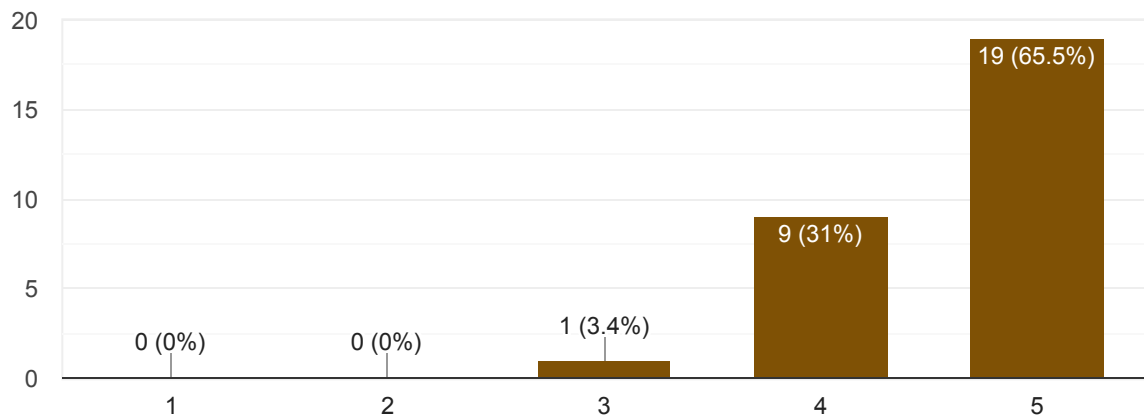
I know what is expected of me at work.

29 responses



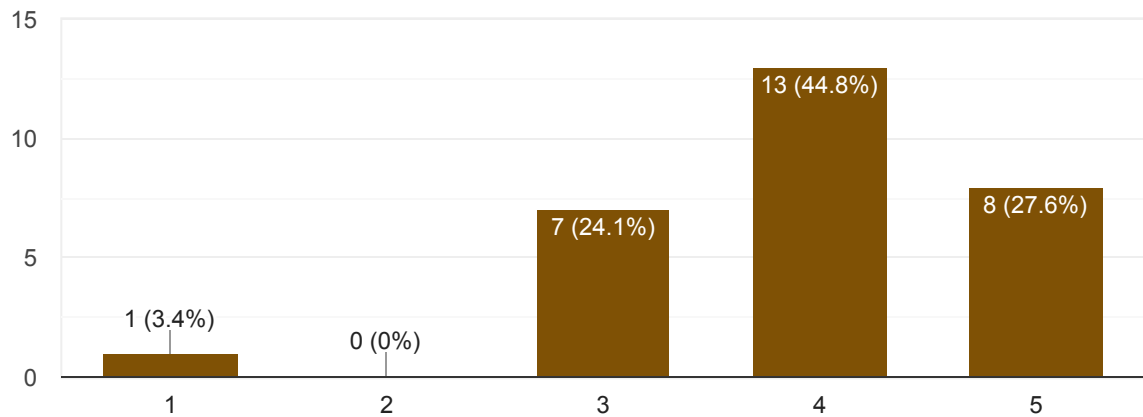
I am satisfied with the level of supervision I receive.

29 responses



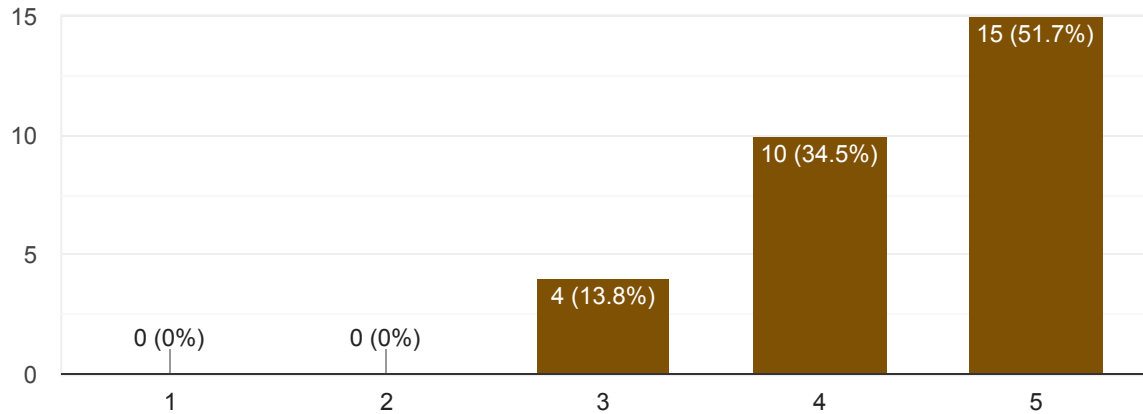
My school does a good job of holding people accountable for results.

29 responses



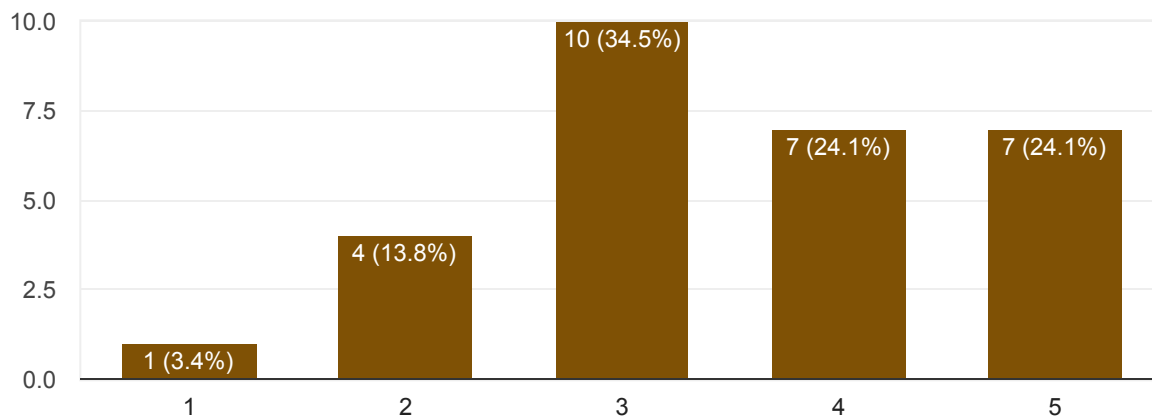
My Head of School has a good understanding of my strengths and weaknesses.

29 responses



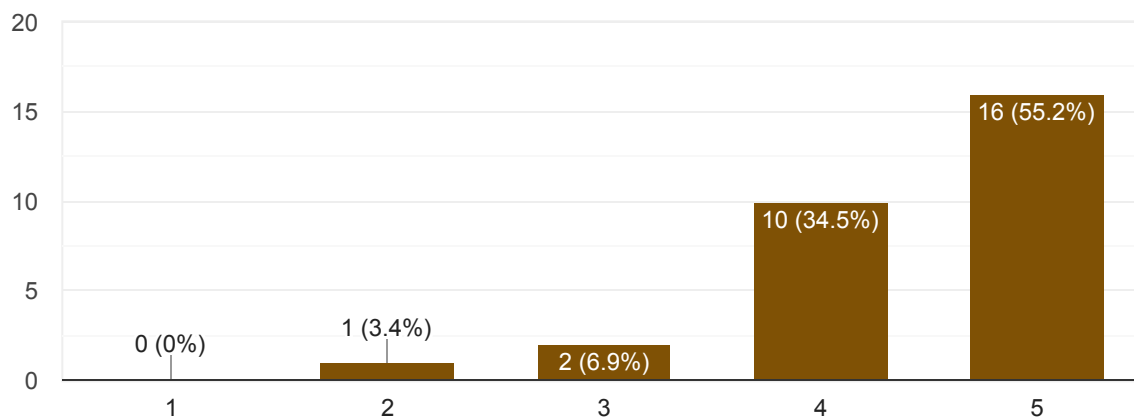
I know how our students performed last year on standardized tests/screeners compared to other students in the school, district and state.

29 responses



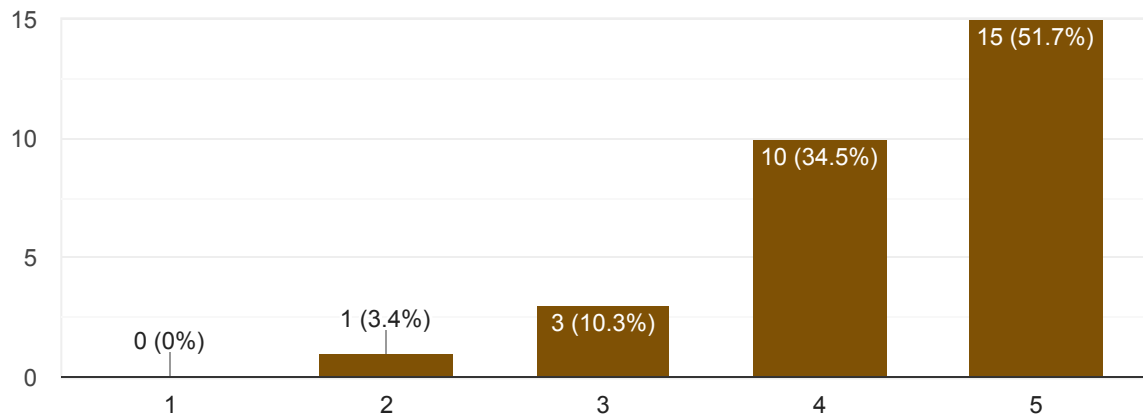
My school makes meeting student needs its highest priority.

29 responses



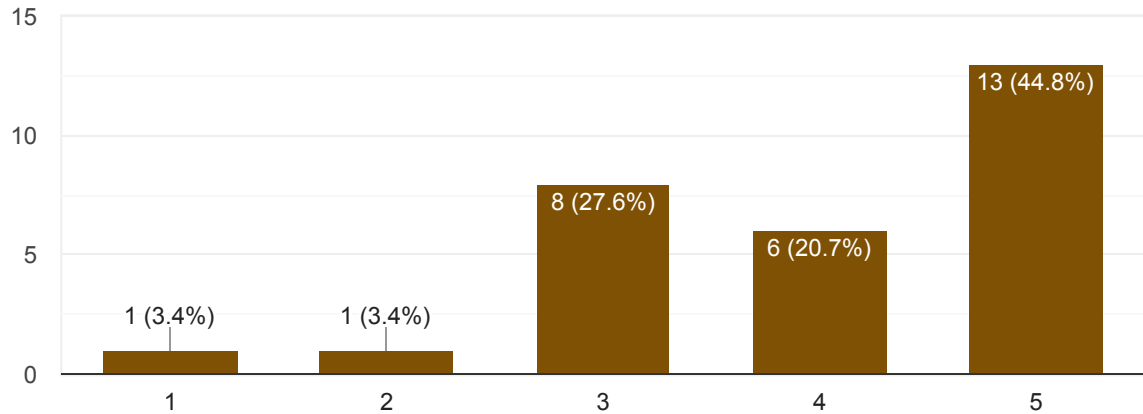
### School procedures and practices support student achievement.

29 responses



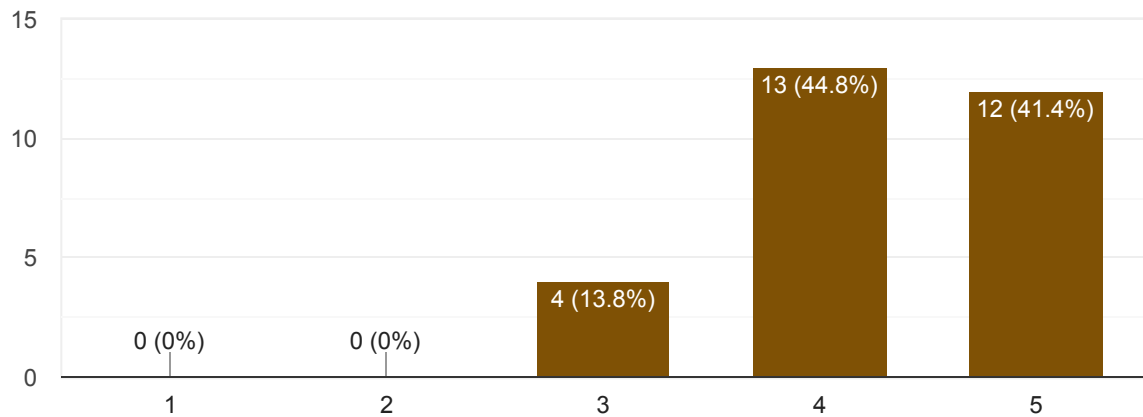
### I have ready access to student achievement data that is specific to my students.

29 responses



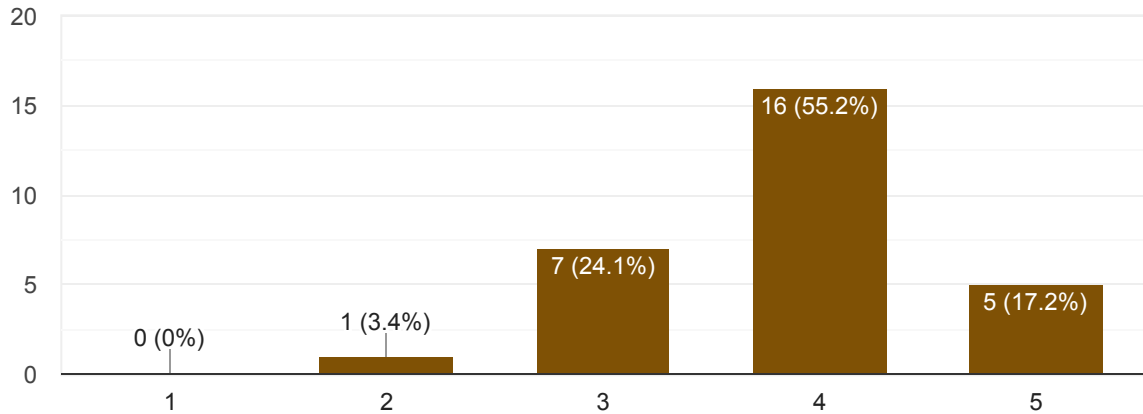
My school does a good job of addressing the academic needs of students.

29 responses



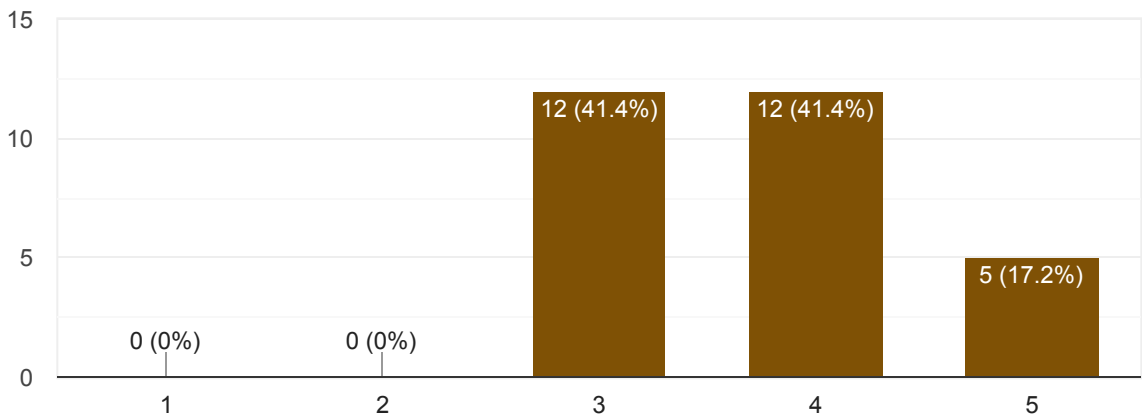
Teachers at my school are well-prepared to deal with the needs of all students.

29 responses



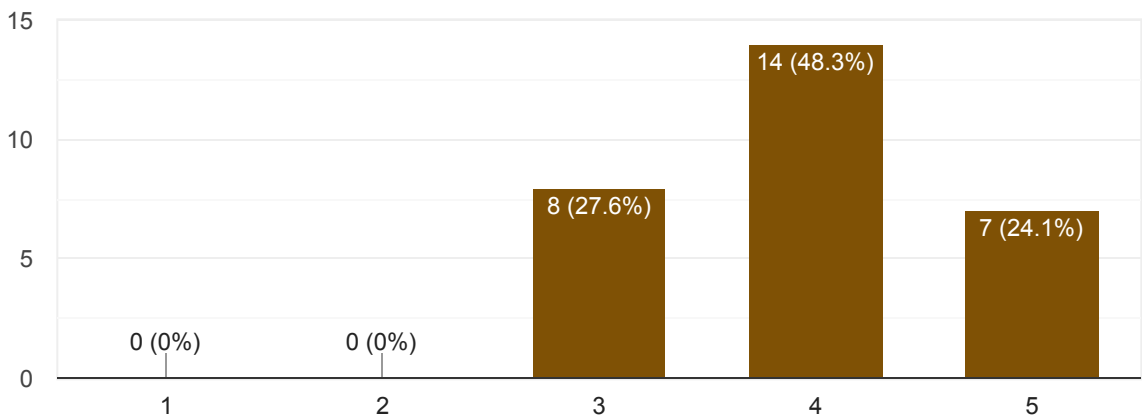
Teachers actively use student achievement data in collaboration with peers on a regular basis.

29 responses



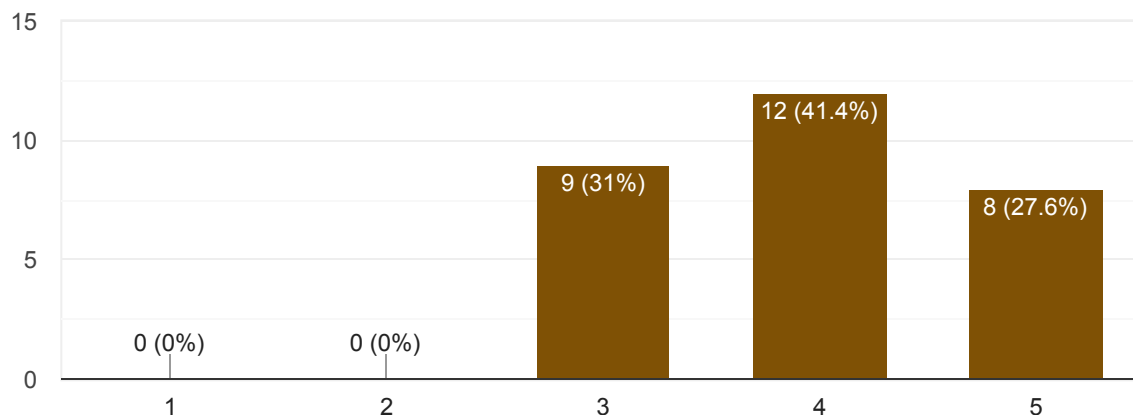
I believe that my school changes practices as needed in order to improve student achievement.

29 responses



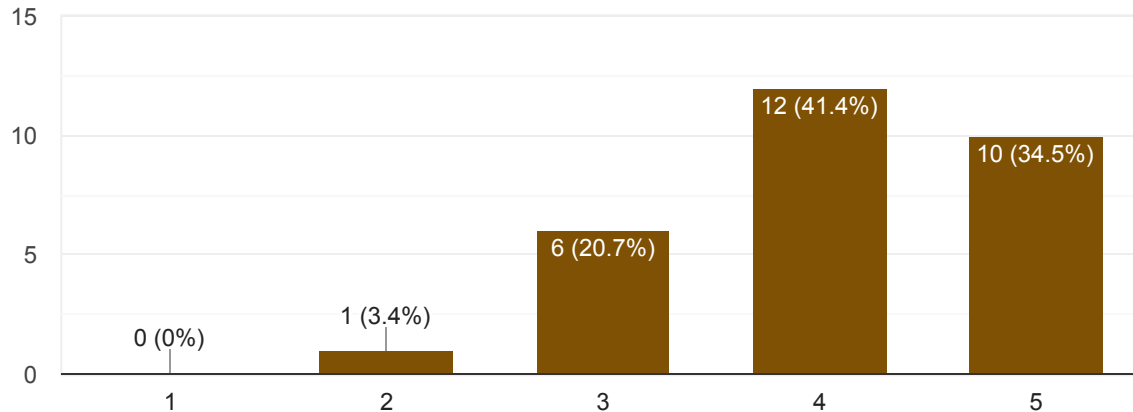
My school has a highly effective school improvement planning process.

29 responses



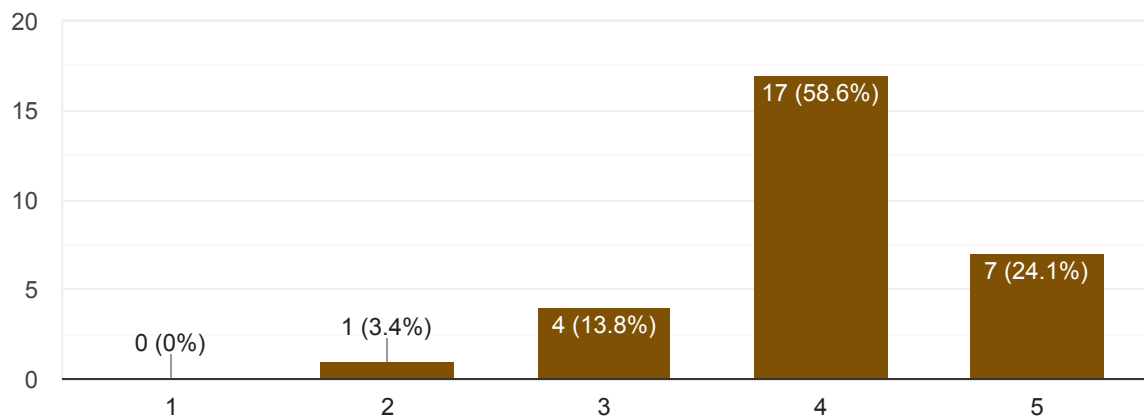
Our school improvement planning process is inclusive and considers feedback from a wide group of teachers/employees.

29 responses



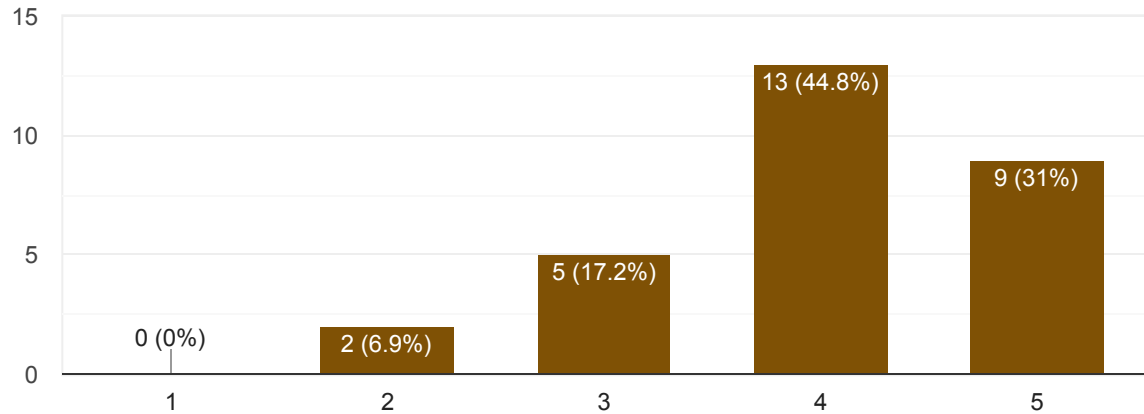
My school is actively engaged in improving instructional practices in a meaningful way.

29 responses



Staff development opportunities at my school are relevant to my work.

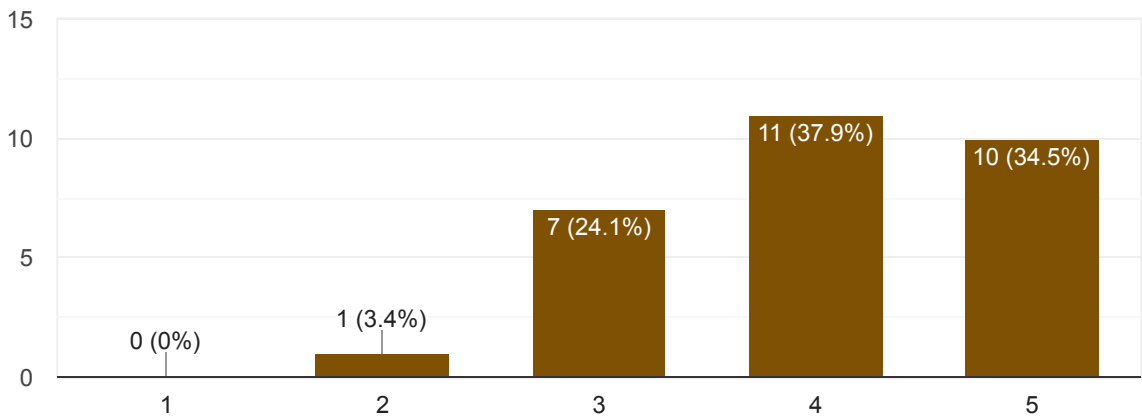
29 responses





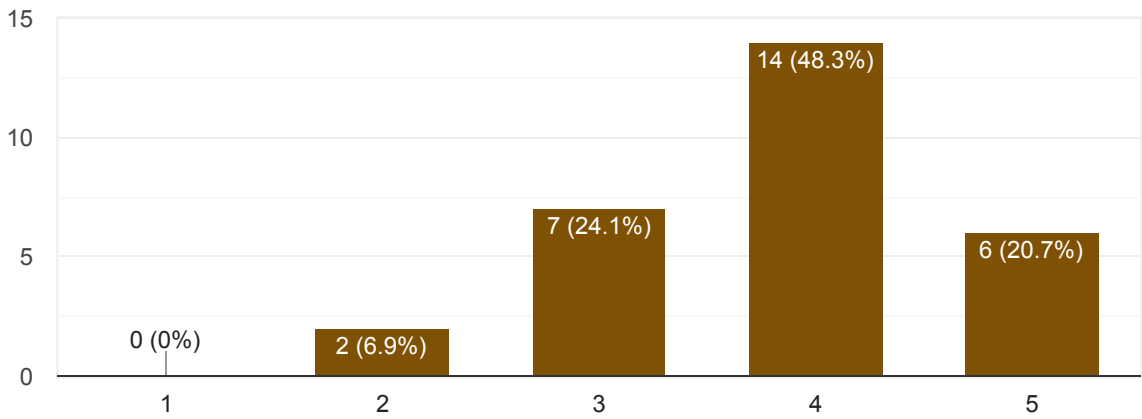
I am satisfied with the professional development opportunities that are available to me.

29 responses



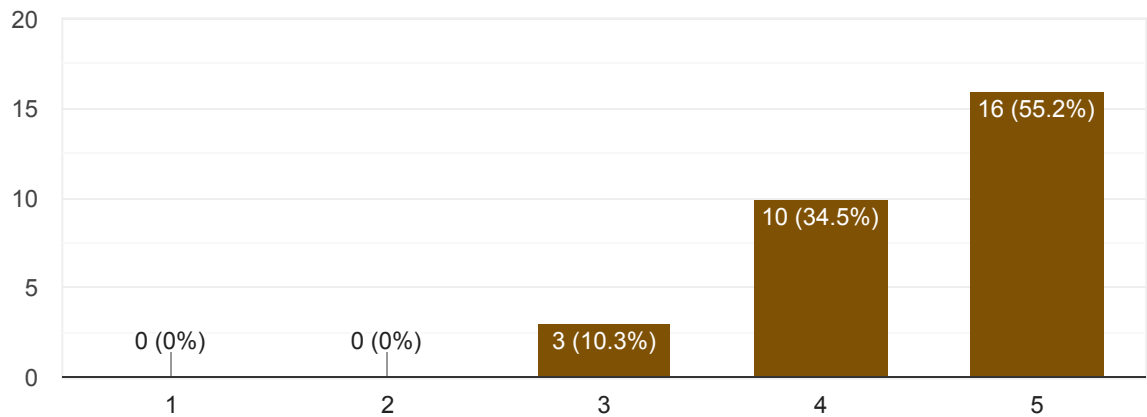
My school uses student achievement data to drive instruction in the classroom.

29 responses



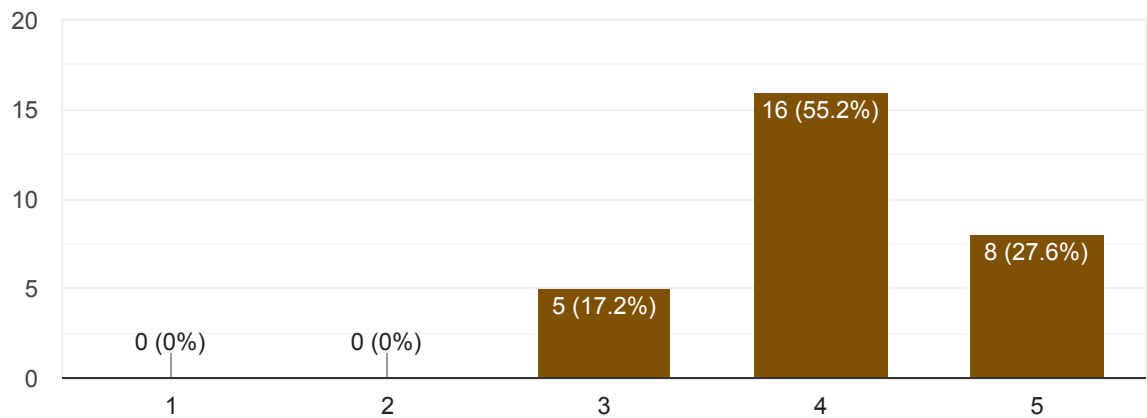
I consider my school to be an excellent school.

29 responses



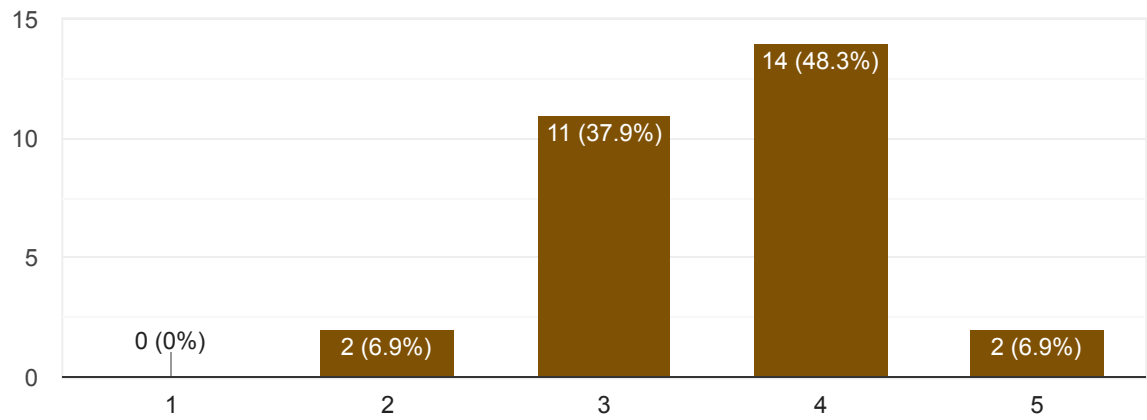
My school readily addresses academic challenges in order to constantly improve.

29 responses



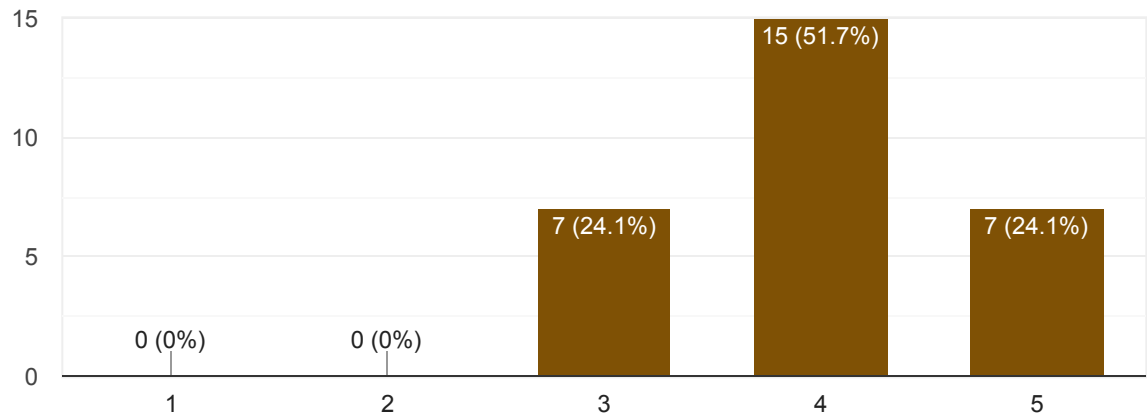
I know the specifics of how my school intends to improve student achievement .

29 responses



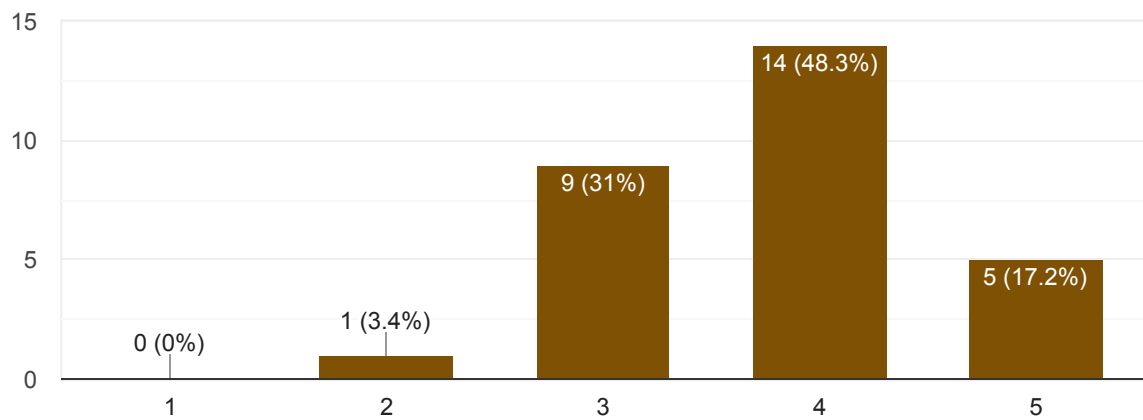
My school is headed in the right direction in terms of improving student achievement.

29 responses



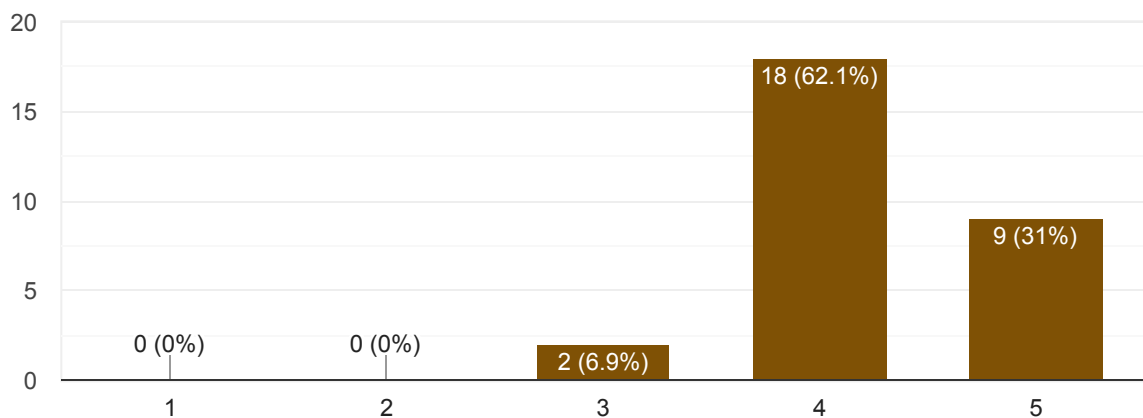
I believe student achievement in my school will improve significantly over the next 3 years.

29 responses



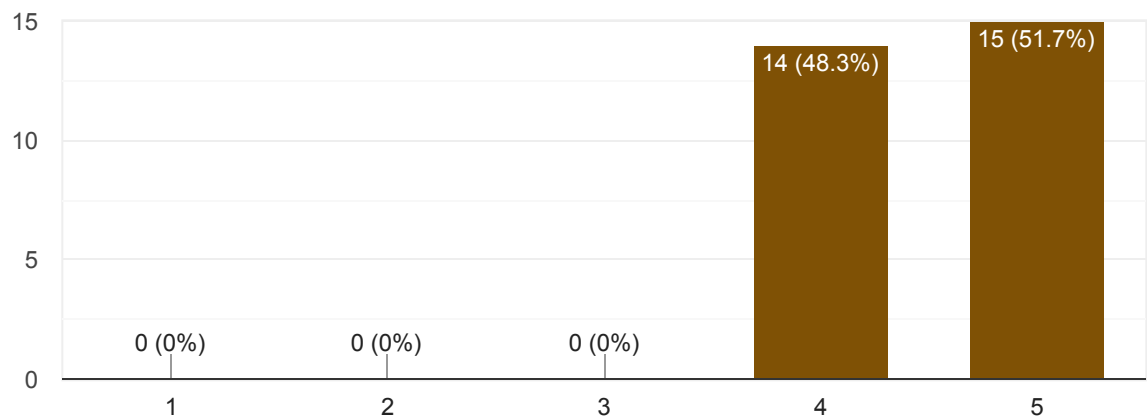
I am confident my school will deal successfully with future educational challenges.

29 responses



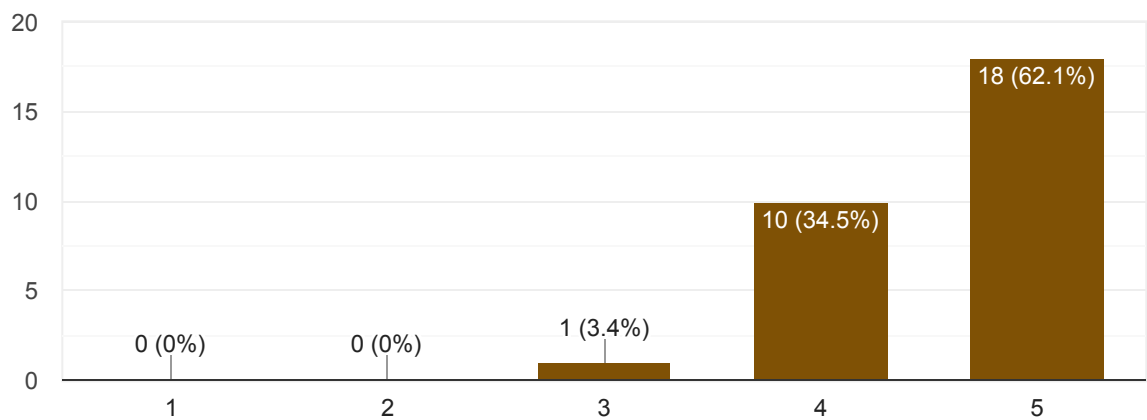
School leadership is effective.

29 responses



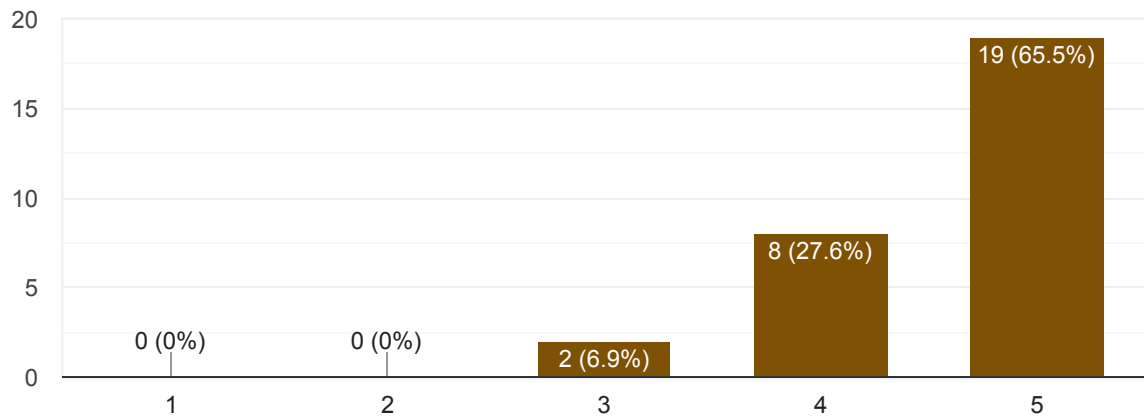
I have trust and confidence in our school.

29 responses



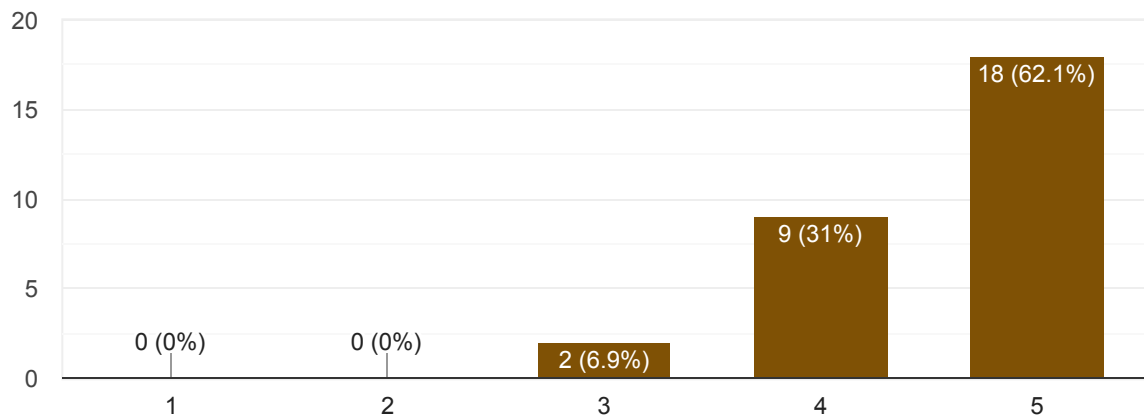
### School leadership encourages us to share ideas and opinions.

29 responses



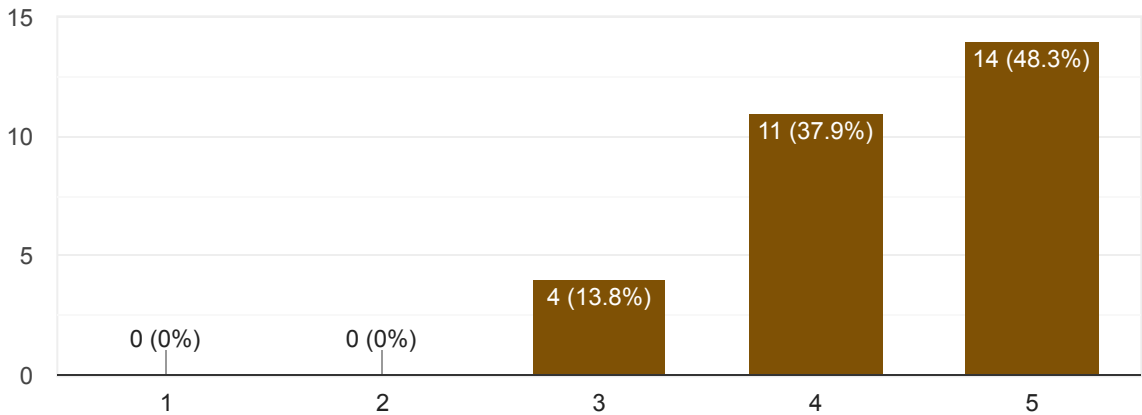
### School leadership listens to my concerns.

29 responses



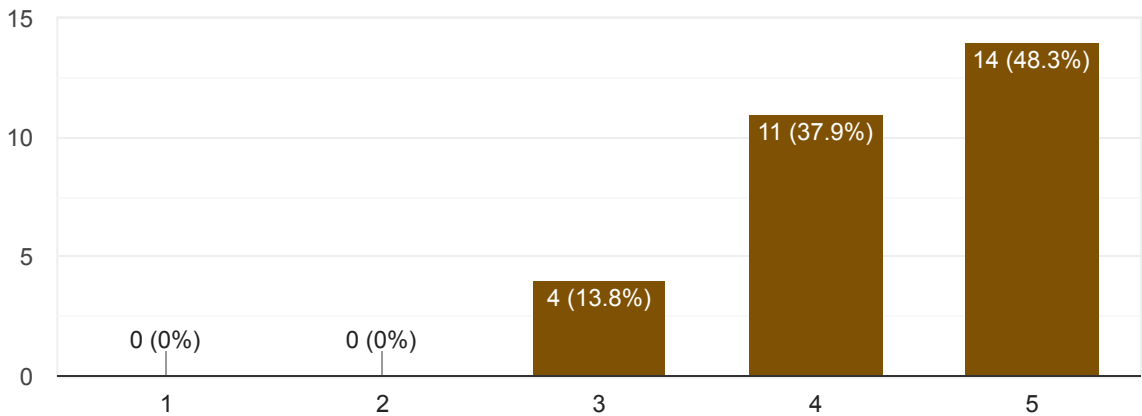
School leadership communicates effectively with staff.

29 responses



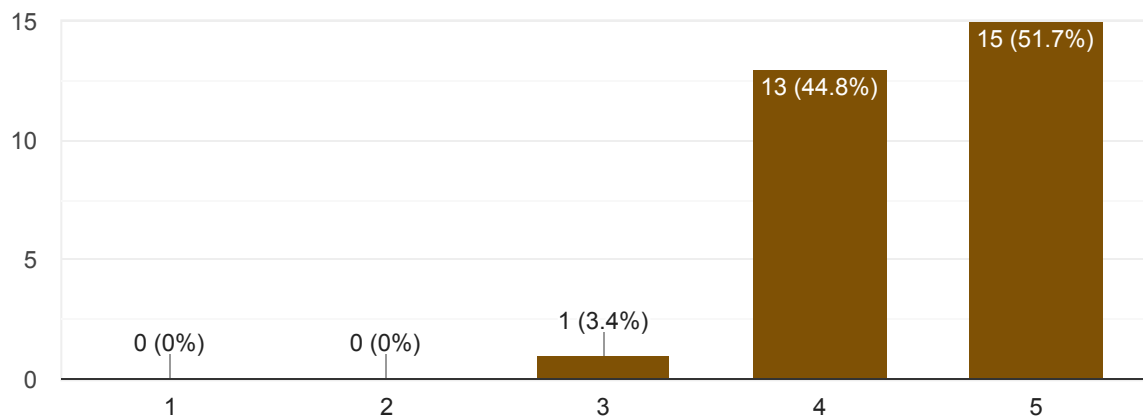
School leadership acts consistently; they do as they say.

29 responses



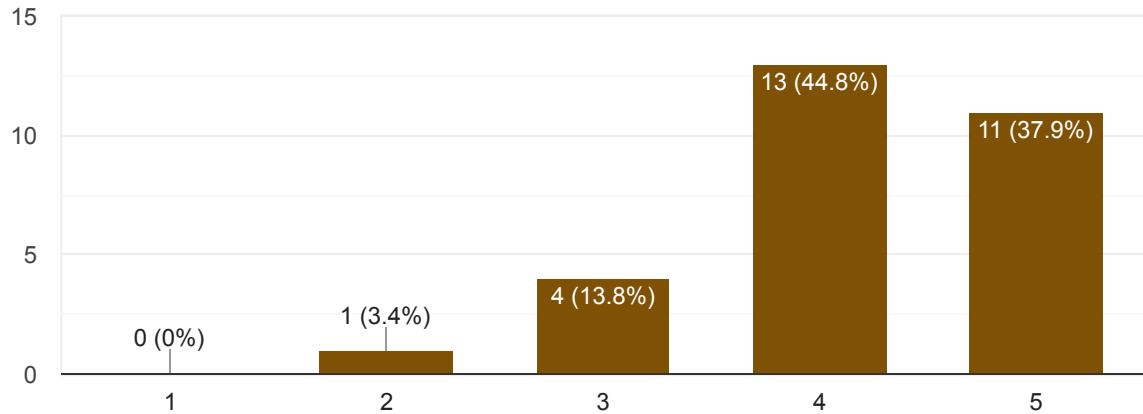
School leadership decisions are consistent with the BMS mission and vision.

29 responses



School leadership enforces policies consistently and equitably.

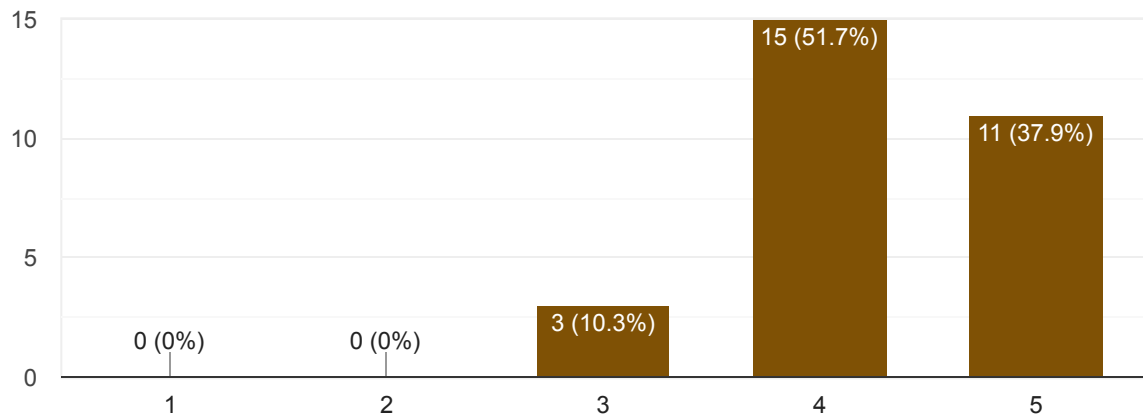
29 responses





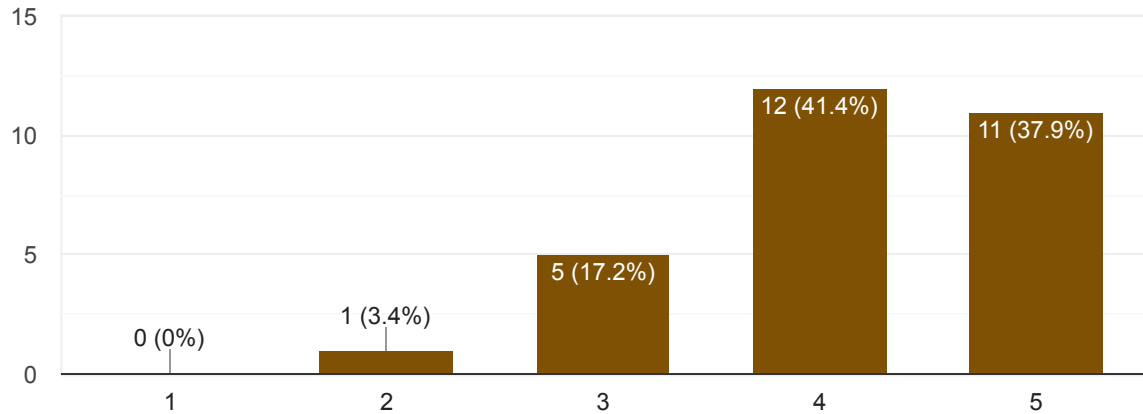
### School leadership coordinates conflict and crisis management effectively.

29 responses



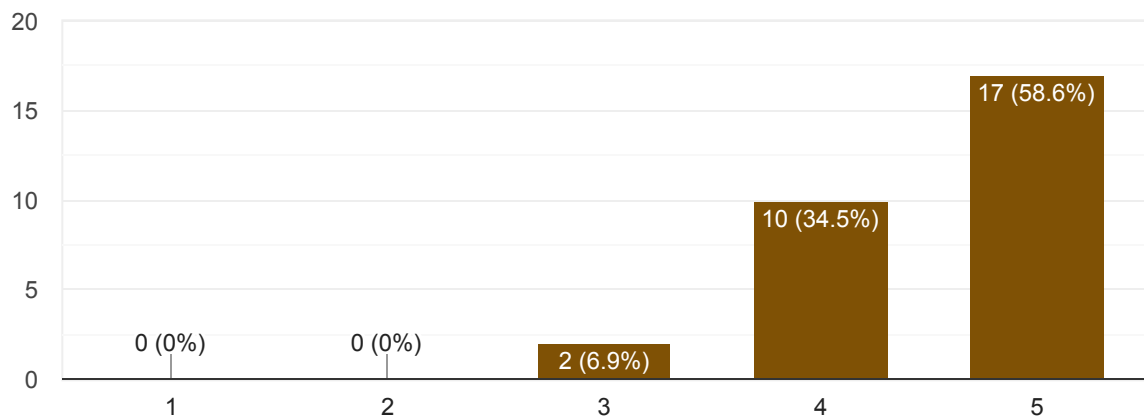
### School leadership administers staff observations and evaluations in an effective and equitable manner.

29 responses



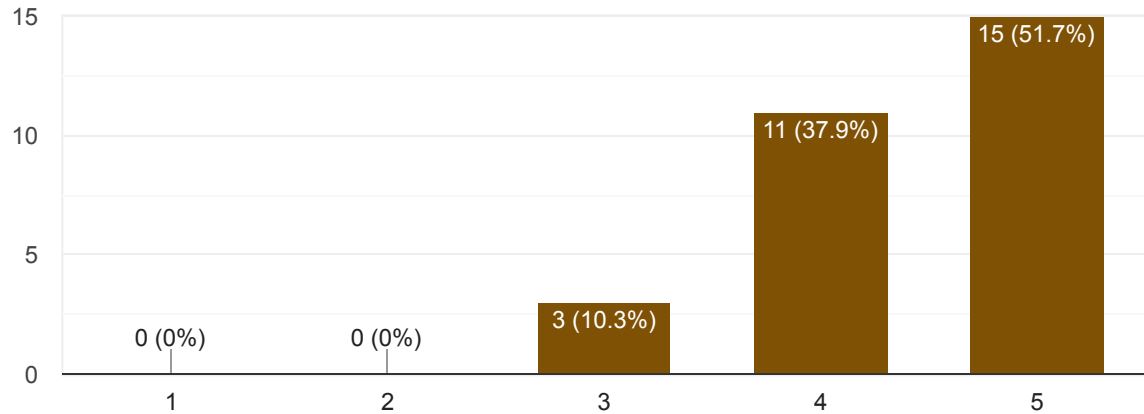
School leadership responds to incoming communication in a timely and appropriate fashion.

29 responses



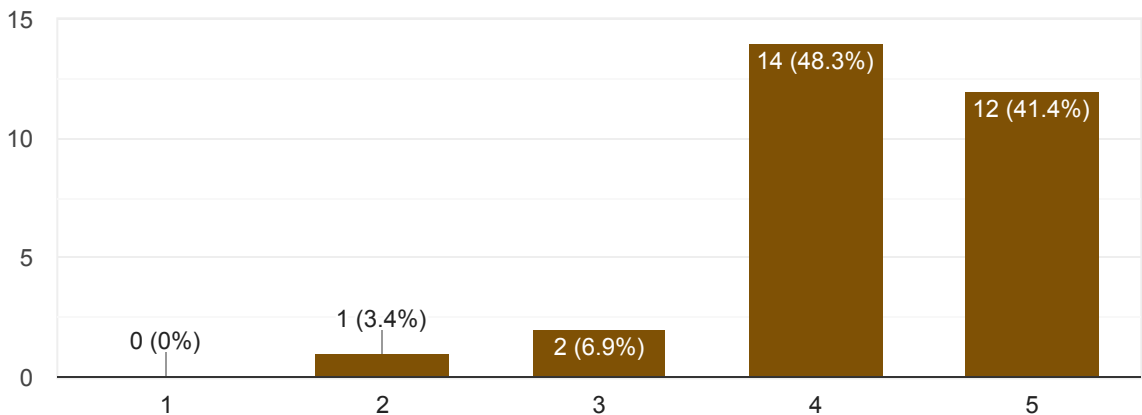
School leadership facilitates effective meetings.

29 responses



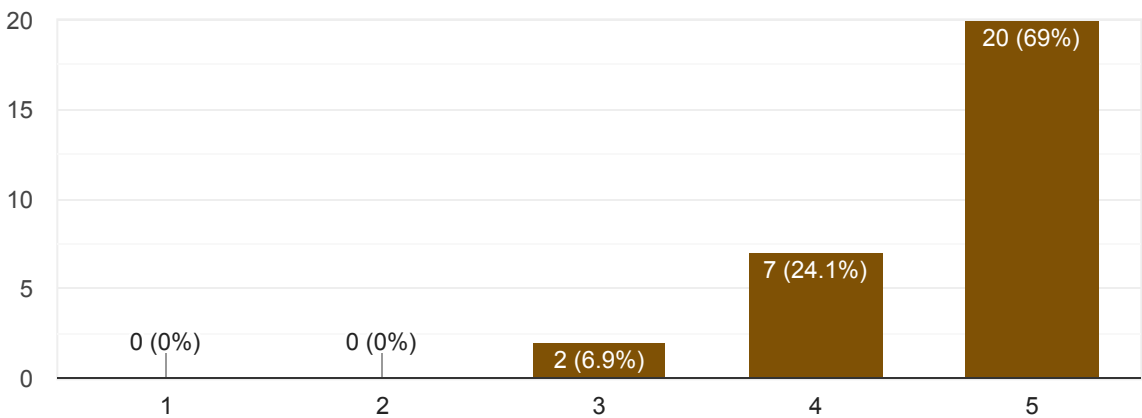
School leadership maintains oversight of all programs.

29 responses



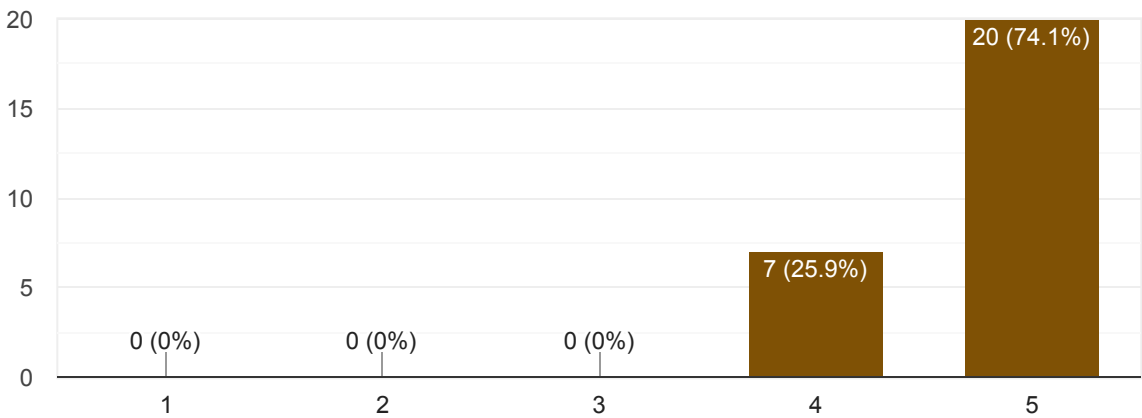
School leadership is accessible.

29 responses



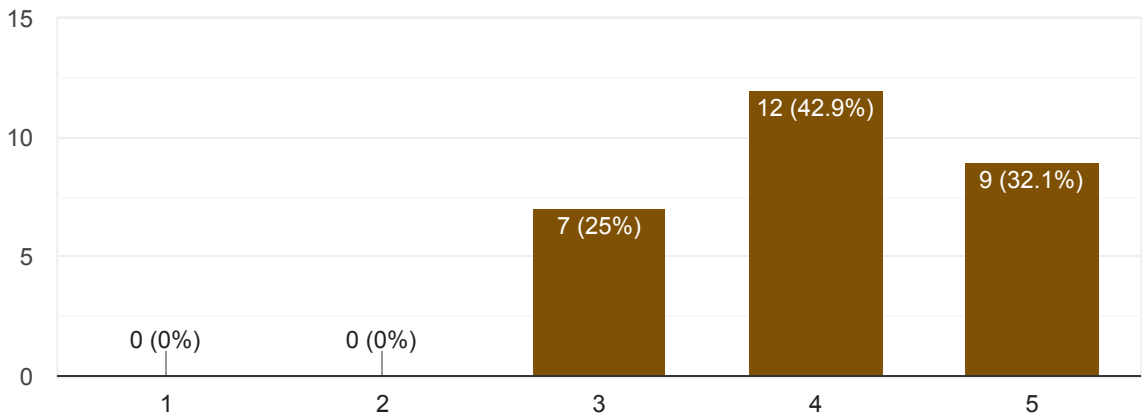
Relative to Covid, Bluffview leadership managed the school as a whole effectively.

27 responses



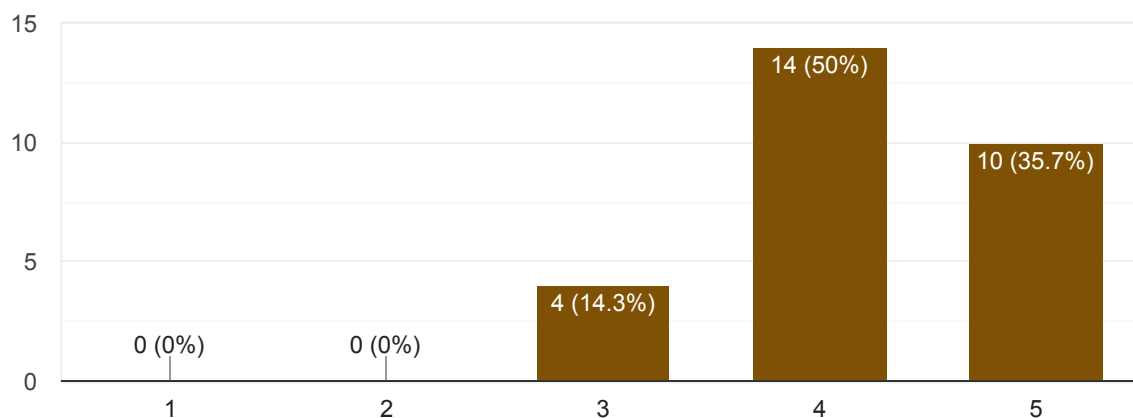
Relative to Covid, Bluffview provided strong academic programming during distance learning.

28 responses



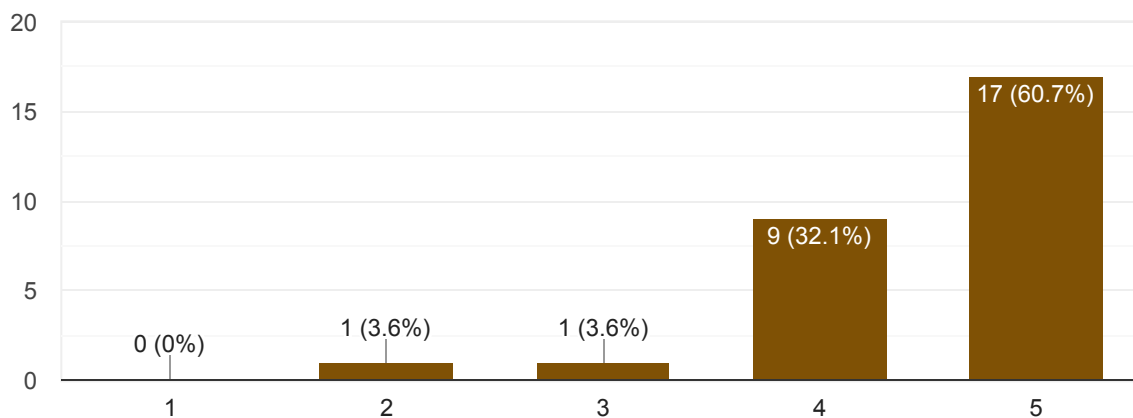
Relative to Covid, Bluffview provided strong academic programming during hybrid.

28 responses



I received the support that I needed to navigate the constant changes brought about by this year of Covid.

28 responses



Regarding Covid, what would you identify as having been implemented or executed well?

16 responses

Teachers and staff were offered support, yet given the freedom to create a plan that worked for us and our specific families.

I felt the transition back onsite was smooth for teachers, students, and parents.

A lot of cleaning procedures and school wide changes were put into place to keep the staff and students safe. School leadership really listened to staff and took pandemic concerns seriously. School leadership was flexible and trusting that teachers were doing their best to provide the best education they could given the circumstances.

the teachers seemed to have a well laid out schedule for distance and hybrid, where the students should be and at what times.

The communication and flexibility.

I feel like plans were communicated effectively in knowing what the expectations were.



Regarding Covid, what would you identify as having gone poorly or should have been implemented more effectively?

15 responses

attendance procedures for quarantined families

I wish those students who are in quarantine had more zooms with their gen ed teachers.

Staff could have done a better job of keeping students distanced from each other during unstructured times and keeping students' masks over the mouth AND nose. I think school leadership should have considered dropping the student and classroom growth goals and the personal staff goals given the stressful, unprecedented time teachers are working through; it's just another stressful task on top of everything else.

My particular students were lacking in support during the distance portion of the school year. In hind sight they really needed some extra assistance at the beginning and that could have set them up for a more successful school year in general.

Having staff in leadership positions who maybe were not suited for those positions. I don't know if much could have been different, though. We did the best with what we had.



## What top the qualities do you appreciate most about Bluffview?

16 responses

Compassion for learning and for our families

Staff support; communication; care for all in the building

I appreciate the support from school leadership, the sense of community and support amongst the staff, and the flexibility to do my job the way I think is best.

I like the people that i work with

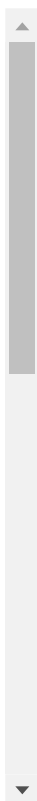
The supportive and passionate environment.

Leadership, collaboration of staff members

The people.

Willingness to help in any way they can, and good communication across the board.

I appreciate the opportunity to work with the students in the learning environment by





## In what areas do you think Bluffview could improve?

12 responses

Staff training and retention

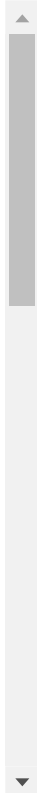
Money. I love this school and the staff, but it is hard to justify staying here when other schools pay significantly more and offer benefits. Perhaps considering free preschool for staff children or other incentives would help.

keeping staff, seems like there can be quite a bit of turnover, the more consistency for the kids the better

Firing staff members that are negatively affecting students and staff. Making the priority the students in those cases.

Holding the same (equitable) standards for all staff members

I think that Bluffview could improve by developing a "presence " in the greater Winona community. This might be hard with events limited due to Covid. However, we could establish a spot at the Farmers' market beginning the school year. This could enable Bluffview to showcase its opportunity for school growth. The students could



Open forum-any comments are welcome. Good, bad, or indifferent as it relates to Bluffview and the 2020-21 school year.

8 responses

I personally would not have been able to get through the school year without the support and connection with my wonderful team and admin.

This has been a stressful year for all of the staff, but mostly for school leadership I'm sure. I appreciate the work and long hours you've put into keeping our school afloat this year.

1) This year was rough, good work, way to survive!

2) I struggle with the lack of oversight of staff that have been ineffective or not doing parts of their job, even when brought up to admin. There was specific request of an admin mentor for the year for a staff member, which is a required component of our program, and to my knowledge, no mentoring took place unless I went and request that person check in. This is a very specific example, but oversight of ineffective staff has been an issue under other administrations as well.

I appreciate the support of our administrative staff. It was a particularly rough year in terms of COVID, but I think the admin and staff worked diligently to make the most of what this year could become.

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