

Staff comments 21'

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

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.

The way everyone helped out and were flexible with helping where needed. I liked seeing how people were willing to help others.

Distance learning as a whole was addressed well.

I think that the safety and wellness of the students who came in to the Bluffview School building was a high priority during the Covid shut-down last spring of 2020. The practice of keeping the students safe by helping them to continue to learn in the essential care environments, and stay socially distanced. Also, the staff executed the practiced a cleaning routine to keep the school environment safe.

Although the communication from the state was constantly changing and overwhelming, these expectations from the state were effectively communicated to staff and families.

Our preparation of our classrooms and school-wide environments for in-person learning was evaluated before students came, so we could trust that our classrooms met safety standards and we could focus on the kids when they arrived. This was super helpful!

Cleaning procedures were effective. Once we were in the routine, things went smoothly.

Henry and Sherry were very accessible throughout the year, considering the context and demands of this school year.

Appropriate grade level presentations and content being sent home (during distance learning).

Frequent shifts in instructional model handled well.

Communication regarding new MN updates to covid was executed consistently and thoroughly

Scheduling - staff meetings - coordinating committees - lunch program - teacher accessibility - wage incentives

Having a clearly communicated plan and supporting staff.

communication to staff and families

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

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.

I felt like I wasn't given an adequate amount of time to prepare for the shift in learning modes due to teaching multiple levels.

Support for our students, and how to address those needs

There were a lot of changes that had to be made in a short time period for Covid last Spring of 2020, and I believe there was alot of effort made to communicate with the Bluffview students and their parents. I don't know of anything that could have changed.

I can't think of anything that I consistently thought should have been different. I think our school was very reasonable and responsible while navigating COVID.

N/A

Not sure.

consistent mask rules for outside was a bit rough and convoluted at the beginning

None

Not all staff following enforcing guidelines at times.

Teacher meetings to keep people better informed and working cohesively. The year has felt very separated and isolated.

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

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 showing them materials unique to their individual growth as indicated by a lesson plan. Also, I appreciate to work with other knowledgeable, and trained staff.

Generally positive staff attitude; extremely supportive leadership; everyone is willing to help; our team works very collaboratively; respectful relationships between staff, families, and students; personal relationships amongst staff; the focus on the children; beautiful school building... I could go on and on--I love our school!

Staff being open-minded, accepting of all people, and a creating a welcoming/safe place for students.

Small size. Friendly atmosphere. Quality teaching. Respectful children. Interesting Lessons. Great intervention programs.

the positive atmosphere and feeling of a cooperative and caring community

Its mission, appreciation of staff, open door policy, effectiveness and high standards of leadership

The sense of support for staff and safe space for kids.

The support given to staff and families.

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

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 of 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 participate as well. This could be continued in the winter months indoors.

Professionalism--being on-time; consistently holding staff accountable for expectations (I feel that we are given a direction and then staff decide if they really want to follow it or not)

Montessori training for non-classroom teacher staff: assistants, paras, SPED team, specialists, office staff, and other staff members. It's very difficult to train other adults in Montessori philosophy while trying to support 20+ students in a school day.

Something that has happened more often this year than in the past: do NOT interrupt a teacher teaching a lesson!! This seriously happened AT LEAST 5 times this year, probably more, by several different individuals. There is absolutely no reason to interrupt a teacher giving a lesson unless we are going on lockdown or there is a drill/actual emergency.

As always, parent education about Montessori can be improved. Not sure how to go about that at this point. Not terrible, but something to continue growing in.

I would love to not deal with health insurance through the open market (what a headache), but rather be provided through the school... however, I also understand that is a whole other can of worms.

Cleanup crew that actually vacuums!

understandably it might be different in non-covid times; but i feel there could be benefit from more class/level interactions between the higher grade groups and lower

Bigger budget for purchases

I miss that we don't have a Spanish curriculum or 4th grade band.

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

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.

This 2020-21 school year has been unique because we continue to strive to meet the academic needs that each of our students has so that they can continue to grow and thrive. I think there are opportunities that come from the practice of getting creative to keep the students safe while they learn in their environments.

I could go on and on about the positives of our school. I love Bluffview and feel a sense of ownership and pride over it. Even in our growth areas, I have confidence that we will continue to grow as a school team to meet the needs of students, staff, and families. I am excited to continue to grow with this school.

very good administrative support, especially compared to other schools. while financially it's a little tight, I feel like I matter and am cared about here

None