

Timestamp DateFilter	The Director is working in the best interest of the students and faculty. NoFilter	The School Board and committees are working in the best interest of the students and CCS. NoFilter	I would describe CCS as a safe and orderly place. NoFilter	Systems are in place to collect data from teachers on a regular basis. NoFilter	It is clear which types of decisions will be made with/without teacher input. NoFilter	CCS has committees in place that are in alignment with our goals and student achievements. NoFilter	Students, parents, and the community have ways to provide input on optimal functioning of the school. NoFilter	Our school's accomplishments have been adequately acknowledged and celebrated. NoFilter	My individual accomplishments have been adequately acknowledged and celebrated. NoFilter	I have the materials and resources I need to teach effectively. NoFilter	The thing I like most about working at CCS is NoFilter	One thing I would like to change about CCS is NoFilter	CCS makes consistent decisions to uphold and support our mission of "Growing environmentally literate, community impacting learners of excellence." NoFilter
5/15/2019 17:39:42	Agree	Agree	Agree	Neutral	Neutral	Neutral	Strongly agree	Neutral	Agree	Disagree	the size of classes	too many meetings	Agree
5/15/2019 17:40:46	Agree	Agree	Strongly agree	Neutral	Agree	Agree	Agree	Agree	Agree	Agree	Small community feel.	The lack of communication among others involving activities, announcements and other on going in the school and to our parents. Miss the trail blazer times, they were more student view orientated the memos I get lost in.	Agree
5/15/2019 17:45:08	Agree	Agree	Agree	Neutral	Disagree	Agree	Agree	Agree	Agree	Agree	I like the flexibility I have within my classroom. We have small enough class sizes where you can really get to know the students.	Changes are being made around the school and not everyone involved has been informed properly.	Agree
5/15/2019 17:59:49	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Ability to have flexibility when needed	Beef up the cleaning schedule.	Agree
5/15/2019 18:11:38	Agree	Agree	Agree	Neutral	Disagree	Agree	Agree	Agree	Agree	Agree	working with peers	Teacher input in decision making.	Agree
5/15/2019 18:51:51	Strongly agree	Strongly agree	Strongly agree	Agree	Neutral	Neutral	Neutral	Agree	Agree	Agree	Flexibility	More thorough Orientation for new teachers. Who does what?	Agree
5/15/2019 18:59:29	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Neutral	Neutral	Agree	Strongly agree	Strongly agree	Agree	Our teachers, staff and admin are GENUINELY interested and committed to students success and we CARE about our students!!!!	More communication and collaboration between the set-based and the online teachers so we can make sure that students are getting all the content they need to graduate.	Agree
5/15/2019 19:03:57	Strongly agree	Strongly agree	Agree	Strongly agree	Agree	Strongly agree	Agree	Strongly agree	Strongly agree	Agree	The support I receive from administrators, peers, and the community	I can't think of anything at this time	Strongly agree
5/15/2019 19:05:05	Strongly agree	Strongly agree	Strongly agree	Neutral	Neutral	Strongly agree	Agree	Agree	Agree	Strongly agree	Trust and support from admin	Higher pay	Strongly agree
5/15/2019 19:51:11	Agree	Agree	Agree	Agree	Disagree	Agree	Agree	Agree	Agree	Agree	Designing the course(s) I teach.	More professionalism among staff.	Agree
5/15/2019 20:06:01	Agree	Agree	Agree	Agree	Agree	Agree	Neutral	Neutral	Neutral	Neutral	small class size	communication between staff members, especially from the SpEd department regarding EA schedules and changes that are made to those schedules, but communication could improve in general	Agree
5/15/2019 21:44:01	Agree	Strongly agree	Strongly agree	Agree	Agree	Strongly agree	Strongly agree	Agree	Neutral	Agree	the level of staff input into the decision making process	for compensation to be more in line with other places	Neutral
5/16/2019 12:31:31	Strongly agree	Agree	Strongly agree	Strongly disagree	Neutral	Disagree	Neutral	Agree	Disagree	Disagree	The students!	The push back from staff when Todd makes a decision. He is the director. Why do some question his decisions? He is continually having to back pedal to please staff, when it should be about what is best for students.	Agree
5/16/2019 13:41:18	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Agree	Strongly agree	Agree	Agree	The ability to work remotely with support and training.	The online delivery system, OW.	Agree
5/17/2019 17:19:22	Agree	Agree	Neutral	Disagree	Disagree	Agree	Neutral	Agree	Agree	Neutral	Having resources available, but still knowing that my professional judgement to provide instruction that meet the student needs is okay.	At times, it felt like systems to learn about curriculum, meetings and the general operation of the school was built on asking questions. A new teacher orientation would have been helpful.	Disagree
5/21/2019 14:34:52	Strongly agree	Strongly agree	Agree	Neutral	Neutral	Agree	Agree	Agree	Agree	Agree	CCS is a supportive learning environment. Students and staff are supported and cared for. Students from various backgrounds and with many different needs find a safe learning environment at CCS.	I feel the initial training could be more thorough. I think that training for new staff needs to receive more funding and attention.	Agree
5/21/2019 17:31:30	Agree	Agree	Agree	Agree	Neutral	Agree	Agree	Agree	Agree	Agree	Working with the Kids	Teach face to face classes with the kids	Agree

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5/21/2019 17:31:57	Strongly agree	Strongly agree	Agree	Agree	Agree	Agree	Neutral	Agree	Strongly agree	Agree	my colleagues	more enrollment in the future	Neutral
5/21/2019 19:26:22	Strongly agree	Agree	Agree	Strongly agree	Disagree	Agree	Agree	Strongly agree	Neutral	Disagree	Friendly staff, small class sizes, families are welcomed	Staff income	Agree
5/21/2019 22:03:26	Disagree	Strongly agree	Neutral	Neutral	Disagree	Neutral	Neutral	Agree	Neutral	Disagree	that it is a small, community school, with small class sizes; it is a charter school, with the advantage of teacher-led committees, which comes with more responsibilities and increased teacher input.	you need a more effective system for dealing with and supporting emotionally or behaviorally challenged students and a more effective system of identifying and supporting students with special needs. ENVoY is supposed to allow for more instructional time in the classroom, but students who are unidentified or undiagnosed are creating the opposite effect; not only are they not learning effectively, they are negatively impacting other students' learning.	Neutral
5/23/2019 16:21:37	Agree	Agree	Agree	Agree	Agree	Agree	Agree	Agree	Agree	Agree	how much teachers are willing to go the extra mile for students	if there was funding for online staff to be able to come on-site to Crosslake (like we did when we had the grant)	Strongly agree
5/23/2019 23:02:08	Agree	Agree	Agree	Agree	Disagree	Strongly agree	Agree	Disagree	Disagree	Disagree	I feel heard and respected as a professional. The primary team is very close and collaborative. The Multi-grade model.	Transparency and clarity of decision making process and general protocols. Additional resources, specifically curriculum, for all subject areas (Science and Social Studies materials at the primary level are very outdated).	Neutral

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												Enforcing rules across the board for all- especially in shared spaces. Specifically walking and being quiet in the halls. Being aware and respectful of staff working with students in the halls and shared spaces. Enforcing students to respect adults in the building and follow their directions when reminded of rules such as: walking in the halls, being quiet, line up, stay in/out of certain spaces inside and out. For staff to stop saying "that's not going to happen" when these rules are talked about like we cannot teach and enforce these behaviors. Lastly, when a teacher is asking for help in their classroom that they would be taken seriously and serious, effective, immediate action would be taken. No one here at CCS is a first year teacher and all have worked with a variety of classes and students, so when one of us says we are having a tough time, we are. We are not being dramatic or wanting any special treatment, we are wanting what is best for all involved: the student(s) we are having difficulty with that are interfering with an entire classes education and well being-including their own, the rest of the students trying to get an education, stay safe, and enjoy school, and ourselves who are trying to be our very best for an entire classroom of students. Envoy is great, but may not work in severe cases for all students. We have had some difficult groups of students go through our school in the past few years and seasoned teachers have been at their breaking points with no action being taken and no relief in sight. It seems that difficult students have been given priority over the "typical" students in the classrooms, that the unwillingness to remove these students from classrooms or place necessary supports within the classrooms is making it difficult and sometimes nearly impossible for students to learn. Students do not enjoy coming to school because these students take up the majority of their teacher's time and energy, learning is not happening because these students are so distracting, and most importantly, students are in fear in their classrooms of other students who can quickly spiral out of control: yelling, screaming, hitting, throwing, and kicking. No child should be scared to be in their classrooms. This is a very serious issue that I believe has caused us to lose families and caused some issues among our	

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5/24/2019 14:40:48	Agree	Agree	Agree	Neutral	Neutral	Agree	Agree	Agree	Neutral	Agree	The teachers give 100% effort for student success.	Teacher and student discussions regarding the end of year enrollment and the amount of school days left.	Agree