



SCHOOL DISTRICT OF TURTLE LAKE

*"To foster a culture of excellence where every person
belongs, learns and succeeds."*

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Strategic Plan Survey Results

What is your relationship to the school?

- Parent with children in school – 73/51%
- School District employee – 51/36%
- Community member – 18/13%
- Total – 142

What are the greatest challenges the Turtle Lake School District has to address over the next five years in order to provide a quality education for all students? Choose only five (5) of your highest priorities from this list.

1. Hiring and retaining quality educators in an increasingly competitive market. 71%
2. Meeting the increasing social and emotional concerns of students 62%
3. Providing consistent student programs and services with the financial challenges 48%
4. Meeting the needs of special education students 44%
5. The growing outside stressors on families that impact parental support and quality of student work and behavior 41%

What are the most important skills and abilities students need to have or be able to obtain to be prepared for a successful future? Choose only five (5) of your highest priorities from this list.

1. Mastery of communication skills, writing, speaking and listening 79%
2. The ability to collaborate and work productively with others and resolve conflicts 70%
3. The ability to organize, prioritize, set goals and manage them 68%
4. Consumer and financial skills 59%
5. The ability to be a creative and critical thinker 53%

What evidence do you use to evaluate the quality of education in the Turtle Lake School District? Choose only five (5) of your highest priorities from this list.

1. The number and quality of classes/programs available to meet students' needs 68%
2. Comparisons to the results other school districts achieve 45%
3. How well the district students perform on high school (graduation rates, attendance, ACT scores) 43%
4. Your perception and satisfaction with the school district 43%
5. Amount of community involvement in school and student activities 35%

What should the financial priorities be for the Turtle Lake School District during the next five years? Choose only three (3) of your highest priorities from this list.

1. Keep salary and benefits competitive in order to attract and retain quality staff 64%
2. Make sure that students have quality educational materials in the classroom 62%

3. Keep technology and integration up-to-date 40%

What is your preferred method to receive information?

1. Email – 61%
2. Facebook or Instagram – 27%
3. Website or App - 9%
4. Others – 3%

What information or advice would you give the strategic planning team as they make decisions about the long term priorities and goals?

Students first, then building & staff.

The school district needs to maintain professionalism within the building giving the same opportunities to all students. It has been discussed several times over the years, but teachers and coaches need to treat students with the same respect regardless of friendships with families, teachers, etc. Also, all athletes need to feel valued to keep programs alive. We have some amazing staff and would like to see that continue.

Do not shortchange music and art. Do not over rate sports.

Time to look at combining some of the administrative duties so that our tax money isn't heavily used for admin costs. The district was working well with less admin a few years ago. Give the teachers a stronger role in decision making for the school and the students.

Talk with parents and LISTEN to what they are saying.

New technology does not make or break education, critical thinking and social skills do

Hire staff and develop programs that will prepare students for the real world, not memorization of facts. Team, communication and problem solving skills. Resilience, critical thinking. Integrate community service into education.

Include community members when making administrative staffing. Post board meeting minutes on website.

Keep the community informed and look for additional ways to involve community members in the strategic planning process.

I wouldn't spend saved money on items that only benefit few kids. The track was a poor use of saved money. We need to collaborate with surrounding districts more not less.

Keep and retain quality teachers (not many out there now) and school grounds clean. Fiscally responsible while retaining the best education possible.

Please put more resources and support into your special education program.

Teaching and our children's education should always be a focus. Hiring teachers who want to be there for the right reason, to make an impact on students and set them up for success. Evaluate how teachers are teaching and how kids are retaining the information on a day to day basis.

Keep the kids a priority!!!

We need to get creative on how to bring new students/families into the district. I do not know or have an answer for that but we must attract and retain new students

Please take parents concerns over educational staff serious. I know there are lots of teachers currently that are causing a lot is stress in young students. Middle school and up. Enough where they feel like failures and don't want to go to school anymore. They claim these teachers have no interest in teaching the subject or helping students when needing help.

Listen to the kids in school. They know more about what's going on and what needs to be done than they are given credit for.

- Prioritize equity and inclusion
 - Build a culture of continuous improvement
 - Anticipate Future Trends
 - Consider how trends in technology, workforce demands, and global citizenship may shape education in the next 5–10 years.
 - Build adaptability into the plan.
 - Research on future-ready skills and career pathways.
 - Regional economic and labor market forecasts.
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Part of keeping good staff is keeping staff safe let's not make them drive to school when its not safe for students to ride a bus

Think more so the students and their families rather than just stats and scores.

Always put the students first

Stop pushing kids towards 4 year college. Give all the options: skilled trades, technical degree, as well as college.

Reach out to experts in the community that have knowledge and real world skills that would come in and talk to juniors and seniors about what to expect in college, or jobs or personal finance in the real world and realistic expectations on income and expenses and how to navigate starting a business or investing for their future.

Take time and think about every occasion before deciding anything.

Balance... and good luck!

Educate community about the districts funding sources and need for referendums

Focus on teaching character and moral values. Which will be applied to learning and help kids grow into rich adults

Meeting the needs of special education students, and improvement of the support and quality of student behavior programs.

Creating a strong educational school, competitive with surrounding schools, that can offer more opportunity for students while learning from successes that other schools have had and offer students.

not using computers for everything I feel that the kids are not learning anything

Can we discuss limiting homework? There is no reason why my children spend 7.5/8 hours at school, then go to sports, and then come home and have to complete 2.5 hours of reading, studying, or project work. Most grown adults don't even put in 10 hour days at work, yet we expect our children (upper elementary & middle school) to attend for 8 hours and then complete up to 3 hours of work thereafter. It's madness. Where is the family time? Where is the life enjoyment? Let kids be kids.

With the growing number of students with special needs, to hire and maintain qualified paraprofessionals and teachers.

Prepare students for all areas of their future. Not every student should prepare for a 4 year degree. Encourage students for skilled trades and life in general.

Thank you for taking our feedback into account

Be sure to address the growing social emotional needs of all learners. Struggling students should not dominate the classroom. Give strategies/professional development to all teachers and paraprofessionals to help those

struggling. What's beneficial for those struggling is beneficial for ALL students. Employ more personal to help assist teachers so that everyone can best learn. Behavior struggles should not impede academic progress or a teachers ability to help their student.

All students are important, not just the athletes.

Teachers need to be paid well. Maybe some sort of program to help previously homeschooled students get up to speed socially.

Students are more important than the administration.

Quality staff that supports students in their studies and growth as young adults

Develop a social body of students

Keep the kids first

Make a change

Student-centered decisions. What is best for our kids. When setting long-term goals, keep students first and make sure everything ties back to our mission. Use both data and feedback from our school community to guide decisions. Choose goals that are clear, doable, and lasting, while staying flexible so we can adjust as things change.

Continue the great educational and extra-curricular opportunities that our school district provides for our students.

Keeping teachers for a longer term significantly impacts student achievement.

To take into consideration the changes to the increasing emotional support our students need now days because of technology and other outside items. It seems that the emotional support that our students need keeps increasing every year more and more and we don't have the resources to support these students.

Please make sure teachers are fully supported and assisted at all times with students with challenging behaviors, so that that student gets the support they need while the other students do not have to miss out on learning.

Trying to get academic para's professionals back in the classrooms.. the elementary needs more hands for the kids that are not special education

N/A

I recommend they keep the well-being and experiences of students of ALL abilities at the forefront of decisions

Just to keep in mind what is best for students

I would suggest that student's mental health be taken into deeper consideration, possibly providing more programs that would help students understand the importance of kindness and teamwork.

Try to provide and keep good staff

Giving all students the same thing is not necessarily what is needed; what is needed is what each student needs.

Turtle lake is a quality school that produces quality humans we need to continue doing that.

Always put the education and needs of students first.

I feel it is important to be able to offer our students a wide variety of classes as we have been, since limiting available classes makes it difficult to keep students engaged. We also need to find a way to have enough coverage for our students. We are short already, and so often we do not have enough subs if anyone is gone.

recognize the need for the paraprofessional position in our district to be competitive with other districts in the region. Full time, benefits, and competitive pay

It is important to consider the entire school not just middle/highschool.

Retaining good teachers

What would make the School District of Turtle Lake even better?

Mental health awareness & strategies

Continue to build programs both academically and also in athletics. Value all students, no matter who a coach or teacher is friends with. The new track is a fabulous addition to the district. Also, the start college now program provides great opportunities for students. It would be great to make parents more aware of the program, and I also believe there can not be a GPA requirement to take courses in the program. It would be great for that to be offered to all students even if they have a lower gpa. It's a wonderful program that the district offers. I don't feel AP classes fit our school population(often very small class sizes) and the college classes are a better option for students. Students seem to be attending more tech school programs, four year is still important, but Start College Now transfers to both tech and four year.

We should have joined the Clayton and TL schools completely!!!!

Teachers are leaders. Support them.

Getting rid of problem teacher.

Better integration with the community and local businesses. Develop programs that help staff learn what skills are needed in today's world and how they can help kids develop them within their curriculum.

Support staff. Reduce top down authority

Look into more opportunities to connect with alumni and community members to help fund school initiatives.

Accountability for mistakes made and learn from them. We have too many teachers that are not performing and when I say too many, one is too many, but we have more than that.

Jobs and housing to grow our class sizes. Do our best job to get any open enrolling students.

Greater support in Sped.

More opportunities for sports involvement as class sizes decrease with a coop with a neighboring town.

We have limited opportunities for classes especially juniors and seniors. Fair and equal discipline.

Fire the top 3 highest paid people!

Having coaches that care to develop players not just win and play the same 6 people the whole time, actually creating a want for students to be involved in sports.

Not have the teachers tell the students that they won't get a good job if they go to a tech school. My children have been told this multiple times and it's not ok.

More training for staff in inclusion strategies

Teaching more life skills

Clubs for Robotics and other Steam, swim team

Less fluff classes more core classes with real world applications

Focus on the mental health of the students, be tough on bullying, and get politics out of the school. Students should never know where a teacher stands politically. There are two genders, there's no need to confuse students with all that other stuff. Let kids be kids.

Keep holding everyone accountable even if it means tough confrontations and conversations. Letting poor student or staff behavior slide shouldn't be tolerated. When students get coddled too much they grow entitled and when they graduate and face adversity in the real world they usually fail.

More addies to help the teachers in there classroom.

I'm very pleased with the management of the school now.

More accessible playground. My student does have a sibbling in a wheelchair and she attends his sporting events at the school and cannot play with the other kids

Maintain morale of staff

We have a great school .I could see an improvement in music department. In promoting it more so we have more than 10 in high school band and the choir kids being challenged more musically. Maybe visit other schools that have a good program and learning from them. I graduated from Shell Lake and the music department was so good for me as a student. I wish that for our kids.

Having more help and programs for special education and behavioral students, to help improve learning and behavioral learning.

Creating a positive environment of supports not dictators or big brother mentality. Instead provide strong mentors that can lead our children to become strong leaders with the appropriate skills to prepare them for the future.

stop using ipads an teach the kids the old way

I love our district and the changes that have been made in the last six years. It would be nice to have more opportunities to donate or contribute time to the school but I am unsure of where to locate volunteer opportunities.

Have year round school

Monitor bullying at all levels with all, staff, coaches and students alike. Instruct everyone that bullying and teasing are seen from the targets perspective not the perpetrators. Even if the target laughs he/she may not think it is funny. Sometimes laughter is a cover. Some students live in a home where parents bully each other and the children.

Sports offered for earlier grades

I would love to see more opportunities for play/physical activity at the elementary level. In order for students to best learn, especially young boys, they need movement!! At the high school level I would like students to have more opportunities to take college level classes, not just AP options, but actual college classes using ITV or "start college now" options. I would like more informaiton given to families about what programs are available at the school.

Better communication between parents, teachers and students. More community involvement in areas other than just sports. Have a gallery to show off art or Fab Lab/shop creations, a talent show, more things to show off what the variety of kids can do.

Keep and attract excellent teachers.

New superintendent

better pay for your staff so that you may retain long term teachers, good quality teachers

I'd like to have the ability for me and my child to contact each other while at school, and not have it up to the discretion of staff.

Id like to be able to contact my child while at school privately. Especially when concerning personal issues that they or I may be having. And I want them to be able to contact me if they desire--not only if staff allows it.
Strong school spirit and alumni involvement
Relocate the parking lot.
Continue to work towards keeping quality educators.
Getting rid of Wagner
Creating opportunities for students where they feel like they belong which is our mission. Continue to provide activities for all student clubs, sports, drama etc. Also, high-quality educational programs like AP and dual credit courses. More ACP and work experience plans for students.
The School District of Turtle Lake is a great place for students to learn and develop into young adults. Do not settle. Keep striving to be great!
Better communication from the admin team. For meetings/trainings/events to be planned out more in advance. They often feel like they were thrown together last minute and aren't as impactful or effective as they could be.
n/a
According to the kids I've talked to, more freedom to the lunch ladies to make better food options for them
Better Benefits
A full time library aide would be beneficial. Resource hour should be a time when students can go to the library to check out books and to get help with chromebooks, or to return chromebooks they borrowed for the day. It would also allow for uninterrupted supervision of online students for the whole day, as well as all day coverage for teachers when there are no subs available that day.
N/A
A better rapport in the building between the disciplines (elementary, middle, and high)
To continue to offer high school classes that give students a wide-variety of content to pick from.
More programs aimed at student's mental well-being, and possibly more funds helping lower-income families.
Better communication all around
more community involvement.
Additional time & monies for music & arts
Finding a way to offer band and choir without missing out on the same "fun" classes every year. I have students say that they are unable to take a course they want if they are in band or choir, since that is the only hour it is ever offered. It may increase participation. I understand it is a conundrum, since offering band and choir at the end of the day means kids in sports are gone quite often, and it is difficult to make up missing band and choir.
small group instruction availability to the most high needs students in our district.
Encouraging MORE of the Arts and a balance of core and elective classes (not one category being superior over the other), reexamining the trajectory of our students vs. what we are teaching and offering as courses.
Better communication between staff and administration.
I think you do a good job so just keep it up!