



SCHOOL DISTRICT OF TURTLE LAKE

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“The Turtle Lake School Community instills excellence in staff and students producing graduates with the knowledge and tools necessary to excel in all aspects of life.”

Kent M. Kindschy, District Administrator Troy Wagner, PK-5 Principal Jason Hinze, MS/HS Principal

November 2024

STAFF SURVEY

All Staff Top Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
I have the opportunities for training/professional development to improve my work.	98%	4.25	94
I have training and support to work with student from different backgrounds.	83%	3.91	89
In the last year, I received useful feedback to help improve my work.	88%	3.94	88
I am recognized when I do a good job.	80%	3.76	79
I have the materials and supplies I need to do my job well.	94%	4.15	75

All Staff Bottom Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
The school board is doing what it takes to make our district successful.	69%	3.52	37
I have healthy working relationships with my coworkers.	98%	4.29	37
Our school has a process to ensure every student has a connection with at least one adult in the school.	79%	3.74	34
Our school supports students from diverse backgrounds.	84%	3.84	30
All student in our school are respected for their values and beliefs.	74%	3.68	21

Elementary All Staff Top Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
I have opportunities for training/professional development to improve my work.	95%	4.24	91
In the last year, I received useful feedback to help improve my work.	95%	4.10	87
Information important to my work is shared with me in a timely and effective manner.	90%	4.00	86
I have training and support to work with students from different backgrounds.	84%	3.89	83
I am recognized when I do a good job.	85%	3.90	82

Elementary All Staff Bottom Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
The school board is doing what it takes to make our district successful.	65%	3.40	40
All students in our school are respected for their values and beliefs.	90%	4.00	34
Our school has a process to ensure every student has a connection with at least one adult in the school.	82%	3.76	32
Our school supports students from diverse backgrounds.	89%	3.95	31
I have healthy working relationships with my coworkers.	100%	4.34	21

Elementary Teachers Top Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
I have opportunities for training/professional development to improve my work.	100%	4.25	89
I am recognized when I do a good job.	91%	3.91	83
I have training and support to work with students from different backgrounds.	91%	3.91	83
I have the materials and supplies I need to do my job well.	100%	4.25	82
In the last year, I received useful feedback to help improve my work.	100%	4.09	81

Elementary Teachers Bottom Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
Our staff does a good job of educating our students.	100%	4.36	37
I feel supported by my supervisor/administrator when I make a decision.	83%	3.92	35
I feel comfortable sharing input and concerns with my supervisor/administrator.	75%	3.67	30
I have healthy working relationships with my coworkers.	100%	4.08	15
All students in our school are respected for their values and beliefs.	83%	3.75	14

Middle/High School All Staff Top Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
All students in our school are given equal opportunities to learn and experience success.	100%	4.38	96
I have healthy working relationships with my coworkers.	100%	4.63	95
I have training and support to work with students from different backgrounds.	86%	3.86	87
I feel comfortable sharing input and concerns with my supervisor/administrator.	100%	4.25	86
I am recognized when I do a good job.	86%	3.86	86

Middle/High School All Staff Bottom Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
The District seeks input from a broad group of staff members.	50%	3.00	36
I have access to the technology support I need.	88%	4.00	35
The school board is doing what it takes to make our district successful.	50%	3.17	30
Our school's student discipline practices and policies are effective.	14%	2.29	29
All students in our school are respected for their values and beliefs.	57%	3.43	21

Middle/High School Teachers Top Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
All students in our school are given equal opportunities to learn and experience success.	100%	4.40	96
I have healthy working relationships with my coworkers.	100%	4.60	91
I have the materials and supplies I need to do my job well.	100%	4.20	86
Our staff handles student discipline in a consistent manner.	60%	3.20	79
I have opportunities for training/professional development to improve my work.	100%	4.00	78

Middle/High School Teachers Bottom Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
Most days, I look forward to going to work.	75%	3.50	25
Our school's student discipline practices and policies are effective.	N/A	1.80	18
Our school has a process to ensure every student has a connection with at least one adult in the school.	60%	3.20	16
The school board is doing what it takes to make our district successful.	25%	2.50	13
All students in our school are respected for their values and beliefs.	40%	3.00	3

District Office/District Wide All Staff Top Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
The amount of work I am asked to do is reasonable/manageable.	100%	4.60	99
I am recognized when I do a good job.	100%	4.40	99
In the last year, I received useful feedback to help improve my work.	100%	4.33	99
I have opportunities for training/professional development to improve my work.	100%	4.33	99
I have training and support to work with students from different backgrounds.	100%	4.50	99

District Office/District Wide All Staff Bottom Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
I feel supported by my supervisor/administrator when I make a decision.	83%	4.00	46
Our school's student discipline practices and policies are effective.	33%	2.67	30
Our parents and community support the school district.	67%	3.50	29
Information important to my work is shared with me in a timely and effective manner.	67%	3.33	20
Our staff handles student discipline in a consistent manner.	n/a	2.00	1

District Office/ District Wide (Custodian, Admin Ast. Etc) Top Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
I have training and support to work with students from different backgrounds.	100%	4.50	98
The amount of work I am asked to do is reasonable/manageable.	100%	4.60	97
I have the materials and supplies I need to do my job well.	100%	4.67	97
I am recognized when I do a good job.	100%	4.40	96
In the last year, I received useful feedback to help improve my work.	100%	4.33	96

District Office/ District Wide (Custodian, Admin Ast. Etc) Bottom Five

ITEM	PERCENT AGREE	SCORE	COMPARISON
I feel comfortable sharing input and concerns with my supervisor/administrator.	83%	4.00	34
Our school's student discipline practices and policies are effective.	33%	2.67	24
Our parents and community support the school district.	67%	3.50	21
Information important to my work is shared with me in a timely and effective manner.	67%	3.33	20
Our staff handles student discipline in a consistent manner.	n/a	2.00	1

Choose Not to Answer Position Top Five – 3 Staff

ITEM	PERCENT AGREE	SCORE	COMPARISON
The school board is doing what it takes to make our district successful.	100%	4.20	94
I have opportunities for training/professional development to improve my work.	100%	4.17	92
The District is heading in the right direction.	100%	4.25	92
I have training and support to work with students from different backgrounds.	83%	3.83	85
Our parents and community support the school district.	100%	4.17	85

Choose Not to Answer Position Bottom Five – 3 Staff

ITEM	PERCENT AGREE	SCORE	COMPARISON
I have healthy working relationships with my coworkers.	83%	3.83	1
All students in our school are given equal opportunities to learn and experience success.	50%	3.00	1
Our school has a process to ensure every student has a connection with at least one adult in the school.	33%	2.67	1
Our school supports students from diverse backgrounds.	50%	3.00	1
The social and emotional needs of all students are being met.	40%	2.20	1