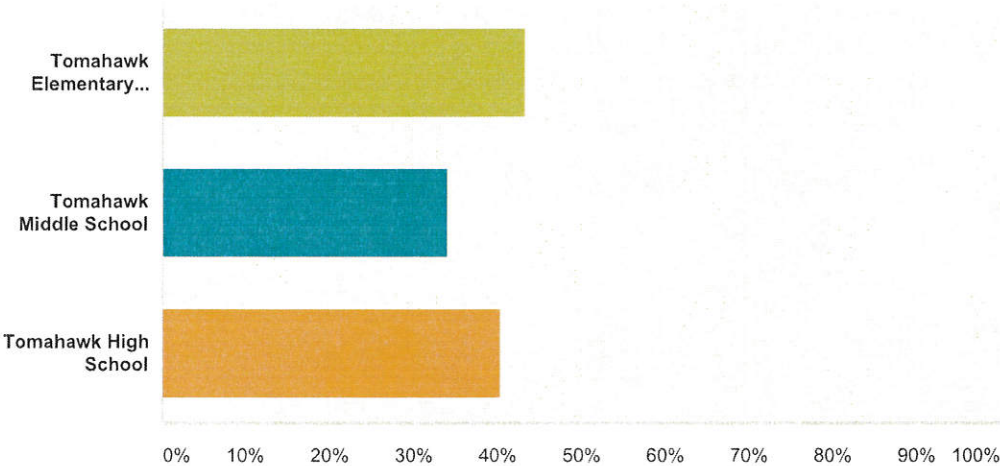


REFERENDUM - Staff Input Survey

Q1 In which of the following buildings do you work? This information is important in order for the data to be appropriately disaggregated. (Check all that apply.)

Answered: 97 Skipped: 0

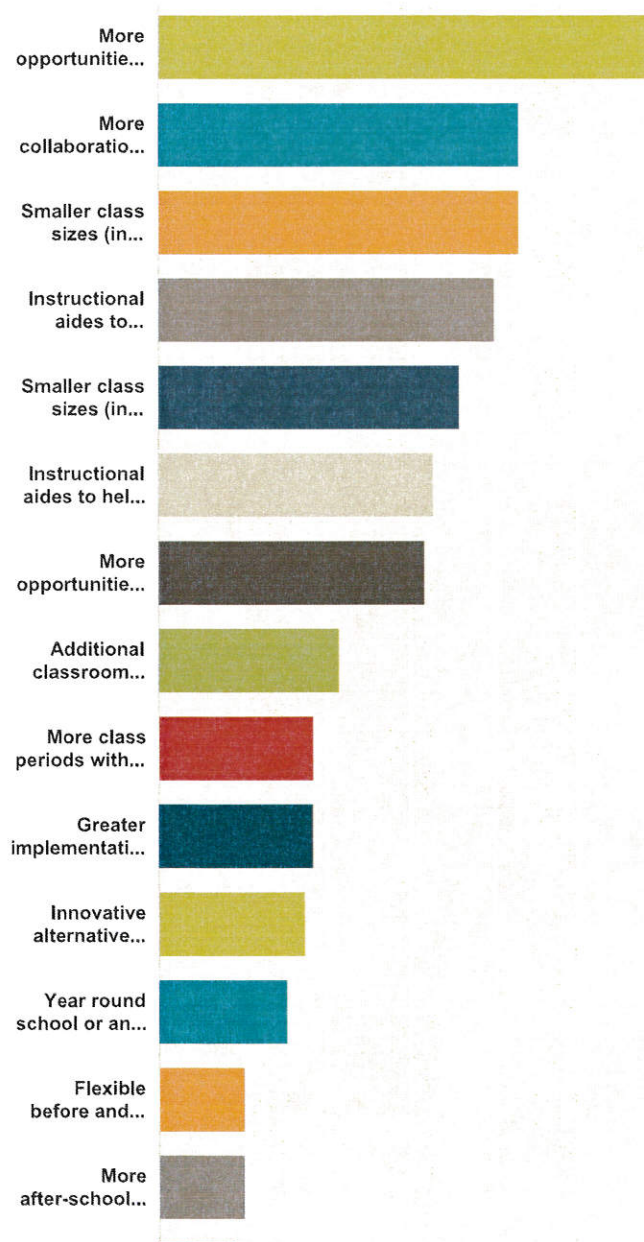


Answer Choices	Responses	
Tomahawk Elementary School	43.30%	42
Tomahawk Middle School	34.02%	33
Tomahawk High School	40.21%	39
Total Respondents: 97		

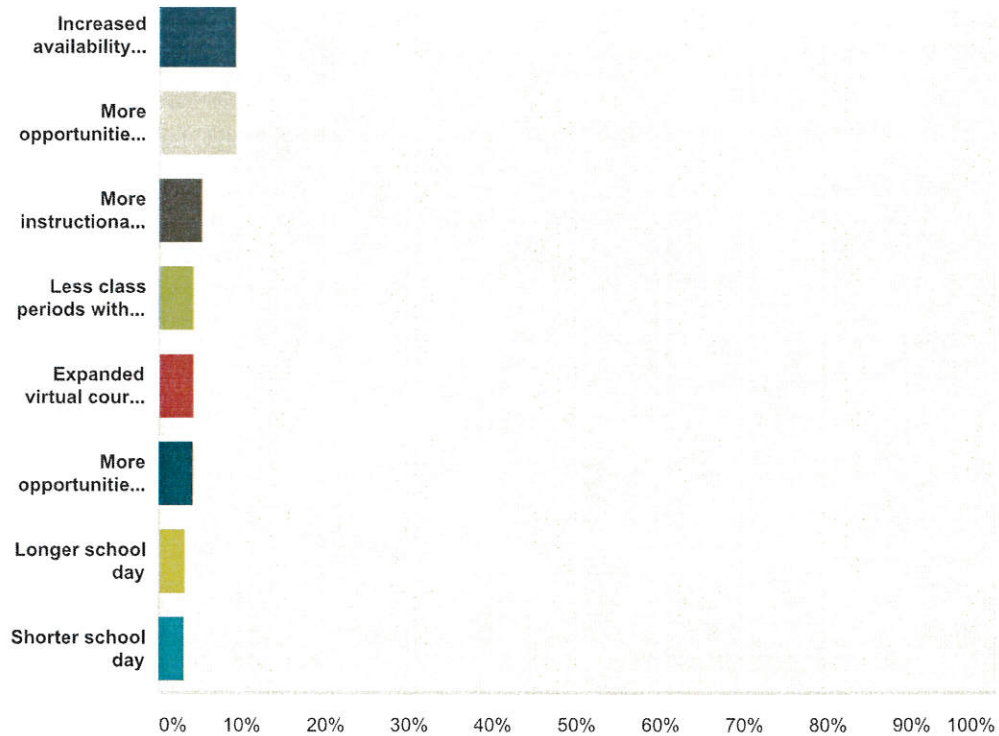
REFERENDUM - Staff Input Survey

Q2 From the following list, select no more than five (5) of the following that represent your highest priorities if the School District of Tomahawk were to go to referendum to exceed the revenue caps over the next several years. These priorities should focus primarily on that which is needed to raise student achievement. (Note: If you don't know what a particular initiative is or the full extent of certain innovative practices, do not select those options.)

Answered: 97 Skipped: 0



REFERENDUM - Staff Input Survey



Answer Choices	Responses
More opportunities for elective courses at the High School	59.79% 58
More collaboration time for assessing student needs and/or programming	43.30% 42
Smaller class sizes (in Non-SAGE classrooms of less than 25)	43.30% 42
Instructional aides to relieve classroom teachers of duties (i.e. recess, lunch, tec.)	40.21% 39
Smaller class sizes (in Non-SAGE classrooms of less than 20)	36.08% 35
Instructional aides to help with students in the classroom	32.99% 32
More opportunities for elective courses at the Middle School	31.96% 31
Additional classroom teaching/learning resources (books, readers, software, technology, etc.)	21.65% 21
More class periods with less teaching time	18.56% 18
Greater implementation of the Personalized Learning Model (shift in instructional practice by developing learner profiles, etc.)	18.56% 18
Innovative alternative scheduling for the high school (block scheduling, modular scheduling, trimesters, etc. - a schedule outside of the traditional 'normal')	17.53% 17
Year round school or an alternative equivalent to current practice	15.46% 15
Flexible before and after school course scheduling options for students	10.31% 10
More after-school academic help for students	10.31% 10
Increased availability of classroom supplies (paper, pencils, pens, rulers, etc.)	9.28% 9
More opportunities for specific enrichment courses at the Elementary School	9.28% 9

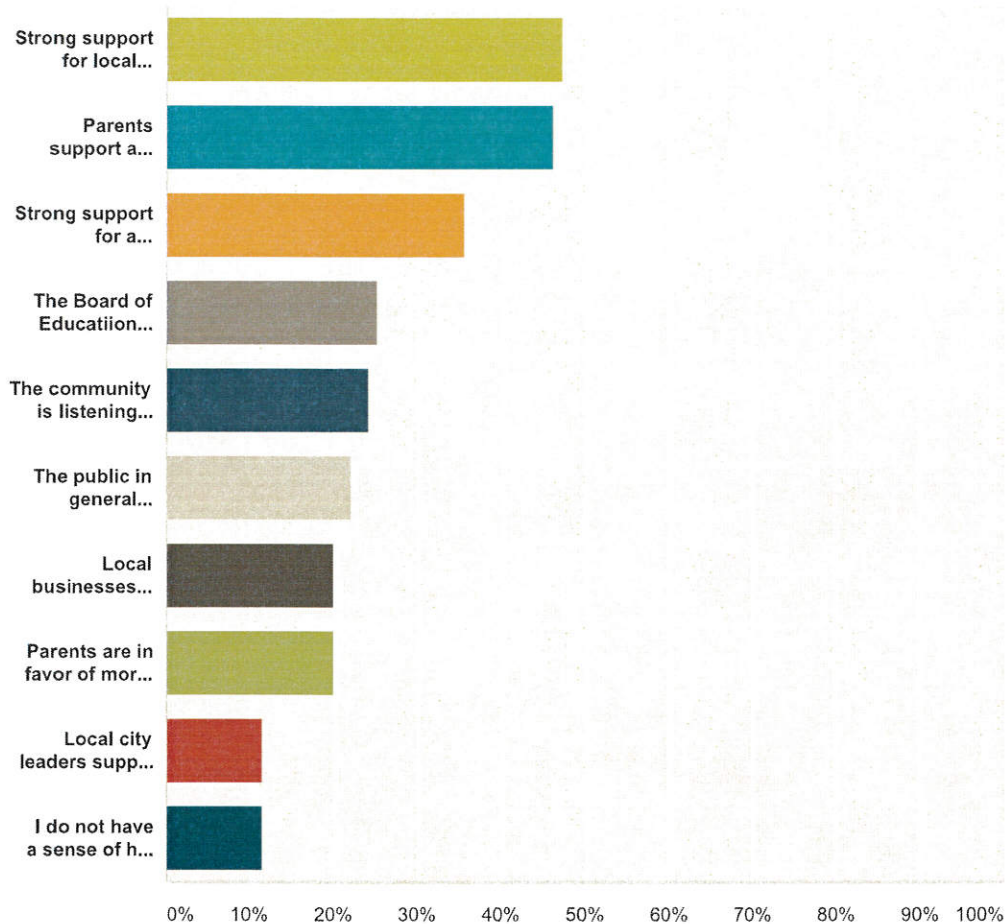
REFERENDUM - Staff Input Survey

More instructional coaches 4K-12	5.15%	5
Less class periods with more teaching time	4.12%	4
Expanded virtual course opportunities for students and/or staff	4.12%	4
More opportunities for summer school programming	4.12%	4
Longer school day	3.09%	3
Shorter school day	3.09%	3
Total Respondents: 97		

REFERENDUM - Staff Input Survey

Q3 From the following list, select no more than three (3) of the following that from your perspective could benefit the School District of Tomahawk in passing an operational referendum.

Answered: 95 Skipped: 2



Answer Choices	Responses	
Strong support for local education throughout the community of Tomahawk	47.37%	45
Parents support a strong educational system with challenging and relevant coursework	46.32%	44
Strong support for a referendum from within our staff	35.79%	34
The Board of Education supports innovative, high-achieving schools	25.26%	24
The community is listening to and understands the message of 'need' coming out of the district	24.21%	23
The public in general supports 'great' schools and is willing to go the route of referendum like many of our educational neighbors	22.11%	21
Local businesses support our public schools because they understand the impact of good schools	20.00%	19

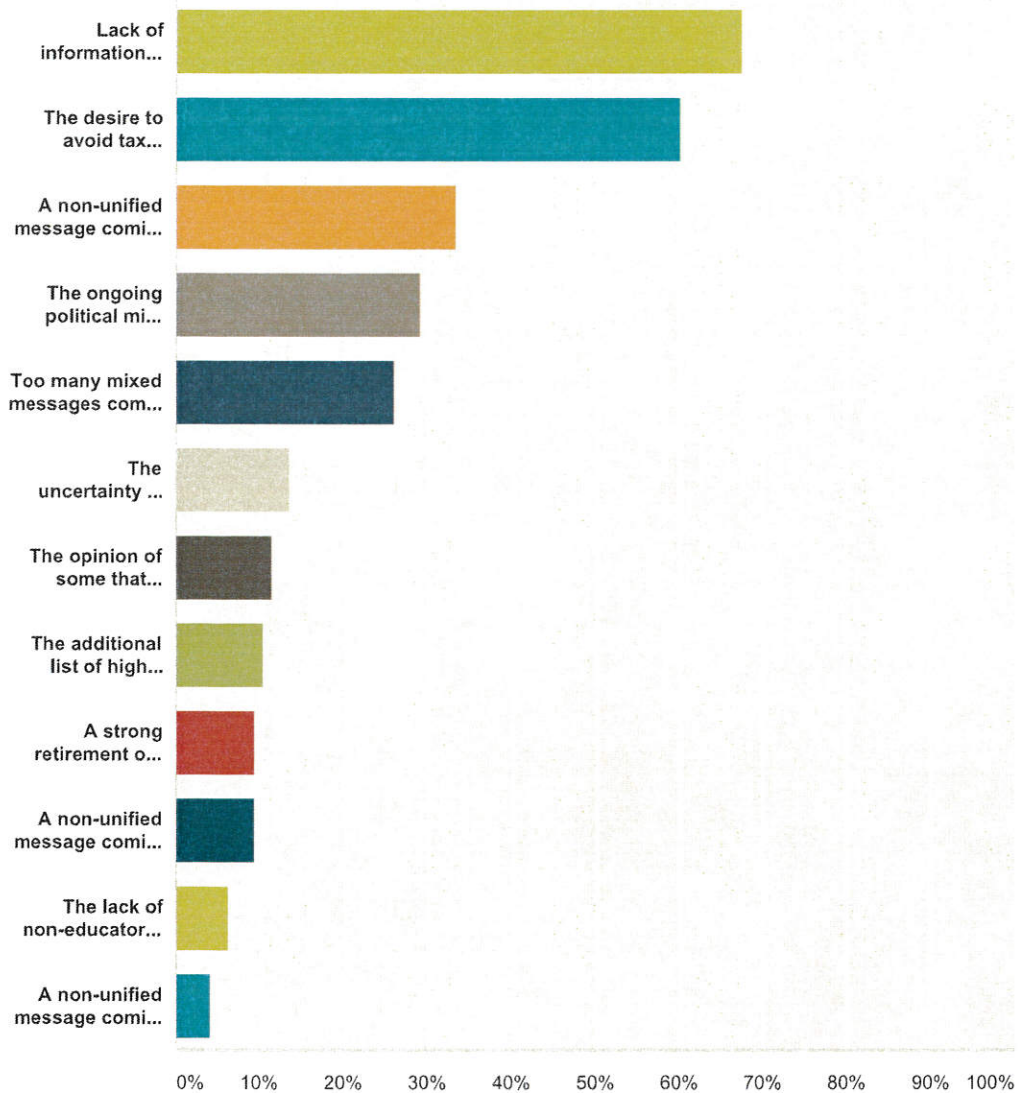
REFERENDUM - Staff Input Survey

Parents are in favor of more opportunities for our students regardless of class size or cost	20.00%	19
Local city leaders support our public schools because they understand the impact of good schools	11.58%	11
I do not have a sense of how our community, local businesses, parents, or city leaders feel about our schools.	11.58%	11
Total Respondents: 95		

REFERENDUM - Staff Input Survey

Q4 From the following list, select no more than three (3) of the following that from your perspective may represent barriers to passing an operational referendum for the School District of Tomahawk.

Answered: 96 Skipped: 1



Answer Choices	Responses
Lack of information and/or understanding by the general public	67.71% 65
The desire to avoid tax increases	60.42% 58
A non-unified message coming from the Board of Education regarding the need for a referendum	33.33% 32
The ongoing political mixed messages regarding the importance of public education	29.17% 28

REFERENDUM - Staff Input Survey

Too many mixed messages coming out of the district as a whole regarding the need for a referendum	26.04%	25
The uncertainty of year to year revenue caps and legislative political decisions causing destabilized funding for Wisconsin's Public Schools	13.54%	13
The opinion of some that expenditures need to match revenues regardless of the decrease in revenue from year to year	11.46%	11
The additional list of high priorities beyond a 'sustainability' model	10.42%	10
A strong retirement or vacation home presence/non-parents or non-grandparents in the community	9.38%	9
A non-unified message coming from the employees of the district regarding the need for a referendum	9.38%	9
The lack of non-educators willing to participate in an effort to support a referendum	6.25%	6
A non-unified message coming from administration regarding the need for a referendum	4.17%	4
Total Respondents: 96		

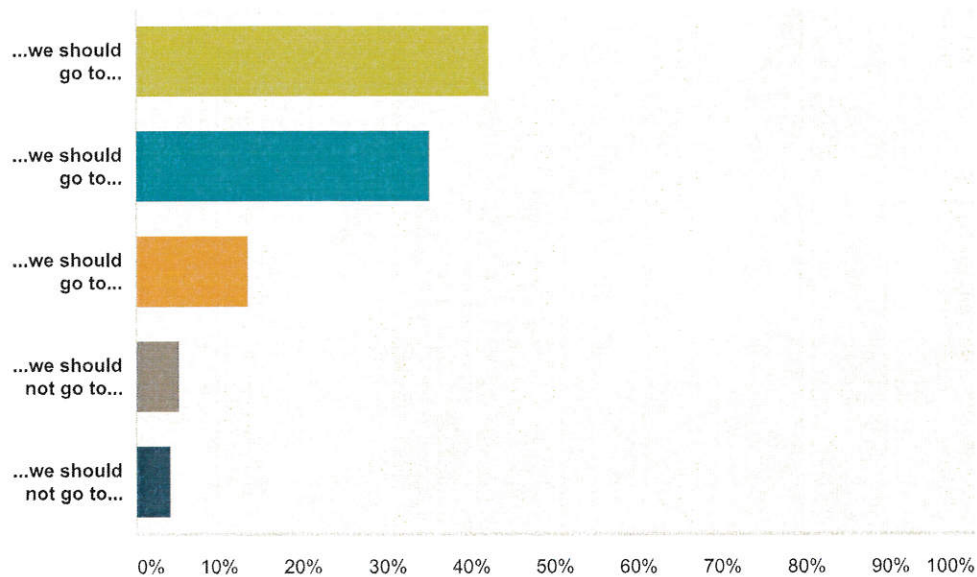
REFERENDUM - Staff Input Survey

Q5 Select the statement that best finishes the following: I believe that _____.

Definitions for Understanding

- **Sustainability:** Meet the budgetary shortfalls only.
- **Priorities:** As presented to the Board of Education by district personnel.
- **Enrichment:** As perceived by district personnel, the citizen's input committee, and from administration.
- **Referendum:** A 5-year request to exceed the revenue caps which would take the district up to the point where previous referendum debt for building purposes falls off.

Answered: 97 Skipped: 0



Answer Choices	Responses
...we should go to referendum to sustain and include some priorities as determined by the Board of Education, but also consider some enrichment programming as determined by input	42.27% 41
...we should go to referendum to sustain, but also include some priorities as determined by the Board of Education	35.05% 34
...we should go to referendum for sustainability purposes only	13.40% 13
...we should not go to referendum in the near future, but rather continue to spend down fund balance (this includes fund balance for cash flow purposes to avoid short-term boring and/or OPEB, Other Post-Employment Benefits which make up staff retirement liabilities) after which time then consider going to referendum	5.15% 5
...we should not go to referendum	4.12% 4
Total	97