

How did you hear about the job opening at Turtle Lake School District?	How did you research TLSD before applying? (Check all that apply)	What were the factors influencing your decision to join TLSD? (Check all that apply)	Did the interview or meeting with staff and/or administration during the hiring process influence your decision?	Is there anything we could improve in the hiring or onboarding process?	How well do you feel the district supports new teachers?	What do you value most about working in this district?	What can we do to improve the experience of new teachers in our district?
WECAN	Website;Internet search;Social media	Job opportunity;Benefits;Administration;growing music program	Yes, positively	Clearer expectations/deadlines of professional development throughout the year (what an SLO is and how to complete, how many prof. dev. opportunities we are expected to be at per year, deadlines/expectations for staff during homecoming and graduation, district/state opportunities, etc.)	3	I value the students, staff, and community in and out of the school. I look forward to getting to know everyone more, make better connections, and doing the best I can to grow this program and give students a great experience.	Have a more structured stream of communication to make sure everyone is on the same page. There have been several instances where I have to answer students' questions with "I don't know," or when I ask other teacher(s) for answers, they also don't know. Potentially also more structured check-ins with mentors, mentees, and admin. Or a new teacher/mentor meeting where we meet/do team

							building with all the mentors and mentees.
WECAN	Website;Internet search;Social media	Work culture;Administration;Facilities;Social media presence	Yes, positively	no, I think a panel of teachers along with the principal with round robin questions is great.	5	The teacher to teacher mentor system, my mentor is extremely helpful. Also, the administration at TLSD is very supportive and approachable.	Nothing, my transition to TLSD was very smooth and I enjoy working here.
WECAN	Website	Job opportunity	Yes, positively	No, you were flexible with hiring me when I couldn't get in the building. Responded in a timely manner, and made things easy for me when I was not in the state.	5	Relationships	We met with teachers before hand, assigned mentors, came in a week before hand to get caught up. I think everything for new teachers went well.

<p>Emailed Kent, stopped in for a meeting.</p>	<p>Website;School visit;Email;Social media</p>	<p>Job opportunity;Administration;Location to home</p>	<p>Yes, positively</p>	<p>From an administrative standpoint I think an official onboarding and offboarding document or list would be helpful. I was working on this in Bloomer before coming here. There are items from my standpoint such as account creation/deletion, devices, software training etc that sometimes get lost in the shuffle. I would like to see a standardized protocol around this to make it easier to track. I like to meet with new staff prior to inservice to get them their device, get them logged in to everything, walk them through Skyward,</p>	<p>5</p>	<p>The staff is awesome, it's a joy to work with everyone. I have noticed a strong "small" school culture that is a joy to be a part of. I also value the proximity I am to home now.</p>	<p>I believe that I can help with this by being more involved in the onboarding process and helping to get new staff off on the right foot as mentioned before by getting them their devices, helping them get logged into all software, and walking them through all questions they have.</p>
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WECAN	Website;Internet search;Social media	Job opportunity;Work culture;Friends/family	Yes, negatively	The interview started late and was there for incredibly rushed which did not leave the best impression.	4	How supportive all the staff is.	Compose a document of the commonly asked questions or explaining some traditions we should be aware of ahead of time so we can plan for them. The afternoon the day before Christmas break for example. We found out Tuesday night that we wouldn't be seeing students. It was a fun afternoon and I like the idea but I had classes working on projects assuming they would get that work time on Friday because no

							one had informed me otherwise.
WECAN	Website	Job opportunity;Salary increase;Friends/family	Yes, positively	Allowing interested parties to fill out forms ahead of time.	5	Friendly staff and everyone willing to help out when needed.	Giving new teachers more time to work in their classrooms.
admin, staff, while substitute teaching and teaching summer school in Turtle Lake School District	Website;Internet search;School visit;substitute teaching, talking with staff, teaching summer school	Job opportunity;Salary increase;Benefits; Work culture;Friends/family;Administration;Facilities;There is an overall positive and good feeling in the environment that made me want to be a part of it.	Yes, positively	I was fine with it	4	The shared values, goals, and cohesiveness in working with the students, and support that has been given.	One thing that would be helpful is to share and go over things, i.e. testing, what has been done or tried and maybe why, having peers- not just the mentors, share how things are done, where to find info, work on things together and be supportive and proactive. Good support helps as it can be overwhelming with so much information at one time. If the new teacher has experience, please

							don't assume they know how everything works in the Turtle Lake School District. Sometimes you don't know what you don't know.
WECAN	School visit	Job opportunity;Benefits	Yes, positively	I think the interview process was good.	5	It is nice working in small district - all co-workers are very helpful.	I feel supported in what I am doing and feel that I am part of the school system.