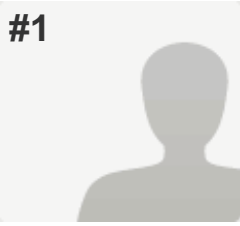


#1



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 11:11:00 AM

Last Modified: Thursday, October 23, 2008 11:20:00 AM

Time Spent: 00:09:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

I don't know.

Q2: Why do we matter to our local districts, students, parents and community?

By taking care of the needs of our student population, we are making a better, stronger community.

Q3: What differentiates us from our neighboring ISDs?

I don't know.

Q4: What do we need to START doing?

Better PR?

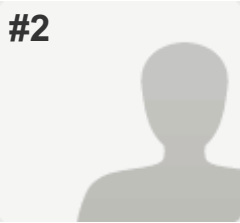
Q5: What do we need to STOP doing?

I don't know.

Q6: What do we need to KEEP doing?

Working hard and caring for our students and families.

#2



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 11:13:00 AM

Last Modified: Thursday, October 23, 2008 11:38:00 AM

Time Spent: 00:25:00

IP Address: 216.109.197.24

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

The needs for the fifth year sixth year seniors.

What is the role of the ISD to the locals? Are our(ISD) expectations inline with the locals?

Q2: Why do we matter to our local districts, students, parents and community?

The ISD needs to be ahead of the curve to bring current and visionary information to the districts it supports.

Q3: What differentiates us from our neighboring ISDs?

I do not have enough information to respond effectively to this.

Q4: What do we need to START doing?

Start by developing programs that benefit the population that has to be part of the general curriculum to get a diploma. However are not capable of developing life skills due to the pressures of passing standardized test. When faced with graduation, they may be able to demonstrate academic goal accomplishment, but the concerning area is life skills and employability.

We also need to be proactive in problem solving. Recognizing the need within the district and formulating solutions that will fit the majority.

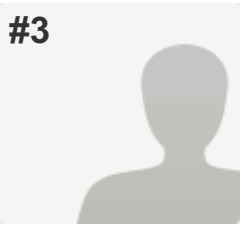
Q5: What do we need to STOP doing?

We need to stop telling people what to do with out offering the support to do it. We need to stop closing programs without offering legitimate justification and alternatives to meeting student's needs. We need to stop calling physically and mentally challenged adults "kids". That may be where they are functioning, but it doesn't create the attitude of independence.

Q6: What do we need to KEEP doing?

We need to continue to keep the lines of communication open. We need to continue to hire competent people that have a desire to support, encourage, and produce positive change for the district, community, parents, and students. We need to continue to speak highly of our ISD. Share it's strengths with the locals and continue to remain positive even when times are tough.

#3



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 11:17:00 AM

Last Modified: Thursday, October 23, 2008 11:42:00 AM

Time Spent: 00:25:00

IP Address: 207.74.86.35

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Providing support to our local programs
2. figuring out how to maintain the relationships with our locals and working to improve the relationships with the many new administrators throughout the county
3. making sure that the local programs have adequate textbooks and supplies to teach the new GLCES

Q2: Why do we matter to our local districts, students, parents and community?

we provide a service to the locals and help them provide support to their students. I believe that we have developed poor relationships with the local school districts and need to work on fixing the relationships. I think that we need to understand that we provide that service to them and we need to be accommodating to their requests and participate with them so we feel included. I also believe that the community needs to understand what we do and why we do it.

Q3: What differentiates us from our neighboring ISDs?

I do not know much about our neighboring ISD.

Q4: What do we need to START doing?

We need to stop pushing through the local schools and work with them to provide a service. We need to work on our communication and team building throughout the isd. We need to educate the local teachers and building personnal on why we are here so that they view us as an asset rather than a problem. We also need to learn the law of special education and follow it better so that we are in compliance all around and develop programs and guidelines and let people know the programs and stick to it. I think that it is important to have a wide variety of programs that go in process so that we can meet the needs of all of our students. I think that we do so much and do a good job we just need to change people's minds so that they understand what we do and why we do it.

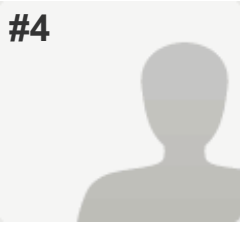
Q5: What do we need to STOP doing?

We need to stop the negativity that is view on by the locals about our ISD

Q6: What do we need to KEEP doing?

Keep working as hard as we all do and recognizing those that put their heart and souls into educating and helping a needy population.

#4



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 11:40:00 AM

Last Modified: Thursday, October 23, 2008 11:43:00 AM

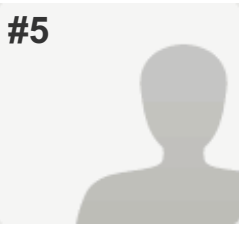
Time Spent: 00:03:00

IP Address: 207.74.86.35

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?	<i>Respondent skipped this question</i>
Q2: Why do we matter to our local districts, students, parents and community?	<i>Respondent skipped this question</i>
Q3: What differentiates us from our neighboring ISDs?	<i>Respondent skipped this question</i>
Q4: What do we need to START doing?	<i>Respondent skipped this question</i>
Q5: What do we need to STOP doing?	<i>Respondent skipped this question</i>
Q6: What do we need to KEEP doing?	<i>Respondent skipped this question</i>

#5



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 11:10:00 AM

Last Modified: Thursday, October 23, 2008 11:45:00 AM

Time Spent: 00:35:00

IP Address: 69.36.51.194

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. whats best for the kids
- 2.how can we help parents/w special need kids to make life easier for them
- 3.How we can save/budget money for years down the road

Q2: Why do we matter to our local districts, students, parents and community?

I'm sorry but i don't feel our local district feel we matter, as for students parents and community we are able to offer program at the Career Center that local districts can't, and we offer special programs for kids and parents with special needs children that locals can't or won't deal with.

Q3: What differentiates us from our neighboring ISDs?

Nothing, however, larger ISD's (Grand RAPids, Detroit areas)tend to have more money and can offer more, but thats due to the state funding be off and giving more FTE money to larger areas and leaving the smaller communities out.

Q4: What do we need to START doing?

Internally we need to start watching our funding money so that down the road we will be prepared for financial problems, we need to start monitoring our employees that are taking advantage of the ISD, and we need to be realistic in the needs for the kids we service. We need to move the kids from HO back to Seiter, and not use \$100,000 a year to house 5 students, when the money could be used to better educate our students and parents. We need to look at spending and really start asking do we need to spend it there or would be better off spent somewhere else. We need to look at todays problems, families are leaving the area, student counts are going down, we need to start offering programs that will benefit the kids we have now. I would like to see more classes offered out at the Career Center for those kids, such as Medical Transcript, or something with the solar, or the energy area. I would like to see an Alternative program started again.

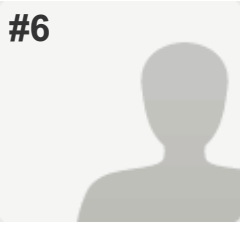
Q5: What do we need to STOP doing?

Wasting money.

Q6: What do we need to KEEP doing?

Servicing our community, parents and special kids,and offering services that other locals can't.

#6



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 11:40:00 AM

Last Modified: Thursday, October 23, 2008 11:52:00 AM

Time Spent: 00:12:00

IP Address: 69.36.50.50

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

How CTE needs to tie into General ED
Two year or one year programs at MACC
More ISD exposure to public

Q2: Why do we matter to our local districts, students, parents and community?

Expanding education of students, not provided at home school level.

Q3: What differentiates us from our neighboring ISDs?

Rural,economically depressed, not metro or a combined RESD.

Q4: What do we need to START doing?

Promotion of ISD and programs to public at large, home school

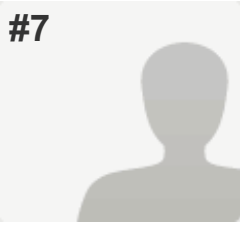
Q5: What do we need to STOP doing?

We need to stop asking what to do, act and do something----right or wrong

Q6: What do we need to KEEP doing?

A better job of communication, planning, getting all staff on one page

#7



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 11:55:00 AM

Last Modified: Thursday, October 23, 2008 12:00:00 PM

Time Spent: 00:05:00

IP Address: 69.36.51.194

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Communication to staff in a timely manner, time to meet with our peers, ????

Q2: Why do we matter to our local districts, students, parents and community?

provide knowledge, resources, and evaluators to local districts.

Q3: What differentiates us from our neighboring ISDs?

Not sure.

Q4: What do we need to START doing?

share plans.

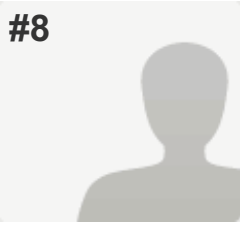
Q5: What do we need to STOP doing?

Respondent skipped this question

Q6: What do we need to KEEP doing?

Respondent skipped this question

#8



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 11:59:00 AM

Last Modified: Thursday, October 23, 2008 12:01:00 PM

Time Spent: 00:02:00

IP Address: 65.183.173.210

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Budget, one on one aids and teacher/staff support

Q2: Why do we matter to our local districts, students, parents and community?

Because outside of the local schools, we are who the community and students depend on for services.

Q3: What differentiates us from our neighboring ISDs?

We do our funding differently

Q4: What do we need to START doing?

Getting millage passed to increase our funding

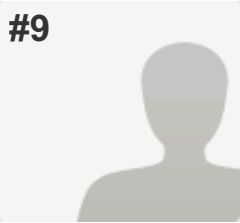
Q5: What do we need to STOP doing?

Respondent skipped this question

Q6: What do we need to KEEP doing?

Respondent skipped this question

#9



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 11:55:00 AM

Last Modified: Thursday, October 23, 2008 12:05:00 PM

Time Spent: 00:10:00

IP Address: 207.241.138.162

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Inpressions from others as an isd,
Communication - why are some people singled out.
Outside training for "everyone"
Keep everyone involved not just administration,some of us feel left out

Q2: Why do we matter to our local districts, students, parents and community?

Were the center of information; they depend on us.

Q3: What differentiates us from our neighboring ISDs?

No big cities in the area
low population
low income

Q4: What do we need to START doing?

Communication is key....

I have not seen any difference this year

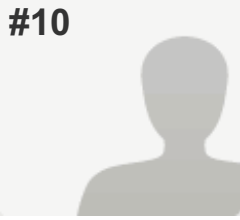
Q5: What do we need to STOP doing?

single some people out,, treat everyone equal

Q6: What do we need to KEEP doing?

Keep helping locals, have even more workshops for updates
on education

#10



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 11:18:00 AM

Last Modified: Thursday, October 23, 2008 12:05:00 PM

Time Spent: 00:47:00

IP Address: 69.36.51.194

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. What unites us? What is our overall purpose?
2. How can we take that next step in automation say of using purchase cards, requisitions on-line, ordering on-line say from Amazon, etc.
3. Capacity to meet local needs and what are those needs?

Q2: Why do we matter to our local districts, students, parents and community?

We matter because we:

- can help with economies of scale
- can provide assistance (information, resources, etc.) when districts don't have time, money, or energy
- clearinghouse for new ideas

Q3: What differentiates us from our neighboring ISDs?

- small size (not always a plus)
- willingness to be in districts, do what is needed, help however we can
- positive relationships with locals
- willingness to try new things
- great support staff at least in my dept who are willing to learn new things

Q4: What do we need to START doing?

- streamlining processes especially with purchases
- working across departments
- celebrating successes
- creating and using a needs assessment with the locals
- look at what products will support/feed into the dataware house
- plan PD as an ISD, not just by departments and plan out for a year or more - this will help with our focus
- plan events/PD for us to grow as an organization (like this strategic planning)
- being truly visionary

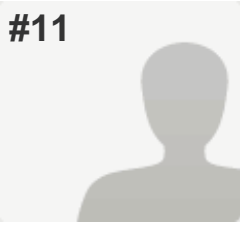
Q5: What do we need to STOP doing?

- offering only literacy workshops
- taking on more and more without looking at capacity to follow-through (so many good ideas, so little time!)
- ever uttering "we can't do that" or "that's not possible/a good idea" without first looking at the big picture or hearing the whole story

Q6: What do we need to KEEP doing?

- talking, communicating, sharing, working together - the newsletters, publications are great!
- being positive - there is a good feeling and tone to MAISD that perhaps wasn't here in years past. It is a feeling that things can happen and we can make a difference!
- educating locals and the community about what we do

#11



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 11:27:00 AM

Last Modified: Thursday, October 23, 2008 12:12:00 PM

Time Spent: 00:45:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Positive perceptions of what MAISD provides and the quality of programming and staff that provide these services.
2. Employees of MAISD need to be aware of all of the programs/services provided by the ISD, not just their own. We need to be ambassadors for the whole ISD.
3. Educate physicians in the area (especially Grand Rapids) of the quality of the therapies and programs available within our ISD. Many parents are told by physicians that they would receive better programming in Kent County. (primarily AI and early childhood programs)

Q2: Why do we matter to our local districts, students, parents and community?

We bring in the supports, primarily through itinerent staff, that help students succeed.

Q3: What differentiates us from our neighboring ISDs?

I really don't know.

Q4: What do we need to START doing?

Respondent skipped this question

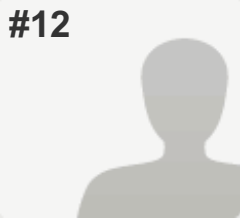
Q5: What do we need to STOP doing?

Respondent skipped this question

Q6: What do we need to KEEP doing?

Providing great services to help all students be successful, at school, at home, and in their community.

#12



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 12:33:00 PM

Last Modified: Thursday, October 23, 2008 12:40:00 PM

Time Spent: 00:07:00

IP Address: 207.74.86.35

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Communication needs to improve between the ID and the locals.
2. Communication needs to improve among staff members.
3. Provide information to the locals as to what our programs consist of and the steps needed to get students into ISD programs.

Q2: Why do we matter to our local districts, students, parents and community?

We provide much needed support and resources to students, locals, parents and the community.

Q3: What differentiates us from our neighboring ISDs?

The special education department is above and beyond other counties!

Q4: What do we need to START doing?

COMMUNICATING!!!

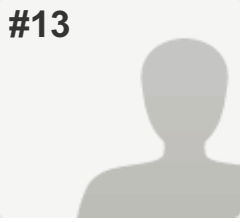
Q5: What do we need to STOP doing?

nothing

Q6: What do we need to KEEP doing?

Offering PD's to share our knowledge with the locals.

#13



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 12:35:00 PM

Last Modified: Thursday, October 23, 2008 12:56:00 PM

Time Spent: 00:21:00

IP Address: 69.36.51.194

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

The importance of working together with a united front.

Projecting the most positive image of MAISD always.

Putting the needs of those we serve first

Q2: Why do we matter to our local districts, students, parents and community?

We are the link to making a difference throughout the county in areas of greatest need and benefit as related to education. We can be notice throughout the state as a leader in education and we can only make that difference with a collaborative focus.

Q3: What differentiates us from our neighboring ISDs?

From a community perspective, economy and employment issues.

From an ISD perspective, our curriculum initiatives at the Career Center, the general ed consortium with two ISDs, our professional development opportunities from special education grant sources. Most notably, our ability to collaborate and work very well with our local districts.

Q4: What do we need to START doing?

Focus on follow through. When you commit to doing something, like calling someone back or sending information in response to an inquiry, then do it. Don't leave people hanging.

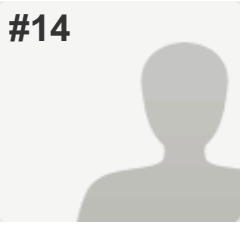
Q5: What do we need to STOP doing?

Second guessing one another. We should trust each other much more than we do and treat each other with respect as colleagues and professionals.

Q6: What do we need to KEEP doing?

Building new relationships and strengthening existing ones.

#14



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 1:01:00 PM

Last Modified: Thursday, October 23, 2008 1:02:00 PM

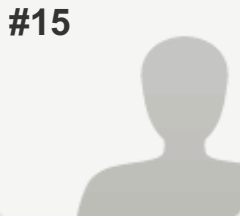
Time Spent: 00:01:00

IP Address: 216.109.197.24

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?	<i>Respondent skipped this question</i>
Q2: Why do we matter to our local districts, students, parents and community?	<i>Respondent skipped this question</i>
Q3: What differentiates us from our neighboring ISDs?	<i>Respondent skipped this question</i>
Q4: What do we need to START doing?	<i>Respondent skipped this question</i>
Q5: What do we need to STOP doing?	<i>Respondent skipped this question</i>
Q6: What do we need to KEEP doing?	<i>Respondent skipped this question</i>

#15



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 12:48:00 PM

Last Modified: Thursday, October 23, 2008 1:05:00 PM

Time Spent: 00:17:00

IP Address: 69.36.51.194

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

- 1) Identifying norms of professional behavior as an ISD employee - expectations
- 2) Creating a visionary team where all things are possible when all work together with an open mind
- 3) Finance

Q2: Why do we matter to our local districts, students, parents and community?

The ISD is the glue that keeps our locals connected. We are the trainers, the support and the resource to enable our LEA's to offer high quality education for all students.
The MAISD matters to all students because of the existing programs and supports that we give each district. Future programs could enable our students to enter the work force or universities ready to compete academically. As our economy wanes, the MAISD is important to parents and the community as a resource for educational and social supports.

Q3: What differentiates us from our neighboring ISDs?

Full service agency
Willingness to work together/share ideas

Q4: What do we need to START doing?

- 1) Look towards future needs in order to structure education towards those needs
- 2) Get the word out to the communities of what our ISD does - share good stories with the paper - nice job with Connections
- 3) Build "team" at administrative level, supervisor level, staff level
- 4) Aligning all in-service/initiatives/meetings with ISD goals
- 5) Get IGOR and use the info!
- 6) Celebrating the good stuff!

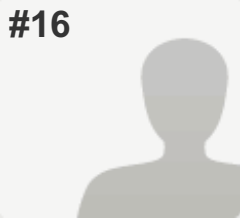
Q5: What do we need to STOP doing?

Accepting poor performance
Using high rates of paper for copying
Spending time on issues that do not affect student performance

Q6: What do we need to KEEP doing?

Communicating between departments

#16



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 1:10:00 PM

Last Modified: Thursday, October 23, 2008 1:13:00 PM

Time Spent: 00:03:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

The ISD's role in: special education, general education and finance.

Q2: Why do we matter to our local districts, students, parents and community?

The ISD provides needed supports and guidance in general education and special education.

Q3: What differentiates us from our neighboring ISDs?

We separate "ISD kids" and "local kids"

Q4: What do we need to START doing?

Supporting local districts in their districts.

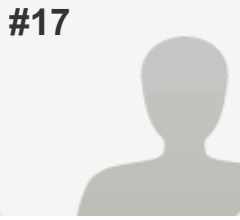
Q5: What do we need to STOP doing?

Telling local districts what to do - we need to support their missions within their districts.

Q6: What do we need to KEEP doing?

Collaborating, Listening, Helping

#17



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 1:06:00 PM

Last Modified: Thursday, October 23, 2008 1:19:00 PM

Time Spent: 00:13:00

IP Address: 69.36.50.50

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Job security and insurance for our paraprofessionals so we can keep them.
Common calendar would be nice.

Q2: Why do we matter to our local districts, students, parents and community?

We help their and our students succeed in life matters and job aspirations. Students feel "comfortable" at the career center which enhances learning.

Q3: What differentiates us from our neighboring ISDs?

From visitors-----cleaner buildings than surrounding ISD's.
Closeness and support of our staff members.
Transportation can be long.

Q4: What do we need to START doing?

Offer graphic arts if home schools don't.
Hire a Math teacher to teach the math portion so we can concentrate on our areas of expertise and not be so divided.

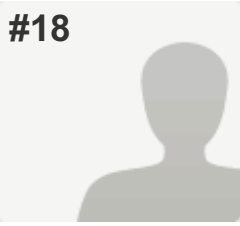
Q5: What do we need to STOP doing?

Having teachers teach the math portion at the career center.
Having career center teachers work 4 days after all other schools are done.

Q6: What do we need to KEEP doing?

Giving the teachers autonomy with guidance.

#18



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 12:08:00 PM

Last Modified: Thursday, October 23, 2008 1:32:00 PM

Time Spent: 01:24:00

IP Address: 216.109.197.24

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. The difficulties districts have with placing an appropriate student into an ISD program (EI)
2. The closing of ISD programs and the sending of students back to home district programs that are not trained or prepared (supplies) to service the students
3. The constant change in supervisors and thus a different interpretation of the regulations and process necessary for providing the best programming possible

Q2: Why do we matter to our local districts, students, parents and community?

I don't think the community understands the purpose of the ISD- what is different about the ISD in comparison to special education in the public schools

Q3: What differentiates us from our neighboring ISDs?

I do not have enough knowledge to answer this question

Q4: What do we need to START doing?

It appears to me and other staff in our district that ISD employees are often treated without respect. I would like to see the staff recognized for the difficult work they do daily.

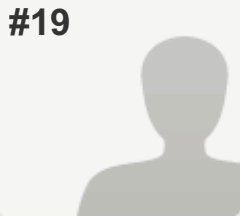
Q5: What do we need to STOP doing?

Making decisions that affect the districts without talking with the districts. There appears to be an inability to listen to what the districts need to say.

Q6: What do we need to KEEP doing?

providing opportunities for trainings for staff

#19



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 1:39:00 PM

Last Modified: Thursday, October 23, 2008 1:44:00 PM

Time Spent: 00:05:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Lack of teacher planning
2. workman's comp and why we take part from our sick days.
3. Low morale due to supervisors.

Q2: Why do we matter to our local districts, students, parents and community?

we do tasks that no one elase can accomplish. We are a unique breed.

Q3: What differentiates us from our neighboring ISDs?

We are the top in services for special education and use to be the strongest in the area of autism. We've lost many of those programs.

Q4: What do we need to START doing?

More staff support.

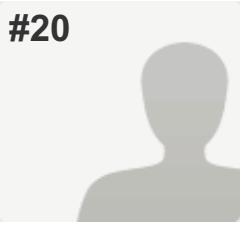
Q5: What do we need to STOP doing?

When asking a supervisor to help solve a problem, stop throwing it back on the teacher who, if they could, they would have fixed it.

Q6: What do we need to KEEP doing?

Making positive changes - not taking away.

#20



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 1:34:00 PM

Last Modified: Thursday, October 23, 2008 2:01:00 PM

Time Spent: 00:27:00

IP Address: 24.247.190.109

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. We must communicate better with our local districts.
2. We need to explain what our programs are about.
3. We need more alternatives placements for students that aren't successful in a general ed building.

Q2: Why do we matter to our local districts, students, parents and community?

We provide a wide range of services.

Q3: What differentiates us from our neighboring ISDs?

I really don't know anything about our neighboring ISDs.

Q4: What do we need to START doing?

We need to educate our local districts on our programs and how they work. Maybe they will be more accepting.

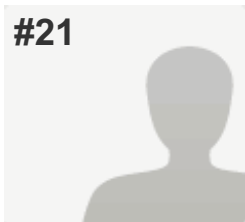
Q5: What do we need to STOP doing?

Respondent skipped this question

Q6: What do we need to KEEP doing?

We need to keep offering a wide range of services.

#21

**COMPLETE****Collector:** New Link (Web Link)**Started:** Thursday, October 23, 2008 1:45:00 PM**Last Modified:** Thursday, October 23, 2008 2:10:00 PM**Time Spent:** 00:25:00**IP Address:** 216.109.197.125

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1) Providing transition-to-work services for mildly and moderately disabled students to prepare them for the workforce. Do they need training to pass the work keys? Do they understand (all of the students in the county) how to make and follow a budget? Have they skills for interviewing and filling out applications? Writing resumes? Do they know how to job search? No one seems to be doing this effectively or systematically in my world. In addition, we have some students who require more training than mildly disabled kids yet do not qualify for Transition Plus. How do we support them?

2) We are in the process and well on our way to....developing a plan for using RTI and a 3 tier system of supports for students.

3) How do we address the increasing needs of families and therefore students, for providing the basic hierarchy of needs: food, shelter, safety.....Our students come to us without these basic needs met. They are not ready to learn because they haven't slept well, been well fed, had safety and emotional support at home. We have amazing things going on in locals and with our Infant Toddler program but we need to figure out how to support our families and get them more involved in their child's education.

Q2: Why do we matter to our local districts, students, parents and community?

I think we can offer programs that provide things that the locals can't afford on their own such as: 1) direction, planning, and education for staff regarding new initiatives 2) instruction to the lowest incidence populations (severely impaired) 3) collaboration for programming with local and county-wide human services that will benefit our students, 4) vocational education and I think it should be available to ALL students, regardless of their abilities. There may be some kids that can't go to the career center because they don't have a 7th grade reading level, and they might not be appropriate for school-to-work but they wouldn't qualify for the only other vocational support we have which is Transition Plus. Maybe I'm misinformed but I wonder if this is true....

Q3: What differentiates us from our neighboring ISDs?

I don't know much about neighboring ISDs but I think that MAISD does a great job of professional development, and is a cohesive and collaborative organization that cares about their local districts and takes seriously the wellbeing of all of the kids in the county.

Q4: What do we need to START doing?

Listening to and communicating with the local teachers in a better way. The people I talk to do not get the messages that you give the administrators. They just see the ISD pulling programs away from them but don't always know why. They also get frustrated with things changing all the time (like policies, people assigned to work in their districts such as school psychs, programs). I realize this may not be our fault but I do hear it as a need.

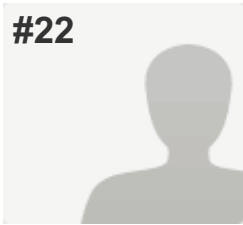
Q5: What do we need to STOP doing?

Do...Get organized in our vision (as we are trying to do) and communicate this to the locals and to the ISD staff....Stop....changing things often without a clear purpose...

Q6: What do we need to KEEP doing?

Keep providing excellent PD, instructional supports, quality ancillary staff and supervisors and never, never let Deb Smith go!!!! She is holding the sped world to the fire (nicely) in this county and keeping all of us on track!!!!

#22



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 1:52:00 PM

Last Modified: Thursday, October 23, 2008 2:11:00 PM

Time Spent: 00:19:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Is there anyway we can assist the local districts address transition goals for LD or MICI students who will not be attending Transition Plus following four years of HS?
2. Make better use of the H.O. Steele building.
3. The house on Pearl Street is not being used (it is too small). Could we sell it and create our own simulated living environment to practice home living skills in a pole barn/portable classroom type facility on the Seiter Building grounds.

Q2: Why do we matter to our local districts, students, parents and community?

The pooling of resources for special education and vocational education allows us to provide essential programs at a reduced cost.

Q3: What differentiates us from our neighboring ISDs?

The proximity of MCC and MACC allows for easier collaboration between high school and college programs.

Q4: What do we need to START doing?

Providing inservice opportunities with more input from staff.

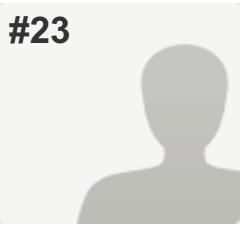
Q5: What do we need to STOP doing?

Providing the same old inservice opportunities over and over again: Easy IEP, GLCE, etc.

Q6: What do we need to KEEP doing?

The school improvement plans that we've begun to implement look good on paper, so I believe we're off to a good start. Finding the time to implement all of these plans is the difficulty.

#23



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 2:15:00 PM

Last Modified: Thursday, October 23, 2008 2:23:00 PM

Time Spent: 00:08:00

IP Address: 207.74.86.35

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

More prep time? school calendar given on time such as pd days, end of marking period, count day, fte days, etc. and

Q2: Why do we matter to our local districts, students, parents and community?

We matter because we are the ones that teaches the students and are involved with them for about 33 hours a week that we are almost family. WE have concerns and we want the best for our students to be able to successfully achieve their academic goals.

Q3: What differentiates us from our neighboring ISDs?

Lack of organization, planning, little communication

Q4: What do we need to START doing?

Start being more organized, plan ahead and start communicating. Plan ahead like in spring or summer instead of the week before school starts.

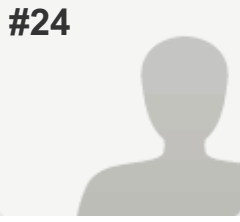
Q5: What do we need to STOP doing?

putting off things until later...

Q6: What do we need to KEEP doing?

Communicate...keep in touch with others...

#24

**COMPLETE****Collector:** New Link (Web Link)**Started:** Thursday, October 23, 2008 1:48:00 PM**Last Modified:** Thursday, October 23, 2008 3:05:00 PM**Time Spent:** 01:17:00**IP Address:** 69.36.51.194

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. I feel that there is a lack of cooperation between departments and in our own departments at times. Every one is overworked and we do need to help others at times, but at the same time, people need to realize that everyone has their own work to do and can not always help. They need to depend on themselves not everyone else to always help them out. 2. I think trying to get equipment (copiers, faxes, the new phones) to work is very frustrating when you can't do your job. It seems that some days nothing works. 3. I think the space/office issue is also a concern. Some departments are expanding in size where others appear to be having size taken away from them. It kinda makes you feel that you aren't as important.

Q2: Why do we matter to our local districts, students, parents and community?

We matter because sometimes you have to go higher up with a problem than the local schools if it's at the school level. We also need to let the community know that we do care about the students and their needs, that they are not just a business and a money issue. We need to a big part of the community because education is the most important thing we can give our children, and the community needs to know that and know that we are here for them.

Q3: What differentiates us from our neighboring ISDs?

I have never been to the other ISDs or had much contact with them, but the few times that I have called and asked for information or hints on how to get something to work, they were always very helpful and courteous.

Q4: What do we need to START doing?

I don't feel that the "peons" have much say in anything. We are the ones that have to deal with the equipment and getting the work done, but our ideas and suggestions don't seem to have much of an impact on what really gets changed. Our higher ups should actually listen to us, all of us, not just a few who maybe they favor. Maybe we could also come up with some kinds of small morale boosters. Just for a little fun instead of all work.

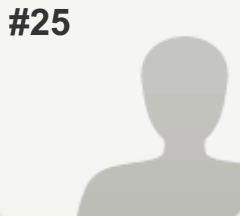
Q5: What do we need to STOP doing?

Personally, I feel there is a lot of favoritism between departments and in my own department. Also, when we do have a problem, don't make it worse by saying "just be glad you have a job". I think we are all glad that we have a job and insurance and benefits, but don't ignore the working conditions or problems so we hate coming to work.

Q6: What do we need to KEEP doing?

I believe I saw an email where Dr. K was going to start having open sessions where people could talk to him. Are these going to be group sessions where you have to be afraid to speak up or try to deal with someone afterward that you might have offended or one on one sessions where everyone thinks you squealed on them? Sorry but there are a few people here that no matter what goes on, nothing is right, nobody but them is right, only there work and ideas are important, they feel you are favored if you get along with the boss and it really makes it difficult to come in every day and just make it through the day knowing you have to deal with them.

#25



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 3:09:00 PM

Last Modified: Thursday, October 23, 2008 3:30:00 PM

Time Spent: 00:21:00

IP Address: 69.39.92.33

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

The relationship between local school staff and parents of special needs children.
Transition issues for our kids with special needs, as they transition into community life, from high school.
Communication overall between schools and parents. Embracing the partnership.

Q2: Why do we matter to our local districts, students, parents and community?

We serve the most vulnerable, the most poor, the most unemployed families in the state. We serve the most vulnerable students, those with special needs. When students have a disability and have barriers with finances, transportation, and basic necessities, the MAISD matters because education becomes the great equalizer...if we prepare students appropriately. With college educated individuals having trouble finding jobs, how do our adolescents and young adults with special needs find jobs? Families look to the MAISD for preparation, guidance and assistance with placement. We need to overcome differences with families and respect those families who are struggling. Relationships become as important as skill building.

Q3: What differentiates us from our neighboring ISDs?

Mostly rural no major cities,, more poverty,
more unemployment, smaller schools, less opportunity for employment and extracurricular activity,

Q4: What do we need to START doing?

Building more positive relationships with parents. Building and growing the transition programs. Adding new emotional support services to new parents as their children are becoming diagnosed.

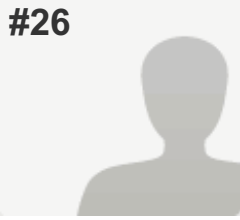
Q5: What do we need to STOP doing?

Viewing parents as "less knowledgeable" about their children.

Q6: What do we need to KEEP doing?

Supporting Special needs parents thru PAC, Supporting PAC and their activities. Growing PAC. Involving Parents in EVERY aspect of their child's education.

#26



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 2:30:00 PM

Last Modified: Thursday, October 23, 2008 3:35:00 PM

Time Spent: 01:05:00

IP Address: 69.36.51.194

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Attitude
following thru
following procedure

Q2: Why do we matter to our local districts, students, parents and community?

we only matter to a few people because some do not know what we do.

Q3: What differentiates us from our neighboring ISDs?

We have more employees doing less.
We have our students spread out to far. They need to be back with the other students at the Seiter Center not feel like they are in prison.

Q4: What do we need to START doing?

we need to look at putting our students in the best enviornment for them. Not put them in a dark corner alone. some of ourkids need male figures not women that is afraid of them. They see that here and they take that home with them. Super needs to be more aware of what is going on and not listening to heresay. Just because it was done somewhere else or it was done in the past doesn't make it right. There is always room for improvement but what worked somewhere else doesn't mean it will work here.

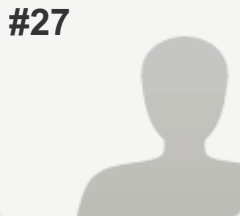
Q5: What do we need to STOP doing?

We need to stop spending money on things that is not necessary. Teacher are allowed to spend money anyway they want. Their supervisor don't even know what they are doing until someone questions it. Why do we have to provide so much food for meetings? What happened to water from the tap & ice. If they want water in a bottle or pop let them bring it with them or let them go downtown for lunch.
We need to stop hiring subs to do someone elses job when the regular person can's keep up. If the person can not do the job then start keeping track and give warnings. It is crazy to pay \$15 a hr when that person doesn't try to do the job & hire someone to come in & to do the job and pay \$10, especially when that regular person doen't understand her job that they have been doing for yrs. They sit around and talk to the sub all day and still doesn't accomplish anymore then if the regular person did the job.

Q6: What do we need to KEEP doing?

We need to keep trying to help the kids.

#27



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 3:04:00 PM

Last Modified: Thursday, October 23, 2008 3:53:00 PM

Time Spent: 00:49:00

IP Address: 69.36.50.50

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. How do we establish long term consistent funding.
2. We need to try and project how the down turn in the economy will be impacting us in the next couple of years and then prepare ourselves.
3. We need a better public relations strategy. I am of the belief that very few adult in our district are aware of the services that we supply or can supply to our students, families and local districts.

Q2: Why do we matter to our local districts, students, parents and community?

We matter due to the fact of the needed and necessary services that we supply whether it is career training or special education services etc.

Q3: What differentiates us from our neighboring ISDs?

It depends on who you compare us to. If you compare us to Kent ISD I would say the obvious difference is MONEY.

Q4: What do we need to START doing?

As I stated earlier we need to become politically active as a district in order to put pressure on Lansing and Washington. Secondly we need a District advertising strategy so that everyone in the county is more aware of who and what we are.

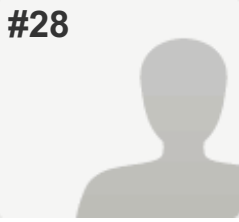
Q5: What do we need to STOP doing?

We need to stop assuming that The local district understand who and what we are.

Q6: What do we need to KEEP doing?

we need to keep improving and beefing up our career center programs.

#28



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 5:01:00 PM

Last Modified: Thursday, October 23, 2008 5:19:00 PM

Time Spent: 00:18:00

IP Address: 69.36.57.2

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

What do local districts need from us as an ISD?

Which initiatives do we want to implement ISD wide with full integrity?

Q2: Why do we matter to our local districts, students, parents and community?

We are a support network. Those who struggle day to day with the special education population look to us for our expertise, advice, and a listening ear.

Q3: What differentiates us from our neighboring ISDs?

I am not familiar enough with what other ISD's are doing.

Q4: What do we need to START doing?

Set long-term goals and lay out a clear vision of how we are going to get there. How can we improve parental involvement, help our neediest population from birth, and improve transition services (increase in employment among our spec. ed. population)?

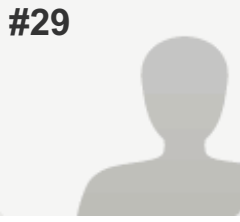
Q5: What do we need to STOP doing?

99% of the ISD staff is phenomenal. However, we need to be sure we are hiring staff who represent the ISD as confident leaders, willing to go above and beyond to support local districts. They must be team players who work in the best interest of the child.

Q6: What do we need to KEEP doing?

Providing our locals with training in areas of need, support services, support staff, a wide range of programming options to best meet the needs of our diversified student population.

#29



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 5:25:00 PM

Last Modified: Thursday, October 23, 2008 5:55:00 PM

Time Spent: 00:30:00

IP Address: 207.241.137.117

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Figuring out a different system to get and keep quality substitutes to care for our kids.
- 2.

Q2: Why do we matter to our local districts, students, parents and community?

We provide the resources that their child/family cannot live without no matter what the disability maybe. We as professionals should readily offer locals, students, and parents the information, knowledge, and experience we know they need for maximum success without the "bottom line" standing in the way!!

Q3: What differentiates us from our neighboring ISDs?

We don't say just enough is good enough I see that we go beyond that as we should!! These are keep in mind these are kids we are working for!!

Q4: What do we need to START doing?

We are doing a good job at alot of GOOD things. I am proud to be part of this ISD, but I am looking for EXCELLENT!! I think the thing we can all focus on is getting the trust and respect of our families because of the things we offer, knowledge we share, and help we give them from our hearts. We need to keep ALL the programs running that have worked for our kids for many years.

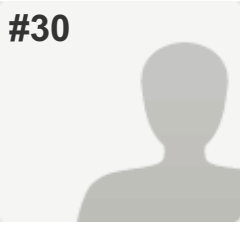
Q5: What do we need to STOP doing?

Making parents, students, and locals guess about what the next step is. Administration, Supervisors, and Teachers should hand parents every step of the way ALL the information they need to make the best decision for their child. Parents SHOULD NOT have to dig and sneak to find out what should have been told to them by the educational team they are working with.

Q6: What do we need to KEEP doing?

Loving our kids for who they are!!! Making every day count for them!!

#30



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 5:52:00 PM

Last Modified: Thursday, October 23, 2008 6:01:00 PM

Time Spent: 00:09:00

IP Address: 96.14.169.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Respondent skipped this question

Q2: Why do we matter to our local districts, students, parents and community?

We help our parents in knowing how to work with their special needs child. We also help the individual child with what they are capable in learning and achieving.

Q3: What differentiates us from our neighboring ISDs?

Respondent skipped this question

Q4: What do we need to START doing?

Respondent skipped this question

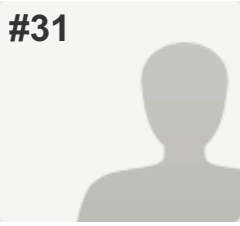
Q5: What do we need to STOP doing?

Respondent skipped this question

Q6: What do we need to KEEP doing?

CARING

#31



COMPLETE

Collector: New Link (Web Link)

Started: Thursday, October 23, 2008 6:44:00 PM

Last Modified: Thursday, October 23, 2008 6:47:00 PM

Time Spent: 00:03:00

IP Address: 207.241.137.116

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Respondent skipped this question

Q2: Why do we matter to our local districts, students, parents and community?

we are the leaders

Q3: What differentiates us from our neighboring ISDs?

Respondent skipped this question

Q4: What do we need to START doing?

Respondent skipped this question

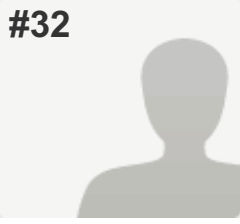
Q5: What do we need to STOP doing?

Respondent skipped this question

Q6: What do we need to KEEP doing?

Respondent skipped this question

#32



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 6:21:00 AM

Last Modified: Friday, October 24, 2008 6:35:00 AM

Time Spent: 00:14:00

IP Address: 207.74.86.35

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Having workshops offered throughout the year.

Q2: Why do we matter to our local districts, students, parents and community?

Because we need to provide the best service to educate our students and teach them how to accomplish their goal in life that matters to them.

Q3: What differentiates us from our neighboring ISDs?

I do not know. Teach me

Q4: What do we need to START doing?

Continue my education.

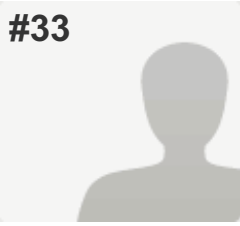
Q5: What do we need to STOP doing?

Letting people who work for the ISD get the job before a sub.

Q6: What do we need to KEEP doing?

Keep everyone working and provide the best education for students.

#33



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 6:50:00 AM

Last Modified: Friday, October 24, 2008 6:58:00 AM

Time Spent: 00:08:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Morale
2. Contract Issues
 - 2a. removing language from the support staff contract that allows a sub 1:1 non-mandated aide to become permanent after 2 years (it is always a goal for every student to require less support)
 - 2b. Change the language in the certified staff contract that deals specifically with length of the work day.
3. Amount of repeated paperwork

Q2: Why do we matter to our local districts, students, parents and community?

We matter because we provide services for them to hopefully help our educational system in this county to remain financially sound and responsive to the needs of our families. However, we seem to have an image problem.

Q3: What differentiates us from our neighboring ISDs?

The amount of and type of special education services that we provide for our locals.

Q4: What do we need to START doing?

We need to be more transparent and diplomatically demonstrate to our locals and families how we are supporting them.

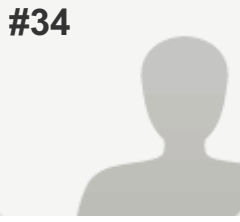
Q5: What do we need to STOP doing?

Too much repeating of activities and we need to stop allowing people to be ineffective

Q6: What do we need to KEEP doing?

We need to keep supporting students and keep building a collaborative relationship with our locals.

#34



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 7:14:00 AM

Last Modified: Friday, October 24, 2008 7:32:00 AM

Time Spent: 00:18:00

IP Address: 207.74.86.35

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Spread awareness to each local school district of what the role of the MAISD serves in our local school districts.

Promote the idea of integration by developing workshops that general ed. and special ed. staff can work on together as a team.

Develop a better communication system between ISD and local school districts on concerns or issues that effect all of our students.

Q2: Why do we matter to our local districts, students, parents and community?

We support children no matter what classroom they are a part of.

The goal is to make all students as successful as possible while promoting acceptance and educate children on how to be a part of a community.

Our support helps children that struggle with a variety of issues to deal with them in a positive manner.

Q3: What differentiates us from our neighboring ISDs?

I don't know. Maybe it would be worth developing a way to know and share what our other ISD's are doing good or what they are finding doesn't work well in their districts.

Q4: What do we need to START doing?

Communicating better with our locals and with each other.

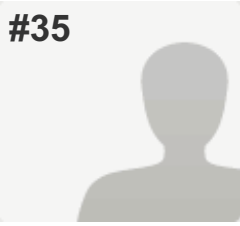
Q5: What do we need to STOP doing?

Acting as a separate entity all together and get more involved with local districts.

Q6: What do we need to KEEP doing?

Helping and supporting all students and staff in our local districts.

#35



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 7:43:00 AM

Last Modified: Friday, October 24, 2008 8:18:00 AM

Time Spent: 00:35:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1) The continuance of collaborating transportation staff and school staff. We should all be on the same team.

Q2: Why do we matter to our local districts, students, parents and community?

The service and support we provide are crucial and instrumental in the health and productivity of our community and our future!

Q3: What differentiates us from our neighboring ISDs?

Our services.

Q4: What do we need to START doing?

Provide continuing education for support staff as well as professional staff.

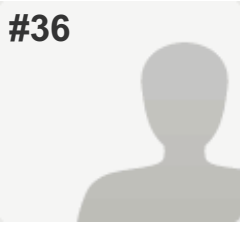
Q5: What do we need to STOP doing?

Trying to separate support staff from aideing with transportation.

Q6: What do we need to KEEP doing?

School improvement teams!

#36



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 8:37:00 AM

Last Modified: Friday, October 24, 2008 8:48:00 AM

Time Spent: 00:11:00

IP Address: 69.36.51.194

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Economy and spending - stay within the ISD budget
Delivering PD within the locals
Programming and staffing

Q2: Why do we matter to our local districts, students, parents and community?

I believe our role is to serve, guide, and educate.

Q3: What differentiates us from our neighboring ISDs?

Caring Personnel

Q4: What do we need to START doing?

Offer more/different Career Center Programs; Be more strict on spending and budgeting of dollars. Make cuts on mileage, conferences, etc., to save ISD dollars. What do we need versus what do we want?

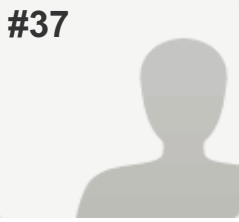
Q5: What do we need to STOP doing?

Programming that is not cost effective; cut down on staff travel and expenditures.

Q6: What do we need to KEEP doing?

Hiring top notch personnel; serving students to the best of our ability; serving our customers the best we can with the funds we have

#37



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 9:09:00 AM

Last Modified: Friday, October 24, 2008 9:42:00 AM

Time Spent: 00:33:00

IP Address: 69.36.50.50

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

- 1) Viability of ISD as a separate county defined unit. We need to move towards ISD as regional, not county, units.
- 2) ISD as the link between individual school districts and community colleges.
- 3) Enhancement of CTE opportunities for all students in all districts.

Q2: Why do we matter to our local districts, students, parents and community?

- 1) I think we make certain special education mandates more economical by offering county wide programs that individual school districts would otherwise have to implement.
- 2) I think our CTE programs have tremendous success in preparing students for immediate employments and future academic/career success.

Q3: What differentiates us from our neighboring ISDs?

In my opinion, we are very similar to Gratiot/Isabella and Ionia. That is why I think geographic ISD boundaries are not logical. We serve similar sized communities and school districts. We are vastly different from Kent obviously--but as a former employee of Kent ISD, that is not necessarily a bad thing. They do some things very well, but the bureaucracy was stifling to creative change. Celebrating our small size is worth considering in our marketing!

Q4: What do we need to START doing?

- 1) Toot our horn!
We are far too quiet about the positive impact CTE has on students. More community open houses, workshops, young visitors to the career center to make it a community center for employment opportunities and activities for all ages.
- 2) We have dedicated staff across the board that rolls with tight budgets, increasing state mandates, fewer support staff. We can't expect huge pay increments given our economic times. But community recognition and board/administrative enhanced affirmations would go a long, long way. We have already seen an enormously positive change in staff morale in our building with Dr. K's arrival and affirming activities. Just keep it going!
- 3) Kent ISD offers many continuing ed classes for SBCEU credits and keeps track of your CEUs online so you have an official record all in one place for license renewal. That would encourage me to take classes here at our ISD.

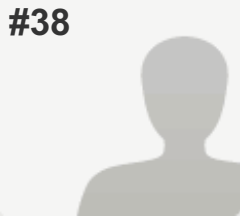
Q5: What do we need to STOP doing?

Less paper copies? More online forms such as requisitions and beginning of the year forms.

Q6: What do we need to KEEP doing?

Communicating. Dr. K's newsletters and notes in our paychecks truly make me feel I am a valued employee.

#38

**COMPLETE****Collector:** New Link (Web Link)**Started:** Friday, October 24, 2008 9:10:00 AM**Last Modified:** Friday, October 24, 2008 10:10:00 AM**Time Spent:** 01:00:00**IP Address:** 69.36.50.50

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Image - The ISD has a bad reputation. Be it from past representatives or whatever, it's there. We need a new image. We have a new face with Dr K which I think will be extremely helpful, but we have to let the locals know that we are not the organization of old. We have a new mission, new goals, better leadership.

The MAISD image kinda sucks. The logo is boring, the colors are bland, the website is certainly not awe-inspiring, the inside of the buildings is boring. To go with our new reputation, we need a new image. Something fun (we do work with kids) yet professional.

We have no apparel, which is odd since all the conferences I go to, everyone else has apparel, like they are proud of where they work. This isn't even an option for us. There is a school store at the Career Center, couldn't they work as a distribution point? 1 ISD shirt per year per employee with more available to purchase at the Career Center?

Q2: Why do we matter to our local districts, students, parents and community?

We matter because we offer them services. The problem is that none of them know about it. Last year when teachers came through the Career Center, they were amazed at what we did here. Before that visit, they had no clue. How can we get folks excited about what we do if they don't know what it is that we do? This comment goes to districts, district staff, students, parents, and community.

Q3: What differentiates us from our neighboring ISDs?

I understand that other ISDs offer more than we do in the way of services. I talked to someone from Mt Pleasant who said that their technology support is provided from the ISD. They consolidated their technology to save money. Other than SPED, do we even do anything like this to help our locals?

Q4: What do we need to START doing?

Offer more services to the locals. Allow them to consolidate some of their services with us. It makes us stronger and helps them save some money.

Add some fun and color to the ISD. It seems old and stuffy.

Find a less antique way of dealing with payroll and budgeting. SIMS is ancient, there is better stuff out there that would require less work on behalf of the ISD staff.

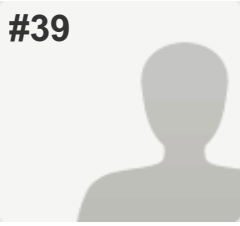
Q5: What do we need to STOP doing?

Wasting money. Stop paying for gas and company vehicles that some are allowed to take home. More company vehicles available (think Prius) to save money on mileage. Don't pay mileage for trips when company vehicles are available.

Q6: What do we need to KEEP doing?

Raising the number of Professional Developments available. A few years ago we hardly had any, now we have some. I would like to keep seeing the number of PDs rise. The more we can offer, the more folks will participate.

#39



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 9:34:00 AM

Last Modified: Friday, October 24, 2008 10:53:00 AM

Time Spent: 01:19:00

IP Address: 69.36.50.50

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. The value & cost of having H.O. Steele open for a very few students.
2. To much money is spent on mileages.
3. We need to be helping kids in all aspects of their lives.

Q2: Why do we matter to our local districts, students, parents and community?

I do not believe we do matter. Because I feel their are a lot of people that are not aware of the opportunities that we provide, and what we are about.

Q3: What differentiates us from our neighboring ISDs?

We are a very small & rural Isd, which does not allow us some of the advantages of bigger ISDs.

Q4: What do we need to START doing?

Respondent skipped this question

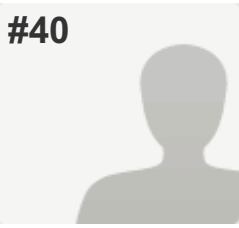
Q5: What do we need to STOP doing?

Respondent skipped this question

Q6: What do we need to KEEP doing?

Respondent skipped this question

#40


COMPLETE
Collector: New Link (Web Link)

Started: Friday, October 24, 2008 7:53:00 AM

Last Modified: Friday, October 24, 2008 11:26:00 AM

Time Spent: 03:33:00

IP Address: 69.36.50.50

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Finances - the ISD needs to take a leadership role assisting locals to "stretch" financial resources. Consolidated bulk purchasing, shared bussing - whatever form it can take to assist our locals who are losing revenues.

Could some higher-level classes with low enrollment be taught over ITV so that all locals do not need to replicate the same course offerings.

Leadership in Re-Districting - some of our smaller locals are experiencing very difficult financial times - are we at a point where locals need to be combined to continue to provide quality educational experiences for students. How can that be accomplished and still allow locals to maintain their individual identities?

Curriculum - ISDs should be curriculum leaders providing cutting edge direction and instruction

Early Childhood - as 4 year old programs become mandated the ISD should take a leadership role in design/implementation of programs.

Q2: Why do we matter to our local districts, students, parents and community?

I am not sure the average citizen knows who/what an ISD is and does unless they have a child directly impacted by an ISD program. The Education Matters publication is a good first step. The ISD needs to make itself invaluable to its citizens. What can the ISD offer that our citizens need? One thought comes to mind - public transportation in our county is critical and currently almost non-existent. The ISD sends busses all over the county - how could services be combined?

We must begin to think outside the box and find solutions for a county which has suffered so much economically.

Q3: What differentiates us from our neighboring ISDs?

Sadly, I believe we are most often compared to Kent, an ISD with far more resources. When compared to Kent we come up short. I really have no idea what Gratiot-Isabella does so have no basis for comparison.

Q4: What do we need to START doing?

Making our ISD valuable & necessary to our citizens - What service is the ISD uniquely positioned to provide. Could the ISD combine space with some other public service so that citizens have more contact and exposure. We work closely with Mental Health and Social Services - would people have more contact/appreciation for the ISD if we created "One Stops" at which all public services were available?

What needs do our students have that the ISD could provide? I've recently heard a request for SAT prep classes - could the ISD provide those? Is the ISD preparing to offer something for our Gifted and Talented student population? As our Hearing Impaired students move into the community is the community ready to communicate with them? Perhaps "workplace sign language" or "workplace Spanish" for employers would be valuable. What need is out there that the ISD can meet?

Q5: What do we need to STOP doing?

Most locals can no longer afford to send staff to professional development "Announcing" how many staff are sent to P.D.; especially over-night and/or out-of-state conferences makes locals think the ISD is not tightening its belt.

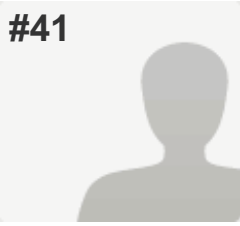
Prior to Dr. K's arrival the ISD was sometimes egatively perceived due to the actions/behavior of one individual. She is no longer with our ISD but it will take time to overcome that negative perception.

Q6: What do we need to KEEP doing?

Taking a leadership role with all locals in providing intervention services so that students' needs are met in the general education setting. Speical Education should not be the only resource for challenged students. We need more strategies and more resources to assist stuggling learners especially with the up-coming, more rigorous high school graduation requirements.

I believe the ISD is providing this service to locals but do not know how widespread it is nor how fully it has been implemented.

#41



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 11:27:00 AM

Last Modified: Friday, October 24, 2008 11:38:00 AM

Time Spent: 00:11:00

IP Address: 207.74.86.35

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

What are we doing if we are no longer helping locals help students. It seems that we are now telling locals to deal with "it". What ever that it is.

Q2: Why do we matter to our local districts, students, parents and community?

I'm not sure that we do any more.

Q3: What differentiates us from our neighboring ISDs?

We use to be the best ISD. When we cared for kids.

Q4: What do we need to START doing?

Start doing what is best for the student not just what the law says we have to do. We always went above the law when that was what was best for the student.

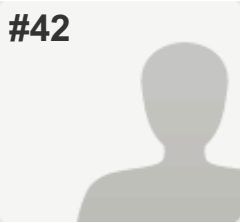
Q5: What do we need to STOP doing?

Stop acting like we are no longer a team. At one time people that worked for the ISD felt like each of us mattered. Now it feels like any time we disagree with supervisors we are not being team players and its like we are in trouble.

Q6: What do we need to KEEP doing?

Let your staff no that things are going to change for the better and that we still matter and that we are still in this for the kids.

#42



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 11:28:00 AM

Last Modified: Friday, October 24, 2008 12:18:00 PM

Time Spent: 00:50:00

IP Address: 69.36.51.194

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Lack of fiber connectivity from our ISD to all LEA to promote collaboration of new and future data services. Need for additional technical support staff to allow expanded technical support services to our ISD and LEA to accomodate increasing need for data collection and analysis.

Q2: Why do we matter to our local districts, students, parents and community?

Our ISD is able to provide services collaboratively at a lower cost than each LEA would be able to afford or manage on their own.

Q3: What differentiates us from our neighboring ISDs?

We are small and financially strapped and still manage to offer a wide variety of high quality services.

Q4: What do we need to START doing?

Provide existing staff members at all buildings with proper, efficient, and professional workspaces. It will increase individual productivity and morale and improve hiring and retention of employees.

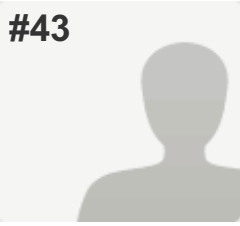
Q5: What do we need to STOP doing?

Respondent skipped this question

Q6: What do we need to KEEP doing?

More professional development tailored to LEA needs including curriculum development and technology integration.

#43



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 12:15:00 PM

Last Modified: Friday, October 24, 2008 12:19:00 PM

Time Spent: 00:04:00

IP Address: 69.36.50.50

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

commopn calendar
highly qualified staff

Q2: Why do we matter to our local districts, students, parents and community?

Students are given options that they would otherwise not have

Q3: What differentiates us from our neighboring ISDs?

We have connections with Ferris and MCC
Articulation Agreements
Offer Math to Srs
Offer ELA to Jrs

Q4: What do we need to START doing?

Selling Coke products

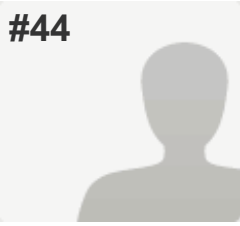
Q5: What do we need to STOP doing?

Respondent skipped this question

Q6: What do we need to KEEP doing?

Keep marketing our services

#44



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 9:35:00 AM

Last Modified: Friday, October 24, 2008 12:50:00 PM

Time Spent: 03:15:00

IP Address: 69.36.50.50

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Effects of "New High School Graduation Requirements" on ISD's
2. Funding in today's economic environment
- 3.

Q2: Why do we matter to our local districts, students, parents and community?

There is no way that a single school district can provide all the services that an ISD can provide to students. If education is the key to success for our young people, we must continue to adapt to our changing environment to continue to be that institution that prepares students for the next step into higher education and the world of work. In a community such as ours, we can only give the students a top quality education if we work together to provide the services that we currently do.

Q3: What differentiates us from our neighboring ISDs?

Our people and the quality of services the ISD provides.

Q4: What do we need to START doing?

Respondent skipped this question

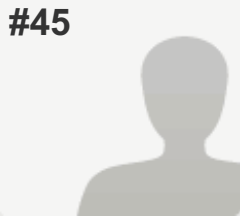
Q5: What do we need to STOP doing?

Respondent skipped this question

Q6: What do we need to KEEP doing?

Making our programs known to the public. We should always look for new ways to advertise our product and services. Small exposures can bring big dividends.

#45



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 12:13:00 PM

Last Modified: Friday, October 24, 2008 12:55:00 PM

Time Spent: 00:42:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

How can we better support the districts, how can we better communicate between the ISD and the locals, making sure ancillary services have space to work with students.

Q2: Why do we matter to our local districts, students, parents and community?

We are there to support them and I feel we make a difference and they need our support.

Q3: What differentiates us from our neighboring ISDs?

Our staff is very good at what they do. Our population/economics/unemployment, etc. make our ISD different from others and the issues that our students and their family have to deal with.

Q4: What do we need to START doing?

Work more cooperatively with the local districts.

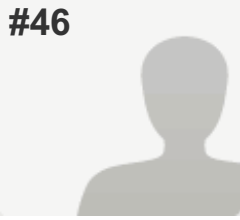
Q5: What do we need to STOP doing?

Stop the power struggles between ISD and the Locals. We need to work cooperatively not against each other.

Q6: What do we need to KEEP doing?

Provide excellent services for our students with the great staff that we have.

#46



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 12:48:00 PM

Last Modified: Friday, October 24, 2008 12:57:00 PM

Time Spent: 00:09:00

IP Address: 216.109.197.24

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

- * a strategic plan should be shared with the building level staff
- * continuing education for staff is important

Q2: Why do we matter to our local districts, students, parents and community?

We have specialized skills and knowledge to assist in students learning. We are hard working.

Q3: What differentiates us from our neighboring ISDs?

I'm unfamiliar with the ISD's nearby.

Q4: What do we need to START doing?

Offering more inservice training to regular and special ed. teachers as to how they can best help their students with special needs learn right in their own classrooms. We need to focus on supporting teachers as they use accommodations and new techniques.

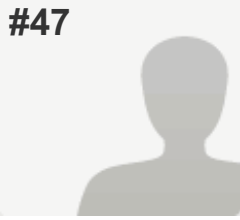
Q5: What do we need to STOP doing?

Eliminating programs like the elementary AI classroom.

Q6: What do we need to KEEP doing?

Offering more support in the classroom. Really focusing on how we can make a difference to the students right in their classroom environments.

#47



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 12:14:00 PM

Last Modified: Friday, October 24, 2008 1:10:00 PM

Time Spent: 00:56:00

IP Address: 69.36.51.194

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Work toward a "real" Common Calendar.

Hold Supervisors accountable for what they do or do not do, and the timeliness of same.

Q2: Why do we matter to our local districts, students, parents and community?

Our vocation education program is a plus to MAISD and most of the parents I speak with appreciate the Career Center.

Q3: What differentiates us from our neighboring ISDs?

We are rural and can give TLC and understanding larger districts may not be able to offer. However, this means our staff needs make the effort to know the parents and local staff.

Q4: What do we need to START doing?

Work cooperatively and consider how changes made will effect other departments. What might be good for some of staff frequently creates an an almost unworkable situation for others. PLEASE make certain to carefully consider decisions.

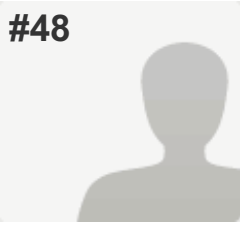
Q5: What do we need to STOP doing?

Segrating ourselves -- if we are doing this with our co-worker, are we doing the same to our consitutants? Stop providing snacks and lunches.

Q6: What do we need to KEEP doing?

If we could step back in time a few years -- like maybe 7 years, that is what we should have kept doing. Our ship has been slowly sinking.

#48



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 1:18:00 PM

Last Modified: Friday, October 24, 2008 1:29:00 PM

Time Spent: 00:11:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

How to get MAISD to work as 1 entity not GE, VE and SE.

How we can use technology more effeciently.

How we can get the local districts to work with us especially with the special education classrooms that are in their building.

Q2: Why do we matter to our local districts, students, parents and community?

I feel we only matter to them if we can provide for them or help them.

Q3: What differentiates us from our neighboring ISDs?

We are different because we have a HUGE population that are poor (on welfare).

Q4: What do we need to START doing?

I don't know.

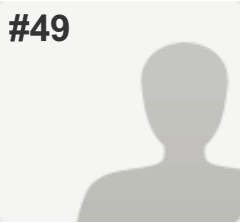
Q5: What do we need to STOP doing?

Stop being pushy to our locals and when we are trying to tell them that they have to do something because it is the law then we need to provide the law and the case number.

Q6: What do we need to KEEP doing?

Communicating!

#49



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 1:37:00 PM

Last Modified: Friday, October 24, 2008 1:46:00 PM

Time Spent: 00:09:00

IP Address: 69.36.50.50

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Top # 1 is funding with eh economy the way it is in our county, how do we keep our programs at the career center alive and well?

#2 Families are moving to different states, thus funding is cut what keeps them in Montcalm county?

#3 Keeping enrollment up at the career. center

Q2: Why do we matter to our local districts, students, parents and community?

We do matter to the locals, students, parents and community because we offer services, patiences, and education that maybe they could not get or afford by themselves. We provide an avenue where there might not be one at a local due to budget cuts.

Q3: What differentiates us from our neighboring ISDs?

We need to continue meeting the needs of the local districts. We are there to support. However we NEED for their staff to view us not as a threat, but as that support that they need.

Q4: What do we need to START doing?

We need to communicate.

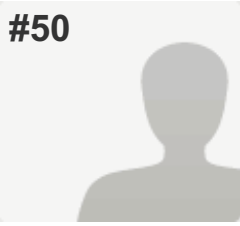
Q5: What do we need to STOP doing?

Stop assuming that we all understand what the other is doing.

Q6: What do we need to KEEP doing?

Keep listening to what the students want. They are why we are here in the first place.

#50



COMPLETE

Collector: New Link (Web Link)

Started: Friday, October 24, 2008 2:14:00 PM

Last Modified: Friday, October 24, 2008 2:40:00 PM

Time Spent: 00:26:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Reviewing how the ISD services Local in Special Education(LRE)
2. Removing contract language that allows substitute aides to become permanent staff
3. Remove contract language from certified staff stating min 7 hours work.

Q2: Why do we matter to our local districts, students, parents and community?

We provide services to assist all of the above

Q3: What differentiates us from our neighboring ISDs?

We do not flow thru monies. Model that local districts do not have ownership of 'low incident' populations.

Q4: What do we need to START doing?

Interagency agreement on programs to provide ownership.

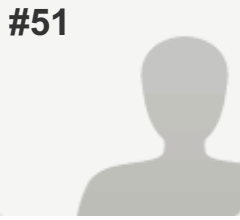
Q5: What do we need to STOP doing?

Respondent skipped this question

Q6: What do we need to KEEP doing?

Providing services to LEAs

#51



COMPLETE

Collector: New Link (Web Link)

Started: Sunday, October 26, 2008 8:50:00 AM

Last Modified: Sunday, October 26, 2008 9:22:00 AM

Time Spent: 00:32:00

IP Address: 24.247.8.178

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Do we have enough social workers to adequately serve our students?
2. Do the schools that are housing MAISD programs understand their responsibilities in helping students (even those who are not from their local district) participate in their classrooms (LRE).
3. Are the local districts provided with the support they need to keep students in their neighborhood schools rather than being driven far away to an ISD classroom?

Q2: Why do we matter to our local districts, students, parents and community?

We provide educational opportunities to ALL students, regardless of their disability, and regardless of the amount of time and energy and disruption they may create! We provide the most highly qualified staff, who are willing to sacrifice their breaks, lunch, and whatever else is necessary, to educate the most difficult students without sending them somewhere else!

Q3: What differentiates us from our neighboring ISDs?

I believe our neighboring ISD's may have local districts who have E.I. classrooms, rather than sending ALL students to ISD classrooms. I also know that many of our neighboring ISD's have kept a more complete continuum of services by not completely eliminating their Day Treatment Programs.

Q4: What do we need to START doing?

1. Consider the need for more E.I classrooms in local district buildings, as well as the need for Day Treatment for the most severe students.
2. Look at the amount of students served by the social workers. It's impossible for the students to get the social work support they need, and the teachers can't teach multiple grades, handle all the discipline, and be the counselor/social worker too!

Q5: What do we need to STOP doing?

I think we should stop ignoring the teacher's recommendations when it comes to what is needed for the students. The teachers are the ones who are on the front lines. They can't leave to go to conferences and meetings without knowing that their students will suffer. Substitutes are hard to come by, and teachers have no one to lean on for support if their supervisors are not in tune with what's going on in the classrooms DAILY!

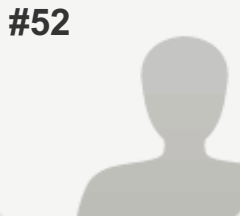
We need to stop treating our students in the local building differently with regard to schedules. Example- Having to stay in school for a full day, when the rest of the building is empty! Or having to be the only classroom in the building for days, when the rest of the building is empty!

We need to stop assuming that everything is running smoothly just because staff may be reluctant to discuss the problems (because their input has been ignored in the past.)

Q6: What do we need to KEEP doing?

Keep treating our dedicated employees with the respect they so clearly deserve. Keep supporting the staff by understanding that they have their hands full! Remember that substitute teachers and aides are NOT THE ANSWER! Keep local districts needs met in their own schools if at all possible.

#52

**COMPLETE****Collector:** New Link (Web Link)**Started:** Sunday, October 26, 2008 7:45:00 PM**Last Modified:** Sunday, October 26, 2008 8:12:00 PM**Time Spent:** 00:27:00**IP Address:** 24.247.235.130

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Closing a classroom at the ISD and sending children to other classrooms that probably aren't appropriate for students. Using the Para Pros more efficiently for the students needs (pull a student or students out to form a group to maybe teach them colors, alphabet, how to spell their name, etc.). Take a few minutes to at least work with a single student to work on their goals in the IEP.

Q2: Why do we matter to our local districts, students, parents and community?

We as Para Pro have a very important job. I want to see success in what I am teaching my student or group of students. Locals should think about using the ISD Para Pros for a few months, or even a school year to have success for ALL students. Say for instance an ASD classroom gets closed, the student is moved from ISD to Local. He stays in the same school, new Para Pro local hired to work with him. New teachers, new grade of course. Successful the past two years, unsuccessful this year. I feel the locals should have hired the same Para Pro for one more year, to get the student through 5th grade successfully.

Q3: What differentiates us from our neighboring ISDs?

Our ISD is going downhill. I don't think administration is backing us up and I surely know they do not know our students. I'm not sure what other ISD's are doing differently.

Q4: What do we need to START doing?

Listening to teachers, parents, Para Pros or whoever having problems, get more involved and try to solve problems. Match teachers up and students up.
I would like to see a "TEAM" started to meet maybe once a month but stay in contact through email. One person from every profession should be involved; Para Pro, Teacher, Speech, Occupational Therapist, etc. and work on certain students to help whoever, teacher, Para Pros in classrooms. I would LOVE to help others who don't understand Autistic students so they wouldn't have so many problems. I have seen Austistic students have meltdowns and they should have. The adults need to be trained for these special students.

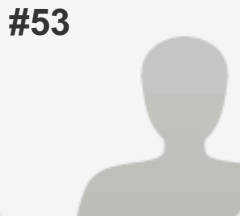
Q5: What do we need to STOP doing?

Don't give up on the ISD. We have many special students who need us. Maybe don't STOP fighting for our students. STOP closing classrooms.

Q6: What do we need to KEEP doing?

Try to keep the same people who work very hard with our students. KEEP paraprofessional days but try to get our Para Pro's who sub more training. They WANT it!

#53



COMPLETE

Collector: New Link (Web Link)

Started: Monday, October 27, 2008 4:54:00 AM

Last Modified: Monday, October 27, 2008 5:02:00 AM

Time Spent: 00:08:00

IP Address: 70.217.132.60

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. decreasing funds with increasing special education needs.
2. increasing special ed referrals among districts

Q2: Why do we matter to our local districts, students, parents and community?

support for them- they are ready to jump right into special education testing prior to general education interventions. (we can not fix them despite the idea that if they have a special ed lable they pass the responsibility to ISD)

Q3: What differentiates us from our neighboring ISDs?

We provide quality service- many other districts have gone to therapy with consult only not direct while we continue to provide direct therapy intervention as well as group efforts that many non identified students benefit from.

Q4: What do we need to START doing?

Communication between school districts and the isd- for a consistant method of delivering services.

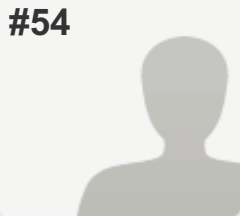
Q5: What do we need to STOP doing?

this is difficult because we do provide great kid care and how to know when to back off- maybe stop being captin of the ship with IEP's give this responsibility to local districts

Q6: What do we need to KEEP doing?

Continue efforts with communication and keep putting kids first.

#54



COMPLETE

Collector: New Link (Web Link)

Started: Monday, October 27, 2008 4:58:00 AM

Last Modified: Monday, October 27, 2008 5:15:00 AM

Time Spent: 00:17:00

IP Address: 69.36.51.194

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Uncertain of where you are currently, but:

1. Working as a team
2. Assisting the weakest links to be more productive
3. Soliciting community input regarding identified issues, concerns, etc.

Q2: Why do we matter to our local districts, students, parents and community?

We provide services which benefit the most fragile and challenging students to districts. Additionally, we provide professional development and training opportunities. The MAISD is an integral part of the community, allowing organizations to use valuable meeting and training space within our facilities. All of these things would be cost prohibitive to individual districts (except for the largest) to provide --- we become the collective resource and driving force toward improved quality education for our students, parents and teachers.

Q3: What differentiates us from our neighboring ISDs?

The Seiter Center is a state of the art school providing centralized services to the most challenged students.

Q4: What do we need to START doing?

Continue focusing on the positive with a public relations movement to help the community understand what services we can and do provide. Perhaps some radio spots or newspaper editorial. We educate kids, we also need to educate the community -- and taxpayers.

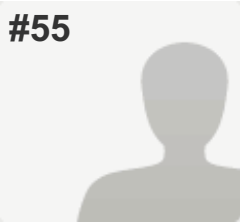
Q5: What do we need to STOP doing?

Complaining about what isn't and our colleagues. Keep it to yourself --- like mom taught you, "if you don't have something good to say, keep your trap shut!" Paraphrased of course.

Q6: What do we need to KEEP doing?

Positive strokes for those doing exemplary work Focus on the kids -- after all that is what we are about Continued positive growth

#55



COMPLETE

Collector: New Link (Web Link)

Started: Monday, October 27, 2008 5:23:00 AM

Last Modified: Monday, October 27, 2008 5:31:00 AM

Time Spent: 00:08:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Staff moral
2. Communication
3. More staff input on decisions for programming

Q2: Why do we matter to our local districts, students, parents and community?

We are a bridge to the districts, parents, etc. As an ISD we are able to offer services to assist parents and districts, but these parties must be willing to take ownership after they have been trained, etc.

Q3: What differentiates us from our neighboring ISDs?

We have a great staff and programs that truly have our students in mind as #1. Our staff has the opportunity to be trained in so many areas. We are a wealth of information.

Q4: What do we need to START doing?

Getting more input from staff that has hands on with the children. Too often we are not consulted about changes, and we are the ones working with the students.

Q5: What do we need to STOP doing?

We need to stop having supervisors that change IEP's after we have written them.

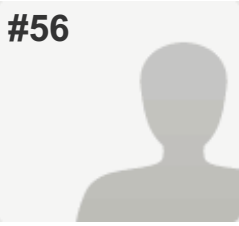
We need to have a chance to evaluate our supervisors and stop complaining behind their backs.

We need to stop having so many changes all the time in programming.

Q6: What do we need to KEEP doing?

Being the great ISD we are. We are looked upon as being a good ISD. Continue sending the staff to training, and encourage the use of new techniques, etc.

#56



COMPLETE

Collector: New Link (Web Link)

Started: Monday, October 27, 2008 6:34:00 AM

Last Modified: Monday, October 27, 2008 6:57:00 AM

Time Spent: 00:23:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1) Supervisors providing program vision and leadership. Currently some supervisors flip flop between no leadership then demanding actions leaving staff unsure and increasing tension between program members.
2) Early intervention services and natural environments. Especially addressing the need for preschool experiences for children age 3. Classrooms for children with special needs only is not an appropriate placement for a large number of our children with special needs who would benefit from interactions with typically developing peers.

Q2: Why do we matter to our local districts, students, parents and community?

Special needs children and their families are in vulnerable positions. We provide needed support as families work through the grief, and stresses of raising a child with special needs, and hopefully help children reach their full potential.

Q3: What differentiates us from our neighboring ISDs?

I believe our early childhood intervention program (0-3) is very family centered.

Q4: What do we need to START doing?

Give families more ownership in their child's progress. Really listen to what families want.
Combine 3-5 year old children with typically developing peers.

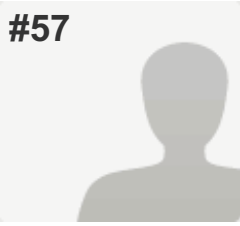
Q5: What do we need to STOP doing?

Insisting we know what is best for a child/family (especially supervisory staff).
Supporting self contained special education early childhood classrooms.

Q6: What do we need to KEEP doing?

Provide caring intervention and family support.

#57



COMPLETE

Collector: New Link (Web Link)

Started: Monday, October 27, 2008 6:35:00 AM

Last Modified: Monday, October 27, 2008 7:06:00 AM

Time Spent: 00:31:00

IP Address: 207.74.86.35

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

- 1) Appropriate work space for certified staff
- 2) Off-site electronic access to student records
- 3) Retention of certified staff

Q2: Why do we matter to our local districts, students, parents and community?

The ISD provides expert resources to help community and locals better meet the requirements of the parents' students.

Q3: What differentiates us from our neighboring ISDs?

We have a higher rate of certified staff turn-over.

Q4: What do we need to START doing?

Provide certified staff with better access to necessary resources (e.g., access to student records in the field, and utilize the area of the building currently rented to CMS to provide certified staff with more appropriate work areas/offices) This will help with numbers 1 and 3 above.

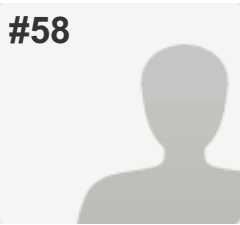
Q5: What do we need to STOP doing?

Some non-certified, non-administrative ISD staff need to change the manner in which they address ISD certified staff, administrators, and locals.

Q6: What do we need to KEEP doing?

Keep providing exceptional professional training; keep focusing on positive communication; and, keep helping those of us in the field to help the kids!

#58



COMPLETE

Collector: New Link (Web Link)

Started: Monday, October 27, 2008 7:59:00 AM

Last Modified: Monday, October 27, 2008 8:35:00 AM

Time Spent: 00:36:00

IP Address: 69.36.51.194

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Most problems/issues are due to communication. We need to continue to break down the walls and see where each department is coming from and try to work better as one unit. I continually hear things about "special ed" vs "general ed."

Q2: Why do we matter to our local districts, students, parents and community?

We offer support to the districts, students, parents and community. However, the community is probably the least aware of what we do as I get asked each time I tell someone where I work.

Q3: What differentiates us from our neighboring ISDs?

I have very limited contact with other ISDs. However, I feel that we should always present a professional atmosphere in our building being aware of what kind of impression others have when entering our building.

Q4: What do we need to START doing?

Everyone is fearful of the economy and the job situation. We need to have as much confidence as possible that there our jobs will not be taken away to privatization or budget cuts.

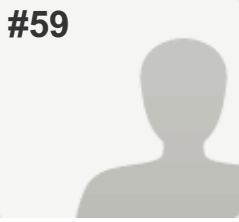
Q5: What do we need to STOP doing?

Complaining, just get the job done!!!! Complaining makes us look bad to others giving the impression that our ISD isn't run properly.

Q6: What do we need to KEEP doing?

Communicating and trying to "understand" what others are experiencing.

#59



COMPLETE

Collector: New Link (Web Link)

Started: Monday, October 27, 2008 8:33:00 AM

Last Modified: Monday, October 27, 2008 8:56:00 AM

Time Spent: 00:23:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Leadership-There is a lack of strong leadership with the direct supervisors leading to staff not feeling supported or secure. Staff morale is low.
2. Attitude- We need to have a more cooperative attitude with staff and the local districts. There tends to be a negative impression of the ISD's in the locals.
3. We need to use our professionals for problem solving and changing of programs. With 30 plus years of experience I have never been asked my opinion on anything until this survey. We have excellent professionals on staff and we are not using their expertise. I do many workshops around the state and with other districts and I am never asked to do any training within our ISD.

Q2: Why do we matter to our local districts, students, parents and community?

Because of our professional experience and knowledge.

Q3: What differentiates us from our neighboring ISDs?

I don't know

Q4: What do we need to START doing?

1. Using our own staff more effectively.
2. More training for supervisors on effective leadership skills.
3. Proactive problem solving-Not responding defensively to problems
4. Being supportive to staff.
5. Ask staff opinions regarding supervisors for their evaluations. I have not been asked if my supervisor is effective.
4. Respecting parents: I have been told to stop empowering parents, and that they must learn that they do not have options and must do what we say. Parents have been told that " I know what is best for kids" by my supervisor.

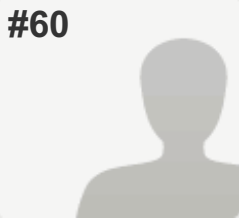
Q5: What do we need to STOP doing?

Micro-managing staff- we are not allowed to finalize IEP's or IFSP's, our supervisor does all of them. Sometimes our input is changed including wording of present levels, time recommendations, etc. without our approval or knowledge.
Stop telling professionals what their opinion is- I have been told what I must recommend before meetings-

Q6: What do we need to KEEP doing?

We need to keep faith in our professional staff and the great job most are doing.
We should keep asking staff opinions such as this survey so that leadership knows how the staff is feeling.
Thank you for letting me share my thoughts.

#60



COMPLETE

Collector: New Link (Web Link)

Started: Monday, October 27, 2008 9:28:00 AM

Last Modified: Monday, October 27, 2008 9:37:00 AM

Time Spent: 00:09:00

IP Address: 69.36.57.2

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

support for general ed
support for special ed
relationships with LEAs

Q2: Why do we matter to our local districts, students, parents and community?

you can do some things more effectively than the LEAs

Q3: What differentiates us from our neighboring ISDs?

strong support for SE, weaker support for GE

Q4: What do we need to START doing?

Respondent skipped this question

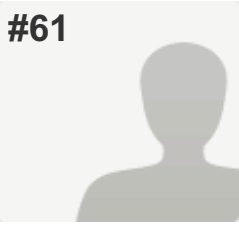
Q5: What do we need to STOP doing?

Respondent skipped this question

Q6: What do we need to KEEP doing?

Respondent skipped this question

#61


COMPLETE
Collector: New Link (Web Link)

Started: Monday, October 27, 2008 10:01:00 AM

Last Modified: Monday, October 27, 2008 10:04:00 AM

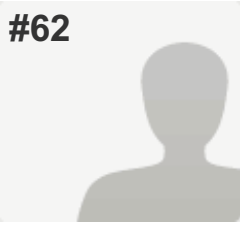
Time Spent: 00:03:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?	<i>Respondent skipped this question</i>
Q2: Why do we matter to our local districts, students, parents and community?	<i>Respondent skipped this question</i>
Q3: What differentiates us from our neighboring ISDs?	<i>Respondent skipped this question</i>
Q4: What do we need to START doing? finding and using technology with our students	
Q5: What do we need to STOP doing?	<i>Respondent skipped this question</i>
Q6: What do we need to KEEP doing?	<i>Respondent skipped this question</i>

#62



COMPLETE

Collector: New Link (Web Link)

Started: Monday, October 27, 2008 11:28:00 AM

Last Modified: Monday, October 27, 2008 11:33:00 AM

Time Spent: 00:05:00

IP Address: 69.36.50.50

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Marketing the ISD and the programs that it provides
2. Articulation agreements for all CTE courses with as many area post-secondary institutions as possible
3. Data Analysis

Q2: Why do we matter to our local districts, students, parents and community?

We are an important option for our students. We provide all special education programs that locals would have to provide themselves without us, and we are an alternative path to college through our CTE programs.

Q3: What differentiates us from our neighboring ISDs?

We have really worked hard in the past couple of years to be proactive when it comes to the things that are coming down from the state.

Q4: What do we need to START doing?

Collecting data and learning how to analyze it to be sure that the decisions being made are the best for the kids.

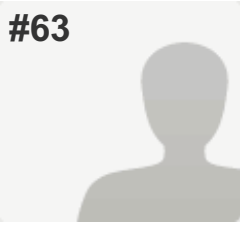
Q5: What do we need to STOP doing?

Not sure.

Q6: What do we need to KEEP doing?

Working hard to get out information to the public about who we are, what we do, and how that benefits kids.

#63



COMPLETE

Collector: New Link (Web Link)

Started: Monday, October 27, 2008 12:55:00 PM

Last Modified: Monday, October 27, 2008 12:58:00 PM

Time Spent: 00:03:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Respondent skipped this question

Q2: Why do we matter to our local districts, students, parents and community?

To feel that our special students are getting the best educational needs that the student can get.

Q3: What differentiates us from our neighboring ISDs?

We have special classrooms outside of the local districts to meet the individualized needs of the students.

Q4: What do we need to START doing?

Respondent skipped this question

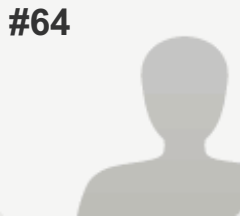
Q5: What do we need to STOP doing?

Respondent skipped this question

Q6: What do we need to KEEP doing?

Respondent skipped this question

#64



COMPLETE

Collector: New Link (Web Link)

Started: Monday, October 27, 2008 1:27:00 PM

Last Modified: Monday, October 27, 2008 2:12:00 PM

Time Spent: 00:45:00

IP Address: 69.36.50.226

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

- 1-Communication and support to locals.
- 2-Support staff in all ways possible.
- 3-Build trust, rapport, and respect with all who are involved with the ISD.

Q2: Why do we matter to our local districts, students, parents and community?

Support and knowledge! We are experienced and knowledgeable in areas that are unfamiliar to others. We are trained to use techniques and resources to help students excel to their highest potential. We teach parents and others how to do the same.

The support that we give comes in many different ways; emotional, educational, informational, etc.

Q3: What differentiates us from our neighboring ISDs?

Kent-Resources and size.
Ionia-Support from administration.

Q4: What do we need to START doing?

Don't change things that work!
Understand that the people who work directly with the students are very knowledgeable and probably know the program the best. Seek their advice when considering change or improvement.

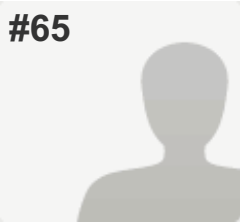
Q5: What do we need to STOP doing?

Stop making changes in programing without researching and understanding all of the intricacies of that program.

Q6: What do we need to KEEP doing?

Support staff!!!
Put students first!!!
Communicate to all who are involved and get their input.

#65



COMPLETE

Collector: New Link (Web Link)

Started: Monday, October 27, 2008 1:42:00 PM

Last Modified: Monday, October 27, 2008 2:27:00 PM

Time Spent: 00:45:00

IP Address: 207.74.86.35

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. Teachers need time everyday to talk with their staff about what needs to be done, what is/is not working and how we can do it better.
2. Para-Professionals need to be educated and in-serviced on the disabilities that their students have.

Q2: Why do we matter to our local districts, students, parents and community?

They depend on us for specialized programs, too many of which were eliminated last spring.

Q3: What differentiates us from our neighboring ISDs?

We have a GREAT staff and GREAT programs!!

Q4: What do we need to START doing?

Including one on one parapro's in discussions and planning for the students. They should be invited to the IEP's.

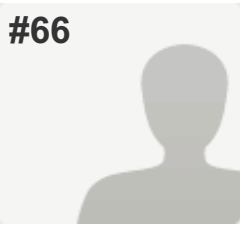
Q5: What do we need to STOP doing?

Stop overloading us with paper work!

Q6: What do we need to KEEP doing?

I truly appreciate our Superintendent listening and having an open door for staff. He needs to be aware of what is/is not happening in our programs.

#66



COMPLETE

Collector: New Link (Web Link)

Started: Monday, October 27, 2008 3:26:00 PM

Last Modified: Monday, October 27, 2008 3:35:00 PM

Time Spent: 00:09:00

IP Address: 69.36.51.194

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

Data collection, writing measurable goals, communication with staff concerning making the plan a living documnet

Q2: Why do we matter to our local districts, students, parents and community?

We are a liason between the locals and the State Dept. We are to assist and serve our local districts.

Q3: What differentiates us from our neighboring ISDs?

I think we have many initiatives started to improve services. We need to have provide more services in general education. We have a great Career Center.

Q4: What do we need to START doing?

Hire a full time general education director. Provide career options to students with disabilities that can not meet the requirements of the traditional Carre center classes. Move forward with a well articulated vision plan.

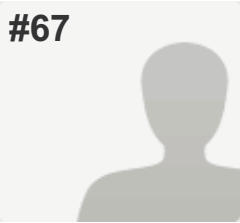
Q5: What do we need to STOP doing?

Dividing the lines between general and special education.

Q6: What do we need to KEEP doing?

Hiring great staff. Focus on providing general education with special education support.

#67



COMPLETE

Collector: New Link (Web Link)

Started: Tuesday, October 28, 2008 7:18:00 AM

Last Modified: Tuesday, October 28, 2008 8:59:00 AM

Time Spent: 01:41:00

IP Address: 69.36.50.50

PAGE 1

Q1: What are the top three issues you believe MUST be addressed/explored/answered at the upcoming planning session?

1. What services our local districts most need from us.
2. Trust (in the ISD) from community and locals
3. Communication

Q2: Why do we matter to our local districts, students, parents and community?

I believe we provide services for all that the locals may not be able to provide. I also believe that we are a link between districts and are able to provide commonality.

Q3: What differentiates us from our neighboring ISDs?

There are several things that we do that others do not. (Examples include regular meetings of principals, counselors, etc.) We are also small enough to be useful to our districts (and maybe necessary?) and can try new things.

Q4: What do we need to START doing?

Evaluating our customers needs more often, relying on data (or even collecting more data!), making more ISD-wide decisions (such as about curriculum, assessments, etc.), looking to our customers and the community for information and providing them with information (taking surveys, finding perceptions, educating, marketing)

Q5: What do we need to STOP doing?

Working as solitary local districts, holding on to our own traditions that make us unwilling to try new things or collaborate, blaming others or failing to see the value of what others do.

Q6: What do we need to KEEP doing?

Meeting as groups of professionals (counselors, curriculum directors, etc.), offering PD and a variety of training options