

### **What do you like best about our agency?**

- Genuinely good and well-intentioned people. We really try to do the best for students and our local districts. We a lot with a little.
- The majority of the staff truly cares about kids and wants what's best for them.
- Compassionate and welcoming atmosphere. All supervisors are open to conversation and collaboration.
- Supportive
- Collaboration and trust
- very dedicated staff
- Great people in all areas.
- the help and support available to every student. it changes there life.
- Supports for children that need the most help.
- family feel. Constant collaboration
- There is good employee support. They want to make sure the employees have the resources they need to be effective.
- The staff investment to providing research based practices to support students and the organization.
- Our efforts for collaboration.
- The desire to be more inclusive with our stakeholders.
- Collaborative nature of leadership and staff
- MAISD provides quality programs and services to our local districts in an attempt to meet the needs of the students. I appreciate how we are becoming a trauma informed school system.
- The agency is always trying to offer staff development to improve student achievement.
- I like most of the people I work with
- resources are available to help all learners
- The support we give to the community.
- We have a great staff that truly care about the children and families that we support.
- The people. We have some of the best staff people around.
- We have compassionate people employed at MAISD who are dedicated to serving in their roles.
- Always looking for ways to improve
- That we work hard to help others help students
- I like best the support they provide, and they are extremely transparent on what they are doing.
- I like that the ISD gives staff the opportunity to participate in conferences that are meaningful to our specific job.
- The staff really cares about the students
- I like being able to openly ask questions to supervisors and administrators to improve the environment for students.
- It seems to me the leadership in our agency works hard to keep us on track and headed in the direction we want to go as an educational agency with integrity and fidelity.

- That we are activity working together to help others.
- the people and the good work they do
- I love working with all our kids!
- That all staff have the same goal . To make sure our students learn to the best of their abilities and their welfare comes first.
- The collaborative learning process and the importance of looking at data
- Sense of family and community, good support
- The team in my particular building works exceptionally well together and is led by a person who makes us feel valued for our expertise as teachers.
- How well we all work together as a team to meet the needs of the families, students, and communities we serve. The amount of training which is encouraged and offered in areas such as MTSS to ensure staff are well informed and trained in order to transition to that type of model.
- It is a wonderful agency to work for. Great team work and collaborative process.
- How the agency helps the kids.
- Collaboration with the districts
- That we can work in collaborative and cooperative teams to meet goals, achieve success, and deliver instruction/support.
- Always improving !
- Visionary organization; Investing in supports that are research-based; High quality professional development; Professional developing provided based on needs; Culture
- Compassionate and dedicated employees that put students and local districts first
- Local district programs.
- The team of people that work here and the passion they have.
- Everyone working in the district is passionate about student learning and are willing to work very hard and go above and beyond.
- Most all of the staff has the same overall goals - student success.
- the people I work with
- All employees are given the training they need to do their jobs effectively. Not all students are the same so therefore individual training is needed at times to relate to that student. It is nice to have that opportunity available
- Helping students, where ever they are at, to grow
- Enthusiasm
- We have a great group of people that love children and want to help children.
- The number of opportunities for professional development and the care that the ISD has in improving education for our students.
- The care for our students.
- MAISD provides a caring staff to help our students meet their goals.
- I like that we have great opportunities to improve and most staff are willing to work toward that improvement and breakdown any barriers needed for the benefit of not just the ISD students, but students countywide.

- If your working in a class and a student is having behaviors, other staff from different classes will help out if need!!
- The passion everyone has for the students.
- The support and collaboration that is given amongst staff.
- Diverstiy of staff
- The opportunities to help children and make a difference for the better for them.
- Service they provide for our students
- Stronger support and movement towards supporting transition and adult needs for our students. Positive attitude towards staff and what they do, has improved greatly in the past year.

- I like the informational meetings the ISD offers and all of the professional days. The meetings are informational and fun and we move around a lot, we don't have to sit in the same chair and get bored or feel like we could fall asleep. When we have questions, we contact our supervisor and our problem is usually fixed at that moment if it can be. I also like that we have the ability to move our students around in new transportation and I feel they are safe when being transported.

- We work well together as a team. We want whats best for our students.
- The students
- What I like best about the agency are the examples set by the leadership team such as donating food to families instead of buying each other gifts for the holiday.
- We are progressing. We are recognizing that we have room to improve, and have made plans on how to make those improvements.
- Care and compassion for our students.
- Student first focus
- Using a lot of data and staffing to focus on individual's needs and have great collaboration teams.
- The energy and excitement our staff brings to work everyday.
- The collaboration between all members of the ISD to make learning more purposeful.
- collaboration, creativity, innovation.
- A caring community that strives to support and encourage individuals.
- The willingness for people to just pitch in and help whenever its needed
- Great People
- I'm proud of the programs that we provide for special needs children in our county. We have a good career center that provides an avenue of learning for kids that may not be college bound. I'm especially proud of the Early College program and the way it is improving every year.
- Services that we have for all of our special needs children and the support we give to our local districts.
- Staff, kids
- Staff really love and care about the students.

- Admin and all staff work together
- Staff that are employed at the ISD have a terrific amount of caring in regards to the welfare of all the students that we service. Many staff go above and beyond to help the students.
- Collaborative approach to all practices, ability to reflect and change when/if needed, professional approach to education/services
- most staff care about students and want the best for them
- family like
- people
- I enjoy working here
- Always going above and beyond to help students and staff. Always supportive.
- The staff. I have been in many districts and our ISD has by far the friendliest, most outgoing, hard working and dedicated staff I have ever seen.
- The people.
- The teams the work together to do what is best for children and their education.
- The friendly people.
- Most of the staff are very qualified and truly have a passion for helping the students.
- The staff is experienced and kind. Administration is willing to learn and listen to those who are more experienced. Superintendent is personable.
- Working with the students in ways to see good changes in them
- The movement towards servant leadership--administrative, teachers, ancillary, support staff
- Very cohesive and cooperative unit.

### **What do you like least about our agency?**

- No real pay incentives for some staff.
- There is a need for the ISD programming in the locals to be included in planning--and be owned by the ISD for school improvement, PD, etc.
- The way some people are treated
- Staff moral needs to be thought about more. Staff is spit on, hit, kicked, hair is pulled, glasses are broken, people are injured. Staff is expected to drive personal vehicles. Mileage doesn't begin to cover expenses from tires, oil changes, new wheel bearing and ball joints from the rough roads in the 7 local school districts. Working should not add to the financial burden of the staff.
- The administrators and the staff do not always work as a team. There is a definite division.
- Nothing.
- Sometimes communication is lacking which may cause confusion.
- The pay scale for non union employees.
- Some administrators seem to be able to get away with being extremely dishonest and being a bully.
- I wish our subs were treated more equal or recognized more. They are always left out of everything and sometimes they work more than full time staff.
- silos

- lack of communication
- that we keep people that show disrespect to staff
- Hearing things through "the grapevine" rather than through administration/supervisors and making decisions about programs/changes without discussing them with staff to get their input.
- Changes....to many changes in staff that (teachers/para's, etc). These changes are difficult for our students

We don't do enough to support parents and families of our school age kids.

- Year around schedule and pay schedule
- Lack of communication
- As an employee, I'm disappointed in the lack of communication to the staff. I know that leadership tries, but so often the information doesn't "trickle down". There seems to be many meetings for leadership, but the information from there isn't spread to the staff. If you work in Special Ed, you may know what goes on in Special Ed, but you don't know what is happening in voc ed.
- Restricted Funding
- when thngs are done differently with different people
- We're pretty spread out and busy so it's hard to know what is going on in areas you don't work directly with.
- The tendency to change models that have been effective.
- We may benefit from a technology training more often for teachers to be able to use more efficient means of getting their data input or how to share resources between teachers to save time.
- The turnover of staff.
- poor collaboration between locals and ISD
- Communication is sometimes vague
- How some staff do not feel a part of any ISD or local staff (no time to meet with peers for problem solving/support).
- At times the lack of communication throughout the ISD. I don't feel everyone is on the same page in terms of our common mission or goals.
- What I like least about the agency is the difficulty in communicating with others
- Sometimes being forgotten. Especially if a program is in a local school district.
- I wish we had more money to give some of our students a one-on-one.
- Turnover/frequent change of supervisors.
- Inexperienced teaching staff can administration not meeting the required certification for their position.
- How they handle certain problems.
- Some of our leadership is not leading by example or leading at all, and our upper administration is doing nothing about it. (MACC Building)
- nothing
- Not sure

- Students having bad behaviors in hall ( hitting, spitting, swearing, and tripping other, destroying things) and no consequence..
- The acceptance of mediocrity, or standing still. "this is the way we have always done it" mentality
- Like all schools, we follow a strict budget.
- Support staff not really listened to.
- Some communication skills are lacking and miscommunication. It has appeared over the past summer months that special education administrators are a bit unorganized. For example: the calendars for the 2016-17 school year were sent out to staff with multiple drafts and final copies. The days off and working were changing right up to the week before students were to start school.
- Too much change. Too many people coming and going.
- The support staff often has valueable insight to students' learning and behavioral needs that are not addressed because they are not part of the discussion if their student. People are making decisions based on what they know professionally rather than individual needs. Changes made before discussing the outcome with those involved!
- Constant change to the degree of not knowing older staff or belittling staff. Some staff thinking they are better then others cause they don't have a college education, and not looking at what skills and abilities they bring to the education field.
- departments do not work together for the sake of the students to find common ground. We are all at the ISD for the same reason so we need to work together to make it the best experience possible.
- the building or facility
- Trying to reinvent the wheel!
- I would like to see communication improve, and I would also like to see leadership out in buildings more often.
- -no comment
- limited resources that drive programs and/or supports
- There is nothing I don't like.
- Nothing I can think of.
- At times, it feels as if there is a lack of communication especially for ancillary staff who are separated from the main buildings. At times, we hear valuable/ important news through word of mouth which in the end tends to be misinterpreted. It would be beneficial to have a regularly set bulletin, email, etc. with new information, upcoming events, etc. that staff knows when and where to locate it.
- none
- I couldn't imagine be working for a better agency.
- Communication and consistency of practices between districts.
- The lack of support/buy-in for a wider variety of educational options for our students.
- changes made sometimes without looking at historical occurrences and change with programing
- I need a better understanding of the evaluation process
- Lack of good subs.

- Supervisors who have a hard time listening to staff, and working with them.
- Work load for some staff seems pretty large
- None as this time.
- Having to share a thermostat with others in my department.
- It is very large.
- Changing classrooms and/or offices each year. What is the point?
- Not all decisions are made in the best interest of the kids but by money.
- I like least the fact that I lack the knowledge of what other departments do, and that I don't know many of the staff. It's like we are on our own little island.
- paper work
- The lack of follow through on tasks/goals
- The nature of our structure lends to divisions between career center, special education, and general education.
- 2 things. Lack of relevant PD opportunities and the pay here is quite low compared to other similarly sized ISDs in the state, which is why we have a hard time retaining good people.
- We have had frequent changes in our administrative team. It has been difficult to grow momentum when there is change in leadership.
- Communication between programs.
- Many in our agency want to just give advice, instead of showing and collaborating on learning.
- The supervisors generally do not know anything about our kids but don't follow the teachers advice at times. We just get a supervisor more knowledgeable, they then will switch us to another supervisor that knows nothing about our kids and don't know what their doing. Our supervisor now is awful.
- What I like least is the lack of evaluation tools to promote growth.
- Funding Silos and lack of data based decision making
- Lack of familiarity of programs and services offered through the ISD.
- The lack of a clear recruitment process for skilled and highly effective hires in addition to a tangible staff support for growth and appreciation for individual strengths and talents.
- There is nothing I like least. Sometimes the communication about things happening/important things is not get shared with everyone or the people who should know.
- the building. Outdated.
- paper work, but i do know how significant data helps throughout a student learning career
- I like everything about MAISD!
- high turn-over rate among supervisors
- Not much to complain about :)
- communication
- I can't think of anything.
- People stay in administrative positions even when they are not performing well. The lack of adequate performance is felt within the building, community, and even neighboring counties who partner with us. Nothing is done about this.
- Facilities are out-dated and sometimes we are understaffed

• **What is one suggestion you would like to offer to improve our agency?**

- I still don't know all the employees who work here. I know we are big but maybe there is a way to change that. Let's also make our organization more visible and known in the community. Maybe have a booth at the Danish Festival.
- LISTEN to the staff. We are the ones who are dealing with issues on a day to day basis. COMMUNICATE with us in a timely manner.
- None
- vary PD schedule at beginning of year
- Being regularly informed about ALL ISD happenings
- NA
- I think that kids who are at graduating age, should walk in the commencement at their local high school.
- have more than 1 school wide, out of county outing a year. the kids enjoy it and they can be very educational. shake things up a bit for them.
- Continue to increase communication, the MAISD serves a wide variety of students and families.
- Better communication. I know that special education staff is working on it this year.
- A greater effort shown for staff retention and acknowledgements.
- Offer more options for professional development for support staff.
- less silos
- Teacher evaluation tool that is meaningful as well as continuing to work with locals on creating trauma informed schools.
- give us a GOOD supervisor and keep them with us to learn the ropes to do the job more efficiently.
- have less teacher consultants
- There are some programs people still know nothing about. We need to learn about all programs so we can work parallel to reach our goals, not just coming from different directions.
- Keep with a main focus and build momentum around it.
- Offer more PDs that will be relevant to staff, not just PDs on the administration's latest favorite "trendy" thing. All this hair on fire and MTSS stuff but nothing like beginner or intermediate technology stuff. How about Google Apps? I'd love to know how to use Google Classroom. I'd love some PowerSchool training, I'm told to use it but not taught how!
- If there were a way to make it work, it would be nice to have all staff together more than just once a year. It might be nice to do an opening day along with a year-end wrap-up event.
- Complete one method of an initiative and use data to determine the need to change methods before just deciding to change methods (ex. evaluation system)
- less paper work more student time
- More gatherings or all inclusive PD opportunities to be able to know who is who.
- I think it is very helpful when the administration takes input from staff when making a big decision.



- Time before the school year begins to work in classroom and/or meet with other staff concerning students.
- Allow for more PD or planning time to collaborate with coworkers.
- Continue with the great PD and enthusiasm of the leadership team
- Listen!
- 1 person decisions should be rare!
- Create more opportunities for staff from different buildings to meet by content and grade level.
- Give more opportunities for inter district collaboration between support staff.
- Continue to offer professional development. They are great at encouraging further learning opportunities for their staff.
- none
- Improve communication to all staff. Invite all staff to join trainings that are offered. Many classroom teachers miss out on ancillary staff trainings and vice versa. The option should be presented - it may be an area of interest for others.
- Keep putting the work out there on all our services.
- Improved communication
- better inform employees about all programs and services offered.
- -no comment
- We are doing a good job, but we all need to keep working toward personal and professional growth with the students in mind. Hopefully the new evaluation tool will help that happen.
- There is a lot of new supervisors who continue to want to change things like they were previously. There are many staff that have been here a long time that have gone around and around with the same programs started/ended.
- provide a more professional building
- Consistency with rules and policies and follow through
- have professional development pertain to each area of practice so you can use for CEU's.
- Making time for staff to de-stress or give inservices on... safe schools...?
- More communication between administration and certified/support staff. All opinions matter.
- Try to pay staff more which may keep them here.
- It would be nice if the ISD asked the staff what we NEED to help us give our students a better education and to have time to collaborate with other staff and have time to put what is learned into place in the classroom or for therapist (ancillary staff) to be able to collaborate with staff in classrooms.
- Put prayer back in and CBI.
- It would be wonderful if we could write more grants to help our school obtain more equipment (that can sometimes be costly) for our students.
- Set high expectations for continuous improvement across all areas, give the supervisors the tools to implement those improvements and celebrate when great things happen.
- All students are equal..
- nothing at this time

- Monitor our building level leadership at a closer level.
- That management will listen to there employees instead of just forming there own opinions without merit.
- Administrators need to be up to date on all trainings and treat all employees with respect.
- Consistency among supervisor expectations.
- More time for team meetings. It's hard to work in meetings when the staff is scattered all over the county.
- Making sure that satellite programs are being taken care of (building appearance, classroom up keep,
- One suggestion would be to continue to improve working relationships with the local school districts.
- Making sure we are really looking at our data and feedback from the local districts.
- Promote time for professional groups to meet and continue with frequent communication so we don't hear information from local districts prior to the ISD communicating the information to its staff.
- Blend professional developments with local school districts
- Be consistent. If someone isn't doing their job they need to be called out.
- Sometimes equipment is left in areas the kids use or parts of shelves are left in areason like the sensory room at seiter where it is not safe.
- none
- make everything the same
- Put student needs first,
- Communication!! Does special ed still do a monthly communication? Break down those silos that everyone talks about and get the word out to everyone. An electronic newsletter?? At least for those of us that WANT to know would read it.
- Maybe some type of ISD newsletter that communicates what is happening in the ISD. If you do not attend leadership meetings then you do not usually hear what changes are being made or what all the departments are doing. Some departments are now having random newsletters and that has helped some.
- More compassion, less restraining
- I would like to see us offer more to get parents involved with school.
- Not really an agency thing but we do need to Look into getting more money to provide more devices for our students needing AAC devices
- not sure
- Keep educating staff about the MAISD.
- communication devices for all students
- more collaboration
- Give some of your staff more credit and seek their input out in the evaluation of supervisors.
- Keep doing what your doing, as you definitely can see it is working when you see the student achieve.
- Give steps in pay for years of service to non union employees.
- n/a
- Nothing

- The administrators should receive training on conflict resolution and how to mediate conflict, especially between staff.
- I would like to see the local districts be asked what kind of support the district needs. Not all districts have the same needs. The ISD cannot tell the local districts that particular programs will be implemented and expect that ISD staff will be successful with the implementation if the local district is not supportive. If the locals feel that more hands on support is needed then that is what should be provided.
- Listen more to what is said before forming opinions
- Continue to communicate--small and large "types" of information.
- Communicate and be fair to all employees.