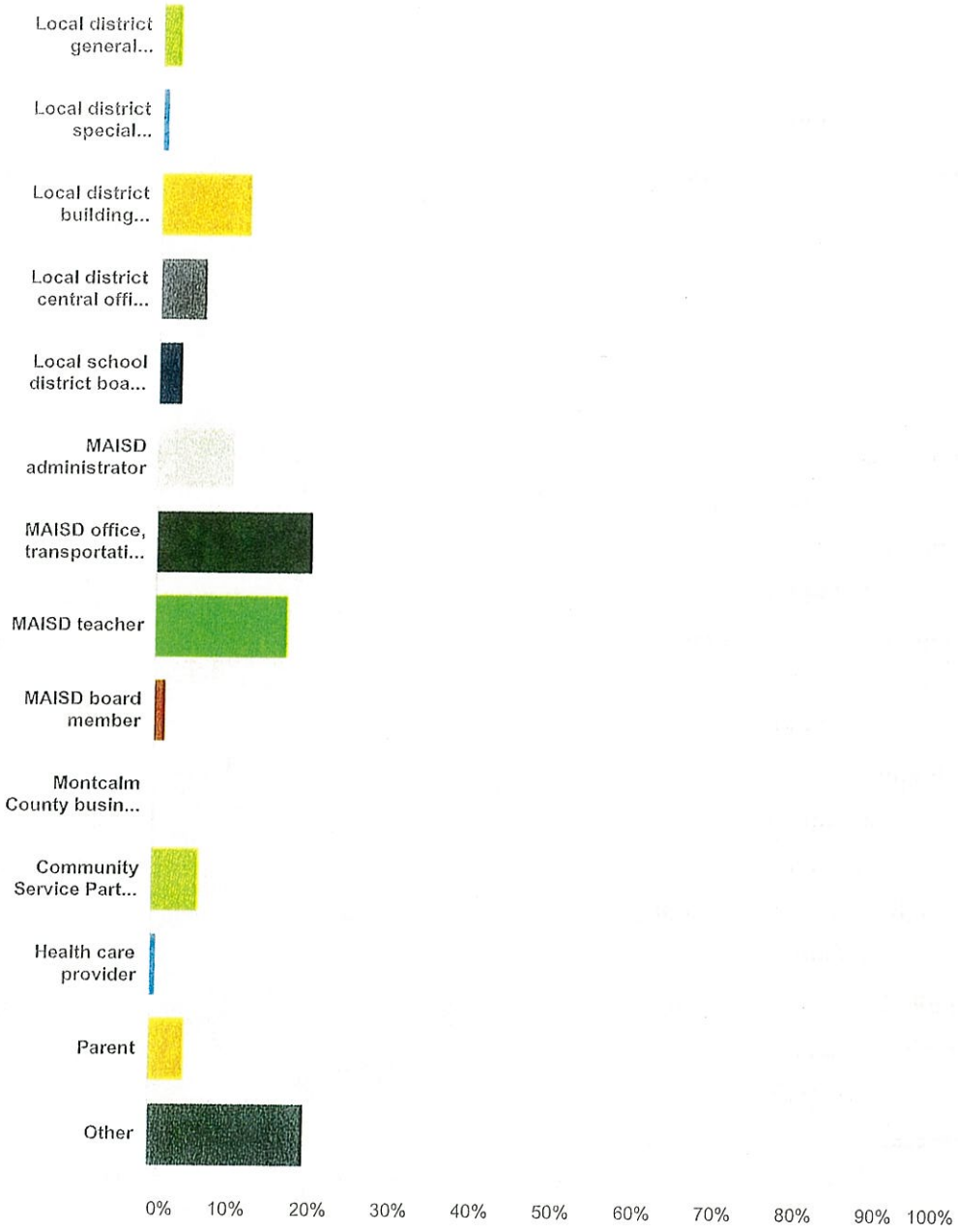
Q1 Please choose the role through which you are answering the survey questions. I am answering as a(n)

Answered: 135 Skipped: 0



Answer Choices	Responses	
Local district general education teacher	2.22%	3
Local district special education teacher	0.74%	1
Local district building administrator	11.11%	15

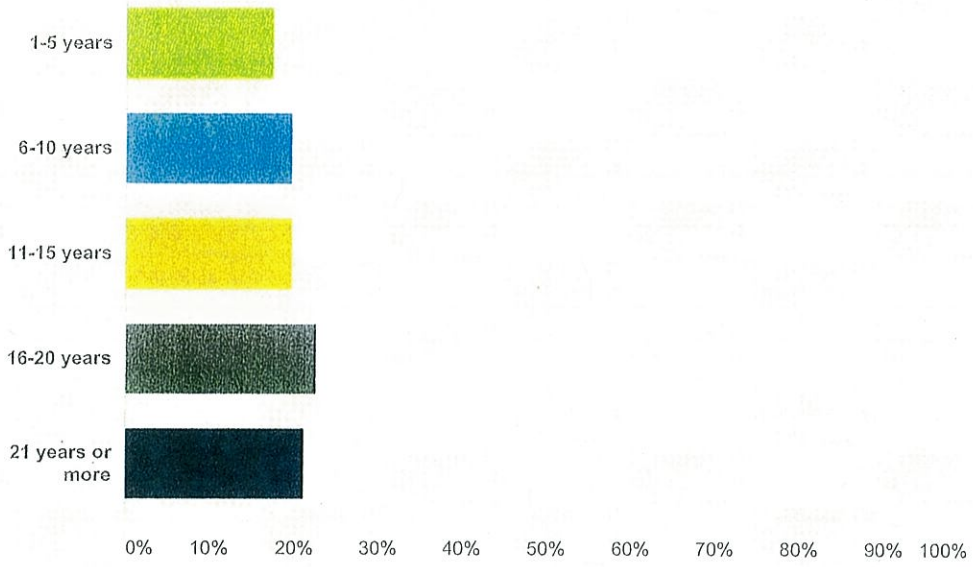
Local district central office administrator	5.93%	8
Local school district board member	2.96%	4
MAISD administrator	9.63%	13
MAISD office, transportation, or other support staff	19.26%	26
MAISD teacher	16.30%	22
MAISD board member	1.48%	2
Montcalm County business owner	0.00%	0
Community Service Partner (eg. Rotary, Lyons Club)	5.93%	8
Health care provider	0.74%	1
Parent	4.44%	6
Other	19.26%	26
Total		**135**

#	Other (please specify)	Date
1	Itinerant staff (PT) with birth-3 population	10/22/2014 10:53 AM
2	Regional education partner	10/22/2014 9:24 AM
3	Auxiliary staff-school counselor	10/21/2014 10:31 AM
4	Professional ancillary staff member	10/21/2014 10:20 AM
5	Retired School Administrator	10/21/2014 9:48 AM
6	MAISD "gray area" employee	10/21/2014 9:35 AM
7	Public Safety	10/21/2014 9:11 AM
8	MAISD Paraeducator	10/13/2014 11:19 AM
9	Human Service provider	10/8/2014 4:17 PM
10	Disabilities services rep from community partner	10/8/2014 3:18 PM
11	Local district educator	10/8/2014 1:33 PM
12	PCLG and Early On staff	10/8/2014 11:06 AM
13	partner in community work	10/8/2014 7:31 AM
14	Retired MAISD administrator	10/7/2014 4:53 PM
15	Technician/Assistive Tech	10/7/2014 4:41 PM
16	therapist	10/7/2014 2:51 PM
17	Community human service agency	10/7/2014 2:44 PM
18	para	10/7/2014 1:15 PM
19	Community college administrator	10/7/2014 12:21 PM
20	Ancillary Staff	10/7/2014 11:53 AM
21	School Guidance Counselor	10/7/2014 11:04 AM
22	Special Education Praprofessional	10/7/2014 9:58 AM

23	ancillary staff - therapist	10/7/2014 9:55 AM
24	MCC trustee	10/7/2014 9:46 AM
25	Great Start Collaborative Partner	10/7/2014 9:18 AM
26	Community College employee	10/7/2014 9:15 AM
27	Teacher Consultant	10/7/2014 9:11 AM
28	Law Enforcement	10/7/2014 9:04 AM

Q2 Please indicate your years of knowledge with regard to MAISD.

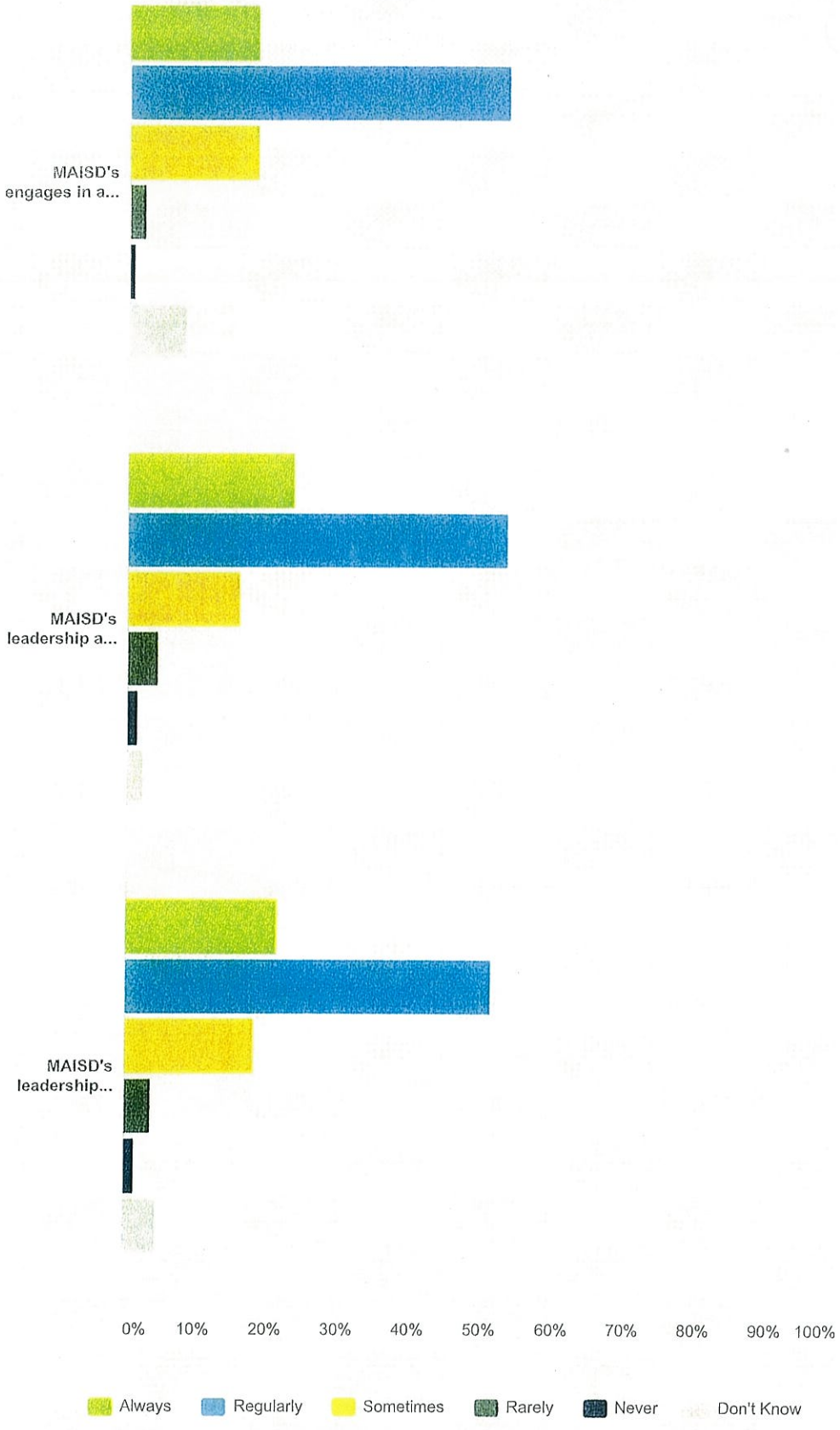
Answered: 133 Skipped: 2



Answer Choices	Responses	
1-5 years	17.29%	23
6-10 years	19.55%	26
11-15 years	19.55%	26
16-20 years	22.56%	30
21 years or more	21.05%	28
Total		**133**

Q3 Standard 1: Purpose and Direction - "Leading, collaborating and serving to create education without boundaries."

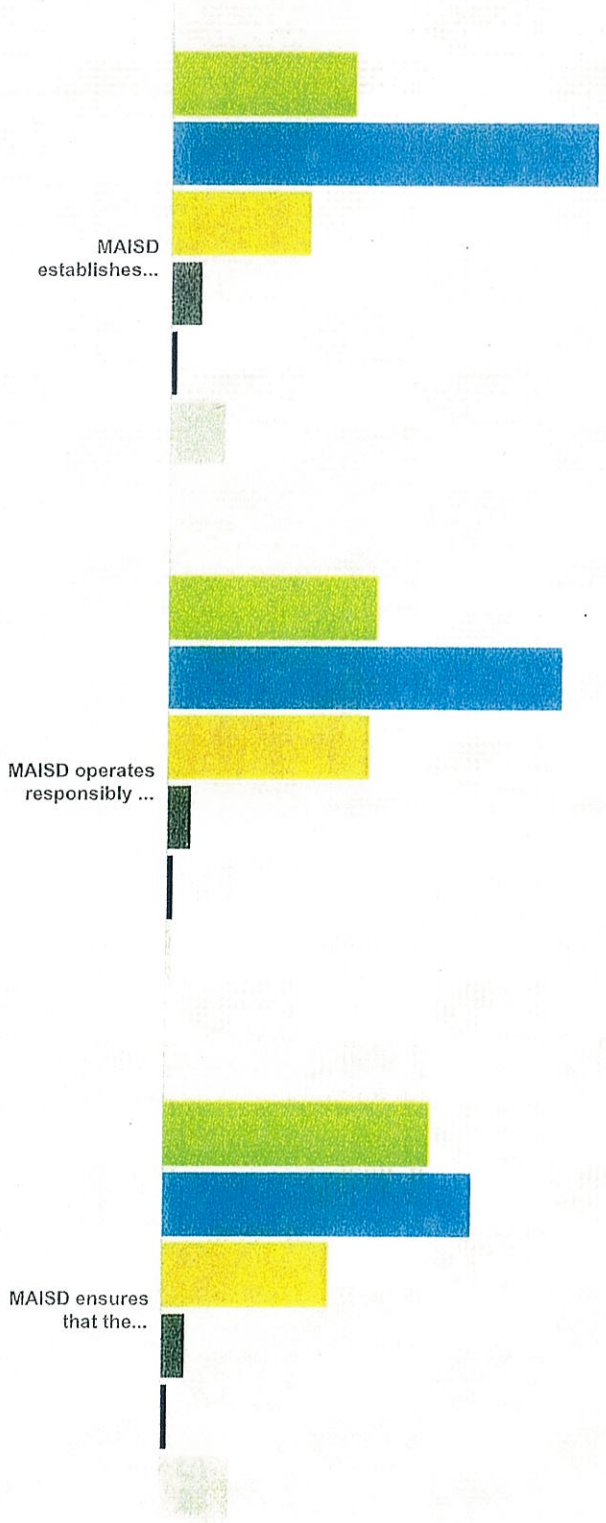
Answered: 134 Skipped: 1

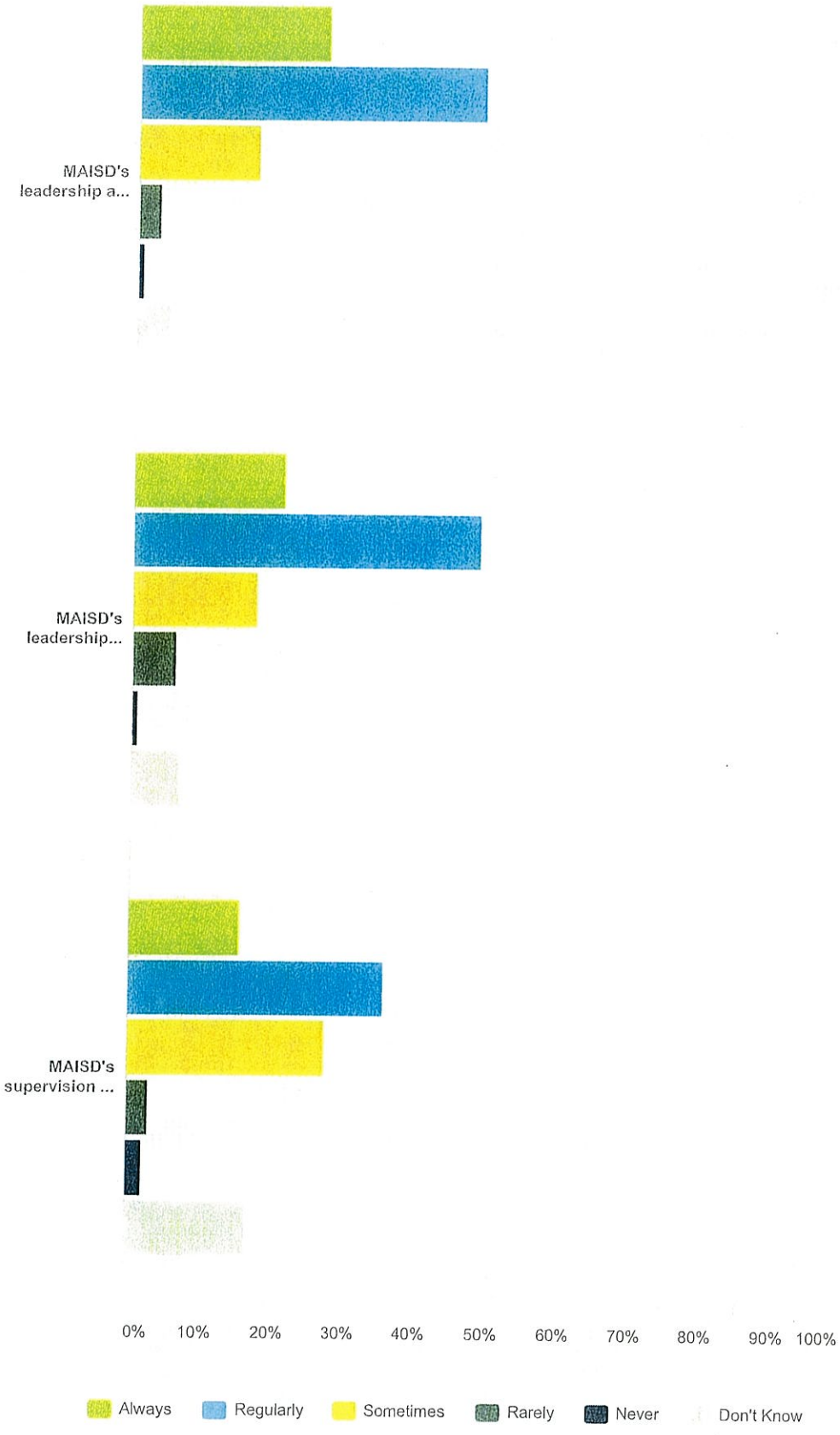

MAISD's engages in a...
MAISD's leadership a...
MAISD's leadership...
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Always
Regularly
Sometimes
Rarely
Never
Don't Know

	Always	Regularly	Sometimes	Rarely	Never	Don't Know	Total
MAISD's engages in a systematic, inclusive and comprehensive process to review, revise and communicate MAISD's purpose.	17.91% 24	52.99% 71	17.91% 24	2.24% 3	0.75% 1	8.21% 11	134
MAISD's leadership and staff, at all levels, commit to a culture that is based on shared values and beliefs that include provision of relevant and targeted educational programs and services, equitable support, active engagement in learning, application of knowledge and skills and high expectations for professional practice.	23.13% 31	52.99% 71	15.67% 21	4.48% 6	1.49% 2	2.24% 3	134
MAISD's leadership implements a continuous improvement process that provides clear direction for improving conditions that support learning.	21.05% 28	51.13% 68	18.05% 24	3.76% 5	1.50% 2	4.51% 6	133

Q4 Standard 2: Governance and Leadership - Governance and leadership include the board of education as well as MAISD administrators.

Answered: 135 Skipped: 0

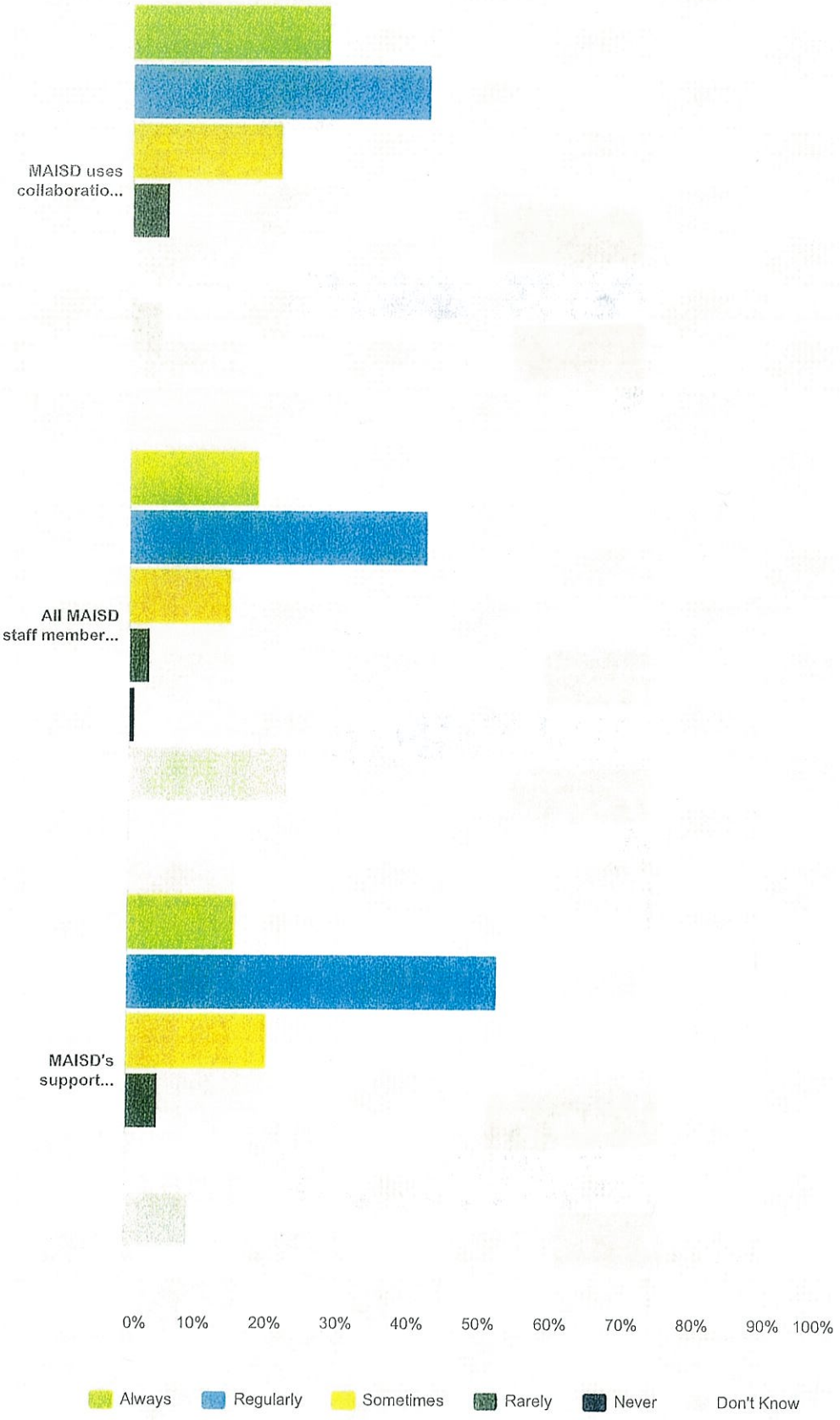



MAISD's leadership a...
MAISD's leadership...
MAISD's supervision ...
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Always
Regularly
Sometimes
Rarely
Never
Don't Know

	Always	Regularly	Sometimes	Rarely	Never	Don't Know	Total
MAISD establishes policies and supports practices that ensure effective administration of the organization.	21.64% 29	50.75% 68	16.42% 22	3.73% 5	0.75% 1	6.72% 9	134
MAISD operates responsibly and functions effectively.	24.63% 33	47.01% 63	23.88% 32	2.99% 4	0.75% 1	0.75% 1	134
MAISD ensures that the leadership has the autonomy to meet established goals and to manage day-to-day operations effectively.	31.58% 42	36.84% 49	19.55% 26	3.01% 4	0.75% 1	8.27% 11	133
MAISD's leadership and staff foster a culture consistent the school's purpose and direction.	26.52% 35	48.48% 64	16.67% 22	3.03% 4	0.76% 1	4.55% 6	132
MAISD's leadership engages stakeholders effectively in support of the school's purpose and direction.	20.90% 28	48.51% 65	17.16% 23	5.97% 8	0.75% 1	6.72% 9	134
MAISD's supervision and evaluation processes result in improved practice.	15.15% 20	35.61% 47	27.27% 36	3.03% 4	2.27% 3	16.67% 22	132

Q5 Standard 3: Teaching and Assessing for Learning

Answered: 135 Skipped: 0



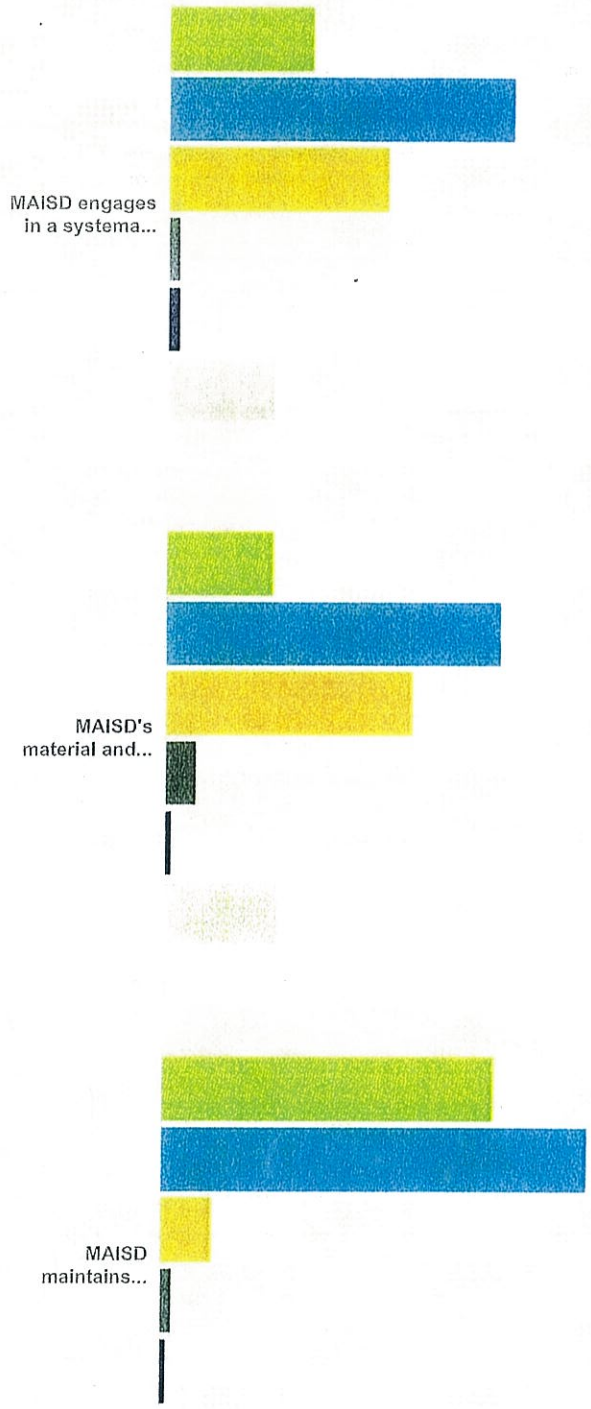
	Always	Regularly	Sometimes	Rarely	Never	Don't Know	Total

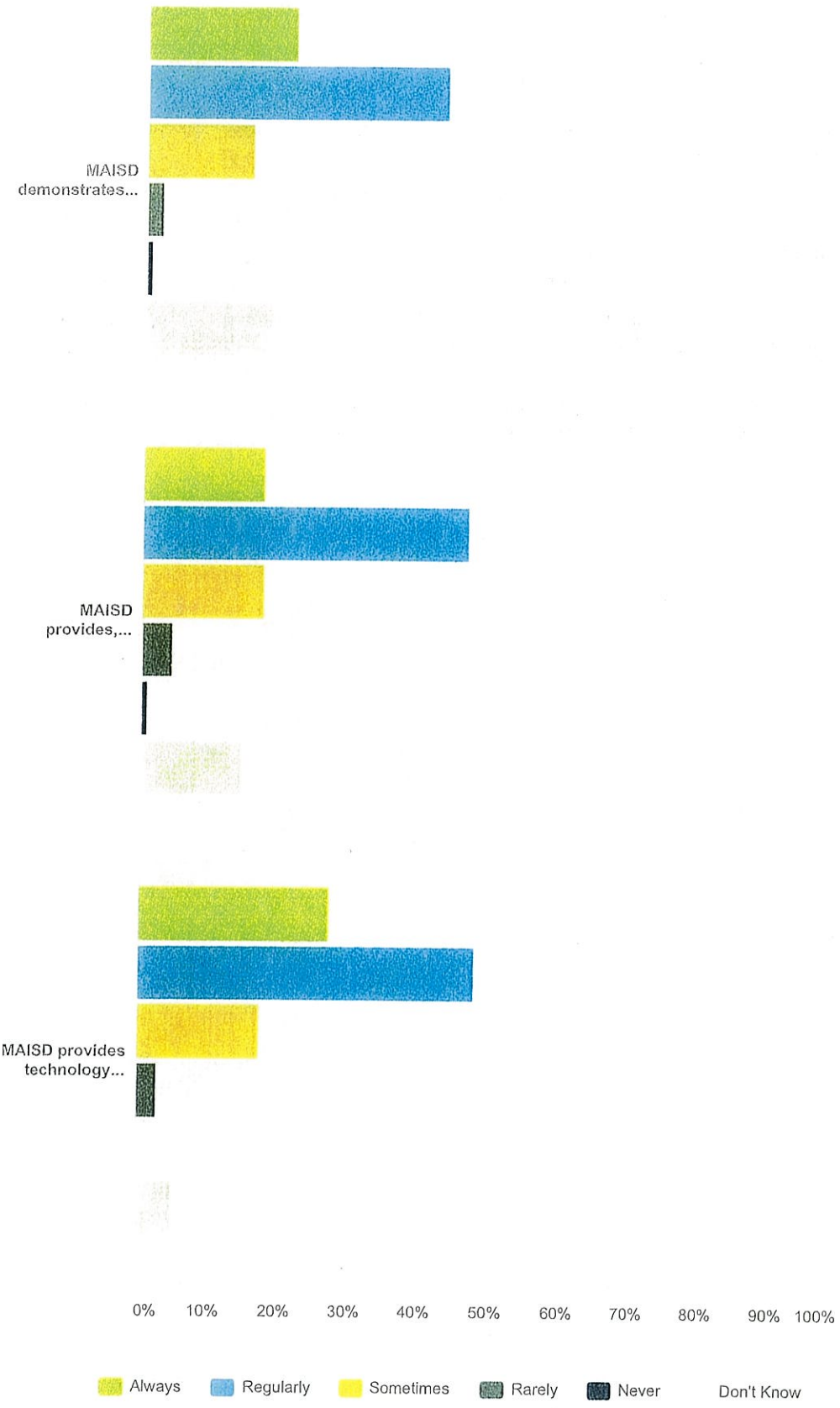
MAISD provides equitable, relevant and targeted support programs and/or services for all schools/systems.	20.90% 28	50.00% 67	17.91% 24	5.22% 7	0.00% 0	5.97% 8	134
MAISD monitors its programs and services to measure effectiveness and to guide ongoing adjustments in delivery.	14.18% 19	44.78% 60	19.40% 26	6.72% 9	0.75% 1	14.18% 19	134
MAISD staff provide professional learning opportunities that engage practitioners in their learning.	23.66% 31	52.67% 69	14.50% 19	2.29% 3	0.76% 1	6.11% 8	131
MAISD uses collaboration as an essential operating principle in the development and delivery of its services and programs.	27.61% 37	41.79% 56	20.90% 28	5.22% 7	0.00% 0	4.48% 6	134
All MAISD staff members participate in a continuous program of professional learning.	17.91% 24	41.79% 56	14.18% 19	2.99% 4	0.75% 1	22.39% 30	134
MAISD's support services meet in the unique learning needs of its constituent schools/systems.	15.04% 20	51.88% 69	19.55% 26	4.51% 6	0.00% 0	9.02% 12	133

654

Standard 4: Resources and Support Systems

Answered: 135 Skipped: 0



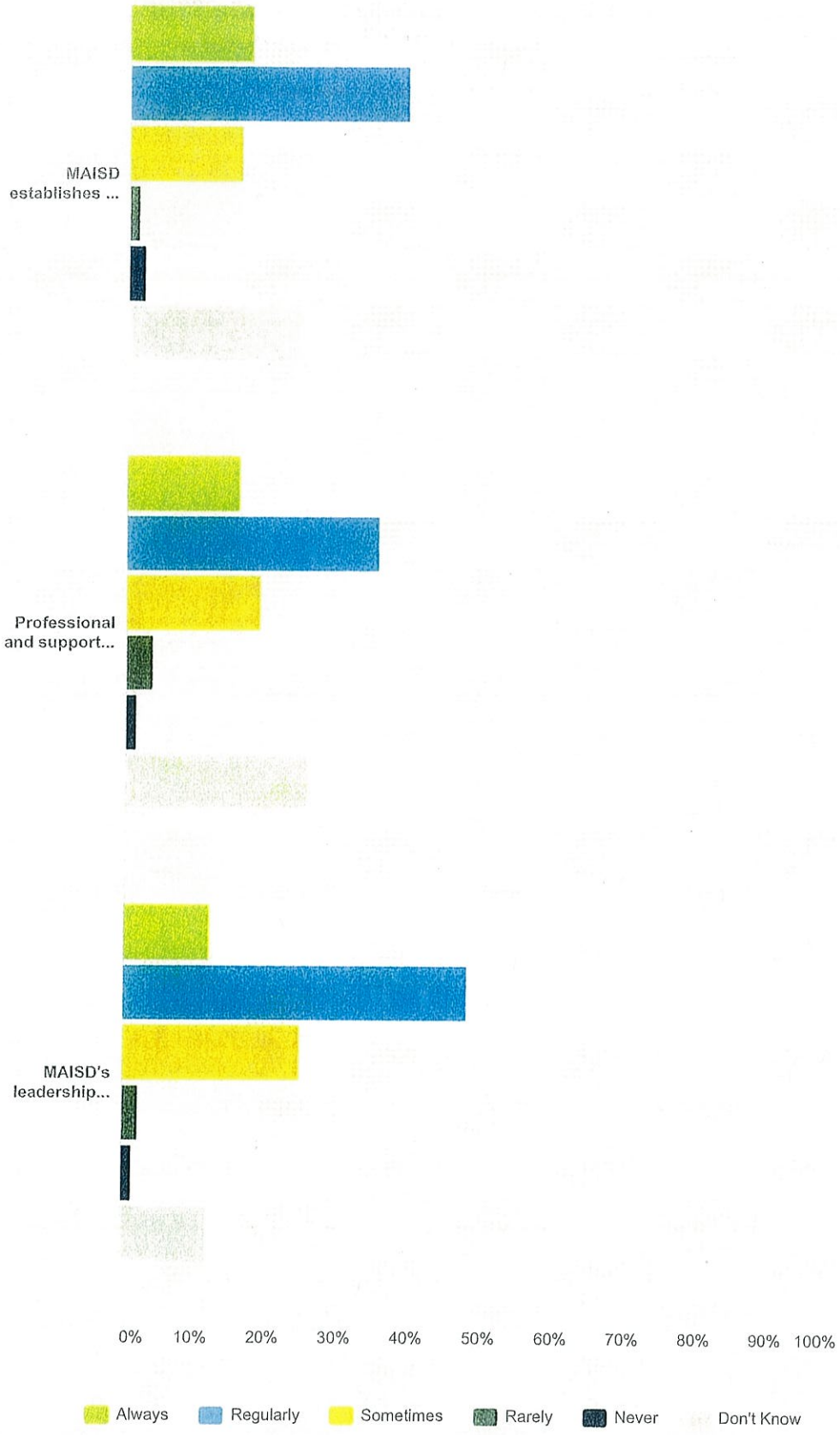


	Always	Regularly	Sometimes	Rarely	Never	Don't Know	Total

MAISD engages in a systematic process to recruit, employ, and retain a sufficient number of qualified professional and support staff to fulfill their roles and responsibilities and support the purpose and direction of the ISD.	17.16% 23	41.04% 55	26.12% 35	1.49% 2	1.49% 2	12.69% 17	134
MAISD's material and fiscal resources are sufficient to support the purpose and direction of the ISD.	12.78% 17	39.85% 53	29.32% 39	3.76% 5	0.75% 1	13.53% 18	133
MAISD maintains facilities, services and equipment to provide a safe, clean and healthy environment for all.	39.55% 53	50.75% 68	5.97% 8	1.49% 2	0.75% 1	1.49% 2	134
MAISD demonstrates strategic resource management that includes long-range planning in support of the purpose and direction of the ISD.	21.05% 28	42.86% 57	15.04% 20	2.26% 3	0.75% 1	18.05% 24	133
MAISD provides, coordinates and evaluates the effectiveness of programs and services delivered to constituent schools and school systems.	17.16% 23	46.27% 62	17.16% 23	4.48% 6	0.75% 1	14.18% 19	134
MAISD provides technology infrastructure and equipment to support the teaching, informational, and operational needs of the agency and the schools/systems it serves.	26.87% 36	47.76% 64	17.16% 23	2.99% 4	0.00% 0	5.22% 7	134

Q7 Standard 5: Using Results for Continuous Improvement

Answered: 135 Skipped: 0


MAISD establishes ...
Professional and support...
MAISD's leadership...
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Always
Regularly
Sometimes
Rarely
Never
Don't Know

	Always	Regularly	Sometimes	Rarely	Never	Don't Know	Total
MAISD establishes and maintains a clearly defined and comprehensive evaluation system.	17.16% 23	38.81% 52	15.67% 21	1.49% 2	2.24% 3	24.63% 33	134
Professional and support staff throughout MAISD continuously collect, analyze, and use a range of data sources, including comparison and trend data related to program evaluation and organizational conditions.	15.67% 21	35.07% 47	18.66% 25	3.73% 5	1.49% 2	25.37% 34	134
MAISD's leadership monitors and communicates to the stakeholders comprehensive information about learning and the achievement of ISD improvement goals.	11.94% 16	47.76% 64	24.63% 33	2.24% 3	1.49% 2	11.94% 16	134

Q8 Reflect upon your responses to each of the indicators and performance levels by considering and responding to one or more of the following questions:

Answered: 81 Skipped: 54

Answer Choices	Responses	
What are the areas of strength you noted? (Focus on indicator ratings of "always" or "regularly")	80.25%	65
What were areas in need of improvement? (Focus on indicator ratings of "sometimes", "rarely" or "never")	76.54%	62
What actions are you implementing to sustain areas of strength?	55.56%	45
What ideas do you have for ways we could make improvements in the areas of need?	56.79%	46
If you were unable to answer an indicator (a rating of "don't know") how could the organization better communicate this information?	35.80%	29

Latch w/ standards

1.2

#	What are the areas of strength you noted? (Focus on indicator ratings of "always" or "regularly")	Date
1	ISD leadership and the service and support systems we provide our LEAs	10/22/2014 1:43 PM
2	The MAISD staff is strong in the area of keeping the schools informed on new initiatives from the state	10/22/2014 11:02 AM
3	I feel MAISD as an organization works diligently to support LEAs and all students to live out the purpose of creating education without boundaries.	10/22/2014 10:53 AM
4	Data-based decisions, dedication to standards and goals, dedication to serving children in Montcalm County	10/22/2014 10:48 AM
5	Leadership communication, Safe & clean facilities, monitors programs	10/22/2014 9:24 AM
6	Technology for staff and students	10/21/2014 8:58 PM
7	technology is updated	10/21/2014 11:07 AM
8	support of staff	10/21/2014 10:56 AM
9	Our MAISD is a great school to work for. The doors are always open to suggestions	10/21/2014 10:53 AM
10	Leadershhip and Staff Quality	10/21/2014 9:48 AM
11	Focuses on a positive learning culture to help students.	10/21/2014 9:44 AM
12	I believe this organization works very hard to use data to drive decision-making, works very hard to create long term and short term goals and objectives from that data, and keeps what's best for kids as it's driving force, while working to bust barriers. I believe it works hard to collaborate with and provide excellence in service for it's constituent districts keeping their individual needs in mind. I believe our technology and special education service delivery and leadership are unmatched. Our general education supports as well, from our school improvement and curriculum consultants to our CTE staff provide student-focused services working to meet the needs of the districts. Our board and ISD administrators are supportive and deliver guidance, while helping to break down barriers. They trust the work of their employees and hold us to high expectations, but also deliver the resources needed to do our work well. It is a great partnership. In most cases there is great communication of the work that is being done. Another great aspect of this organization that is not really mentioned in this survey is the incredible and constant outreach to the community that is a regular occurrence here at MAISD. There are numerous programs, resources, partnerships, and services that the ISD is a part of that benefit the community members throughout the year. This organization, through the leadership of it's administration team and fully through other individual employees, on their own time, throughout the organization, reach out again, and again, in service to the community.	10/21/2014 9:35 AM
13	Teaching and assessing for learning	10/20/2014 8:30 AM
14	Regular interaction with local school districts.	10/13/2014 6:35 PM
15	providing technology to teach	10/13/2014 7:50 AM

16	Most of indicators	10/10/2014 10:07 PM
17	I believe we are strong in all areas.	10/10/2014 11:33 AM
18	PD opportunities and facilities	10/9/2014 9:37 PM
19	too many to note all.	10/9/2014 9:50 AM
20	always find new way to reach children	10/9/2014 9:46 AM
21	The MAISD is a key player in moving the agenda of healthy communities forward. Staff are engaged in community human service initiatives in a variety of ways.	10/8/2014 4:17 PM
22	Professional Development and the support of learning with staff	10/8/2014 2:17 PM
23	The MACC is an effective resource for Career Readiness	10/8/2014 1:33 PM
24	Communication and Education services provided	10/8/2014 1:06 PM
25	Peolpe that care and do the best with that they have	10/8/2014 11:40 AM
26	professional development opportunities	10/8/2014 11:39 AM
27	Some of the skills of and support to our supervisors	10/8/2014 11:06 AM
28	The superintendent's leadership ability is a strength, but he needs to spend more time interacting with staff and not so much time in Lansing.	10/8/2014 9:45 AM
29	LEADERSHIP from the superintendent's office	10/8/2014 9:42 AM
30	Very transparent administration always striving to improve.	10/8/2014 9:36 AM
31	Listening to locals and trying to supply appropriate PD	10/8/2014 8:27 AM
32	Collaboration	10/8/2014 7:35 AM
33	MAISD provides equitable, relevant and targeted support programs and/or services for all schools/systems. The ISD works in partnership with many community entities, working hard to provide consistent opportunities county wide, and providing excellent resources available to all	10/8/2014 7:31 AM
34	lots of data collected to ensure students needs are being met	10/7/2014 6:04 PM
35	Technology	10/7/2014 5:28 PM
36	Professional Development	10/7/2014 4:53 PM
37	MAISD provides technology infrastructure and equipment	10/7/2014 4:41 PM
38	Collaboration and providing professional development	10/7/2014 4:18 PM
39	The ISD hires good quality staff.	10/7/2014 2:27 PM
40	Facilities are kept up for students and staff.	10/7/2014 1:47 PM
41	always trying new things to meet the needs	10/7/2014 1:15 PM
42	Highly qualified staff	10/7/2014 12:46 PM
43	Providing PD	10/7/2014 12:38 PM
44	Really good at working with local school districts to provide options for students	10/7/2014 12:21 PM
45	Good facilities, good hiring practices, you provide staff development opportunitis for your own staff	10/7/2014 12:14 PM
46	Collaboration	10/7/2014 11:06 AM
47	Good leadership. Continous improvement	10/7/2014 11:04 AM
48	All except two areas.	10/7/2014 11:01 AM
49	The strength of the ISD is the resources and support that they provide the districts in the county. The ISD is continuously looking for ways to serve the locals and their own students better.	10/7/2014 10:47 AM

50	I think that the ISD does a great job of offering professional development and training to staff members to increase effectiveness. I also think that our buildings, technology, and tools are some of the best in the area.	10/7/2014 10:46 AM
51	Facilites are always clean and the ISD tries to provide the locals with the necessary technology. They collaborate with what PD the locals would like and try to meet the needs with different PD offerings.	10/7/2014 10:44 AM
52	Collaboration	10/7/2014 10:33 AM
53	Staff; Teaching and Learning	10/7/2014 10:16 AM
54	All areas are clean, and safe for children.	10/7/2014 9:58 AM
55	Leadership	10/7/2014 9:46 AM
56	The purpose and direction is clear from an administrative view at the local district.	10/7/2014 9:45 AM
57	Leadership is proactive, aware, and concerned with improvement. Strategic plan is frequently reviewed and revised. Good culture.	10/7/2014 9:35 AM
58	teaching and assessing	10/7/2014 9:31 AM
59	Services we Provide, Teaching Areas	10/7/2014 9:21 AM
60	Resources/support system; professional learning opportunities; leadership has the autonomy to meet goals.	10/7/2014 9:18 AM
61	I think that we do a great job getting technology into the classroom and using it to further our instruction.	10/7/2014 9:17 AM
62	Collaboration	10/7/2014 9:15 AM
63	data collecting	10/7/2014 9:15 AM
64	The high quality and professional demeanor of the MAISD staff are outstanding. Most of my interaction are with Dr. K or Penny Dora, but both have always goes to great lengths to be cooperative and supportive with various projects we worked on together.	10/7/2014 9:13 AM
65	They are great community collaborators!	10/7/2014 9:04 AM

#	What were areas in need of improvement? (Focus on indicator ratings of "sometimes", "rarely" or "never")	Date
1	Promote within, Treat People equal, Look around who is on your committee ?? Point taken, Do you involve the people that has been here the most years??	10/27/2014 8:39 AM
2	With limited resources we provide quality service and support. That said, I may be somewhat biased.	10/22/2014 1:43 PM
3	sometimes the loudest voice gets the first and best service.	10/22/2014 11:02 AM
4	Technology Dept. VERY slow, trainings on programs are needed as well	10/22/2014 10:48 AM
5	NA	10/22/2014 9:24 AM
6	Staff who do not actively seek engagement can float with minimal or no positive student outcomes	10/21/2014 8:58 PM
7	communication, treat staff equal, upgrade the outside of the building, don't hire someone because their the only one that applied	10/21/2014 11:07 AM
8	-	10/21/2014 10:56 AM
9	Find it frustrating that TCs, psychologists get re-assigned sometimes every year.	10/21/2014 10:31 AM
10	I only rated the fiscal resources as "sometimes" because sometimes it can be very difficult to meet the needs of this organization. Somehow the leadership does it and we rarely have to lay off personnel, however there have been lean years and it is very painful to watch the difficult choices that have to be made. This wasn't meant to be an area of Improvement, just an area of need.... something we don't have control over.	10/21/2014 9:35 AM
11	continued education for para's	10/16/2014 7:31 AM
12	Data collection/review process to determine organizational effectiveness.	10/13/2014 6:35 PM
13	In general --- COMMUNICATION!	10/13/2014 12:02 PM
14	evaluation	10/13/2014 7:50 AM
15	Evaluates programs	10/10/2014 10:07 PM

16	When local districts are in need of a change of placement for students, we need the support of our ISD. Often we hear that programs are full. When our programs meet their maximum, we are required to hire staff and create a new program.	10/10/2014 2:41 PM
17	At times the local district's beliefs and those of the MAISD contradict as they relate to student placements.	10/10/2014 11:33 AM
18	Informing people of their goals and related data	10/9/2014 9:37 PM
19	None	10/9/2014 9:50 AM
20	Communication	10/9/2014 9:46 AM
21	NA	10/8/2014 4:17 PM
22	Training for the curriculum we are asked to implement	10/8/2014 3:53 PM
23	Technology	10/8/2014 2:17 PM
24	The direction and leadership organization of the MACC	10/8/2014 1:33 PM
25	stop cutting staff on all levels and provide funds for the programs to grow and expand	10/8/2014 11:40 AM
26	poor top down communication, methodology for distribution of material and fiscal resources	10/8/2014 11:39 AM
27	collecting and using relevant data	10/8/2014 11:06 AM
28	All staff do not collect data regarding student progress nor do they use the data consistently.	10/8/2014 9:45 AM
29	Continued Communication Avenues need to be broadened	10/8/2014 9:42 AM
30	More time to work with colleagues at other districts	10/8/2014 8:27 AM
31	Support services for students in inclusive setting	10/8/2014 1:43 AM
32	only certified staff are usually offered extra training and professional development	10/7/2014 6:04 PM
33	Training local teachers	10/7/2014 5:28 PM
34	Communication	10/7/2014 4:53 PM
35	Continue communication of purpose - perhaps find new ways to communicate.	10/7/2014 4:18 PM
36	It feels like access to staff is limited because they are so busy.	10/7/2014 2:27 PM
37	Goals that are consistent with surrounding school districts. Analysis of programs needs to be done yearly and use data for improvement.	10/7/2014 1:47 PM
38	consistancy	10/7/2014 1:15 PM
39	none	10/7/2014 12:46 PM
40	Fiscal responsibility, allocation of human resources.	10/7/2014 12:38 PM
41	Advisory committees are used with representation from local businesses. Unfortunately, there is little to no participation from businesses so little feedback is again	10/7/2014 12:21 PM
42	Collaboration, input, equity	10/7/2014 12:14 PM
43	Unsure of how data is collected	10/7/2014 11:04 AM
44	replace staff whom left; collect & analyze data	10/7/2014 11:01 AM
45	The ISD needs to have a better process in place for using data to implement necessary change. There also needs to be some improvement in the area of evaluation. This needs to happen not only from supervisor down but also in the evaluation of the ISD as a whole.	10/7/2014 10:47 AM
46	I think that the ISD is lacking in communication, and this can be detrimental to an organization. I see a lack of communication from the top down, as well as the bottom up. I also believe that change is important, and that we should constantly strive to get better. However, sometimes it feels like we're jumping from one initiative to another without really focusing on something and doing it really well.	10/7/2014 10:46 AM
47	Providing specialized programs for students who are visually or hearing impaired to address early language developement.	10/7/2014 10:38 AM

48	Attitudes of Aides	10/7/2014 10:33 AM
49	Communication and data driven decision making	10/7/2014 10:16 AM
50	I believe the ISD has not done the same do dilegence to reduce costs: Healthcare, salaries, etc.	10/7/2014 10:08 AM
51	I do not feel that individual programs are evaluated frequently enough to make adequate changes to make the most of the child's educational experience.	10/7/2014 9:58 AM
52	Evaluation	10/7/2014 9:46 AM
53	From a local district perspective, we don't see the use of results for improvement. We see decisions being made but don't always see the "why" behind it.	10/7/2014 9:45 AM
54	We need to work on a systemic evaluation system once the state figures out what it is doing. We could focus more on data - both collecting and analyzing it in all departments, not just special education.	10/7/2014 9:35 AM
55	communication	10/7/2014 9:31 AM
56	Better Communication, Treat Staff Equal	10/7/2014 9:21 AM
57	Using collaboration in meeting delivery of services; functions effectively	10/7/2014 9:18 AM
58	I think that we need to look at ways to build our programs and work with the locals better to establish a better relationship.	10/7/2014 9:17 AM
59	Equity between districts is of large concern. The ISD promises things that are sometimes not delivered to some districts. We hope to see improvement in the area of equity.	10/7/2014 9:15 AM
60	buildings and technology for underated buildings	10/7/2014 9:15 AM
61	I noted NO areas needing improvement.	10/7/2014 9:13 AM
62	They need more money! New technology in their facilities is usually at the bottom of their priority list.	10/7/2014 9:04 AM

#	What actions are you implementing to sustain areas of strength?	Date
1	Don't hire anyone because you have no one else - why even do interviews? It's know that this place if they want you gone they will get rid of you. People all of a sudden are gone..	10/27/2014 8:39 AM
2	Coordinate meetings and frequent email communications	10/22/2014 1:43 PM
3	the math cohesion	10/22/2014 11:02 AM
4	Conversations with colleagues, planning, reporting, use of data	10/22/2014 10:48 AM
5	NA	10/22/2014 9:24 AM
6	College classes for professional self improvement	10/21/2014 8:58 PM
7	programs and services we provide for locals	10/21/2014 11:07 AM
8	continued communication	10/21/2014 10:56 AM
9	more knowledge in our monthly letters as to know what is going on in our MAISD	10/21/2014 10:53 AM
10	Setting organizational and personal goals.	10/21/2014 9:44 AM
11	With my role as MTSS Coordinator, we are implementing a sustainable, durable, data-driven systems-based framework that will support all students' achievement K-12 and will, with the partnership with local districts in this work, improve student outcomes so that our students will be more successful in all academic areas.	10/21/2014 9:35 AM
12	continuing to educate and update academics	10/16/2014 7:31 AM
13	Regular interaction with local school districts.	10/13/2014 6:35 PM
14	Scholars teams	10/10/2014 10:07 PM
15	We work collaboratively with ISD support staff within the local district. They have become part of our staff.	10/10/2014 2:41 PM
16	Providing cutting edge professional development opportunities for MAISD staff, local district staff and others outside of the Montcalm Area Intermediate School District. Building the capacity, through training and collaboration, for local district partners to better serve students on the Autism Spectrum. Fostering a consutation model in an effort to better serve preschool students with disabilities in the general education setting.	10/10/2014 11:33 AM

17	N/A	10/9/2014 9:50 AM
18	NA	10/8/2014 4:17 PM
19	Collaboration and connections	10/8/2014 2:17 PM
20	I do my best every day	10/8/2014 11:40 AM
21	pursuing additional professional development	10/8/2014 11:39 AM
22	reading and looking for professional developement	10/8/2014 11:06 AM
23	Inform and communicate regarding program with Superintendent and other administrators	10/8/2014 9:42 AM
24	MTSS/PLC	10/8/2014 8:27 AM
25	Build knowledge and supports for kids via certified and noncertifid staff and long with maintaining my job duties. A full time trainer for supporting behavior or students with disabilities.	10/7/2014 5:28 PM
26	N/A	10/7/2014 4:53 PM
27	More training on equipment and software	10/7/2014 4:41 PM
28	Continuous collaboration with locals	10/7/2014 4:18 PM
29	Partnering in special projects to share vision and tasks.	10/7/2014 2:27 PM
30	consistancy	10/7/2014 1:15 PM
31	Professional Development	10/7/2014 12:46 PM
32	Na	10/7/2014 12:21 PM
33	On-going communication	10/7/2014 12:14 PM
34	Working together in the community as partners	10/7/2014 11:06 AM
35	Applying techniques learned from ISD trainings.	10/7/2014 11:04 AM
36	inputing information as needed	10/7/2014 11:01 AM
37	I'm taking advantage of training to bring back new and effective ideas to the MAISD. I also try to collaborate with and support my colleagues.	10/7/2014 10:46 AM
38	Positive Communication	10/7/2014 10:33 AM
39	Trying to be a positive member of the culture. The collaborative atmosphere we have is so nice and I want to continue to be a part of it.	10/7/2014 9:35 AM
40	promptness with support to teaching staff, providing good reports	10/7/2014 9:31 AM
41	Great Technology, Clean Place to Work	10/7/2014 9:21 AM
42	Talking with MAISD staff at all levels to maintain professional, collaborative relationships.	10/7/2014 9:18 AM
43	I use technology daily in my classroom and am implementing the skills learned at professional development	10/7/2014 9:17 AM
44	goal of the isd	10/7/2014 9:15 AM
45	Recognizing MAISD's impact on County activity, I always try to ensure MAISD is engaged in projects I participate in to help improve the likelihood of success.	10/7/2014 9:13 AM

#	What ideas do you have for ways we could make improvements in the areas of need?	Date
1	Promote people that are here... that have worked hard.	10/27/2014 8:39 AM
2	Overall I believe we do a good job communicating, but there is always room for improvement.	10/22/2014 1:43 PM
3	Faster turn-around in technology department, more trainings on programs used by employees, opportunities for advancement for employess (full-time, etc.) to better fufill their responsibilities	10/22/2014 10:48 AM
4	NA	10/22/2014 9:24 AM
5	Supervisors focused on student outcomes	10/21/2014 8:58 PM

6	better atmosphere - we have lowered ours, give custodians other jobs to do that they are able to do	10/21/2014 11:07 AM
7	-	10/21/2014 10:56 AM
8	Share more information on employees, workers needed	10/21/2014 10:53 AM
9	Administration seeking input from ancillary staff with respect to best practices and seeking how best to utilize ancillary staff expertise.	10/21/2014 10:20 AM
10	Lobby the legislature for a change in the way schools are funded.	10/21/2014 9:35 AM
11	Support Regular Education Students just as much as Special Education Students	10/21/2014 9:29 AM
12	Flow more money to your local district	10/21/2014 8:44 AM
13	continue to update teaching materials	10/16/2014 7:31 AM
14	more autonomy collaborating before IEP meetings for goals, etc. Not enough time to work together as	10/13/2014 7:50 AM
15	More programming. Support given to locals based on their individual needs.	10/10/2014 2:41 PM
16	Continued training and collaboration between the MAISD and local district will help bridge these gaps.	10/10/2014 11:33 AM
17	It would be nice to see more uniform decisions at an ISD level. I had the opportunity to attend some PD at an ISD in the southern part of the state this summer. I was overwhelmed by the camaraderie between the different schools, the uniformity of the decisions, and the support they provided each other because they were on the same page as a county in terms of staff evaluation (this was not the only thing they all came to an agreement on).	10/9/2014 9:37 PM
18	consolidation of more district services	10/9/2014 9:50 AM
19	communication with everyone would be a start "communication is the key"	10/9/2014 9:46 AM
20	I am happy to have MAISD's involvement and leadership in community initiatives. I have no suggestions for improvement.	10/8/2014 4:17 PM
21	better communication between staff in sperate departments	10/8/2014 2:17 PM
22	Professional development plan for areas of concern mainly organizational	10/8/2014 1:33 PM
23	increase funding to the programs and staff	10/8/2014 11:40 AM
24	One day a year, opening day, does not seem to foster any sense of me belonging to a larger organization than just my building. I rarely see any ISD administrators in my building, never in any classroom. How are they aware of any of our strengths and weaknesses as they determine goals and priorities?	10/8/2014 11:39 AM
25	Book clubs	10/8/2014 11:06 AM
26	Explore tech options for communications. Increased training opportunities	10/8/2014 9:42 AM
27	1-1 person to work with PLC and or Focus Schools	10/8/2014 8:27 AM
28	Have supports available everyday, not on 2/5 days, such as Link room access	10/8/2014 1:43 AM
29	Focus on staff determining the needs of local sand admin who know the research	10/7/2014 5:28 PM
30	I think more staff to sustain that they are available.	10/7/2014 2:27 PM
31	more communications and trainings to all members	10/7/2014 1:15 PM
32	none	10/7/2014 12:46 PM
33	Now is the perfect time to focus on the needs of employers, instead of our need for feedback.	10/7/2014 12:21 PM
34	provide more input from locals	10/7/2014 12:14 PM
35	Maybe just publish what data is being collected	10/7/2014 11:04 AM
36	extra personnel needed; range of data sources	10/7/2014 11:01 AM

37	Foster a culture where all employees believe that their thoughts and ideas are important. I also think that we do a really good job of sending our people to worthwhile PD opportunities, but we don't always offer the best PD workshops for teachers in local districts. We make an effort to find out what kinds of PD local teachers need and want, and then offer those PD opportunities. I especially think that we should be fostering professional learning networks. We should bring all the middle school science teachers (for example) together from across the county, offer a few ideas and updates for their classroom, and then give them time to network and share what happens in their classroom. Then we should set them all up in a listserv/twitter account and keep them all connected. We could do this for all sorts of different curricular areas.	10/7/2014 10:46 AM
38	Switch their roles around-different students for the one-on-ones	10/7/2014 10:33 AM
39	Communication and Follow-Through	10/7/2014 10:16 AM
40	It does seem, sometimes, that there is never enough funding. This is not our fault and I am not sure we can do much about it. We do well with what we have. Communication has improved. Let's just make sure this accreditation process goes with our strategic plan as much as possible so we do not duplicate efforts.	10/7/2014 9:35 AM
41	communication of clear direction	10/7/2014 9:31 AM
42	Not a Family Environment Anymore, Admin's need to pop their heads in and say Good Morning	10/7/2014 9:21 AM
43	Target and inform the general public as to exactly WHAT the MAISD is to function as - it's been a long time since the general public was told why an ISD is even needed. Those families who have benefited fromt he ISD's services are few in comparison with the total tax paying population. Like it or not the MAISD needs to keep a presence in FRONT of the public if they wish to garner broad support in the future including millage requests.	10/7/2014 9:18 AM
44	I think that we need to build better relationships with locals and within our ISD. I think we do this by working together with them and asking what they need. I think we have gotten better but that we could improve on it This is a great organization with a lot of knowledgeable professionals that we should utilize.	10/7/2014 9:17 AM
45	technology	10/7/2014 9:15 AM
46	I believe MAISD already go to all reasonable lengths to get all affected players involved in any processes they have a stake in.	10/7/2014 9:13 AM

#	**If you were unable to answer an indicator (a rating of "don't know") how could the organization better communicate this information?**	**Date**
1	Were not a family anymore. People can meet you in the hall and not even say good morning.	10/27/2014 8:39 AM
2	n/a	10/22/2014 1:43 PM
3	MAISD does well in this area. Often it is up to stakeholders to read communications.	10/22/2014 9:24 AM
4	Inform us on what is going on, what plans are happening, not who, but where are the departments going and what are they learning to share with all of us	10/21/2014 10:53 AM
5	Expand Newsletters	10/21/2014 9:48 AM
6	With recent hirings, I think it would have made me feel more included as a part of the organization, if an email were distributed when new people were hired, with their names, perhaps a little bit about them so that when I see them, I can introduce myself and feel like I can make a connection with them. With such a big organization, and so little time together, it is awkward to see each other, know that we are supposed to be a part of a group, but not know who the person is.	10/21/2014 9:35 AM
7	As an Ionia ISD school district employee, it's difficult to respond to most of these questions.	10/21/2014 8:47 AM
8	Give us more information about the local districts.	10/13/2014 11:19 AM
9	Web and email	10/10/2014 10:07 PM
10	Some of this information could be presented at meetings with local school employees	10/9/2014 9:37 PM
11	N/A	10/9/2014 9:50 AM
12	For those things I do not know; internal policies, evaluation practices, etc.; as a community partner, it is not important that I know them.	10/8/2014 4:17 PM
13	none	10/8/2014 2:17 PM
14	NOT APPLICABLE	10/8/2014 9:42 AM

15	Presentation at local administrator meeting 1 or 2 times per year.	10/8/2014 8:27 AM
16	Questions were wordy & tainted with education jargon, making it difficult for non-school people to answer intelligently.	10/8/2014 6:43 AM
17	Newsletter -- email updates	10/7/2014 4:53 PM
18	I think it is because it is not in my area of work	10/7/2014 4:41 PM
19	Communication is a strength. Between Cari and Penny you have incredible community colaboration.	10/7/2014 2:27 PM
20	none	10/7/2014 12:46 PM
21	Na	10/7/2014 12:21 PM
22	NA	10/7/2014 12:14 PM
23	In those areas it is not appropriate for outside partners to necessarily have that information.	10/7/2014 11:06 AM
24	Give information to principals to share with their staff	10/7/2014 11:04 AM
25	NA	10/7/2014 9:35 AM
26	na	10/7/2014 9:31 AM
27	Some information is likely only going to be known by staff ie.the internal culture at MAISD, and that is expected. So no, some information about how the MAISD operates is not probably relevant to the public until someone inquires.	10/7/2014 9:18 AM
28	Continue sharing information via e-mail is effective for my purposes.	10/7/2014 9:13 AM
29	I don't think it's necessary to communicate how many of their staff staff participate in continuous improvement.	10/7/2014 9:04 AM