

April Special Meeting Agenda

A special meeting of the Board of Trustees of School District #35 has been scheduled for **Monday, April 12, 2021** at **4pm** electronically via Zoom. (All policies can be found at www.gallatingatewaywayschool.com.)

Call to Order

Presiding Trustee's explanation of procedures

Public Comment- Non Agenda Items- Sign in sheet

New Business

School Board Self- Evaluation

- Analyze and Discuss Community Feedback and Board Member Feedback

Adjournment

"The Gallatin Gateway School community empowers our students to take responsibility for their learning so they may achieve their individual potentials as lifelong learners and productive citizens."

**MINUTES
SPECIAL MEETING
BOARD OF TRUSTEES, GALLATIN GATEWAY SCHOOL DISTRICT #35**

Call to Order

The Board of Trustees of the Gallatin Gateway School District #35 met at 4:00pm on Monday, April 12, 2021 virtually via Zoom. The meeting began at 4:05pm.

Trustees Present

Aaron Schwieterman, Board Chair; Julie Fleury, Board Vice-Chair; Mary Martin, Carissa Paulson, and Patti Ringo

Trustees Absent

None

Staff Present

Theresa Keel, Superintendent; Carrie Fisher, District Clerk

Others Present

None

Presiding Trustee's Explanation of Procedures

Board Chair Aaron Schwieterman explained the public comment process to be followed for addressing the Board in accordance with Gallatin Gateway School policy. He noted: 1) that prior to a vote the public may comment on agenda items; 2) there will be time for public comment on non-agenda items; and 3) public comment periods are not intended to be a question and answer session.

Public Comment on Non- Agenda Items

None

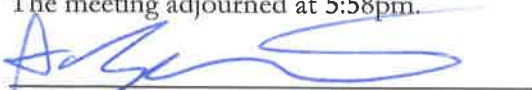
School Board Self-Evaluation- Analyze and Discuss Community Survey Results and Board Members Self-Evaluation Results

The Board conducted its self-evaluation and discussed the feedback from the community survey. Each Board member provided their perspective on the results of the community surveys, the Board self-evaluation survey, and information obtained via stay interviews. The Board noted that there were 72 responses to the community survey and it was overall positive with some feedback for areas for growth for the Board.

After the discussion the Board considered some possibilities for moving forward based on the feedback such as: improving new board member orientation, more education from Clerk regarding funds or particular topics; improving communication with the community utilizing a monthly newsletter mailing. The Board will continue discussions at the regular meeting on April 21, 2021 at 6pm..

Adjournment

The meeting adjourned at 5:58pm.



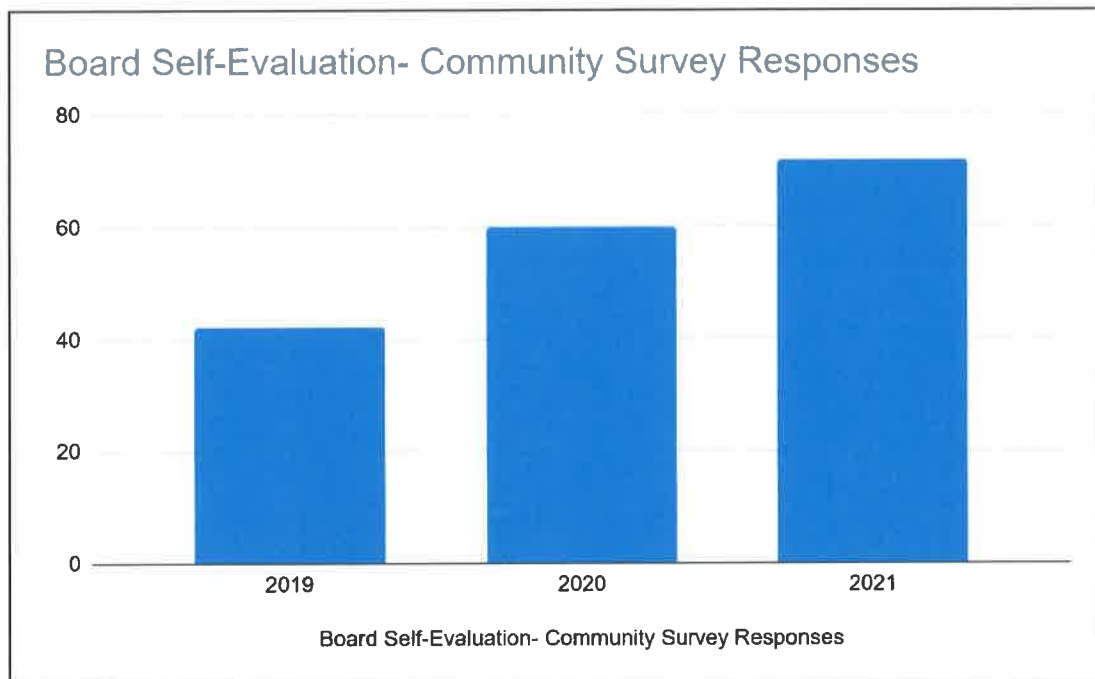
Aaron Schwieterman, Board Chair



Carrie Fisher, District Clerk

Community Survey Results

- 72 responses submitted
 - Community Survey will be sent to the community via email on March 1, 2021
 - Closed on April 2, 2021
 - Results will be sent to the Board for review on April 5, 2021.
- Distribution:
 - GGS News
 - Building Committee Community List
 - District Facebook page
 - District Website

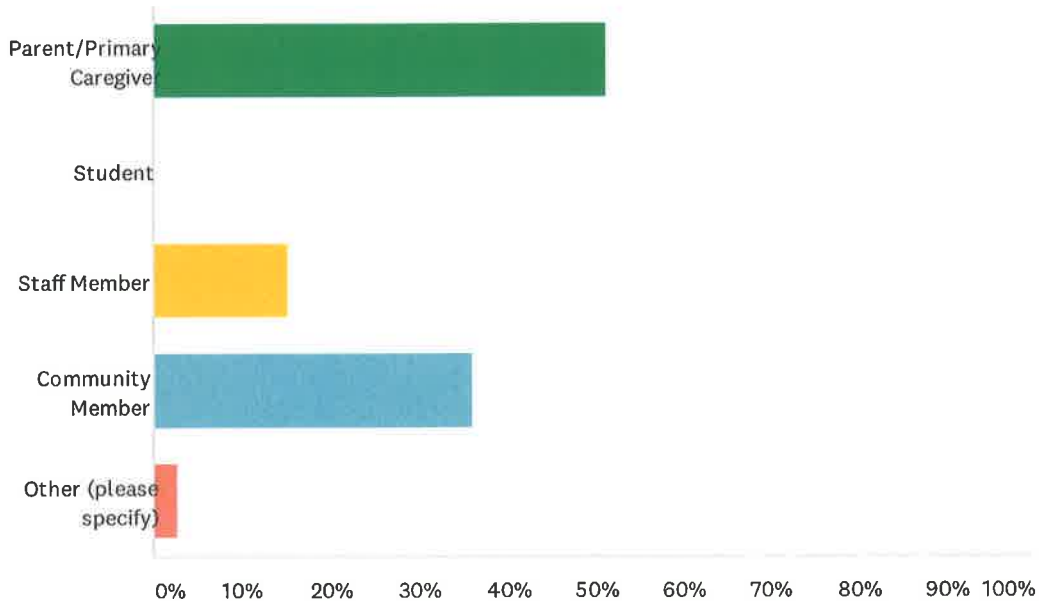


Insights

TOTAL RESPONSES 72	COMPLETION RATE ⓘ 100%	TYPICAL TIME SPENT ⓘ 2m:31s	MOST-SKIPPED QUESTION ⓘ Q10 -Please add any additional comments or feedback you would like the School Board to be aware of or spe... Skipped:43
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Q1 I am a...

Answered: 72 Skipped: 0



ANSWER CHOICES

RESPONSES

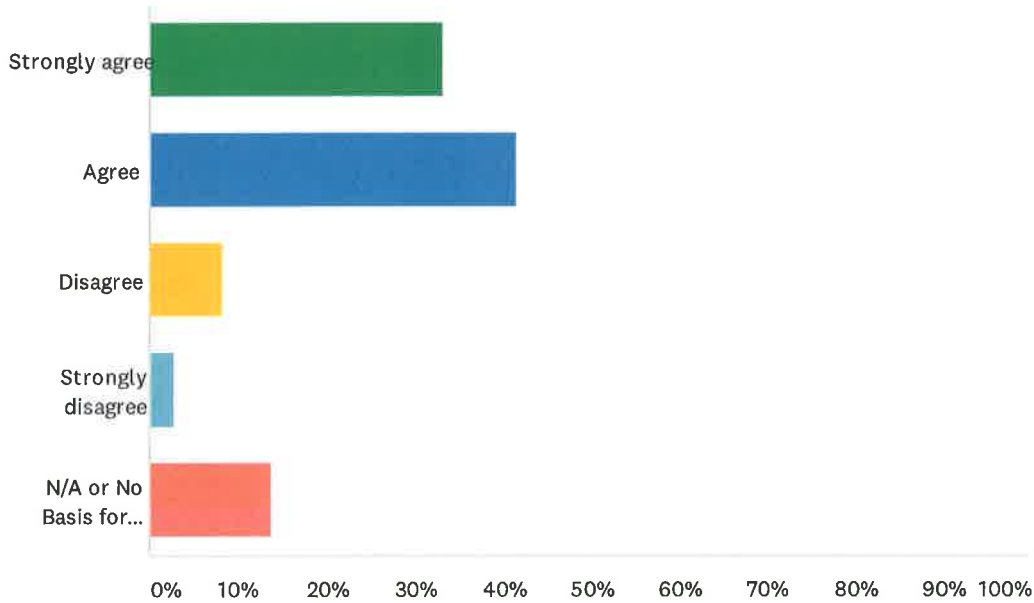
Parent/Primary Caregiver	51.39%	37
Student	0.00%	0
Staff Member	15.28%	11
Community Member	36.11%	26
Other (please specify)	2.78%	2

Total Respondents: 72

#	OTHER (PLEASE SPECIFY)	DATE
1	Fire Chief	4/2/2021 6:57 AM
2	community member that spends time at the school	3/2/2021 6:30 AM

Q2 I feel welcomed and encouraged to attend School Board meetings.

Answered: 72 Skipped: 0



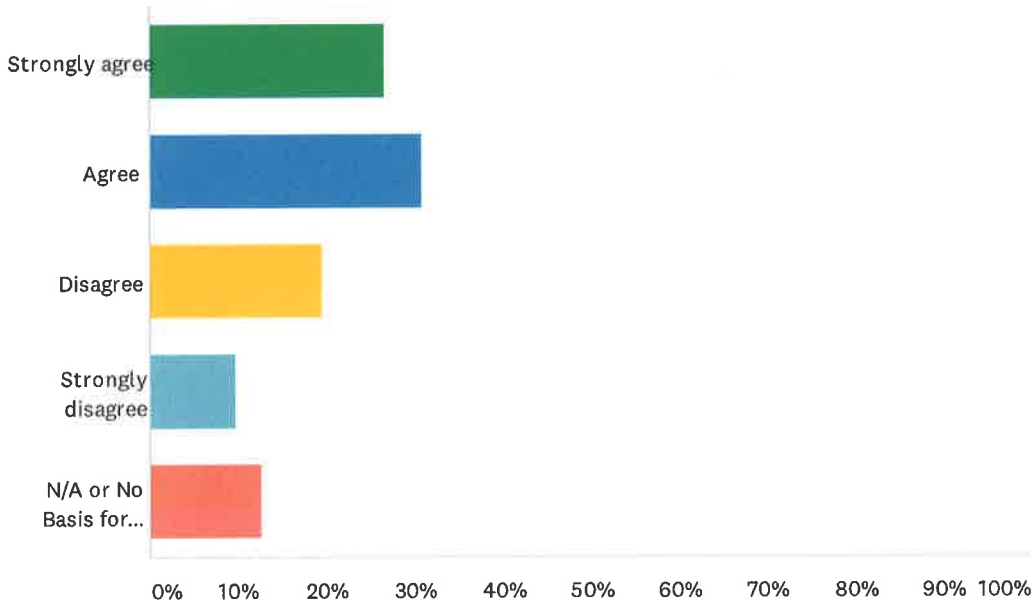
ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	24
Agree	41.67%	30
Disagree	8.33%	6
Strongly disagree	2.78%	2
N/A or No Basis for Comment	13.89%	10
TOTAL		72

#	COMMENTS & RECOMMENDATIONS:	DATE
1	I'm new to the community but haven't seen any specific comms around BoD mtgs, minutes, agenda etc.	4/2/2021 10:39 AM
2	Every time I've attended a Board meeting, whether in-person or virtually, I've always felt welcomed. I've also had a couple Board members email me after I've made comments on various issues thanking me for my input.	4/2/2021 9:22 AM
3	I feel people are not encouraged to attend meetings because the superintendent and school board can then decide issues based on what they think is better instead of listening to what the community wants.	4/2/2021 8:57 AM
4	I realize, however that I am there with my own opinion and advocating for MY family, but that the Board has more information than I probably do... but it is difficult to provide public comment. It is intimidating.	4/2/2021 8:54 AM
5	We are always asked to attend, but I feel they need to all be in person going forward. Zoom/Google Meets has helped us tremendously in the past, but I feel people can not focus on what is at hand. Too many distractions in our work space, home, or wherever people are zooming in from. These meetings are intricate part of our school and the utmost attention is needed to the proceedings.	4/2/2021 8:27 AM

6	When having reached out to individual board members, I have found them validating but not very responsive. I feel there is valuable feedback that could be provided regarding school leadership. However, do not feel that feedback would be received in a way that would create positive change nor handled with confidentiality.	4/2/2021 7:27 AM
7	It seems as though the principal/superintendent and secretary are running the school once again	3/30/2021 2:51 PM
8	I have not attended in past years but know that I can.	3/26/2021 3:54 PM
9	Input that has been provided was not considered, board only considers input that supports their pre-determined agenda whether that input is the majority or minority of the public's opinion.	3/26/2021 9:49 AM
10	At one of the board meetings online I watched Theresa Keel role her eyes when I spoke along with another one of the board members. This was very disrespectful and obviously they forgot they were on camera. This kind of behavior should be addressed.	3/11/2021 7:37 PM
11	NEVER receive any communication regarding meetings. Been living here for 7+ years.	3/11/2021 6:42 PM
12	I can't say that I feel unwelcome per say, they are tough to sit through. Nature of the business I suppose.	3/4/2021 6:45 AM
13	Board members are warm and welcoming. They are very interested to hear what the taxpayers, parents and community has to say and do everything they can to accommodate their input. Please continue reaching out and listening with an open mind to all opinions.	3/2/2021 1:46 PM
14	Although I do feel welcomed and encouraged to attend the meetings, I do not feel that my input and public comment is received with the same welcome. I encourage the Board to welcome public interaction and communications, as well as to continue the valuable dissemination of information through GGS news and other venues.	3/2/2021 8:21 AM
15	I feel welcome, but I very rarely attend mostly due to forgetfulness.	3/2/2021 6:30 AM
16	I have not heard any school district news for quite a while. Do not know a school bond is going to be voted on.	3/1/2021 7:28 PM
17	Not sure I am really encouraged but welcomed for sure.	3/1/2021 6:03 PM
18	School board does not make community members feel valued or heard You get a smirk and a pat on the back and they move on. Typical bureaucratic treatment. Makes it very frustrating.	3/1/2021 4:57 PM

Q3 The School Board values community input.

Answered: 71 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	26.76%	19
Agree	30.99%	22
Disagree	19.72%	14
Strongly disagree	9.86%	7
N/A or No Basis for Comment	12.68%	9
TOTAL		71

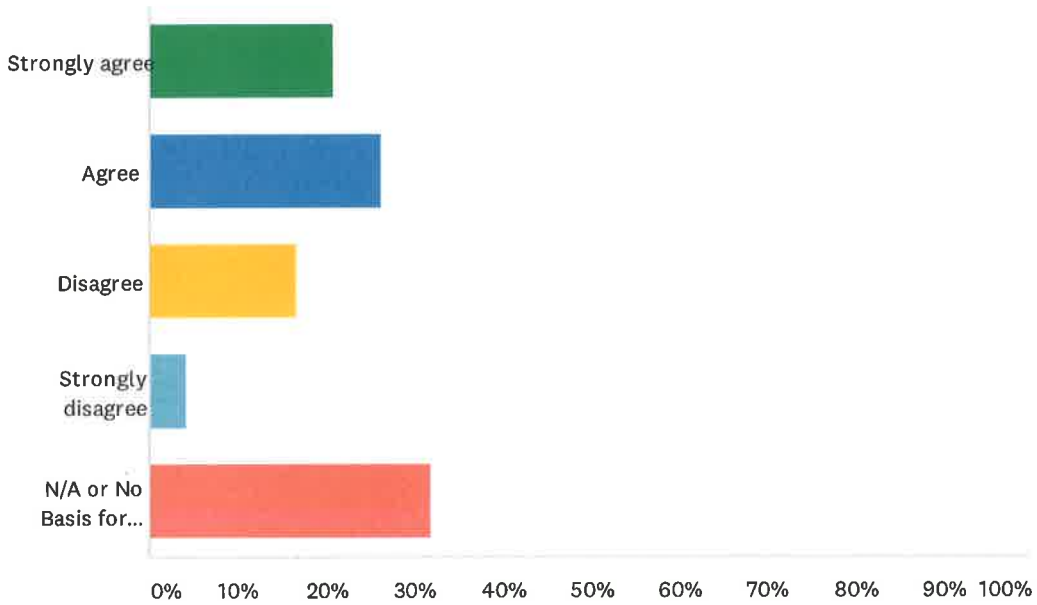
#	OTHER (PLEASE SPECIFY) & PROVIDE RECOMMENDATIONS:	DATE
1	This is a tough one, because some of the board members seem to have a pre-determined position that no amount of community input will vary. So, there often is the feeling that while they might hear the input, they don't listen to it or incorporate it into their thinking at all. This is common for boards, so that when the board does seem to agree with the community, it feels like a pretty great thing.	4/2/2021 11:32 AM
2	Again, new to the community however I haven't seen any comms in the previous month soliciting input (outside of bond discussion)	4/2/2021 10:39 AM
3	I feel like the Board does value input from community members. I've had a couple Board members email me after I've made comments on various issues thanking me for my input.	4/2/2021 9:22 AM
4	I feel the board is strongly encouraged and leans toward what the superintendent recommends.	4/2/2021 8:57 AM
5	I know they don't always do what I think they should do, but I am having faith and trusting they are looking out for the great good, making informed decisions, and not advancing their own personal agenda.	4/2/2021 8:54 AM
6	I feel the board and leadership has been consumed with growing our school. Which is inevitable but denies the current needs of our present school body: more consistent, less reactive communication by leadership, attending to needs of all students regardless of learning	4/2/2021 7:27 AM

style or circumstances, etc. I feel our school lacks the dynamic, positive culture of other shining stars in the area including Anderson and Amsterdam.

7	The board does not listen to anything parents or the community has to say, unless it's what they want to hear. There has been incidents at the school where Keel has handled thing inappropriately and no guidance from the board was given after many parents being upset. It disgusts me that the board allowed Keel to offer a jump time gift card and take away condiments for information on vandalism in the bathroom. Parents wrote in and they did nothing!	4/1/2021 5:08 PM
8	It does not seem like they care what the public says unless it goes along with the agenda that has been set in place	3/30/2021 2:51 PM
9	I feel that the community has not been listened to if we were we would be seeing mill levy asking for funds to fix what is essential instead of throwing 7 million dollars into it without knowing if the school is going to be near big enough anyway	3/29/2021 7:51 PM
10	I certainly hope so.	3/26/2021 3:54 PM
11	I really think the board should have taken recommendations to ask for small bond necessary and postpone building change. largely covid 19 and need a further reaching plan	3/26/2021 9:57 AM
12	It appears as though they value it so much that they appear stressed and torn in many decisions. It is nice to see a Board who actually cares about the students, staff AND community. I know it is a hard balancing act to please everyone– keep up the good job and keep trying!	3/17/2021 10:33 AM
13	Most of them hear what they want to hear. I watched as most of them were rude to other community members and it was obvious they were playing politics. Aaron in particular walks the tight rope trying to please everyone instead of simply speaking his mind politely and respectfully. Learn some real leadership skills.	3/11/2021 7:37 PM
14	Refer to #2. You are NOT soliciting input from ALL taxpayers in the community.	3/11/2021 6:42 PM
15	Suggestions made from community members are never taken seriously.	3/7/2021 2:05 PM
16	Perhaps; however, the members (or associated admin) I interact with seem disorganized and struggle with clear and timely public communication. I could see how this could be misconstrued as not valuing public input.	3/4/2021 4:03 PM
17	The board is continually asking for public comment and input. They are willing to listen to all comments and input and base considered decisions on the community input they receive. Each board member also listens to the opinions and comments of their fellow board members without prejudice.	3/2/2021 1:46 PM
18	I wrote a letter to the school board regarding how things are being handled and you didn't even respond! You passed it on Theresa when Perhaps there's a reason it was sent to The board rather than her! Zero communication!	3/2/2021 10:43 AM
19	The perception is that the Board merely tolerates community input and "mechanically" expresses the requirement for public comment during deliberation on decisions. The wisely discarded "two minute" comment rule was a reflection of the perceived attitude. Perception of board members' reluctance to engage constituents in discussions outside public meetings further perpetuates the attitude of community discussion only as an entire board and on a very limited basis. This survey process is a refreshing departure from that perception and hopefully bodes well for increased discussions between the elected Board and elected individual board members and community constituents.	3/2/2021 8:21 AM
20	Listening on Zoom I heard school board and building committee members discounting the value of citizen concerns. Specifically,. Mary Martin	3/1/2021 7:28 PM
21	The board has gone above and beyond to ask for community input, virtually and in person.	3/1/2021 6:03 PM

Q4 School Board Trustees are approachable and professional.

Answered: 72 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	20.83%	15
Agree	26.39%	19
Disagree	16.67%	12
Strongly disagree	4.17%	3
N/A or No Basis for Comment	31.94%	23
TOTAL		72

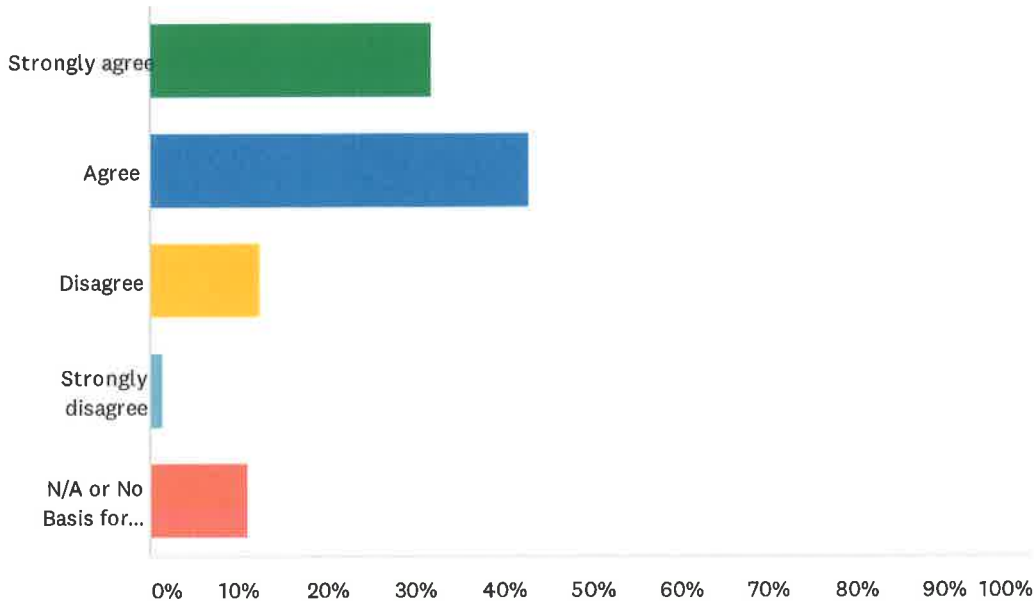
#	OTHER (PLEASE SPECIFY) & PROVIDE RECOMMENDATIONS:	DATE
1	Some members are more approachable than others. There are one or two that appear to act pretty superior, which is off-putting.	4/2/2021 11:32 AM
2	There are some Trustees that I know better than others, so I feel more comfortable approaching them with comments and issues that I have had. Anytime I've talked to one of the Trustees about a school issue, they've always been professional and seemed interested in my comments.	4/2/2021 9:22 AM
3	The last year has been hard because no one is approachable, but they are doing their best.	4/2/2021 8:54 AM
4	I do not trust them to professionally hold space for valuable feedback from parents in the community. While approachable, the risk involved in providing feedback does not feel worth limited action, if any, on their end.	4/2/2021 7:27 AM
5	No! I am not really sure if they are approachable because they're really not around anywhere. I wish they would be checking to see what is going on in the school here and there. I feel they're extremely unprofessional. They are allowing public meetings in the school but still having their school board meetings on zoom. I have watched the zoom meetings they all seem to be much more concerned with what's going on in their household from helping their children brown hamburger, showing their children's colored pictures, conversing with their family while the	4/1/2021 5:08 PM

meeting is going on, and obviously missing what is being discussed. They are there to represent the constituents of the district and not their personal feelings.

6	I'm very bothered by the amount of students that have been pulled out of the school this year. I believe the board should be asking the parents why and addressing the problem. Your asking tax payers for 7 million and you not even up to capacity. Are all these out of district kids paying tuition? Are we trying to pass a 7 million dollar bond so out of district kids and non tax paying people can enjoy a new over built school!	3/30/2021 2:51 PM
7	Did not respond to emails.	3/26/2021 9:49 AM
8	Even when people are not kind I feel like they are still open to hearing from them-- it doesn't always mean that the Board gives them what they want, but I do think they take their thoughts, concerns, and ideas under consideration.	3/17/2021 10:33 AM
9	I have found several of them to lack professionalism. Like I noted above, if they do not want to hear their own opinion they disregard the individual.	3/11/2021 7:37 PM
10	Don't know because we have never had contact	3/11/2021 6:42 PM
11	The members (or associated admin) I interact with seem disorganized and struggle with clear and timely public communication. Comes across to the general public as unprofessional.	3/4/2021 4:03 PM
12	Hard to justify this year, as we do not see people in passing at school. I would question with the new email set-up if ALL the board gets to see each email that comes in? I would hope that is the case, so each member is aware of situations that arise/allows for discussion. Disappointed in lack of response from a board member regarding emails sent directly to the board! Simply forwarding the email /complaint to the Principle is not exactly looking out for the best interest of the public/community. Any response would be appreciated.	3/4/2021 6:45 AM
13	Everyone on the board is very approachable and professional. They rely on their training to help them use good process in making equitable decisions that benefit the students and the school. The school board works together even when they have differing opinions.	3/2/2021 1:46 PM
14	Personal perception is that Trustees are reluctant to engage in discussion individually. However, otherwise Trustees' individual and collective Board demeanor is professional.	3/2/2021 8:21 AM
15	I don't know them well enough.	3/1/2021 7:28 PM
16	This is a tricky question because there is much board information and decisions they cannot discuss individually. That said, they are always interested in constructive input.	3/1/2021 6:03 PM

Q5 School Board meetings are well publicized.

Answered: 72 Skipped: 0



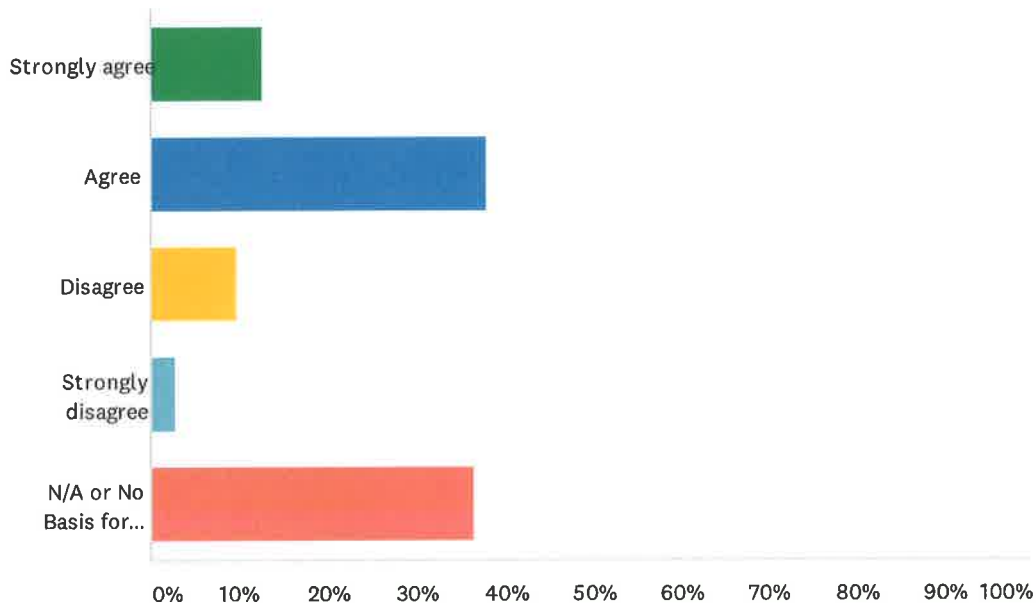
ANSWER CHOICES	RESPONSES	
Strongly agree	31.94%	23
Agree	43.06%	31
Disagree	12.50%	9
Strongly disagree	1.39%	1
N/A or No Basis for Comment	11.11%	8
TOTAL		72

#	OTHER (PLEASE SPECIFY) & PROVIDE RECOMMENDATIONS:	DATE
1	I'm unsure the frequency that you are meeting at but I haven't seen any communication about upcoming, or recently past, board mtgs	4/2/2021 10:39 AM
2	seems only recently, since the bond and school renovation and addition have been a topic.	4/2/2021 9:48 AM
3	I do think the Board meetings are well publicized online. I wish more people would attend the Board meetings and keep track of what's happening. It can get difficult to keep track of things going on and I've learned I really have to pay attention to the meeting minutes and go through the entire thing so I don't miss something important that has been discussed or voted on.	4/2/2021 9:22 AM
4	If you want to know you can know, if you don't like 1000's of emails you probably don't know.	4/2/2021 8:54 AM
5	A lot of the tax payers in the district don't know what's going on at the school.	3/30/2021 2:51 PM
6	I would like to see more information on topics to be discussed particularly budget and programs and not just date and time.	3/26/2021 3:54 PM
7	If someone doesn't know what is going on they haven't tried. The school website is packed with information and if people what to know what's going on they can.	3/17/2021 10:33 AM
8	NEVER PUBLICIZED	3/11/2021 6:42 PM

9	The members (or associated admin) I interact with seem disorganized and struggle with clear and timely public communication. Meetings times are sometimes adjusted without proper advanced notice to the public.	3/4/2021 4:03 PM
10	I can agree as a parent of a student. Not sure how it is for the general community.	3/4/2021 6:45 AM
11	School Board meetings are advertised and posted on time. Agendas are clear and well-organized. The Board packet is available for the public online and in accordance with the timeline outlined in Board policy.	3/2/2021 1:46 PM
12	GGs news and other means of publicizing meetings are very effective and are to be commended.	3/2/2021 8:21 AM
13	You might get one of those small signs that you can put out on the road, to announce the meeting a few days before.	3/2/2021 6:30 AM
14	Sometimes they are, other times not.	3/1/2021 7:28 PM

Q6 School Board meetings are productive.

Answered: 71 Skipped: 1



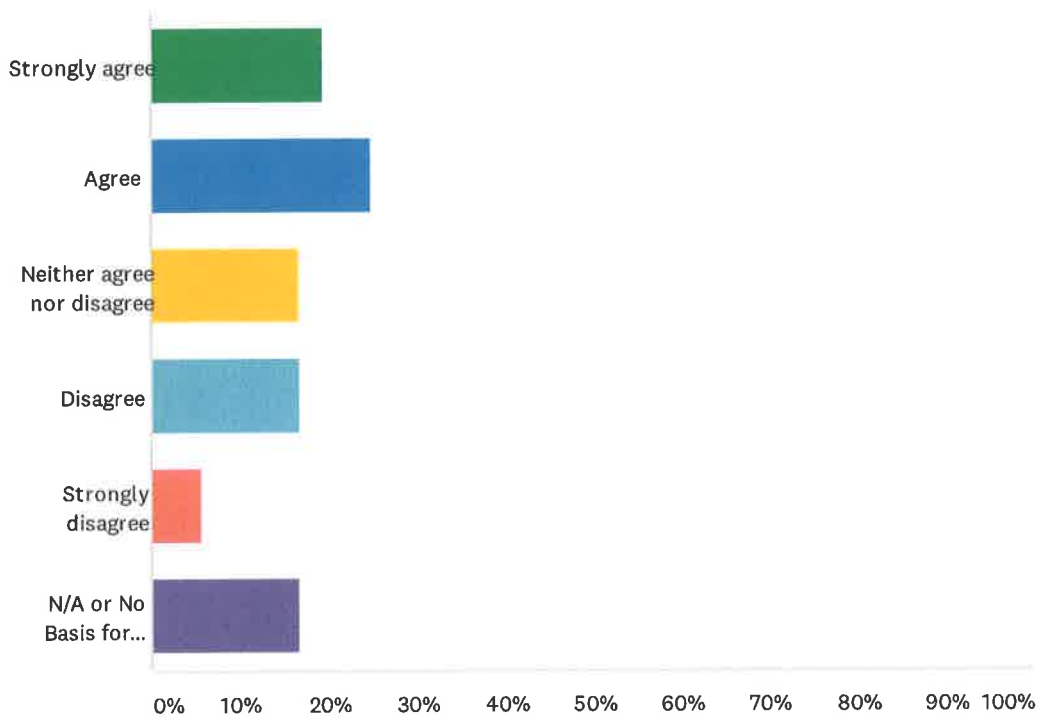
ANSWER CHOICES	RESPONSES	
Strongly agree	12.68%	9
Agree	38.03%	27
Disagree	9.86%	7
Strongly disagree	2.82%	2
N/A or No Basis for Comment	36.62%	26
TOTAL		71

#	OTHER (PLEASE SPECIFY) & PROVIDE RECOMMENDATIONS:	DATE
1	In large part, I agree. Sometimes there are so many items on the agenda, it's easy to get lost in the weeds.	4/2/2021 9:22 AM
2	Some more than others. Sometimes it feels like decisions take forever and not everyone provides input.	4/2/2021 8:54 AM
3	Again, not having in person meetings the board members are too wrapped up in their own family lives. I understand this is a big commitment but if you can't fulfill your duties don't volunteer. during the meetings there's not a lot of input from some of the school board members. I feel they take everything that The superintendent and Carrie Fischer say and run with it. In turn overlooking issues that kids and parents have.	4/1/2021 5:08 PM
4	Often long, but productive. It seems to take a while to get to decisions-- if you can't get to a decision in 10 or so minutes I would recommend tabling it and revisiting it at the next meeting.	3/17/2021 10:33 AM
5	Haven't appear very productive when I attended.	3/11/2021 7:37 PM
6	Don't know if you aren't given the opportunity to participate	3/11/2021 6:42 PM
7	Board meetings are run well and efficiently. Time is allowed for public comment on most issues without letting the meetings get bogged down or sidetracked.	3/2/2021 1:46 PM

8	Board meetings are generally professional and productive and conducted in a businesslike manner. At times the rhetoric drags on and seems redundant, but generally results in firm decisions.	3/2/2021 8:21 AM
9	I think the chair does a god job running the meetings when I watch Zoom.	3/1/2021 7:28 PM
10	Mostly yes, although there are times when they could be move through in a more efficient manner. At times the discussion moves in circles or one point is "over talked". When that happens the topic loses it's influence or relevance as people lose interest and tune out.	3/1/2021 6:03 PM

Q7 The School Board makes decisions that are well-informed and thoughtful.

Answered: 72 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	19.44%	14
Agree	25.00%	18
Neither agree nor disagree	16.67%	12
Disagree	16.67%	12
Strongly disagree	5.56%	4
N/A or No Basis for Comment	16.67%	12
TOTAL		72

#	OTHER (PLEASE SPECIFY) & PROVIDE RECOMMENDATIONS:	DATE
1	It depends on the board member.	4/2/2021 11:32 AM
2	For the most part, I agree. I think the majority of the Board members really do care about the school, staff and kids, and they try to do the best they can in making decisions that will affect everyone. I know it's pretty much a thankless job that takes a lot of time. I appreciate the hard work and time that all the Board members put in!	4/2/2021 9:22 AM
3	Looks like a lot of over thinking to me. Just make a decision!	4/2/2021 8:54 AM
4	I would recommend the board seek out parent commentary regarding commentary regarding leadership. I have found leadership commentary to be very reactive at times, invalidating, and lacking consideration towards the audience. I strongly worry leadership's communication and	4/2/2021 7:27 AM

holding of space for parents is divisive and destructive. I would really encourage the board the thoughtfully seek out feedback so this can be corrected and our school community can heal.

5	I do not believe they make the decisions that are well-informed. The decisions this year on the covid policy alone has absolutely no logic! I'm not sure if they're involved in the Covid policy or if the superintendent come up with this plan on her own. Explain to me how kids can mix in gym with no masks and then go outside and can't intermix? I worry about the mental well-being of the students after this year. We are one of the two rural schools that did not allow sports. This is a huge letdown for some of these kids especially the eighth grade. I know we didn't want to spread Covid or have to worry about quarantine, however I know kids from the larger schools that allowed sports and their kids were quarantined less than mine this year.	4/1/2021 5:08 PM
6	Made decisions based on other organizations decisions. Can't make own decisions based on own research or facts or how our school might have different circumstances based on size/funding.	3/26/2021 9:49 AM
7	NICE JOB!!!!	3/17/2021 10:33 AM
8	Again, it seems most of them have an agenda of their own and have little to no interest in the folks who live in Gallatin Gateway. The members as a whole listened far more to the folks who do not live in the community or pay taxes here and discarded the folks who are actually from the community.	3/11/2021 7:37 PM
9	NOPE. 7 million bond issue is crazy.	3/11/2021 6:42 PM
10	It appears that the decisions that are made are by the superintendent and the Board answers to her. Several of you board members were on the board during the last administration and you should of questioned the curriculum then. Constant testing on the same test does not make the student more knowledgeable, it only makes the superintendent look good. You have a superintendent that labels students in the 4th and 6th grades because they are not up to par. Several years back parents were concerned that their students were not learning and because no one listened to them you have problems. The teachers at that time were tenured so the problem remains.	3/7/2021 2:05 PM
11	Hard to know if the board does any research/investigation on their own or if they are just influenced by all the positives that are put in front of them. ???	3/4/2021 6:45 AM
12	Board members have obviously done their homework before meetings. They have researched and considered each item on the agenda before the meeting. However, they are still open to the input of other board members and the public. Each vote is brought forward after good discussions and comments. Please continue to stay well-informed. Talk with your constituents if necessary when considering an issue. Get acquainted with the whole community as well as the school community. Being a board member is like having a part-time job you don't get paid for, but takes a lot of work. A board is only as successful as the amount of time and energy each board member is willing to contribute.	3/2/2021 1:46 PM
13	Afore expressed concerns regarding communications reflect a Board and Administration somewhat stuck in a "bubble" of internal communications, a bubble which then echoes only internally. Perception is that the highly valued expertise, experience, and successful record of the Design-Build Team, which was largely the basis for their hiring, is not employed in many decisions to which they would easily add much value. More specifically, GGS Board of Education objects to historical documentation. Ms. Lesley Gilmore expected "review and response" to her factual, well researched, professionally written historical documentation of the 1914 Building. Instead she was insulted by a meeting with the primary focus of finalizing a letter of objection to recording the historical documentation with the appropriate state historical office. The objection cited the potential for governmental "onerous restrictions", expression smacking of antigovernmental conspiracist rhetoric. The cited nexus between historical documentation and conditions which contradict educational "ideology, purpose, and values" is not only ill informed and irrational, it is patently absurd. The information brought to the meeting by highly experienced, well educated prominent Montana history documentarians, in an effort to assuage those Board concerns, was ignored as the letter of objection was unanimously agreed upon. I strongly recommend an apology to Ms. Gilmore and expression of support for her recording the factual, well researched, and professionally written historical documentation of the role of the 1914 Building as a key community educational facility and an element critical to the evolving success of the Gallatin Gateway school system.	3/2/2021 8:21 AM
14	I don't think the board has long term development plans. For instance, where and how will the	3/1/2021 7:28 PM

school purchase additional land?

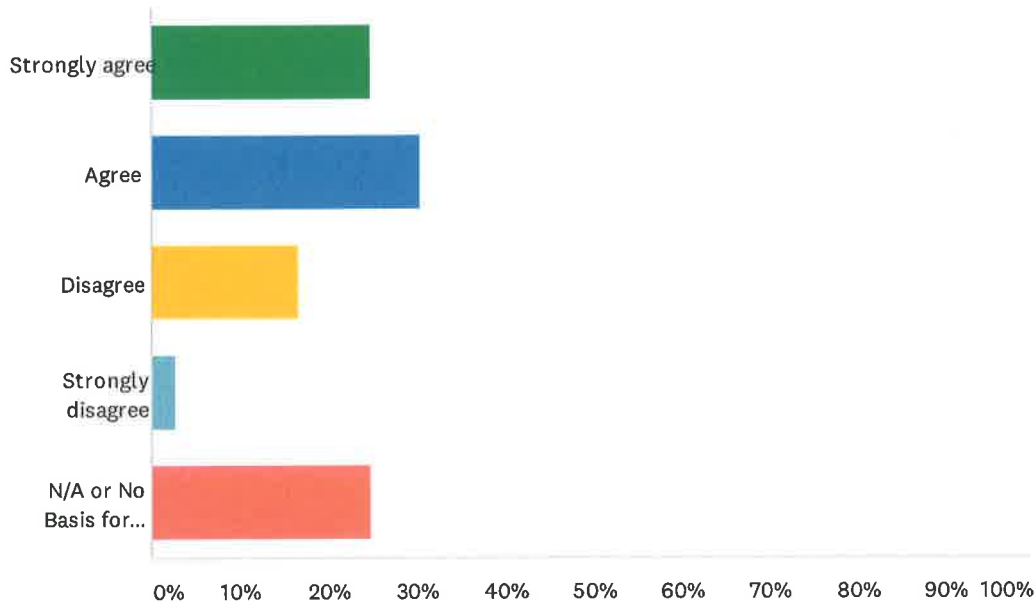
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The school board does a fantastic job of working to do what is best for the kids, the teachers and staff, and the parents. In my opinion, also in that order.

3/1/2021 6:03 PM

Q8 The School Board operates in a legal and transparent manner and is fiscally responsible.

Answered: 72 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	25.00%	18
Agree	30.56%	22
Disagree	16.67%	12
Strongly disagree	2.78%	2
N/A or No Basis for Comment	25.00%	18
TOTAL		72

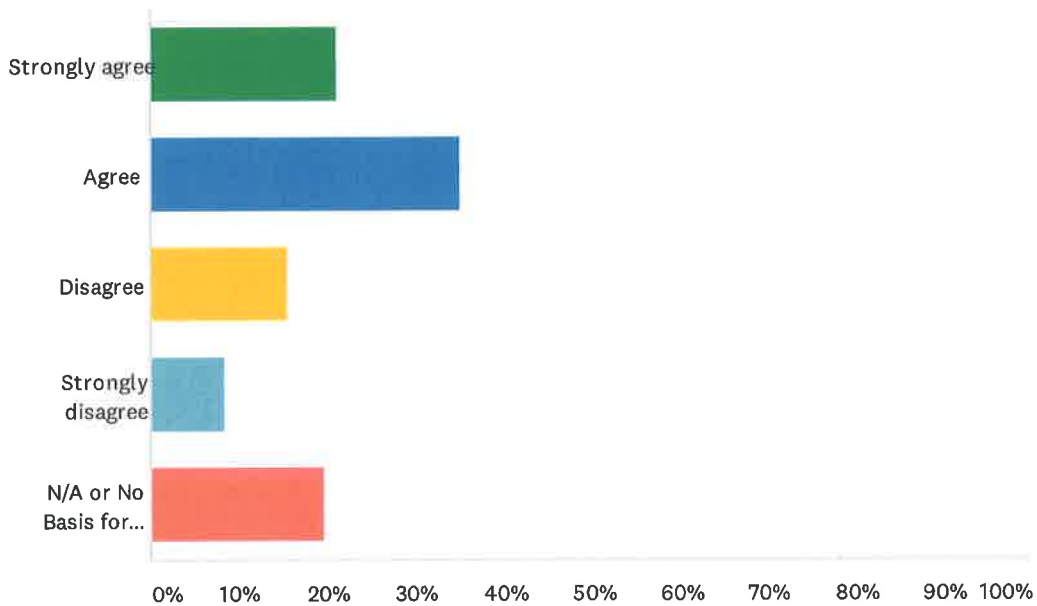
#	OTHER (PLEASE SPECIFY) & PROVIDE RECOMMENDATIONS:	DATE
1	I think Carrie Nelson and Theresa Keel help keep the board aligned with the legal and fiscal goals. I believe this is their job, and they do it well.	4/2/2021 11:32 AM
2	I do not have visibility to adequately evaluate this	4/2/2021 10:39 AM
3	I certainly hope so!	4/2/2021 9:22 AM
4	The Board over communicates in the best ways they can that are free-- if they mailed things out it would not be fiscally responsible. I looked at the audit reports on the website. It looks like things are in good shape. I hope the bond passes. Our taxes are most likely the lowest in the county, but I don't think anyone cares about education here, just fancy homes, big trucks, and vacations.	4/2/2021 8:54 AM
5	If we cannot survive without a third of our school being out of district students we are not fiscally responsible. Our members are more concerned about bringing in more out of district students to allow for more funds than putting the in district students needs first.	4/1/2021 5:08 PM
6	I would like to see levy and budget discussion both before May. The Montana way of asking for a levy in May and then budget decision in August has always really bothered me after I	3/26/2021 3:54 PM

realized that is how it is done. There should be more community input into the actual budget than there is now. I hate to say it but this is how we did it when I was on the school board in New York State-a rural district. We also had a 3 year comparison of budgets as part of the information available, last year, present year and projected next year. If a levy fails, I don't understand why Montana decided that it could not be worked over and represented for a vote, but then the county did not control the election process. Lain Kay

7	Not fiscally responsible poor planning	3/26/2021 9:57 AM
8	Everything is on the school website-- can't get much more transparent than that!	3/17/2021 10:33 AM
9	You CANNOT call yourself fiscally responsible when you spend 7 million dollars on a school RENOVATION for what 100-120 students? TOTALLY uncalled for, and the taxpayers have NOT been kept up to date on this ridiculous waste of money.	3/11/2021 6:42 PM
10	Board members are elected to represent voters of this district and you do not seem to care that students are going out of district. This should be a real concern to you and you should question why. Since you want to allow out of district students you need to charge them. All other schools charge for this. Relying on out of district students for the budget is irresponsible. Spending \$8,000 for a lunch tent in MT is totally irresponsible. You had heaters in them and a hole was burnt in one of them. Now they are flooded. Students could of eaten in the classrooms. There was more space between students in the classroom than in those tents. (did not follow covid policy). We were lucky to have the winter we had this year and not like in the past. Personally I believe this is a real safety concern.	3/7/2021 2:05 PM
11	As far as I know	3/4/2021 6:45 AM
12	The Board is extremely transparent about what they are doing and what is happening at the school. The school budget and expenditures are always available for the public to inspect. The Board, Superintendent, and Business Manager act as independent checks and balances on everything that is spent, with the Board overseeing and monitoring the processes. The Board depends on its Board Policy to guide them in all decisions and uses legal assistance when they need further clarity. An independent auditor is employed each year and the report is made public, as well as all other fiscal reports. Please continue to provide all budget information and reports as well as posting the line item budget on the website each year. It is important that each board member be informed and a part of the budgeting process. In a small school district, board members have to know more, do more, and work harder!	3/2/2021 1:46 PM
13	The Board continues to strive in a professional manner for transparency and easily attainable information for the public. Board discussions and decisions reflect a commendable degree of fiscal responsibility and accountability. Board packets and other information open to the public reflect that attitude of fiscal responsibility. The posting of a line item budget enhances the ability of the public to be informed regarding district fiscal matters.	3/2/2021 8:21 AM
14	There is community discussion that some people want to bond the district to the maximum without a clear need to do so.	3/1/2021 7:28 PM
15	The board has proven this with their diligence in making decisions regarding recent hires, the direction of the bond, and keeping our kids in school. I realize Ms. Keel and the teachers and staff had an even bigger hand in that.	3/1/2021 6:03 PM

Q9 The School Board fulfills the duties and responsibilities it was elected to do and holds school personnel to a high standard.

Answered: 71 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	21.13%	15
Agree	35.21%	25
Disagree	15.49%	11
Strongly disagree	8.45%	6
N/A or No Basis for Comment	19.72%	14
TOTAL		71

#	OTHER (PLEASE SPECIFY) & PROVIDE RECOMMENDATIONS:	DATE
1	<p>Despite being a new member to the gateway school community, I would like to offer some observations that reflect a potential cultural gap within the school. Ensuring that the staff/community embodies the values, as they've been outlined on paper, ultimately falls on the shoulders of both the school personnel, and the BoD. -Lack of inclusiveness across the classroom: There is a gap in fostering a culture where all students feel welcomed and never feel singled out. -Communication methods from staff to students: I've observed on numerous occasions communication between staff helping with drop off/pick up and students. As a family that values respect and emotional IQ, we were surprised to witness the way staff was speaking to students. -Lack of respect between fellow learners: I feel there is a need to re-emphasize that all students should feel respected, by their peers. That includes any disrespectful physical contact. We need to be arming students with the tools to settle frustration and conflict in a non-physical manner to set them up to flourish in the world we watch evolve daily. While I do not have the historical data points that many parents and fellow members of the community do, I see tremendous value in the observations of fresh eyes of any situation / product / service. I hope the BoD leans forward in evaluating the culture that is embodied by the staff at gateway school, as that group is integral in setting the tone for young leaders to follow.</p>	4/2/2021 10:39 AM

2	I feel the school board is governed by superintendent and doesn't stand up for what is best for the school, students and community members. Take the easy road/answer to not create waves. There are employees of the school that should be dismissed.	4/2/2021 8:57 AM
3	I think they are trying and I hope people remember that includes parents and community. Parents have tried to run the school- involvement doesn't mean getting things your way. My kid was bullied and finally someone is doing something about it!	4/2/2021 8:54 AM
4	Again, board does not seem open and responsive to feedback regarding leadership. I am hesitant to further feedback due to concerns regarding confidentiality of that feedback and if it would be acted on.	4/2/2021 7:27 AM
5	I strongly disagree with this because I feel they are not fulfilling their duties and overseeing the superintendent. The board has allowed the superintendent too much control.	4/1/2021 5:08 PM
6	They do what they are told to do	3/30/2021 2:51 PM
7	I certainly hope so.	3/26/2021 3:54 PM
8	It helps to have a Superintendent who is held to a high standard and then holds others to a high standard. It is apparent that the superintendent is not from our community, but is still trying to improve the school the best she can. Some things she does miss the mark, but it seems like most things hit the mark well and she has great experience and ideas! She is not afraid to make hard decisions and if it doesn't work out to change her course of action. That says alot about her strong character. In my experience she has shown her human side and owned her mistakes. I haven't seen that in all leaders at GGS.	3/17/2021 10:33 AM
9	The superintendent should NOT be allowed to bribe students. Hopefully, taxpayers money was not spent to purchase the prize. Students are not getting the time they have been allotted for such as lunch and recess. By the time the person in charge gets to them 5 to 10 minutes have passed. You approve a covid policy and then allow your superintendent to break it. This policy is way too extreme. Students should be allowed to take off their mask at recess. You do not want anyone in the school after school is out, yet who made the decision to allow a chess club. Who picks and chooses and why are you not following your policy? When parents have concerns you brush it off and pawn it on the superintendent. They don't want her to respond, they want you the board to. It would behoove personnel to call students, students and not kids. How professional is that? It appears to us that some of the decisions made at this school are benefitting staff and not the students.	3/7/2021 2:05 PM
10	This I strongly question; Knowing several complaints were made to the Principle regarding certain teachers and lack of performance! This is a huge concern for me as a parent. We need to trust that our kids are getting a quality education. When things become apparent (to parents) that there is a deficit and perhaps even a trend over a few years; things NEED to be looked at. When parents are considering sending their children to another school or homeschooling because they are not confident in the education they are receiving in their own community...things need to be looked at! Simply filling the "void" with out of district kids to make up for the loss in financial aide is not the answer. WHY are in district kids not coming back? Lack of a curriculum for several years was indeed an issue and will prove to be beneficial going forward...however the damage is already done for many kids and how are we to correct it? Again, who was ensuring the quality education at that time? With No curriculum. How about a parent evaluation of teachers/staff?	3/4/2021 6:45 AM
11	This school board has hired and maintained great personnel. Personnel are held to a high standard of serving the students. They make sure that each child is getting fair and equitable treatment, compassion, and the best education that can be provided.	3/2/2021 1:46 PM
12	The administration, staff, and faculty all seem to be performing to a high standard. Evaluation methods and instruments appear to reflect high levels of success. The adherence to accepted and recommended Covid protocols appears to put GGS in good stead and keep students and staff safe. GGS is to be commended for persevering and even excelling during this pandemic.	3/2/2021 8:21 AM
13	I am uncertain.	3/1/2021 7:28 PM
14	I definitely think this is true. They do their homework and then make will informed decisions. They also have respect for all personnel in the school. At times I do wish they would hold certain personnel accountable, but I think Ms. Keel is doing a pretty good job of helping with this as a positive mentor to the teachers and staff.	3/1/2021 6:03 PM

Q10 Please add any additional comments or feedback you would like the School Board to be aware of or specific suggestions for improvement:

Answered: 29 Skipped: 43

#	RESPONSES	DATE
1	The board - and building committee - have worked hard this year, dealing with Covid-19 and the school design project. I appreciate their time and dedication.	4/2/2021 11:32 AM
2	Thank you for all your hard work. I know often your job is thankless and you only hear complaints but I know you all are working hard to make Gateway great and to ensure our kids have a quality education. Thank you thank you.	4/2/2021 10:06 AM
3	Even though I haven't participated in the school board meetings I feel the board does an excellent job communicating opportunities and reaching out for input consistently	4/2/2021 9:44 AM
4	Thank you for your hard work and efforts to help run our school. We are incredibly thankful that the kids have been able to have in-person instruction this year.	4/2/2021 9:22 AM
5	We feel the principal and superintendent should be two different people it make then accountable and not all just one person with no one to answer too... Our school is growing and it needs to be where a parent or student or even a teacher has someone they can go to on a higher level in cases of issue.	4/2/2021 8:56 AM
6	Keep trying and thank you for hiring Ms Keel! She is very good and probably the most experienced principal we have ever had.	4/2/2021 8:54 AM
7	Again, please focus on strengthening our current school. Leadership has not maintained a healthy relationship with multiple families and parents in this community. I feel there is a lack of cultural understanding and empathy, resulting in communications of ultimatums, flippant veiled threats, reactive statements that are the retracted then eventually repeated. It is disempowering for parents and those that try to provide more meaningful feedback to improve our school community.	4/2/2021 7:27 AM
8	This school board has a lot of work to do over then couple of years with the growth we are seeing. Please keep up the forward thinging!	4/2/2021 6:57 AM
9	I would like the school board to consider what is standard for taking the S back or star tests. Is it standard to take them a couple times of year, four times a year five times a year etc.? Some of these scores might not be high because these kids are burnt out on taking this test over and over. I do not believe other schools are taking these tests this many times. We are preparing the kids to get a good score on this one test and not just general education overall. When The board asks about certain grades not scoring well they need to dig deeper. As a parent it's time that you start looking in and holding the teachers accountable. The third ,fourth ,and fifth grade teachers are not teaching the kids to the standards that they need to be which in turn causes problems and 6, 7, and 8th grades. At some point you can't always put the blame on a certain class as developing personalities or just bored and not wanting to do the work. Ask the parents how they think teachers are doing.	4/1/2021 5:08 PM
10	Our school board at Gallatin Gateway School are all Rock Stars! We are so lucky to have each and everyone of them donating their time to our school!	3/29/2021 9:46 PM
11	I think they are asking far to much of the taxpayers at this time	3/29/2021 7:51 PM
12	Looking forward to in person meetings.	3/26/2021 12:04 PM
13	School architecture doesn't improve children's education. Teachers, books, computers, guest speakers, field trips, athletics, and outdoor activities improve education.	3/26/2021 9:49 AM
14	The board does its best to be transparent but the current procedures make it difficult for many people associated with the school to voice concerns openly.	3/26/2021 9:40 AM
15	Thank you for doing a thankless VOLUNTEER job and dedicating yourselves to one of the	3/17/2021 10:33 AM

hardest years in history! Good luck on the bond election-- you have a great plan and have created a great team! Thank you for doing everything you can for the kids in Gateway!

16	Unfortunately it seems that most of the School Board, Theresa Keel, and the more outspoken teachers fail to remember that they are serving or working for the Gallatin Gateway community and not the other schools districts in the area. I appreciate the two members of the board who seemed to at least listen to community members.	3/11/2021 7:37 PM
17	Have been a resident for 7+ years. Have received very little information on the school, ESPECIALLY anything financially related. Even the proposed 7 million dollar bond debt has NOT been communicated to taxpayers in my neighborhood (Bear Creek).	3/11/2021 6:42 PM
18	This School Board is extremely transparent, hard working, and has navigated a very difficult year in a professional manner and has made great decisions for our kids!	3/8/2021 9:54 AM
19	It isn't a good idea for a school board member to disparage community citizens in a meeting.	3/5/2021 2:25 PM
20	I want you all to know that your service is appreciated. It's not an easy job nor one that many people step up to the plate to do. Criticism is hard to take, but the community needs to feel that you are working and supporting them and their children; most especially during these difficult and changing times!	3/4/2021 6:45 AM
21	it is understandable how holding a business meeting in public is uncomfortable and impedes on great decision process. unfortunately that is the law. given that is it the law, it would be pretty awesome to witness for the tone of board meetings to be one of real curiosity around public comment. followed up with good discernment, processing of ideas to develop the best solution. however it has been observed too many times how the board becomes defensive when different ideas are presented and too infrequently follows up with their elected constituents who took time to voice concerns to learn more and to share good info back and forth. engaging well with your constituents outside of board meetings, 1 on 1 seems like a critical thing to do to pass the bond. I for one don't know how I will vote on the bond. love the idea of saving the old building, happy to pay every tax penny I can to the school, am all about the school preparing for the future...but good governance and good process for good stewardship seems lacking	3/2/2021 5:29 PM
22	Thank you for your service to this community and our school children! Our children are our future, each and every one of them. Keep up the good work; you are appreciated!	3/2/2021 1:46 PM
23	There are so many parents and community members that are extremely unhappy with the school and nothing is being done about it. So sad and disappointing for our students.	3/2/2021 10:43 AM
24	Note: Criticism of rhetoric or decisions of the elected Board or of elected individual trustees, albeit harsh and opinionated often, is not to be construed as "bullying". It is a condition inherent to acceptance of public office.	3/2/2021 8:21 AM
25	Great job involving the community on the new bond issue and saving the school house	3/2/2021 7:47 AM
26	The whole 'Save the School Building' effort has been difficult. I appreciate that you are volunteers addressing hard topics to the best of your abilities. Thank you for your service.	3/2/2021 6:30 AM
27	I am very supportive of schools having been a teacher. Gallatin Gateway has a history of supporting the school. I am afraid that may be lost and it will be very difficult to regain. If the school messes up at this challenging time with potentially many more students coming the only option may be to become part of the Bozeman School District. Perhaps they would allow a k-4 program to stay in Gateway. I not like to see that happen.	3/1/2021 7:28 PM
28	Thank you for all of your efforts to continually improve Gallatin Gateway School! You are all very vested in making our school a safe place for our kids and providing the best learning environment you can for them. One suggestion I have is for the board to have some discussion with Ms. Keel and the teachers about offering something for our kids who are above the curve so they don't lose interest or motivation. Leaving these kids to flail is as much a disservice as it would be to not help those kids who need a little more help or a different learning situation to work toward achieving standards. Maybe (at least in middle school) there could be an opportunity to offer more electives or a time during the day or even a couple times each week for students to participate in other modes of learning?	3/1/2021 6:03 PM
29	Our children go to school at Gateway. We are very thankful for the school board and the decisions they have made so far.	3/1/2021 5:01 PM

School Board Self- Evaluation Survey Results

- All 5 members responded
- Sent to the Board March 1, 2021
- Closed Monday, April 5, 2021.
- Emailed to each Board member on April 5

Insights

TOTAL RESPONSES

5

COMPLETION RATE 

100%

TYPICAL TIME SPENT 

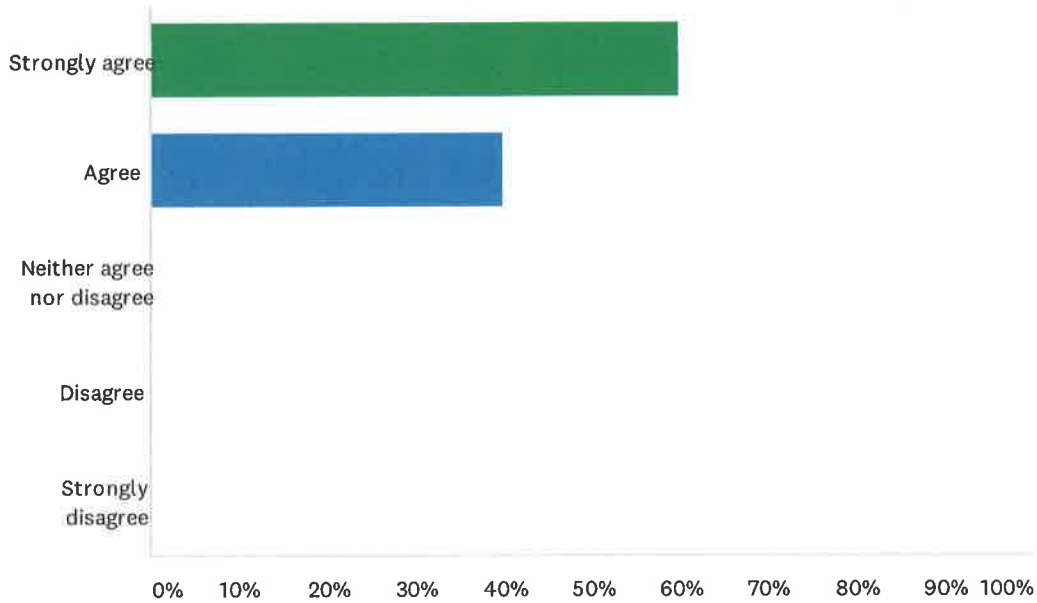
32m:29s

MOST-SKIPPED QUESTION 

None of the questions were skipped.

Q1 The Board welcomes and encourages community involvement at School Board meetings.

Answered: 5 Skipped: 0



ANSWER CHOICES

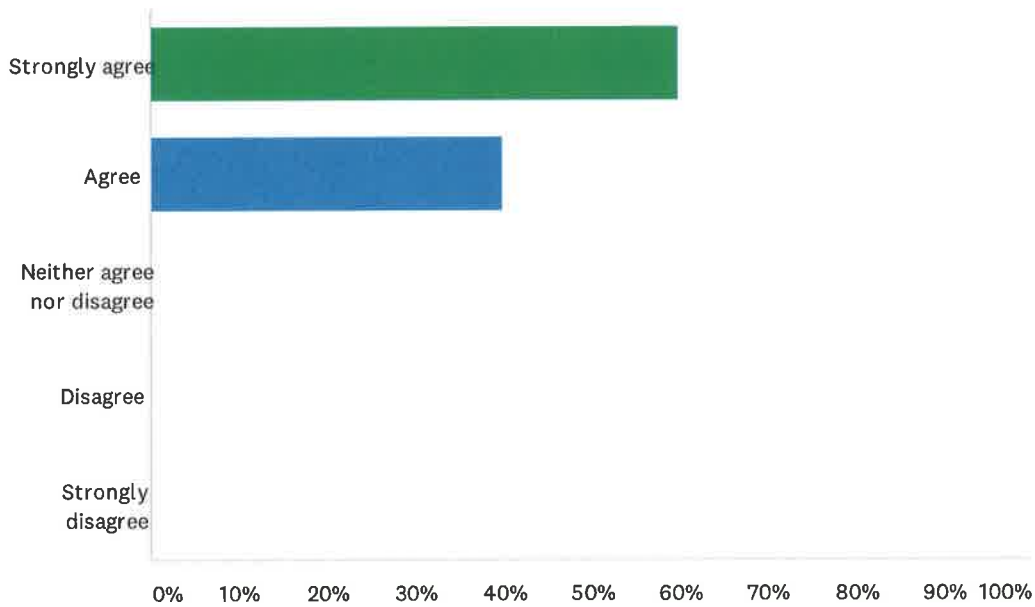
RESPONSES

Strongly agree	60.00%	3
Agree	40.00%	2
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	The consensus of of all board members is a great desire for community input, involvement and assistance in working to make the best decisions for our students and our community.	4/5/2021 10:03 AM
2	We do and we make a sincere effort to get as many people involved as possible. It sometimes goes against the project or endeavor and results in a situation where the opposition to any given project makes it harder to get things done. I would like to see if we could possibly get more "silent majority" voices to join in and not allow the "vocal minority" to dictate what the community wants until we know it is what the community wants. This bond topic is a great example of reaching out to get as many voices heard as possible.	4/2/2021 12:09 PM
3	I think we have put a lot of work into this area, but sometimes it does not always translate to the community. I know that I have things to work on when dealing with emails from parents and community members.	3/30/2021 2:33 PM

Q2 The Board values community input.

Answered: 5 Skipped: 0

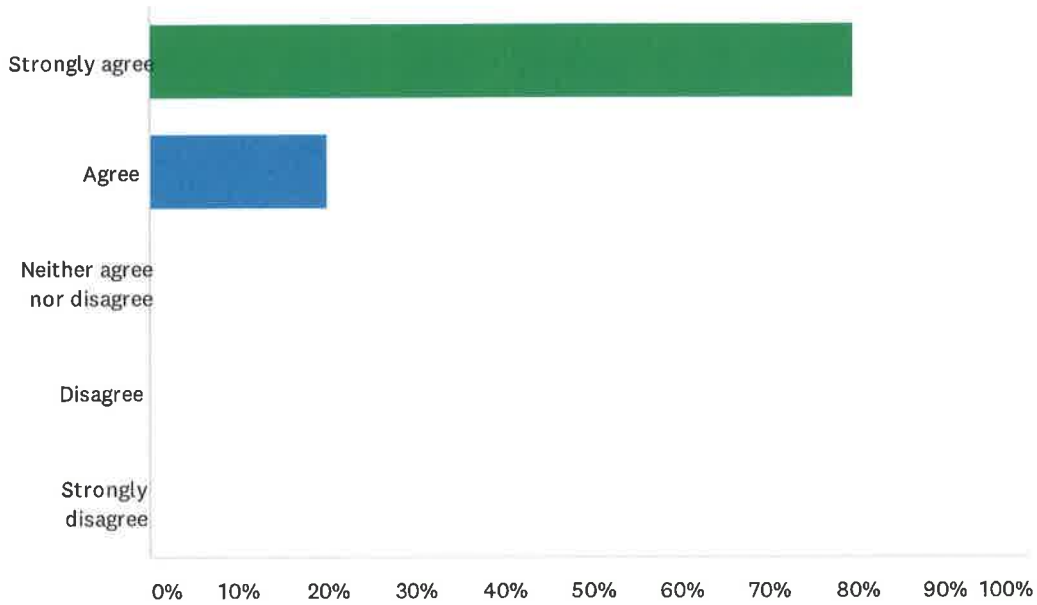


ANSWER CHOICES	RESPONSES	
Strongly agree	60.00%	3
Agree	40.00%	2
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	Yes, most definitely. Community input is sought after and greatly valued.	4/5/2021 10:03 AM
2	Having been undermined by the involvement since I have started on the Board makes it hard to want to achieve this goal, but we do work to get the input.	4/2/2021 12:09 PM
3	Even if we don't agree or follow their thoughts we still value their input.	3/30/2021 2:33 PM
4	We continue to find ways to get feedback from the Community. For example, the Building Committee not only sent internet surveys and emails but also sent flyers and surveys via USPS so that we could reach as many Community members as possible.	3/3/2021 6:45 PM

Q3 The Board is approachable and professional with community members.

Answered: 5 Skipped: 0



ANSWER CHOICES

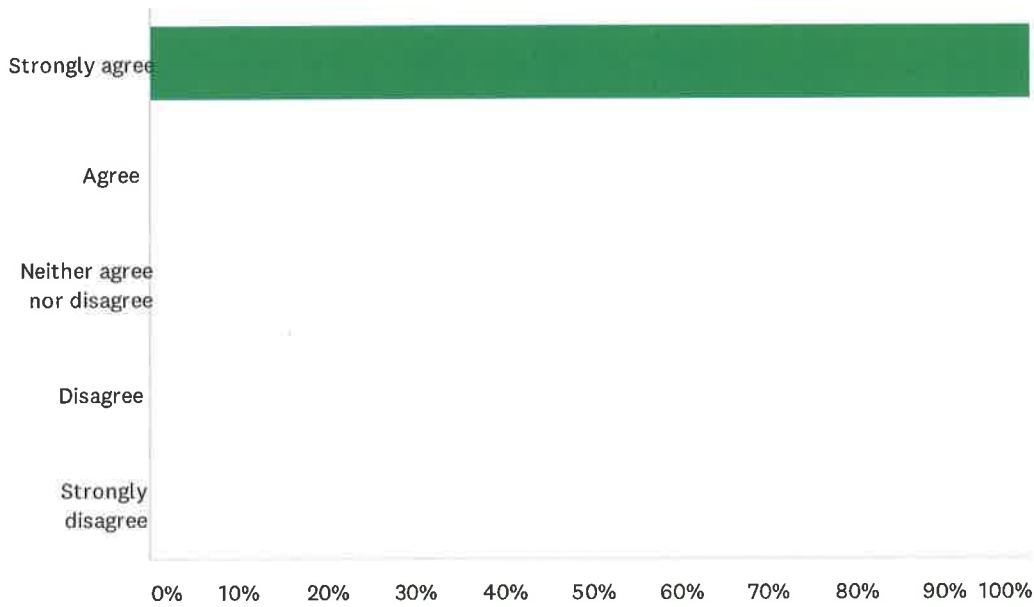
RESPONSES

Strongly agree	80.00%	4
Agree	20.00%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	Strongly agree and, at the same time, remind the community that individual board members have not authority to act as an individual in making decisions.	4/5/2021 10:03 AM
2	Every one of us is willing and available. Some are considered to be more approachable than others, but overall, this is a strong area for us.	4/2/2021 12:09 PM
3	While I believe I'm professional when dealing with the community, I feel that some feel I am less approachable than other board members. As a whole I believe the board is approachable and professional.	3/30/2021 2:33 PM

Q4 Trustees communicate with each other in a respectful manner.

Answered: 5 Skipped: 0

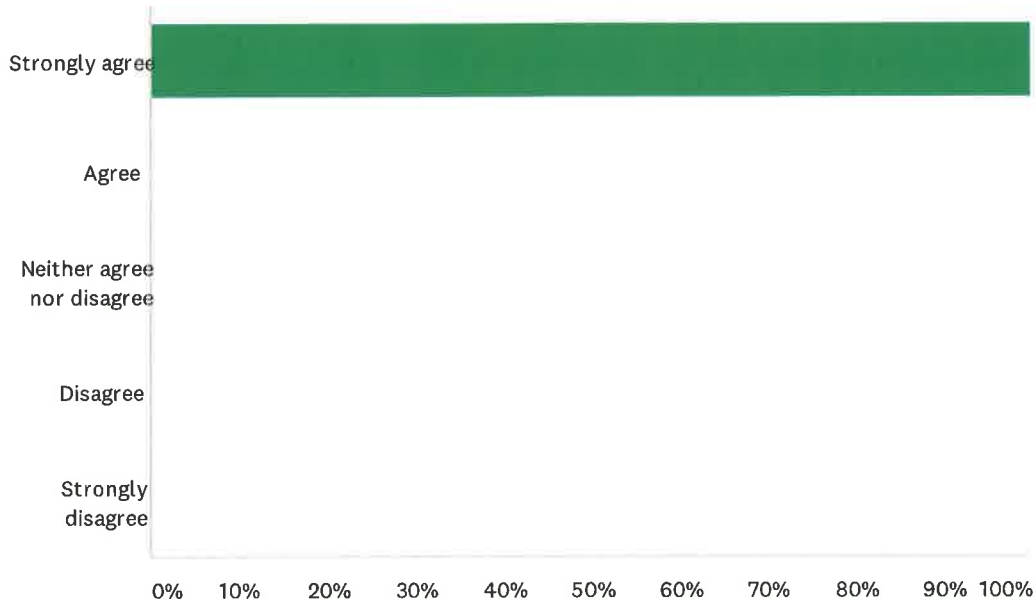


ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	5
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	Always.	4/5/2021 10:03 AM
2	This is one of the most civil Boards I have ever been on.	4/2/2021 12:09 PM

Q5 Trustees honor Board decisions when a vote is not unanimous.

Answered: 5 Skipped: 0

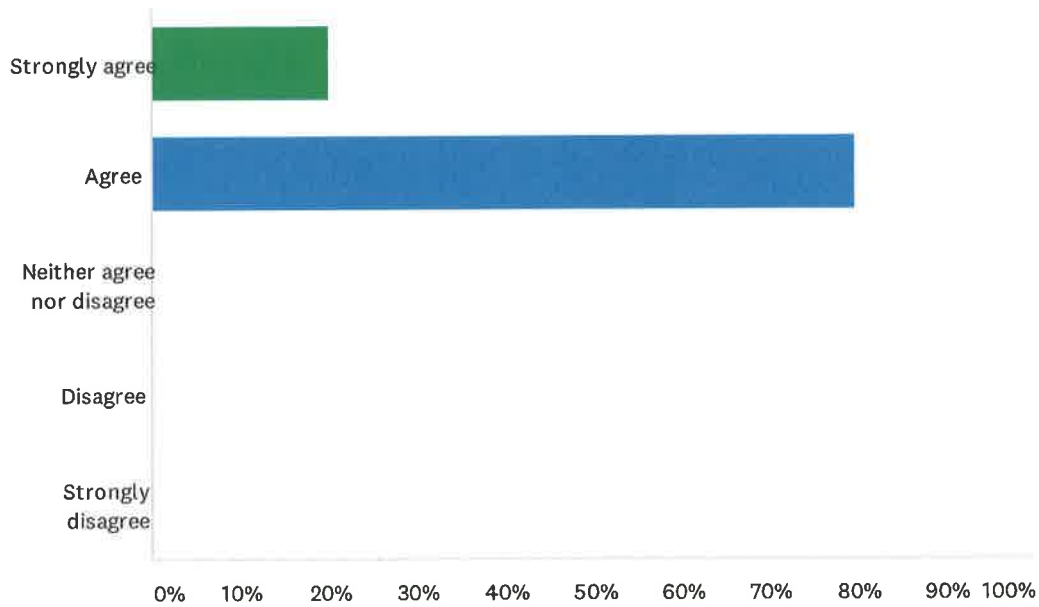


ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	5
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	In my years on the board, I've experienced NO dishonor from fellow board members in voting in an alternate direction to the majority.	4/5/2021 10:03 AM
2	I believe there is mutual respect among all board members, even when we disagree on items.	3/30/2021 2:33 PM

Q6 Trustees read the Board packet and are well-prepared for meetings.

Answered: 5 Skipped: 0

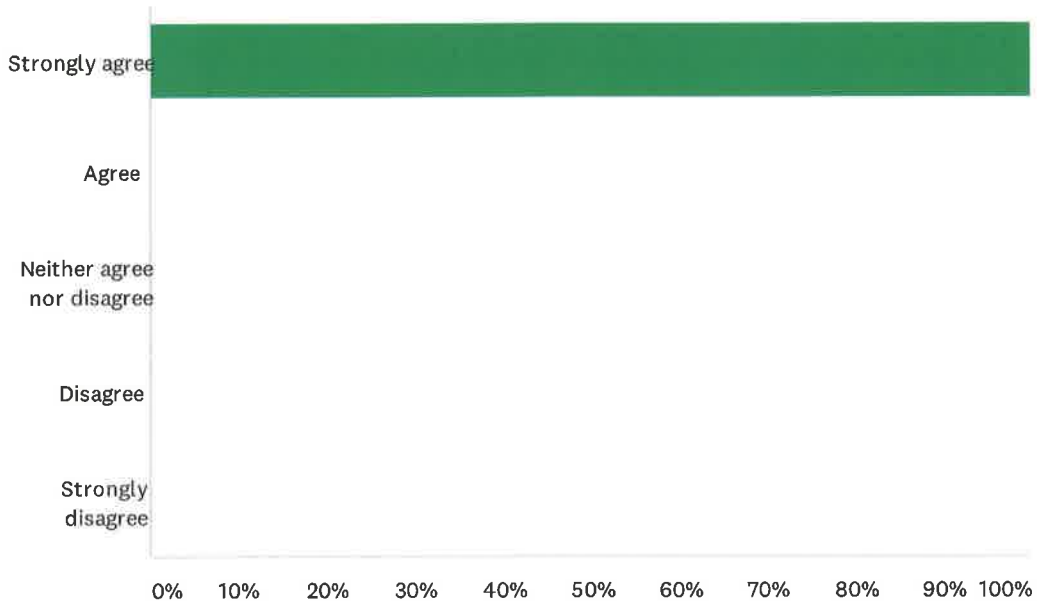


ANSWER CHOICES	RESPONSES	
Strongly agree	20.00%	1
Agree	80.00%	4
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	I think we all try to get to it in detail before the meeting.	4/2/2021 12:09 PM
2	We are all super busy so this would not be 100 percent. There will be differing levels of preparedness for each Board meeting.	3/3/2021 6:45 PM

Q7 The Board demonstrates support and respect for the superintendent's role as CEO.

Answered: 5 Skipped: 0

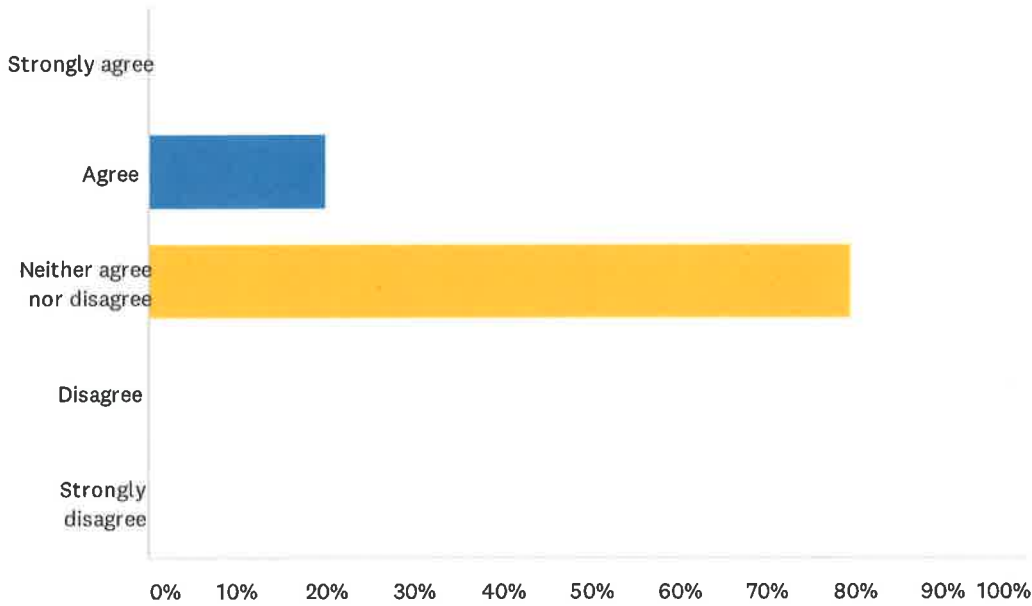


ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	5
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	Yes, and are grateful to currently have a superintendent that fulfills and take seriously her function and role as CEO.	4/5/2021 10:03 AM
2	She is a great asset to our district and is providing the leadership needed to improve our school district. There have been some tough decisions over the past year that I believe shows that the board supports our Superintendent and the Superintendent respects the board.	3/30/2021 2:33 PM

Q8 The Board emphasizes the importance of and participates in regular and continual professional development.

Answered: 5 Skipped: 0

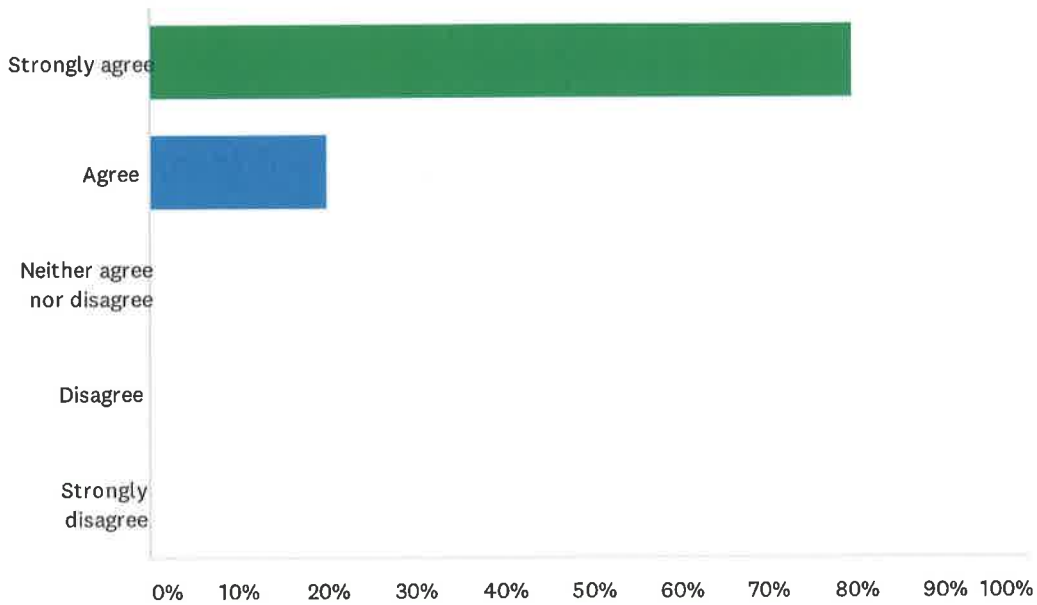


ANSWER CHOICES	RESPONSES	
Strongly agree	0.00%	0
Agree	20.00%	1
Neither agree nor disagree	80.00%	4
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	On a personal basis, I believe that there is room for more time in trustee based continuing ed. As a volunteer position, the time spent can spread you lean on time to fit in additional training, however, any training attended has been informative and I'm thankful for Carrie's continued input to keep the board well-informed as to training opportunities.	4/5/2021 10:03 AM
2	I think we are getting better but I also think it is difficult to get to all the classes you'd really need to be the best Trustee possible when you have a job and family and many other obligations pulling time.	4/2/2021 12:09 PM
3	It is an area where I am not consistent in participating in continual professional development. As a whole the board does a good job of staying educated. We now bring in MTSBA to run our annual members orientation.	3/30/2021 2:33 PM
4	Most of the Board continues to pursue professional growth opportunities. Again, this is a matter of time available.	3/3/2021 6:45 PM

Q9 The Board fosters open and honest conversation.

Answered: 5 Skipped: 0

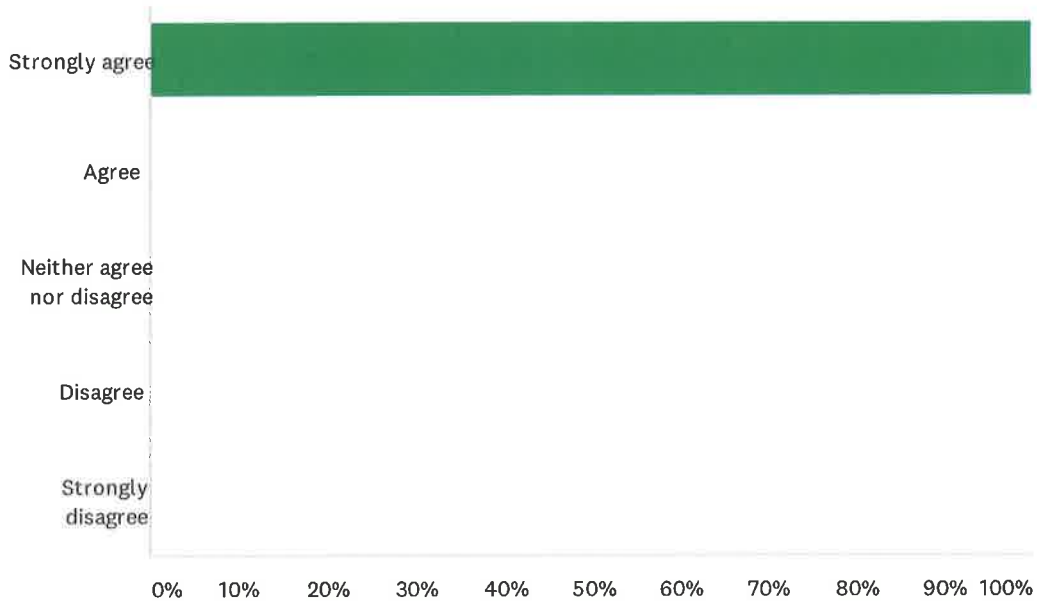


ANSWER CHOICES	RESPONSES	
Strongly agree	80.00%	4
Agree	20.00%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	Yes.	4/5/2021 10:03 AM
2	There is a certain amount of guardedness in any public situation but I think this particular Board is willing to have the most open and honest conversation about things possible.	4/2/2021 12:09 PM
3	We have had a lot of difficult decisions over the past year that has involved a lot of serious and important discussion. I believe everyone feels comfortable expressing their ideas and listening to others.	3/30/2021 2:33 PM

Q10 Board meetings are well-publicized.

Answered: 5 Skipped: 0

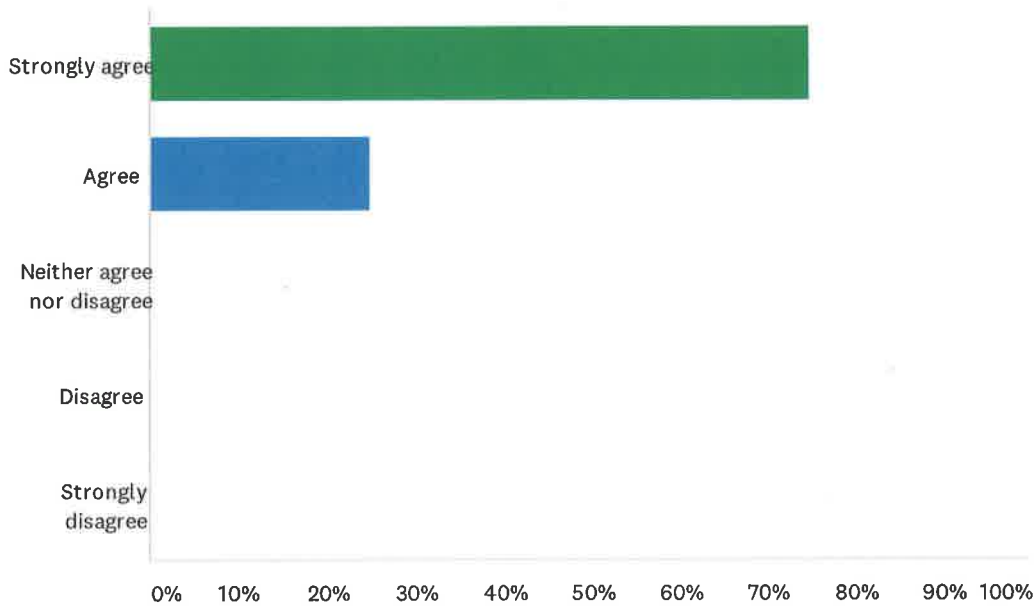


ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	5
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	Yes, we have a sound, standard routine in publicizing and informing the community.	4/5/2021 10:03 AM

Q11 The Board does its due diligence in ensuring that community members are informed of District matters.

Answered: 4 Skipped: 1

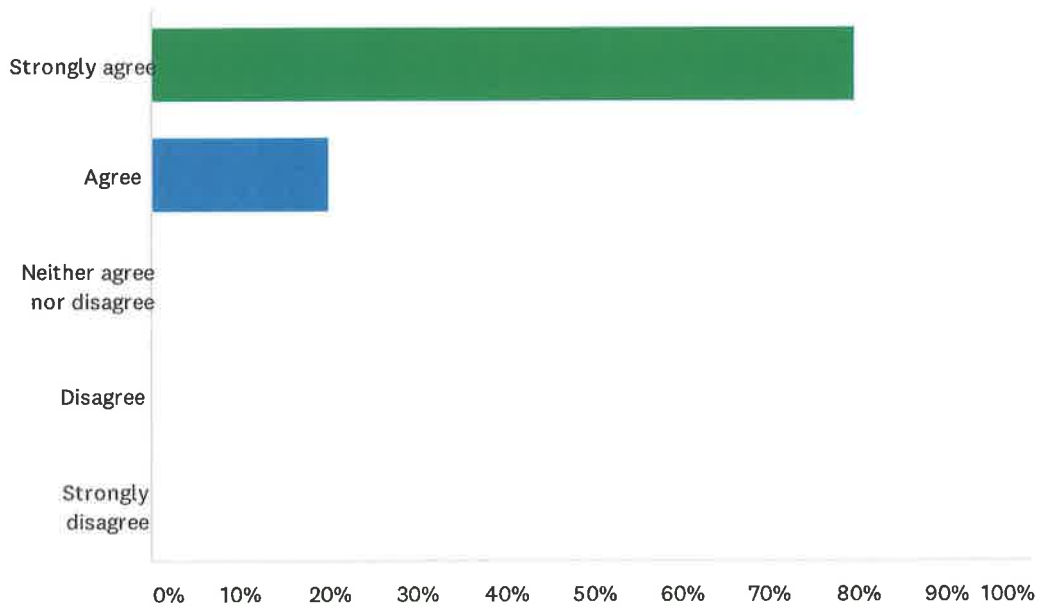


ANSWER CHOICES	RESPONSES	
Strongly agree	75.00%	3
Agree	25.00%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		4

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	In fact, over time, the current board has sought out the best methods of communication to serve and inform out current demographic of community member and have work to diversify our platforms to serve the changing demographic and the ways in which they desire to be informed and communicate.	4/5/2021 10:03 AM
2	Maybe we could do a better job of reaching out one-on-one to Community members to ensure that they are getting information and to hear what there opinions are.	3/3/2021 6:45 PM

Q12 Board meetings are productive.

Answered: 5 Skipped: 0

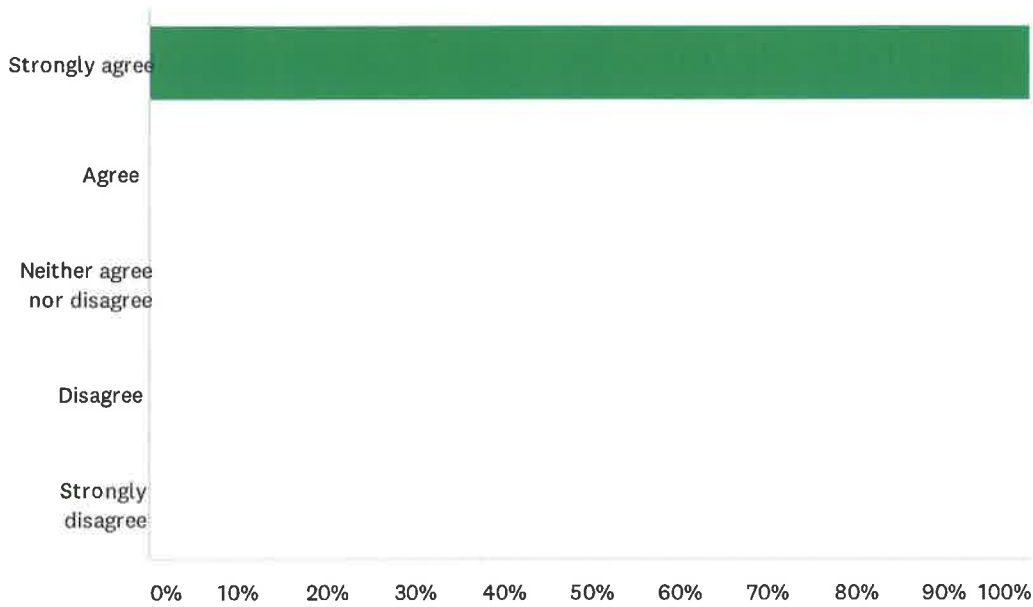


ANSWER CHOICES	RESPONSES	
Strongly agree	80.00%	4
Agree	20.00%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	I've witnessed the board become more efficient w/ subject matter and time spent in board meetings. Meetings have become more concise and time-conscious. This has come over time, based on self evaluation and working to run more efficient meetings. New superintendent and clerk leadership and processes, along w/ longer standing board members have had a notable effect on that efficiency over time.	4/5/2021 10:03 AM
2	We et a lot done and our timing is much, much improved. I would be unlikely to ever pick a "Strongly Agree" on this item as I think this is an area of perpetual improvement opportunity.	4/2/2021 12:09 PM
3	Our meetings are form more productive that in past years as we are able to stay focussed on our responsibilities as board members and not taking on projects that should be handled elsewhere. Also believe our meetings are more efficient as the packet keeps us well informed on our agenda items.	3/30/2021 2:33 PM

Q13 Board decisions are well-informed and thoughtful.

Answered: 5 Skipped: 0



ANSWER CHOICES

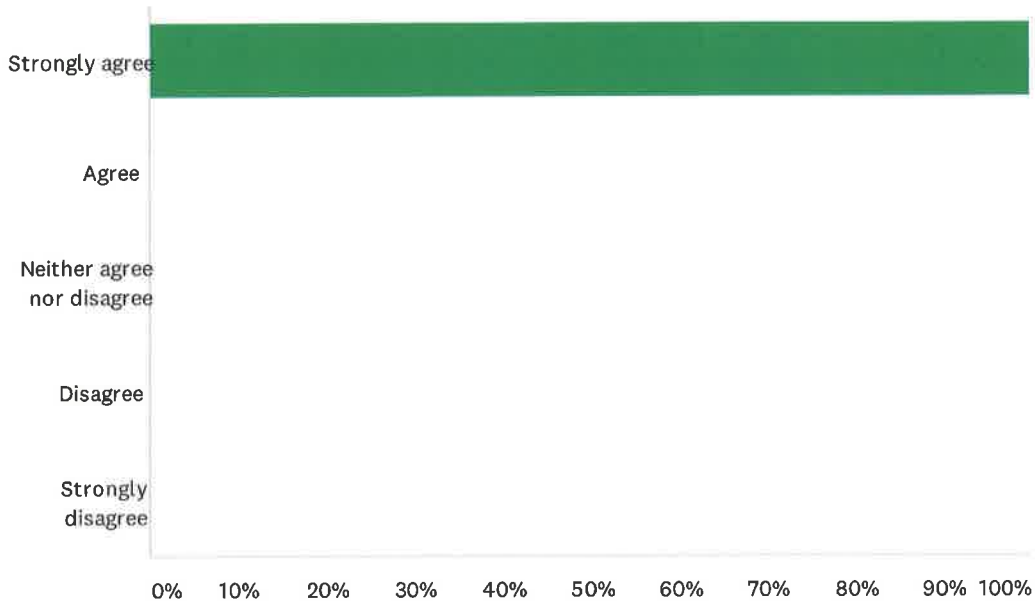
RESPONSES

Strongly agree	100.00%	5
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	I feel strongly that everyone thinks hard about the decisions we make.	4/2/2021 12:09 PM
2	I believe we get good info from both our superintendent and District Clerk that allows us to make thoughtful decisions.	3/30/2021 2:33 PM

Q14 The Board keeps student success/learning at the center of its decision-making process.

Answered: 5 Skipped: 0

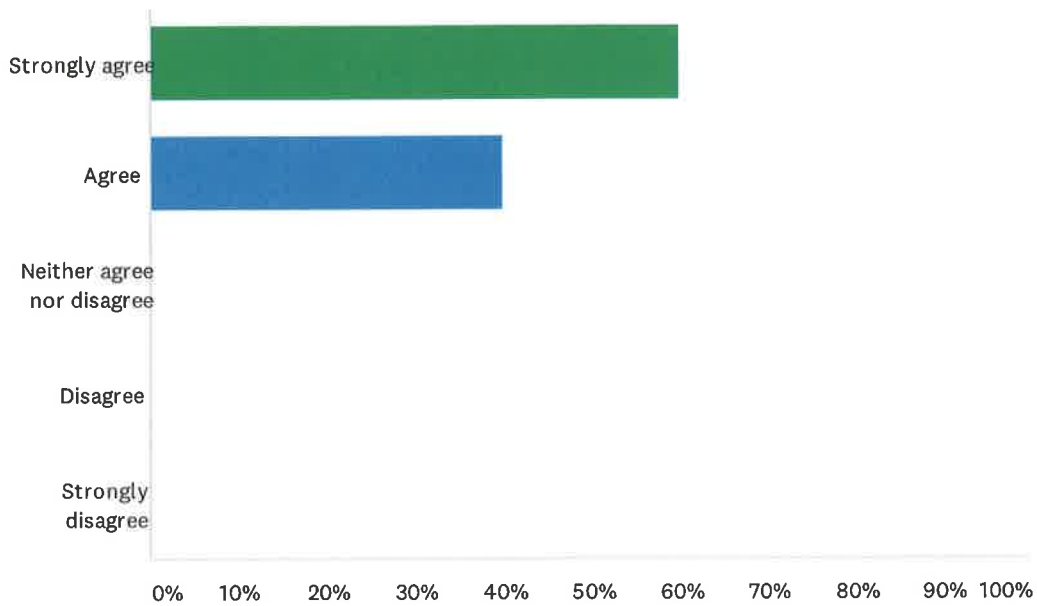


ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	5
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	The board makes it standard practice to reference and circle back to the mission/core ideology and strategic plan in working to make the best decisions on behalf of our students and community.	4/5/2021 10:03 AM
2	I also feel strongly about this one. There is a strong commitment on the Board to this item.	4/2/2021 12:09 PM
3	I take a lot of pride in the fact that we are a board that puts what's best for our students first in all of the decisions we make.	3/30/2021 2:33 PM

Q15 The Board uses data to assess progress and identify areas needing improvement.

Answered: 5 Skipped: 0



ANSWER CHOICES

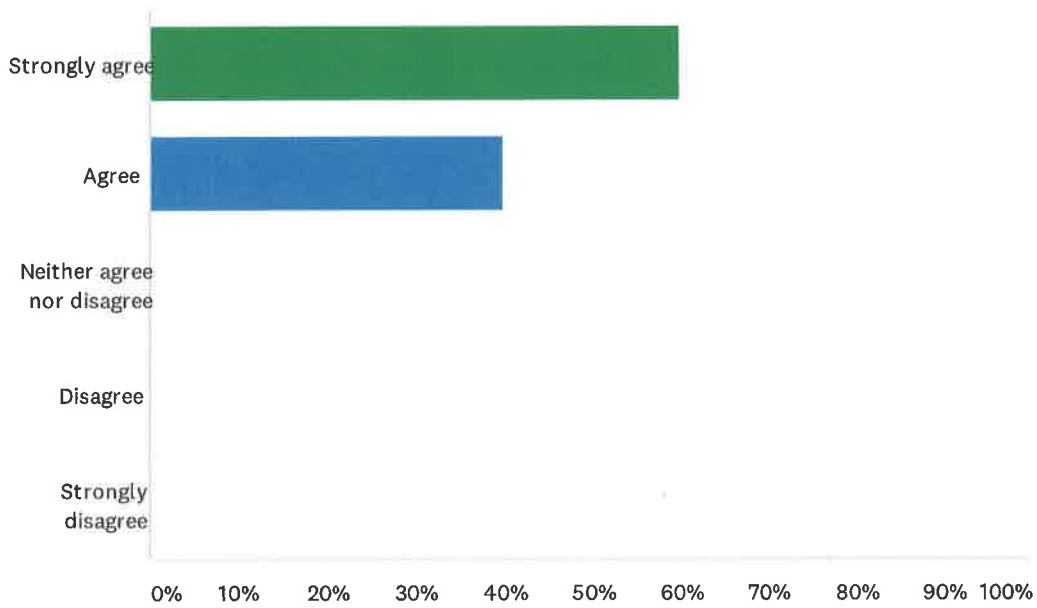
RESPONSES

Strongly agree	60.00%	3
Agree	40.00%	2
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	Yes via open community survey...we are always grateful for constructive input to assist to better serve.	4/5/2021 10:03 AM
2	We are finally getting more data that allows the board to see progress and identify areas of need.	3/30/2021 2:33 PM
3	Theresa Keel is a data junkie and provides us with lots of information. Carrie Fisher does the same. It makes decision-making a whole lot easier.	3/3/2021 6:45 PM

Q16 The Board operates in a legal and transparent manner and is fiscally responsible.

Answered: 5 Skipped: 0



ANSWER CHOICES

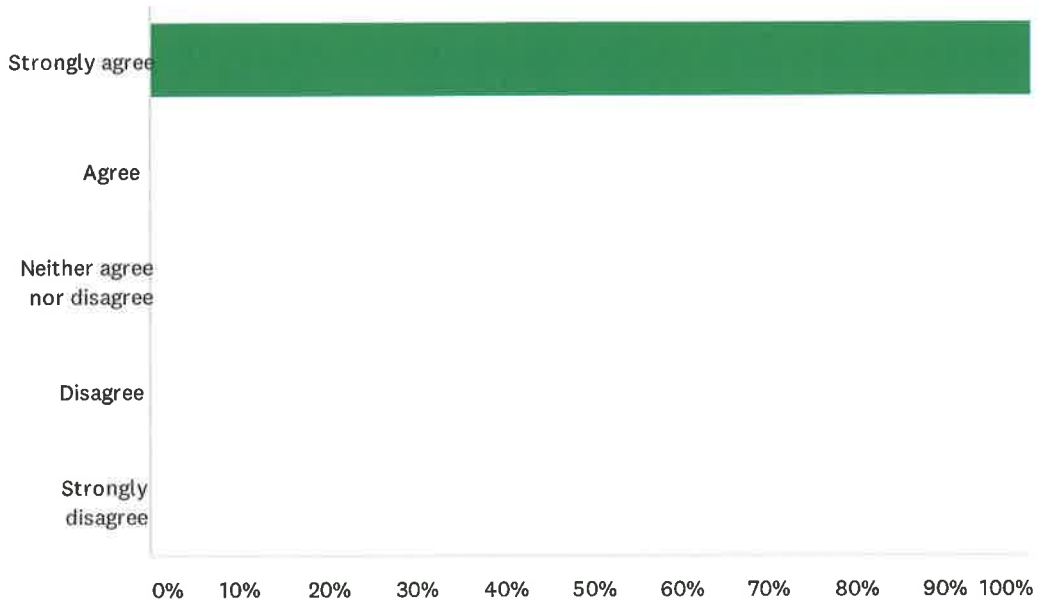
RESPONSES

Strongly agree	60.00%	3
Agree	40.00%	2
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	While mistakes happen, I think our Clerk and Superintendent have been very good about guiding us to the right path and recommending legal counsel when required.	4/2/2021 12:09 PM

Q17 The Board conducts official business only at properly called meetings.

Answered: 5 Skipped: 0

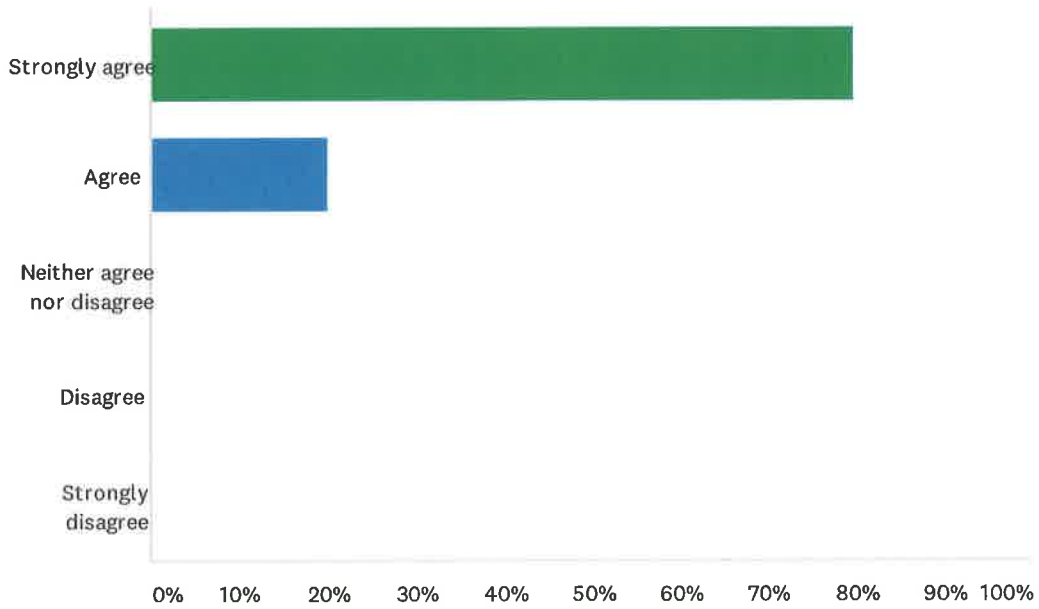


ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	5
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	This is an area where extreme caution has been demonstrated to me.	4/2/2021 12:09 PM

Q18 The Board maintains confidentiality as outlined by law.

Answered: 5 Skipped: 0

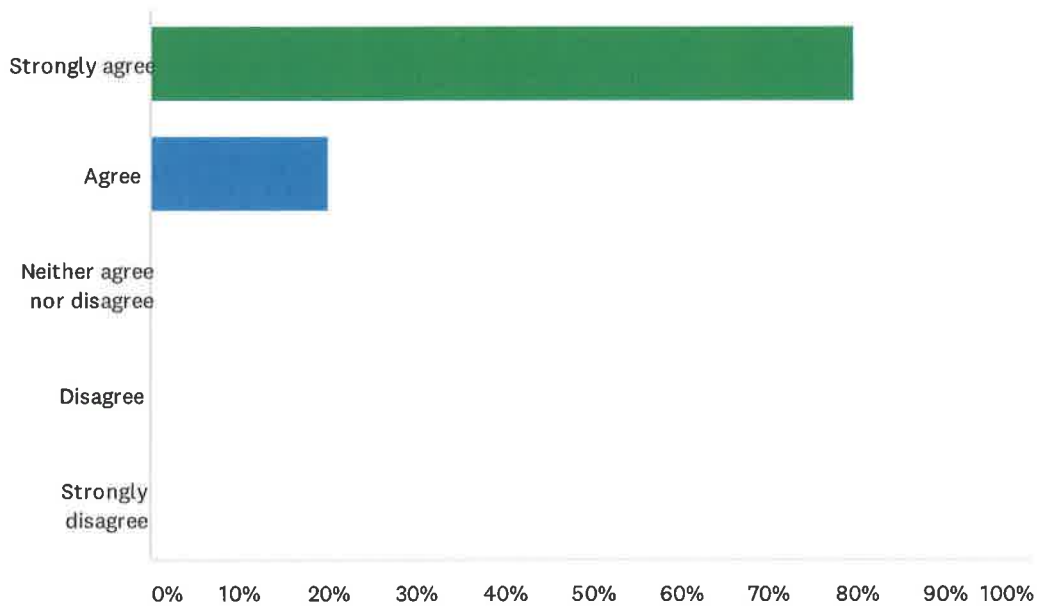


ANSWER CHOICES	RESPONSES	
Strongly agree	80.00%	4
Agree	20.00%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	I can only speak for myself, but I don't hear "gossip" coming back too much to us, so I believe that we all adhere to this principle.	4/2/2021 12:09 PM

Q19 The Board fulfills the duties and responsibilities it was elected to do and holds District personnel to a high standard.

Answered: 5 Skipped: 0

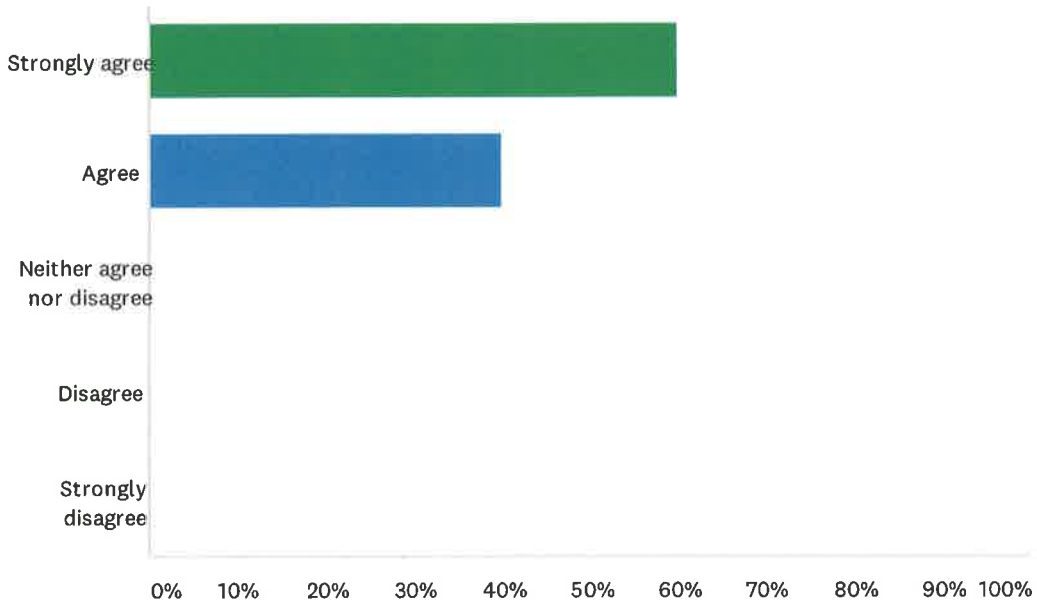


ANSWER CHOICES	RESPONSES	
Strongly agree	80.00%	4
Agree	20.00%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	Another area that I feel always has room for improvement so would be unlikely to ever check the highest option here. This area is something we have to consistently remind ourselves about and execute on.	4/2/2021 12:09 PM

Q20 The Board adopts a District mission statement and sets/evaluates annual goals.

Answered: 5 Skipped: 0

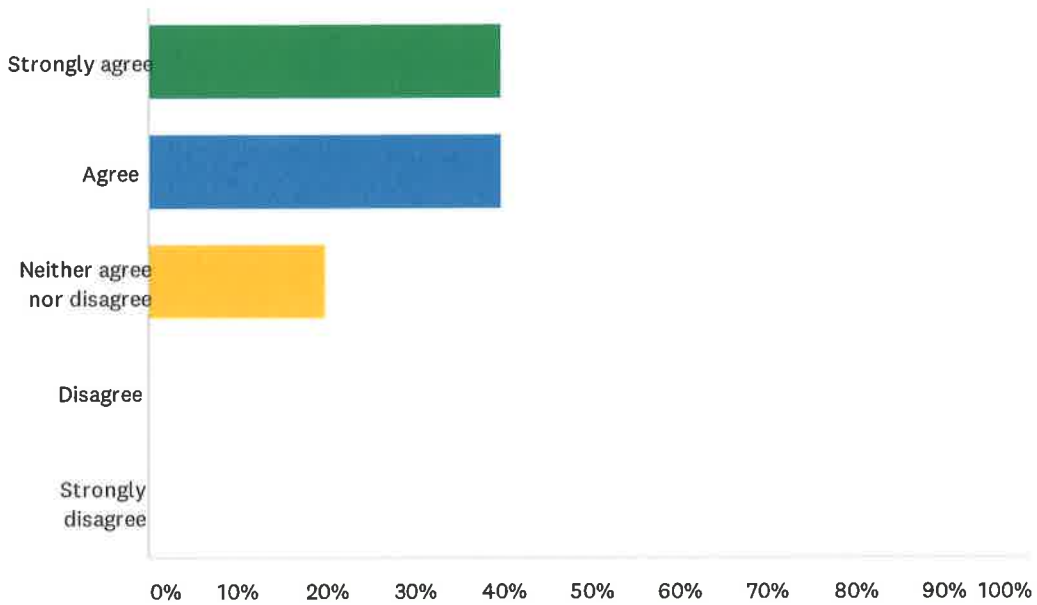


ANSWER CHOICES	RESPONSES	
Strongly agree	60.00%	3
Agree	40.00%	2
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	Maybe we should revisit this mission statement a few times a year instead of only annually. Quarterly check ins on our goals for the year might be a good idea.	4/2/2021 12:09 PM
2	I believe that this is an area that we have seen improvement in one the past several years. Finding a routine that is more efficient and effective in following our goals.	3/30/2021 2:33 PM

Q21 The Board conducts a comprehensive orientation each year.

Answered: 5 Skipped: 0

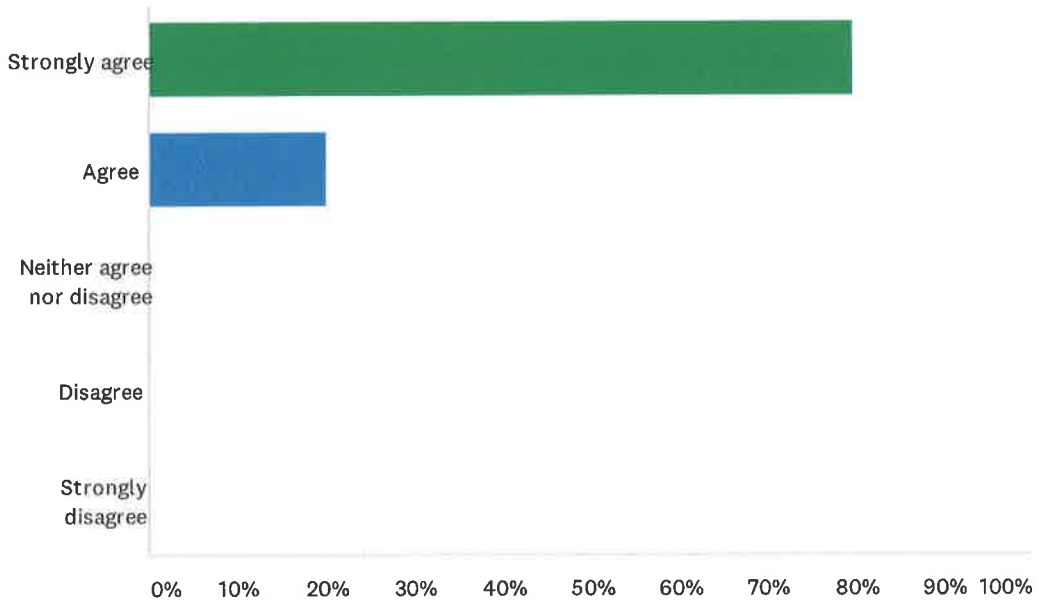


ANSWER CHOICES	RESPONSES	
Strongly agree	40.00%	2
Agree	40.00%	2
Neither agree nor disagree	20.00%	1
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	Now that I have been on this Board for a while, the orientation information makes a lot more sense to me. I don't feel like I truly understood the role after my initial orientation. This may be an area where we could grow a bit.	4/2/2021 12:09 PM
2	Already touched on this above, we have a much better orientation program involving MTSBA.	3/30/2021 2:33 PM
3	How comprehensive is our evaluation? I don't feel as though I have the information to make a completely informed decision about this.	3/3/2021 6:45 PM

Q22 The Board evaluates administration based on clearly defined expectations and goals.

Answered: 5 Skipped: 0

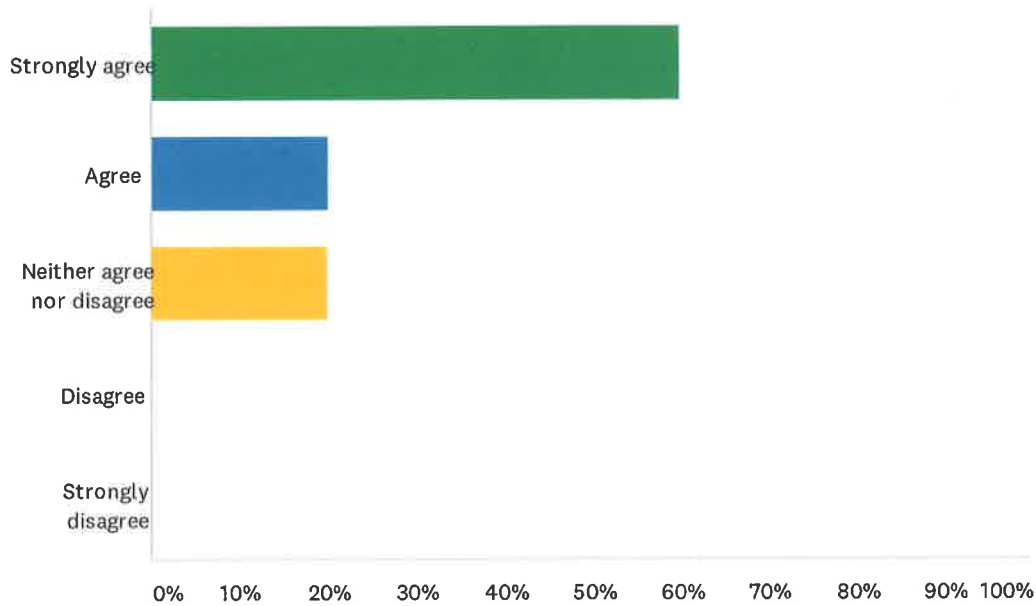


ANSWER CHOICES	RESPONSES	
Strongly agree	80.00%	4
Agree	20.00%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	Agree. The current board has consciously worked to further defined and improved the evaluation tools and better defined expectation and language w/in the handbook as well.	4/5/2021 10:03 AM
2	Documentation and explanations are always in-depth and reasoning is clearly explained, in my opinion.	4/2/2021 12:09 PM
3	I really like our evaluation tool, but need to find a better way to administer the evaluation so it is easier to read.	3/30/2021 2:33 PM

Q23 The Board regularly evaluates, develops, and assesses District Policy.

Answered: 5 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	60.00%	3
Agree	20.00%	1
Neither agree nor disagree	20.00%	1
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS & RECOMMENDATIONS TO IMPROVE:	DATE
1	This is probably an area that is a weakness of mine and we really do not have an annual review of the whole policy. We do regularly add/revise policies as needed and cover parts of the Policy during Board Orientation. We also have MTSBA help manage our district policies to make sure our handbooks align with our Policy and assist in making changes as needed.	3/30/2021 2:33 PM