

# April Special Meeting Agenda

A special committee meeting of the Board of Trustees of School District #35 has been scheduled for **Wednesday, April 24, 2019 at 6:00pm** at the **Gallatin Gateway School Board Room**. (All policies can be found at [www.gallatingatewayschool.com](http://www.gallatingatewayschool.com).)

## **Call to Order**

## **Presiding Trustee's explanation of procedures**

## **Public Comment- Non Agenda Items- Sign in sheet**

**Guests:** Mike Coon & Ashley Davis- Student Data

## **Old Business**

School Climate/Culture Improvement

- Consider hiring a communications specialist for full staff development

Stay Interview Policy & Schedule

## **New Business**

Approve Memorandum of Understanding: Early Release Schedule

Consider offering an Early Retirement Incentive Plan (ERIP)

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."*

## Excerpt from GGS Policy #1441- Audience Participation

### Audience Participation

The Board recognizes the value of public comment on educational issues and the importance of involving members of the public in its meetings. The Board also recognizes the statutory and constitutional rights of the public to participate in governmental operations. To allow fair and orderly expression of public comments, the Board will permit public participation through oral or written comments during the “public comment” section of the Board agenda and prior to a final decision on a matter of significant interest to the public. The Chairperson may control such comment to ensure an orderly progression of the meeting.

Individuals wishing to be heard by the Chairperson shall first be recognized by the Chairperson. Individuals, after identifying themselves, will proceed to make comments as briefly as the subject permits. The Chairperson may interrupt or terminate an individual’s statement when appropriate, including when statements are out of order, too lengthy, personally directed, abusive, obscene, or irrelevant. The Board as a whole shall have the final decision in determining the appropriateness of all such rulings. It is important for all participants to remember that Board meetings are held in public but are not public meetings. Members of the public shall be recognized and allowed input during the meeting, at the discretion of the Chairperson.

Cross Reference:        1420    School Board Meeting Procedure

Legal Reference:        Article II, Section 8, Montana Constitution – Right of participation  
Article II, Section 10, Montana Constitution – Right of privacy  
§§ 2-3-101, et seq., MCA        Notice and Opportunity to Be Heard

*“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.”*

Employee Surveys and End of Year Interviews

All surveys or interviews soliciting information from employees must advance or relate to the District's educational objectives as identified in Board Policy.

The Board recognizes the importance of surveying and interviewing employees about District operations. The Board may conduct, develop and administer surveys and interviews at the conclusion of each school year. The survey or interview will include, but is not limited to, questions on the following topics; 1) successes and challenges experienced during the school year; 2) methods and means to improve the educational experience; 3) areas of preparation for the next school year; 4) the relevance of non-academic school activities; 5) experience with the school system, and; 6) the overall climate throughout the District.

The results of the surveys and interviews may be used by Board and its committees to determine the overall effectiveness of the Gallatin Gateway Public School and to identify areas improvement of the delivery of educational services. All surveys and interviews will be voluntary. Information related to individual staff members will be protected in accordance with Montana law, District policy, and the current collective bargaining agreement. Surveys and interviews may not be used for evaluation or disciplinary purposes. Retaliation against a survey or interview participant will not be tolerated in accordance with District policy.

Notification of Rights and Procedures

The Board or designee shall notify employees of:

1. This policy as well as its availability from the administration office upon request;
2. How to opt of participation in activities as provided in this policy;
3. The approximate dates during the school year when a survey or interview is scheduled  
or expected to be scheduled;
4. How to request access to any survey or other material described in this policy.

This notification shall be given employees at least annually at the beginning of the school year and within a reasonable period after any substantive change in this policy.

Cross Reference:

Legal Reference:

Policy History:

Adopted on:

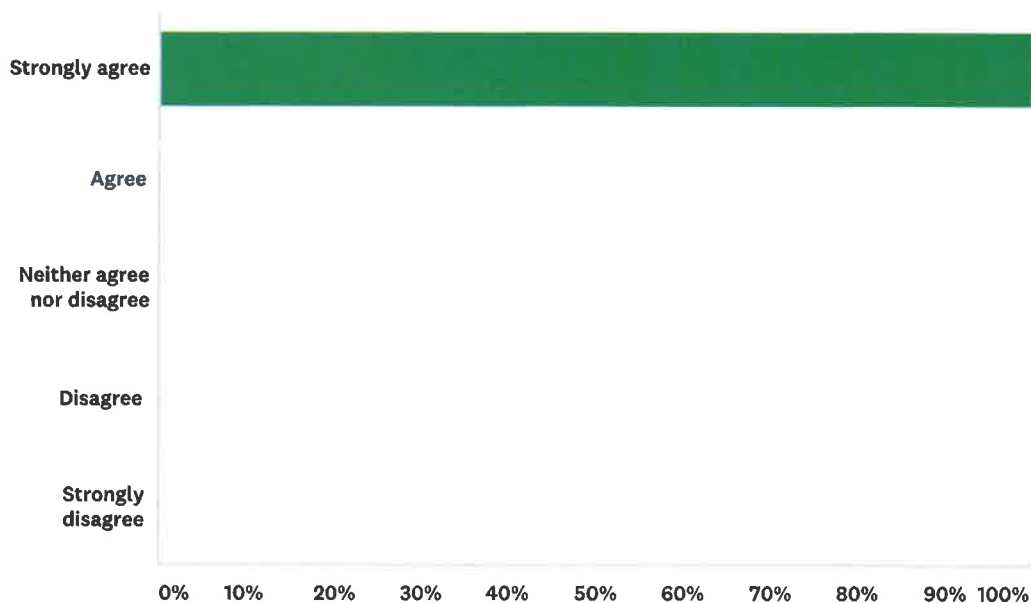
Reviewed on:

# School Board Self- Evaluation Survey Results

- All 5 members responded
- Survey was open April 16- April 22
- Emailed to each Board member on April 16

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

Answered: 5 Skipped: 0



### ANSWER CHOICES

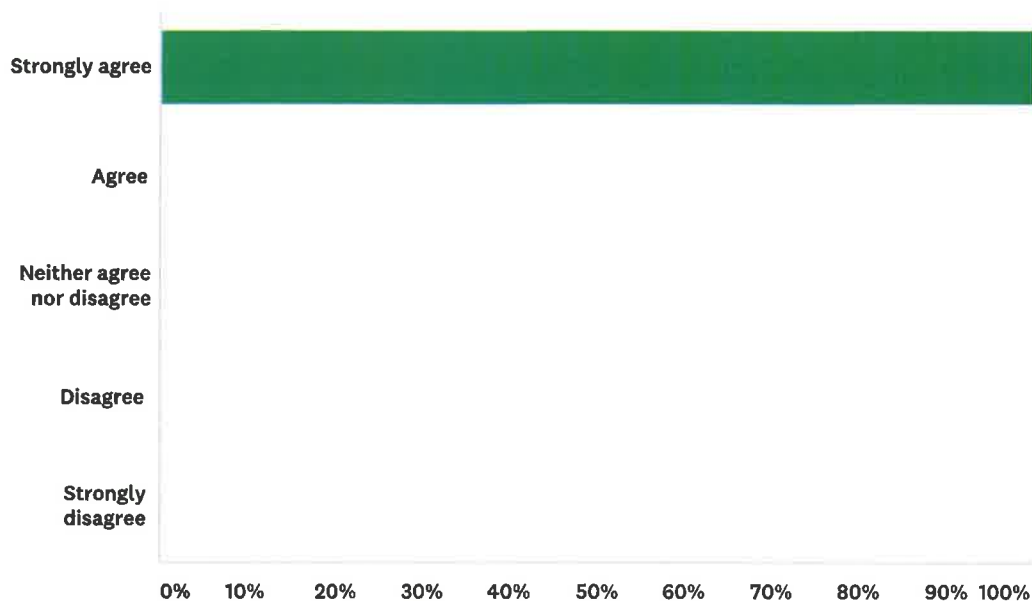
### RESPONSES

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
<b>TOTAL</b>		<b>5</b>

#	COMMENTS:	DATE
1	We need to continue to personally invite community members to our meetings and/or to share their thoughts and opinions with the Board via email, phone, etc.	4/21/2019 3:51 PM

## Q2 The Board values community input.

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
<b>TOTAL</b>		<b>5</b>

#

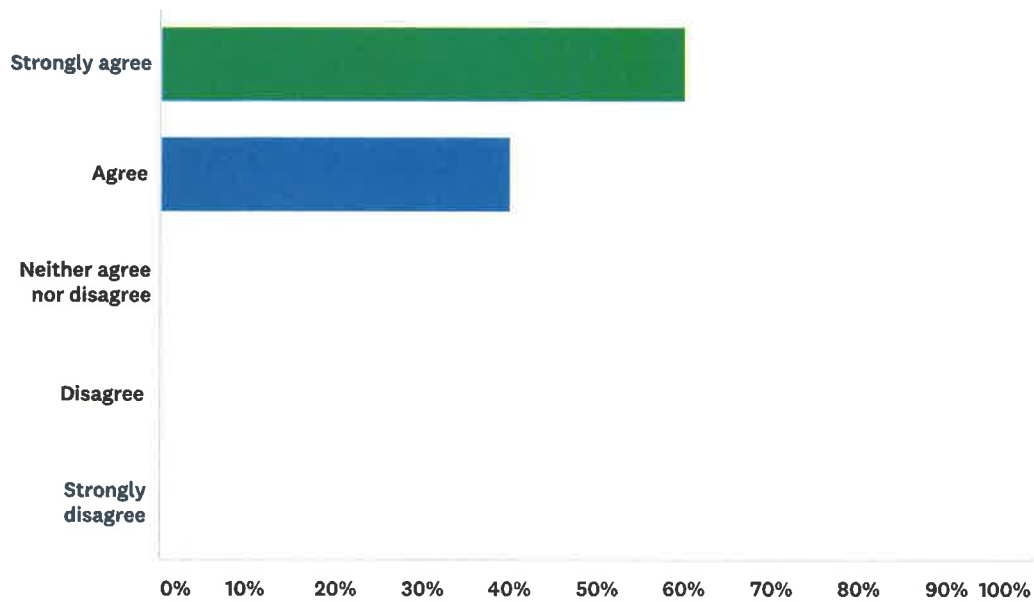
COMMENTS:

DATE

There are no responses.

### Q3 The Board is approachable and professional with community members.

Answered: 5 Skipped: 0

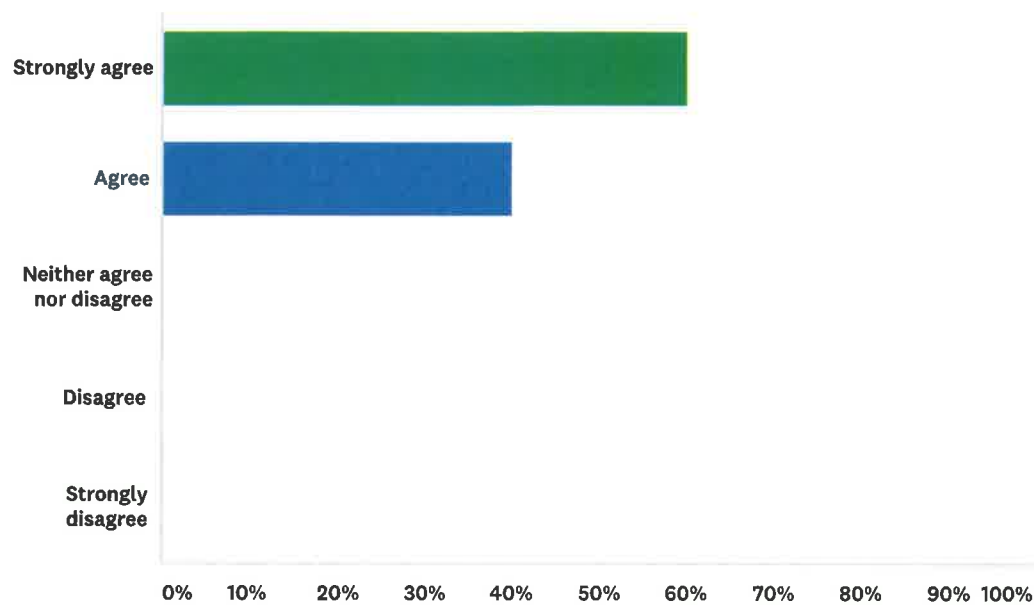


ANSWER CHOICES	RESPONSES	
Strongly agree	60.00%	3
Agree	40.00%	2
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS:	DATE
1	Whether we agree with a stakeholder, it is imperative that the stakeholder always feels heard and that he/she is made to feel their input is valued. Going over how to positively and productively handle community input may be a valuable topic for our annual orientation or continuing education.	4/21/2019 3:51 PM

Q4 Trustees communicate with each other in a respectful manner.

Answered: 5    Skipped: 0



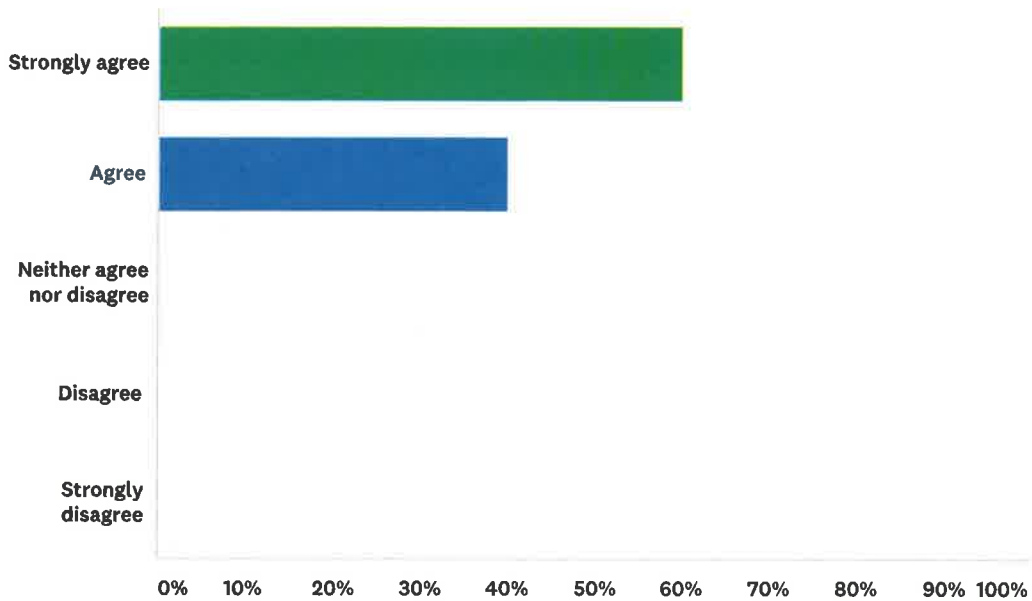
ANSWER CHOICES		RESPONSES	
Strongly agree		60.00%	3
Agree		40.00%	2
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			5

#	COMMENTS:	DATE
	There are no responses.	



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

Answered: 5 Skipped: 0



### ANSWER CHOICES

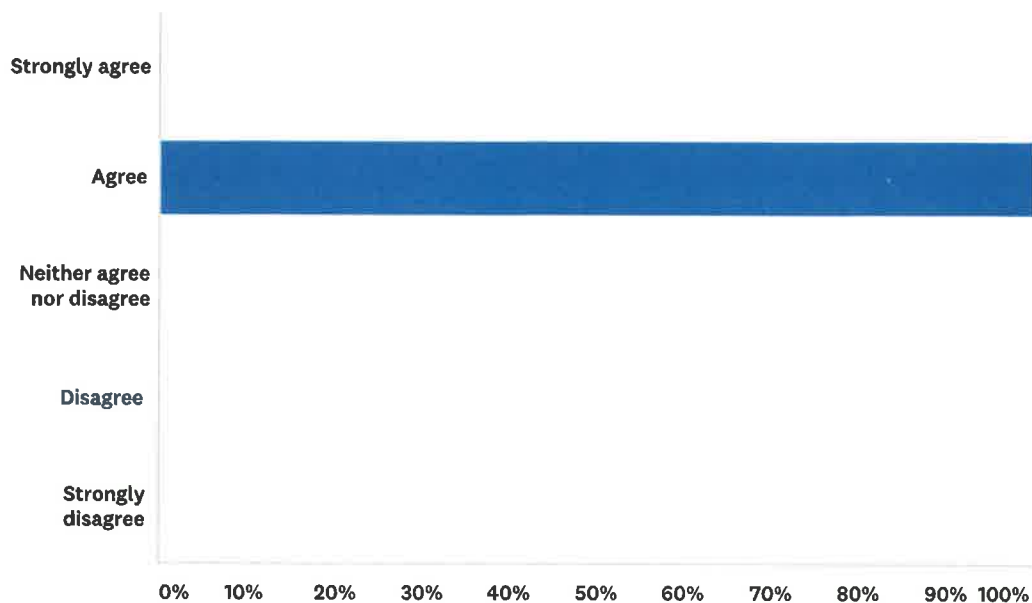
### RESPONSES

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
<b>TOTAL</b>		<b>5</b>

#	COMMENTS:	DATE
	There are no responses.	

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

Answered: 5 Skipped: 0



### ANSWER CHOICES

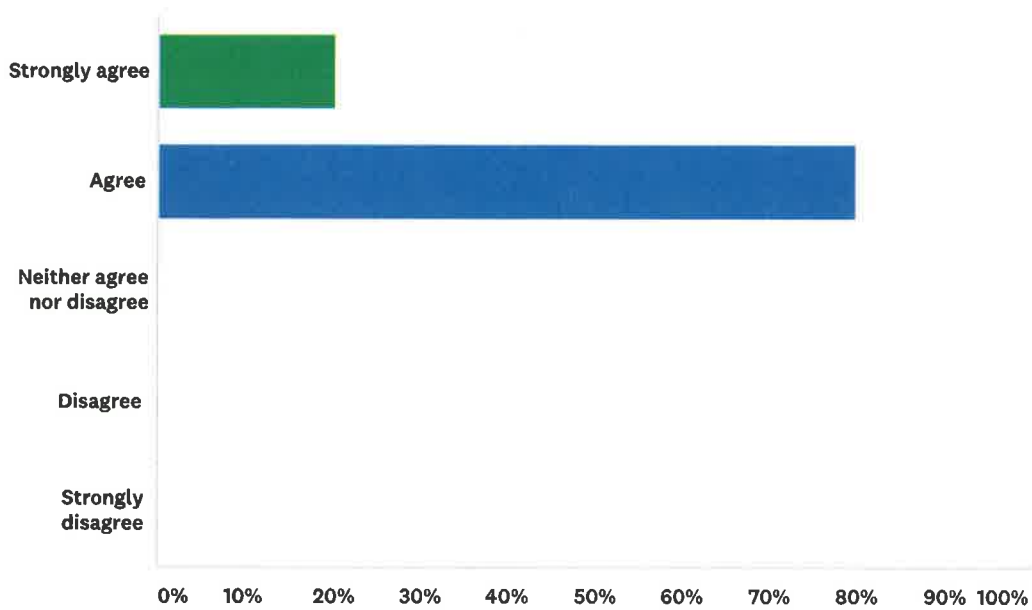
### RESPONSES

Strongly agree	0.00%	0
Agree	100.00%	5
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>5</b>

#	COMMENTS:	DATE
	There are no responses.	

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

Answered: 5 Skipped: 0

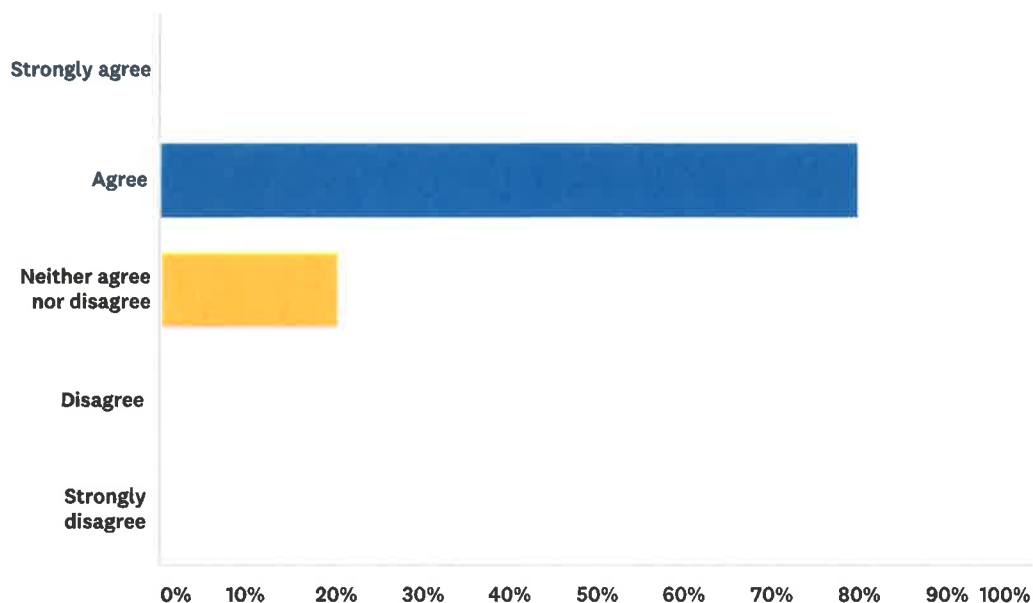


ANSWER CHOICES	RESPONSES	
Strongly agree	20.00%	1
Agree	80.00%	4
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS:	DATE
	There are no responses.	

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

Answered: 5 Skipped: 0



### ANSWER CHOICES

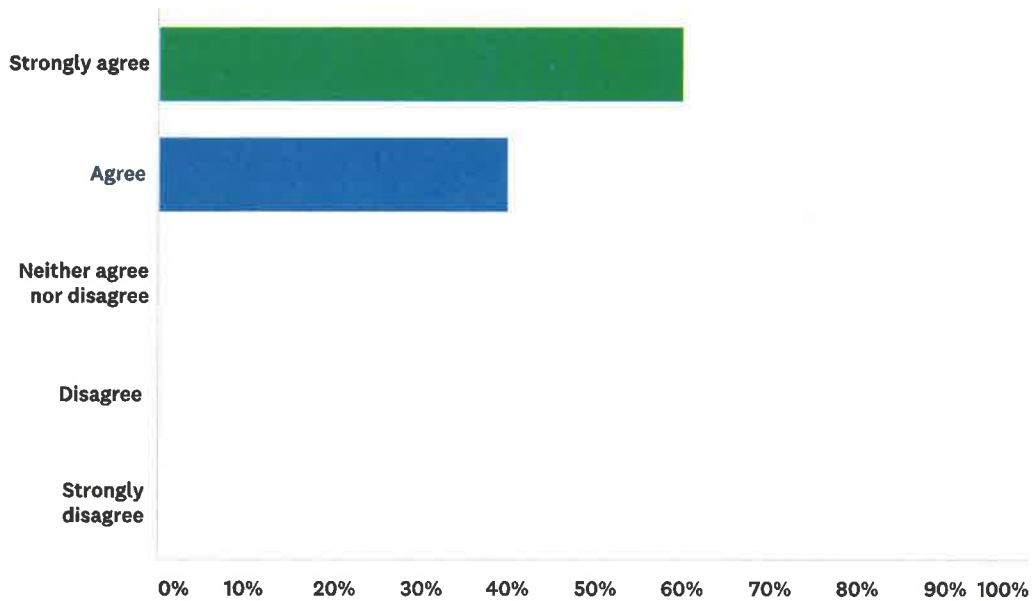
### RESPONSES

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

#	COMMENTS:	DATE
1	For the time that I've been on the Board, continuing ed and professional development has always been encouraged. In contrast, there hasn't been a particularly strong method of accountability in this regards. Perhaps we could come up with a method to track who has participated in training, on what topics, and when, and it could be displayed in the Board room.	4/21/2019 3:51 PM
2	Need to make sure that this stays an emphasis and continue to participate in professional development.	4/20/2019 10:12 PM

## Q9 The Board fosters open and honest conversation.

Answered: 5 Skipped: 0



### ANSWER CHOICES

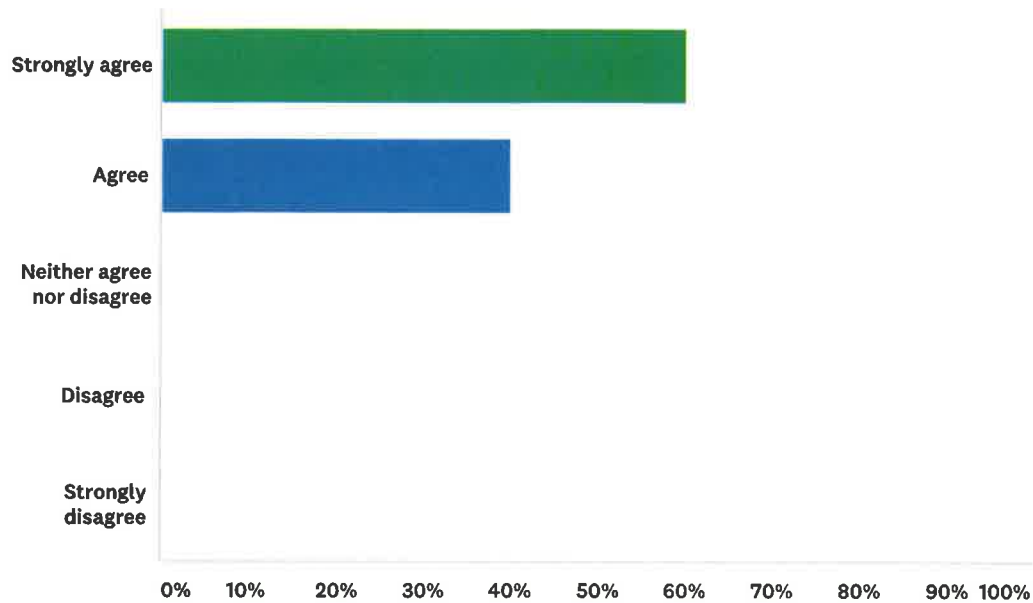
### RESPONSES

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
<b>TOTAL</b>		<b>5</b>

#	COMMENTS:	DATE
	There are no responses.	

## Q10 Board meetings are well-publicized.

Answered: 5 Skipped: 0



## ANSWER CHOICES

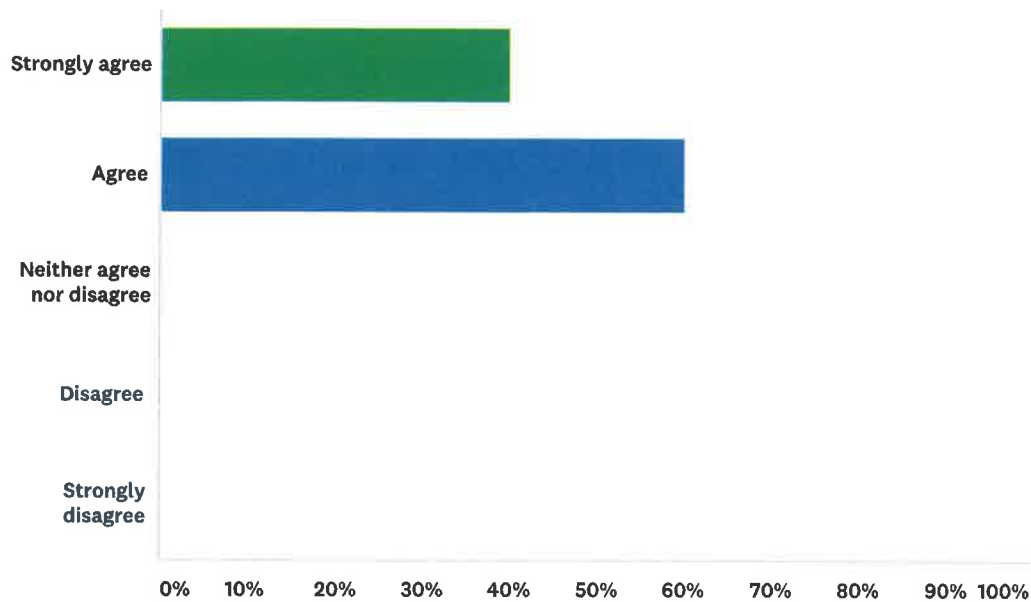
## RESPONSES

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
<b>TOTAL</b>		<b>5</b>

#	COMMENTS:	DATE
1	Would the the School Board benefit from a Facebook page?	4/21/2019 3:51 PM
2	Are there things that we can do to make it more known within the community?	4/20/2019 10:12 PM

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

Answered: 5 Skipped: 0

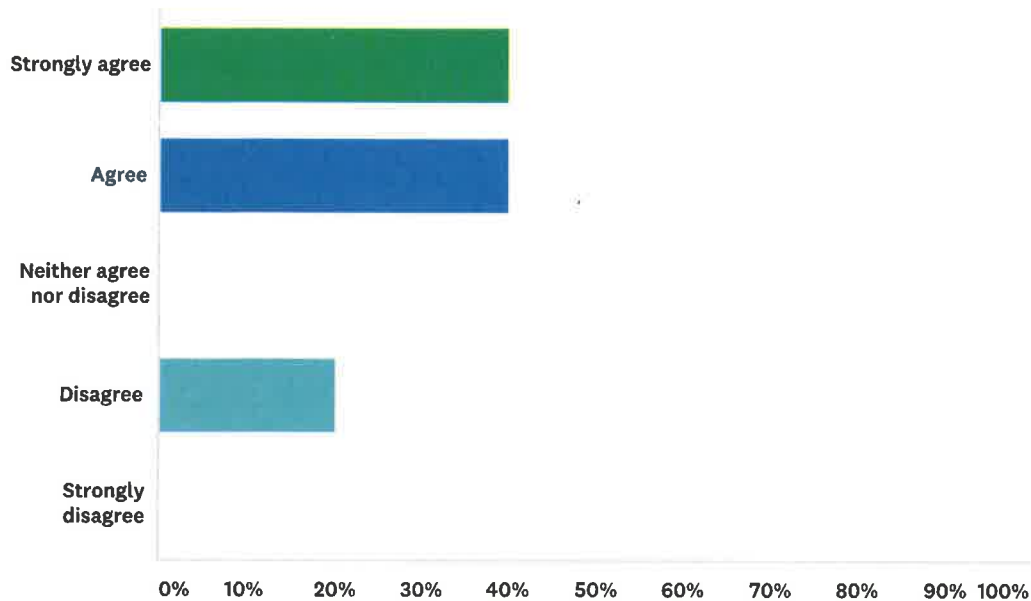


ANSWER CHOICES	RESPONSES	
Strongly agree	40.00%	2
Agree	60.00%	3
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS:	DATE
1	The Board needs to continue to improve the follow-up it provides to the community regarding how and why decisions are made and how community input is taken into consideration when making decisions. This closes the communication loop and ensures stakeholders feel that they have been heard (even if the Board's decision doesn't align with a community member's preference) - collect feedback, discuss/consider feedback, communicate to community how their feedback played into a particular decision, etc.	4/21/2019 3:51 PM
2	Are there things we can do to improve our reach with in the community?	4/20/2019 10:12 PM

## Q12 Board meetings are productive.

Answered: 5 Skipped: 0



### ANSWER CHOICES

### RESPONSES

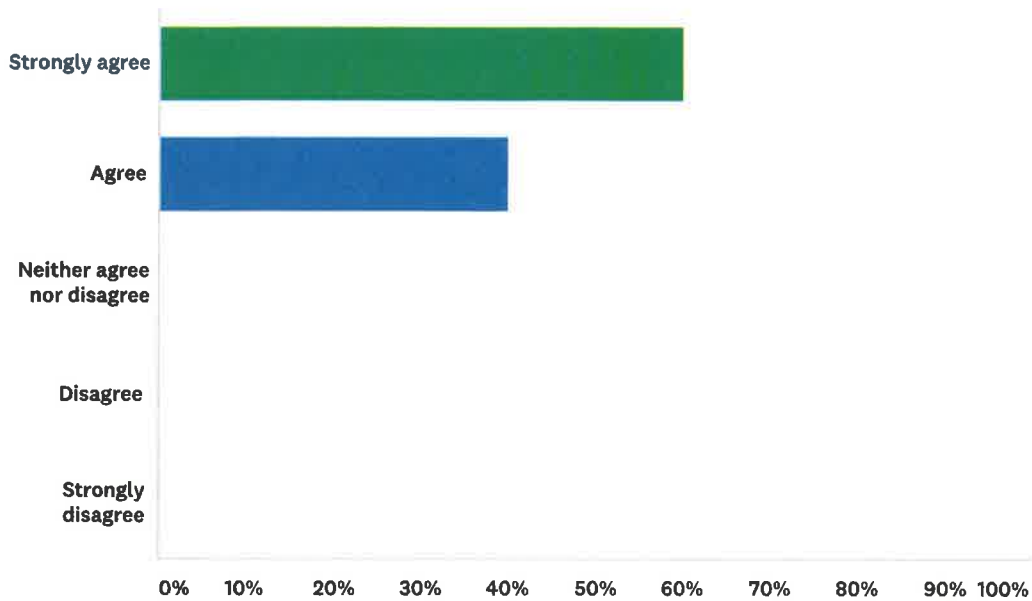
Strongly agree	40.00%	2
Agree	40.00%	2
Neither agree nor disagree	0.00%	0
Disagree	20.00%	1
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>5</b>

#	COMMENTS:	DATE
1	Although board meetings are productive, the meetings are long running and could be run on more efficient timeline to produce the same result.	4/22/2019 9:52 AM
2	Meeting are far to long. People, while well intentioned, go off topic. The chair person does not do a good job of keeping the meeting in track and timely. I feel these long meetings are a deterrent to public participation in the meetings and are a reason for the lack of interest of community members to serve on the board.	4/19/2019 3:50 PM



## Q13 Board decisions are well-informed and thoughtful.

Answered: 5 Skipped: 0



### ANSWER CHOICES

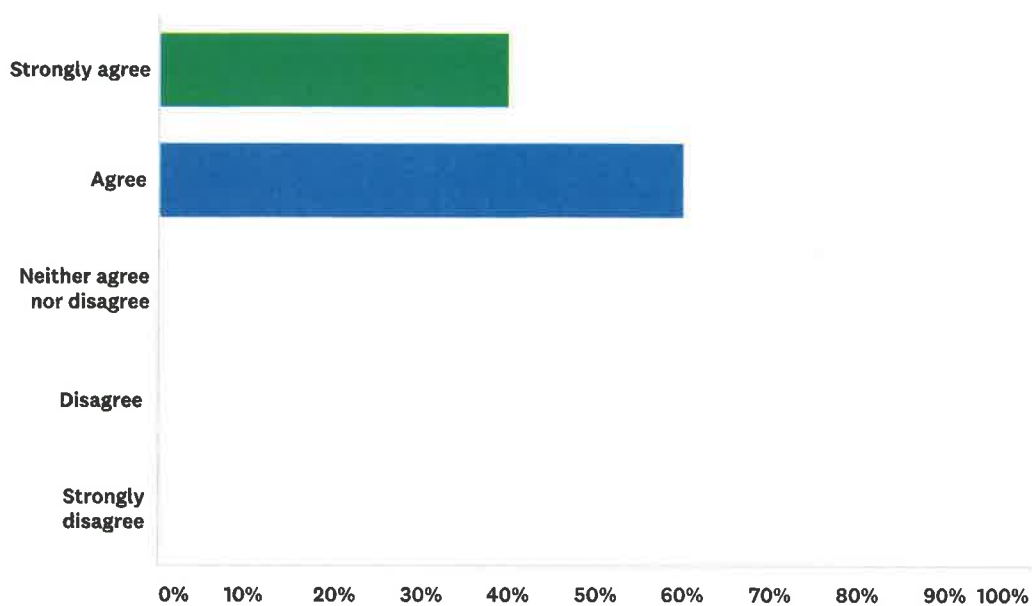
### RESPONSES

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
<b>TOTAL</b>		<b>5</b>

#	COMMENTS:	DATE
	There are no responses.	

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

Answered: 5 Skipped: 0



### ANSWER CHOICES

### RESPONSES

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

#

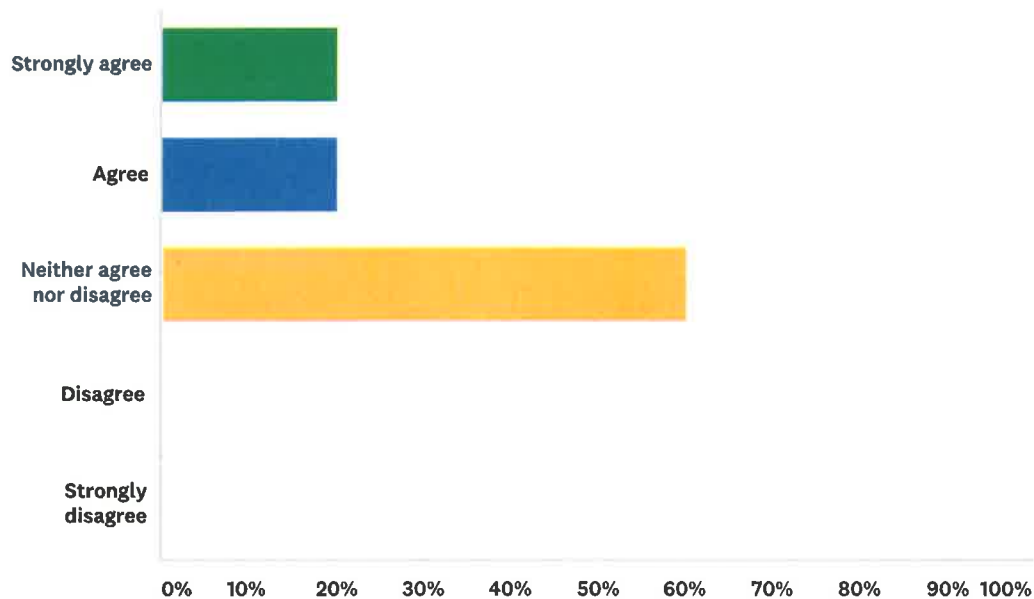
COMMENTS:

DATE

There are no responses.

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

Answered: 5 Skipped: 0

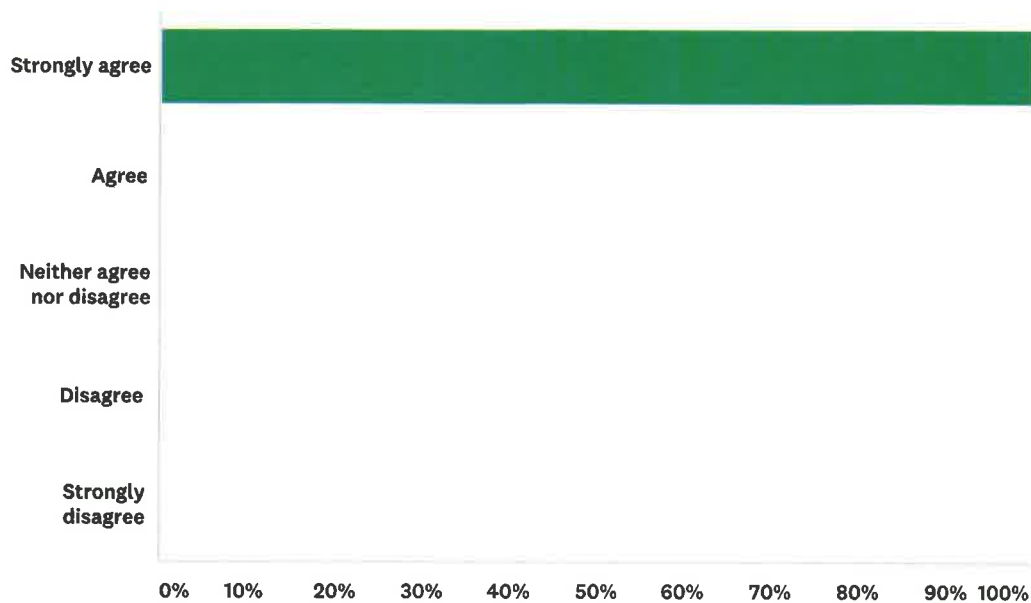


ANSWER CHOICES	RESPONSES	
Strongly agree	20.00%	1
Agree	20.00%	1
Neither agree nor disagree	60.00%	3
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS:	DATE
1	The Board has been too dependent on anecdotal feedback - Though personal experience and opinion is important to take into account when making decisions, it is negligent for such information to be the only (or overly-weighted) piece of the puzzle. The Board should have consistent and reliable access to meaningful, rich data. Often times, the data that the Board is provided is lacking in substance and of little consequence, and it's reviewed/provided on such an irregular basis that there is little opportunity to identify trends, etc. There simply is no substitute for analytical information and analysis. The Board wouldn't stand for making financial decisions with so little facts; why do we allow it to occur when making educational judgments?	4/21/2019 3:51 PM
2	Believe this is an area that should be a continued emphasis in getting more data from administration so we can properly assess progress and have the ability to identify our areas that need improvement.	4/20/2019 10:12 PM
3	Data that is collected could be put to better use	4/19/2019 3:50 PM

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

Answered: 5 Skipped: 0

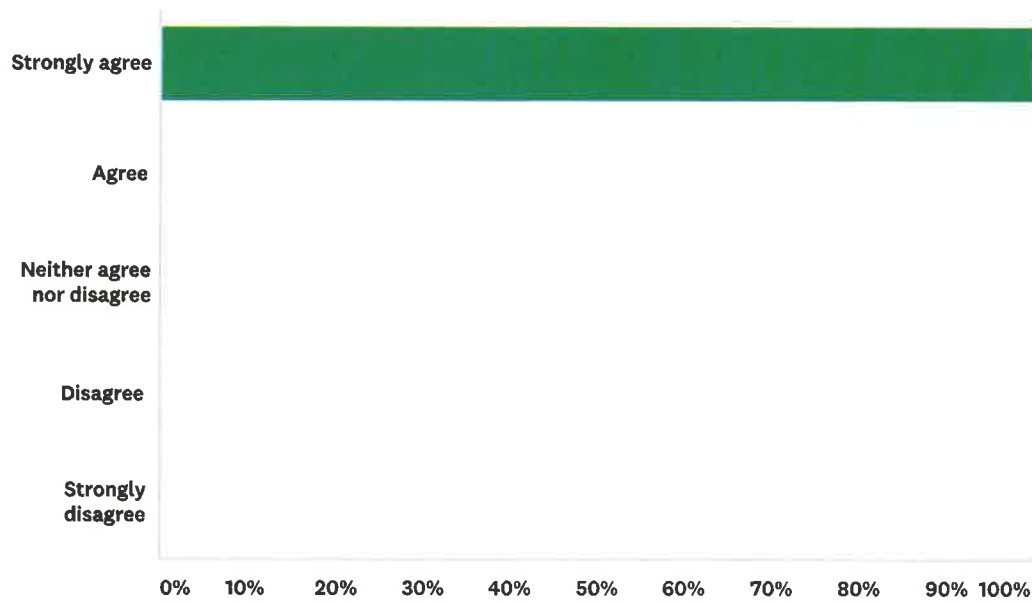


ANSWER CHOICES		RESPONSES	
Strongly agree		100.00%	5
Agree		0.00%	0
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			5

#	COMMENTS:	DATE
	There are no responses.	

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

Answered: 5 Skipped: 0

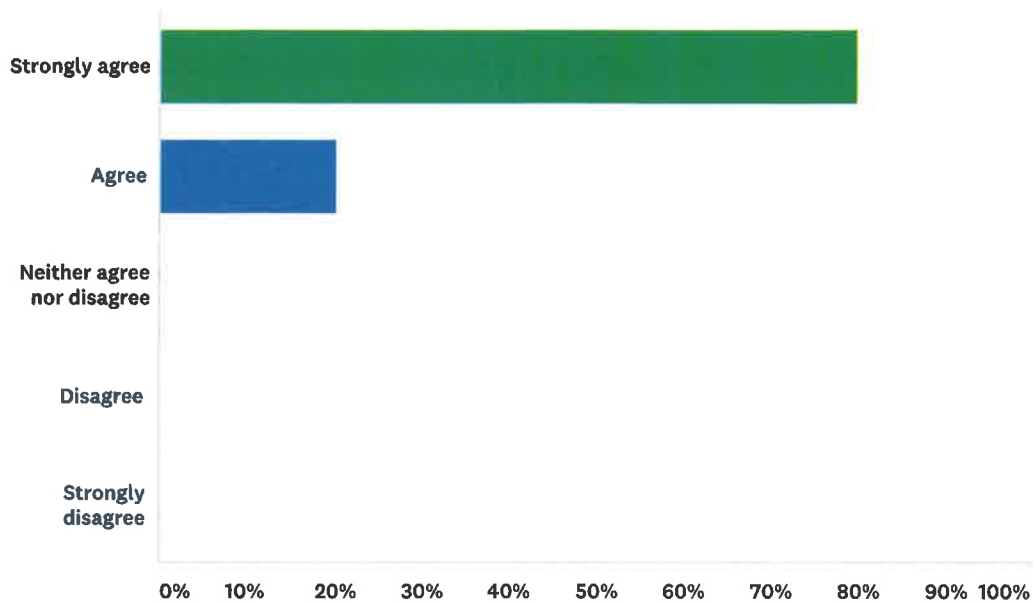


ANSWER CHOICES	RESPONSES	
Strongly agree	100.00%	5
Agree	0.00%	0
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS:	DATE
	There are no responses.	

## Q18 The Board maintains confidentiality as outlined by law.

Answered: 5 Skipped: 0

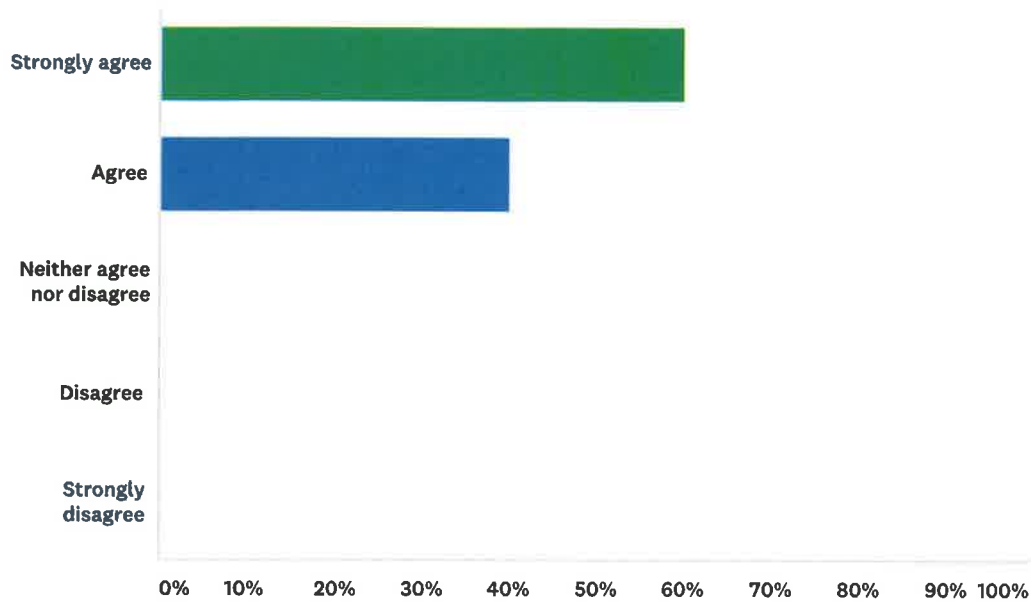


ANSWER CHOICES	RESPONSES	
Strongly agree	80.00%	4
Agree	20.00%	1
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS:	DATE
	There are no responses.	

## 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

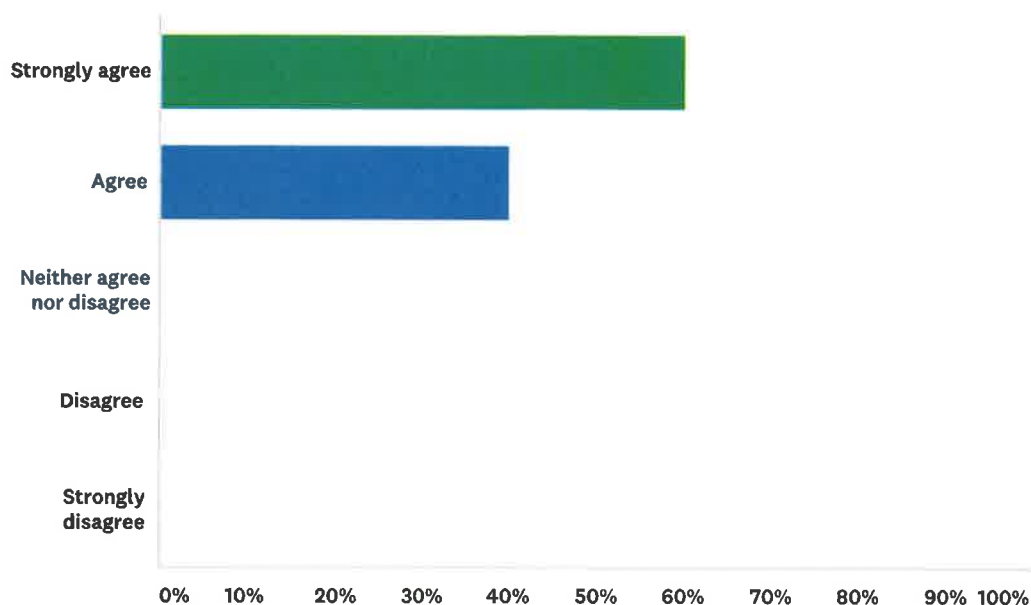


ANSWER CHOICES		RESPONSES	
Strongly agree		60.00%	3
Agree		40.00%	2
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			5

#	COMMENTS:	DATE
1	The Board needs to be sure that is it holding administration to a high standard of performance.	4/21/2019 3:51 PM

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

Answered: 5 Skipped: 0



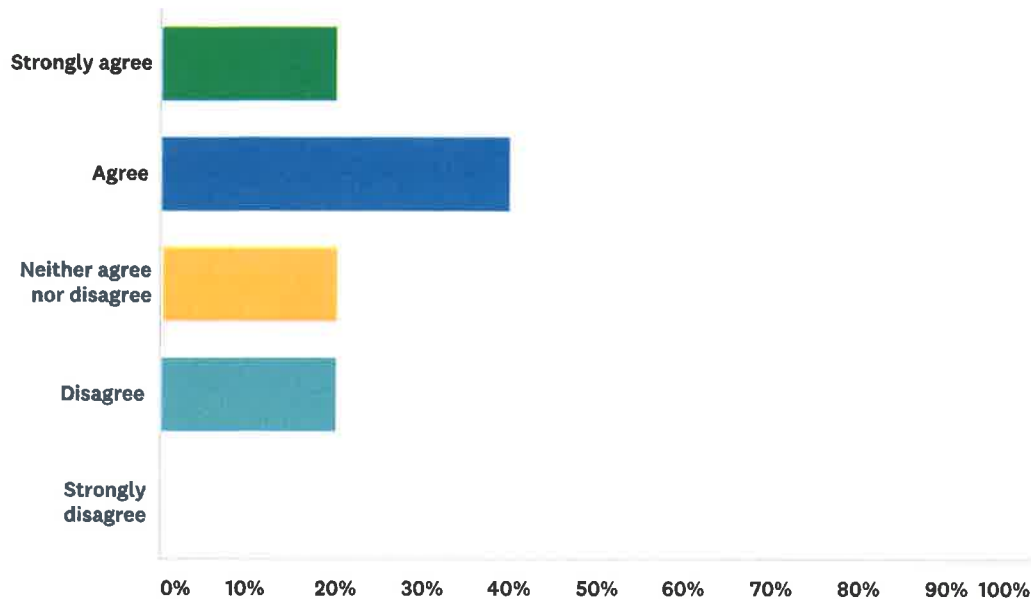
ANSWER CHOICES	RESPONSES	
Strongly agree	60.00%	3
Agree	40.00%	2
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		5

#	COMMENTS:	DATE
1	We need to be sure to keep our goals at the forefront of our decisions (in addition to considering what is best for students). It's so easy to veer off sometimes - we simply need a regular reminder of our goals and priorities (perhaps in each Board packet or posted on the wall - as was done previously).	4/21/2019 3:51 PM



## Q21 The Board conducts a comprehensive orientation each year.

Answered: 5 Skipped: 0



### ANSWER CHOICES

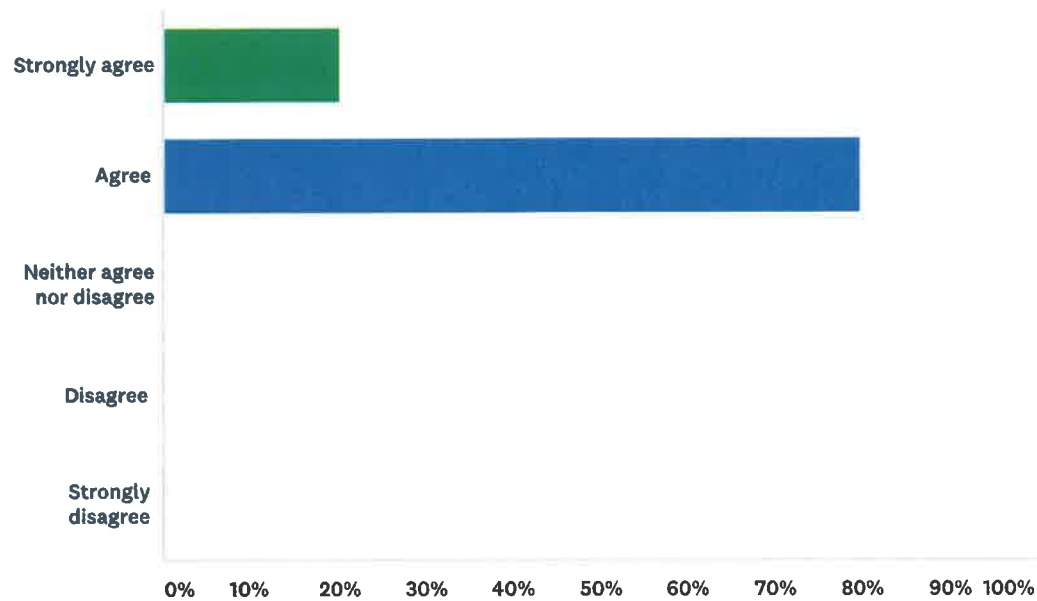
### RESPONSES

Strongly agree	20.00%	1
Agree	40.00%	2
Neither agree nor disagree	20.00%	1
Disagree	20.00%	1
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>5</b>

#	COMMENTS:	DATE
1	We need to do a much better job of training our new trustees and "refreshing" our veterans. In addition to a more thorough orientation, educating ourselves is something the Board (as a group) should also be doing regularly throughout the year - just as we get small-scale presentations about the the financial side of operations from our Clerk/Business Manager (i.e. presentations on the Misc. Fund, school funding, etc.), we could do something similar regarding reviewing policies, data analysis, ethics, legislation, confidentiality practices, etc.	4/21/2019 3:51 PM
2	Why we hold an orientation each year in the summer, I think the board could revamp this session so it is more informative and more efficient in the use of our time.	4/20/2019 10:12 PM
3	It is not comprehensive	4/19/2019 3:50 PM

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

Answered: 5   Skipped: 0

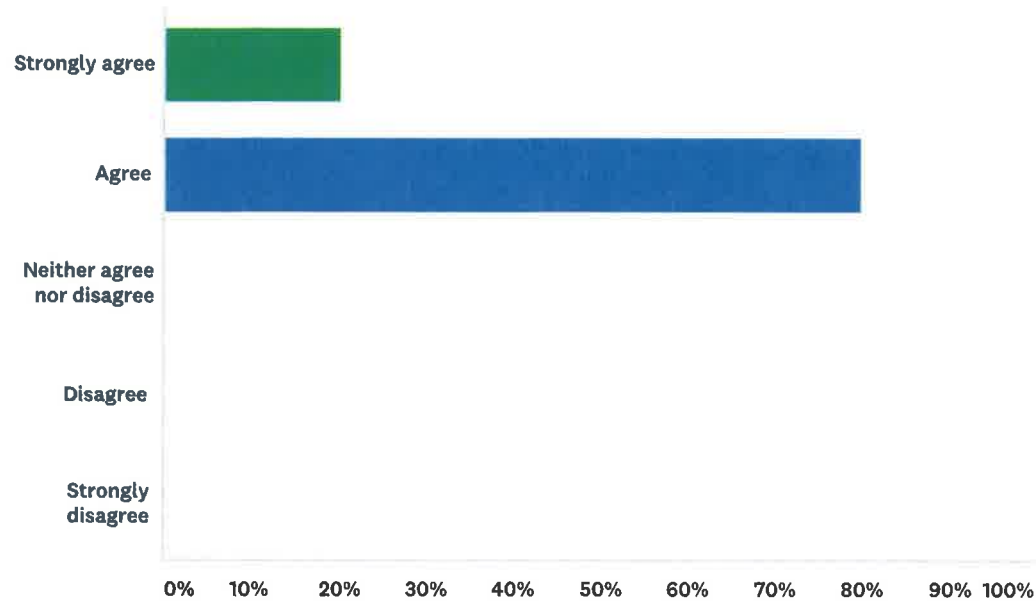


ANSWER CHOICES		RESPONSES	
Strongly agree		20.00%	1
Agree		80.00%	4
Neither agree nor disagree		0.00%	0
Disagree		0.00%	0
Strongly disagree		0.00%	0
TOTAL			5

#	COMMENTS:	DATE
1	The Board has discussed re-configuring the evaluation process a number of times to better take into account various stakeholders' perspectives and to be more productive and thorough; I believe this is something we should begin delving into.	4/21/2019 3:51 PM
2	Think that our process of evaluating school administration is an area that could be improved so that it is more effective and efficient for all parties involved.	4/20/2019 10:12 PM

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

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

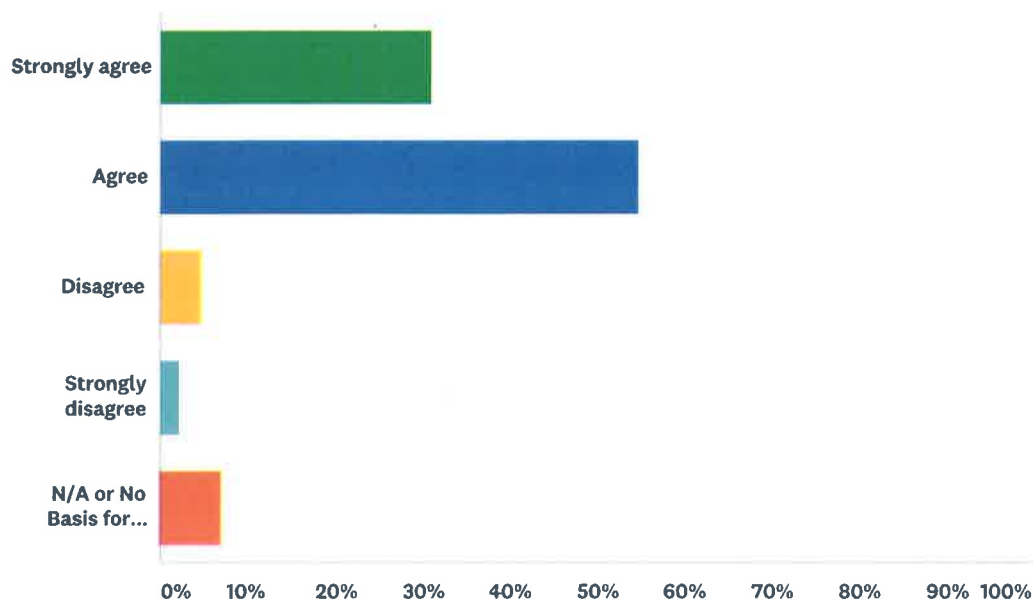
#	COMMENTS:	DATE
1	This goes along with the orientation and education of Trustees - the Board should probably be reviewing and discussing our District's policies on a much more regular basis, as they are the bedrock our District's operations.	4/21/2019 3:51 PM

# Community Survey Results

- 42 responses submitted
- Survey was open March 26, 2019 - April 3, 2019
- Posted to District Website and also emailed out to those subscribed to “GGS News”
- To protect the privacy rights of our staff some of the references to individual staff members has been redacted when published for public review.

## Q1 I feel welcomed and encouraged to attend School Board meetings.

Answered: 42 Skipped: 0



### ANSWER CHOICES

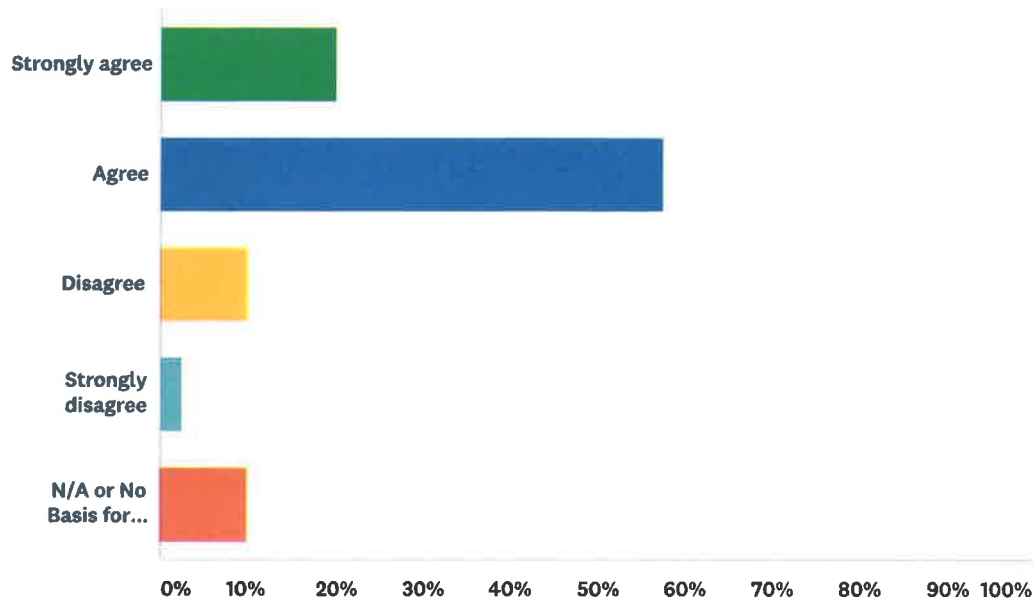
### RESPONSES

Strongly agree	30.95%	13
Agree	54.76%	23
Disagree	4.76%	2
Strongly disagree	2.38%	1
N/A or No Basis for Comment	7.14%	3
<b>TOTAL</b>		<b>42</b>

#	COMMENTS:	DATE
1	I wish more people would attend Board meetings!	4/1/2019 7:15 PM
2	Visitors are greeted warmly and given opportunities to speak and participate at appropriate times.	3/30/2019 4:29 PM
3	I have attended meetings and community attendance is horrible. I feel like the school is in such disarray with leadership from the Board that hope seems to be lost or the community has accepted mediocrity for so long.	3/29/2019 4:53 PM
4	But, I don't want to because they are too long!	3/27/2019 10:34 AM
5	Not sure I would use the word encouraged but certainly welcomed once there.	3/26/2019 4:15 PM

## Q2 The School Board values community input.

Answered: 40 Skipped: 2



### ANSWER CHOICES

### RESPONSES

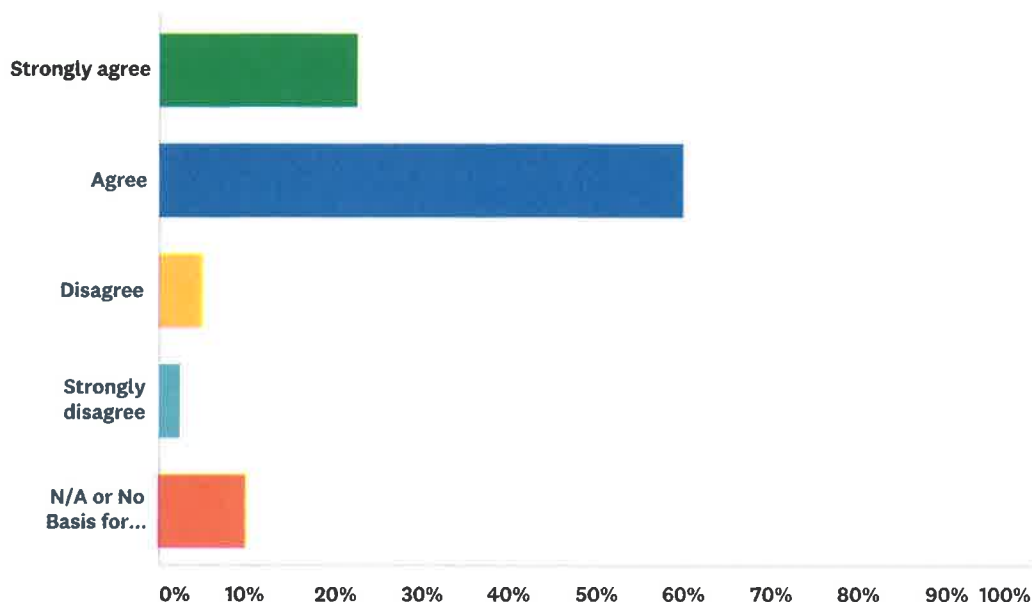
Strongly agree	20.00%	8
Agree	57.50%	23
Disagree	10.00%	4
Strongly disagree	2.50%	1
N/A or No Basis for Comment	10.00%	4
<b>TOTAL</b>		<b>40</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	This has been specifically better this last year as Board members have been willing to meet and discuss issues at hand. I have felt email input has also been well received and welcomed.	4/3/2019 1:33 PM
2	I'm not sure how to score this question because I think it could go either way. There have been many instances where the Board has listened to concerns of the community and not in others. I think parent's concerns about- were disregarded in some cases.	4/1/2019 7:15 PM
3	Community input gathered at last year's goal-setting meetings demonstrates the board's desire for feedback. This survey is also an example!	3/30/2019 4:29 PM
4		3/29/2019 4:53 PM
5	I have no idea.	3/28/2019 8:10 PM
6	I supposed if you didn't, you wouldn't be doing this!	3/27/2019 10:34 AM
7	Certain board members, yes...I gave some input awhile back and while most of the board members thanked me for my input (whether they agreed or not, did not matter - they respected my opinion and I felt gratitude for being able to have my say). One board member basically ripped me a new one about the topic. It was rude, condescending, down-right childish in their response, very unprofessional. I got the feeling they really did not want community input on that...	3/27/2019 8:24 AM

8	Though I think many community members don't feel that way... either from past experiences or hearsay... I feel like the board needs to continue to work on reaching out to parents and community members and encouraging their attendance at the meetings	3/26/2019 7:16 PM
9	Yes, although maybe when such input leads to something positive it could be pointed out so others felt welcome to share.	3/26/2019 4:15 PM
10	I have only been to one board meeting, so I don't actually know how community input there is treated. Sending out a survey for public input on how the board is doing tells me they value it though. And speaking personally with board members I have felt "heard".	3/26/2019 3:00 PM

## Q3 School Board Trustees are approachable and professional.

Answered: 40 Skipped: 2



### ANSWER CHOICES

### RESPONSES

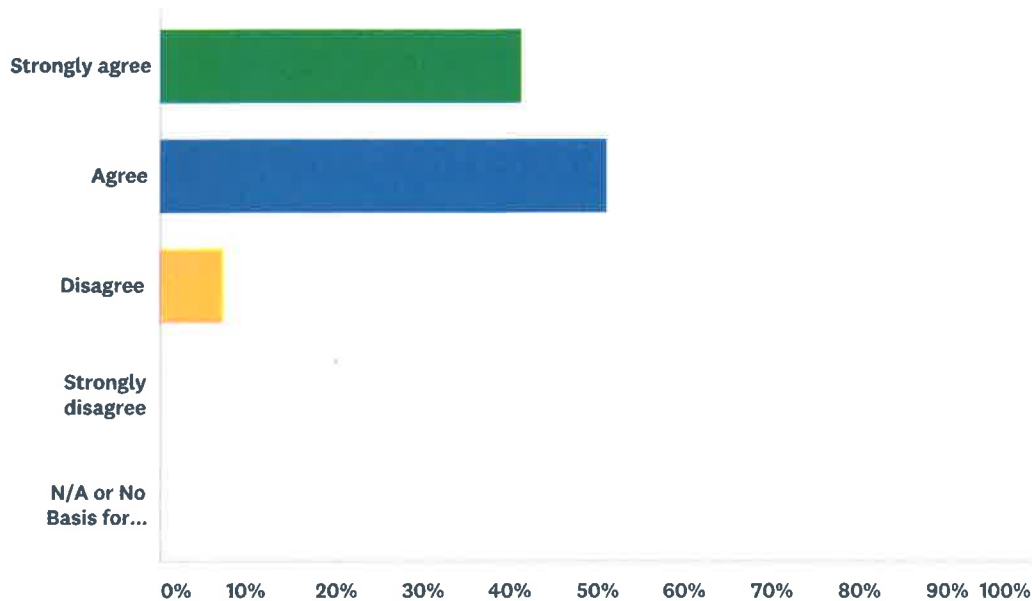
Strongly agree	22.50%	9
Agree	60.00%	24
Disagree	5.00%	2
Strongly disagree	2.50%	1
N/A or No Basis for Comment	10.00%	4
<b>TOTAL</b>		<b>40</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	I'm not actually sure who is on the board	4/3/2019 10:22 AM
2	Yes, they seem eager to listen and willing to discuss issues.	4/1/2019 7:15 PM
3	Some board members are very approachable. Some are better left to avoid.	4/1/2019 8:52 AM
4	Trustees are certainly approachable. Professionalism (school wide) is an important standard as individuals serve their leadership roles effectively.	3/30/2019 4:29 PM
5	never see them	3/29/2019 5:15 PM
6	What else should they be?	3/29/2019 4:53 PM
7	It seems that sometimes that is the case and other times it seems that encounters can be construed as threatening lending to the board member becoming hostile and defensive.	3/28/2019 8:10 PM
8	See response above. Most of the board trustees, yes.	3/27/2019 8:24 AM
9	Sometimes feel they could be more visible and speak up about meetings and (like this) ask for input at various events (beginning of school, maybe some assemblies)	3/26/2019 4:15 PM



## Q4 School Board meetings are well publicized.

Answered: 41 Skipped: 1

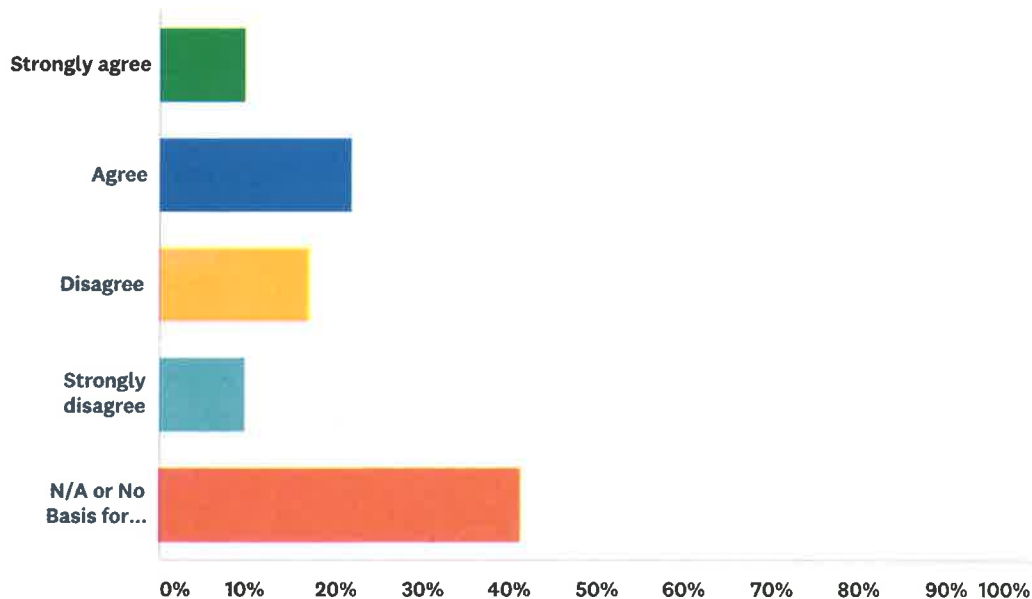


ANSWER CHOICES	RESPONSES	
Strongly agree	41.46%	17
Agree	51.22%	21
Disagree	7.32%	3
Strongly disagree	0.00%	0
N/A or No Basis for Comment	0.00%	0
<b>TOTAL</b>		<b>41</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	They are publicized, but sometimes the draft agenda is sent out/published and it's not completely accurate or finalized. There have been cases when the agenda changed without notice and parents found out about hires or decisions that were made after the fact.	4/1/2019 7:15 PM
2	They are emailed, but not sure how someone who isn't on the email list finds out.	3/29/2019 9:12 PM
3	So much junk email comes from the school about Board meetings, but the attachments suck and don't explain what the meetings are about.	3/29/2019 4:53 PM
4	Only if you go to the post office, get the emails, look at school webpage, or stop by the school. How do people find out about meetings that are not affiliated with the school?	3/27/2019 10:34 AM
5	We need a better system other than just email, text messages or a social media presence would be good.	3/26/2019 7:16 PM
6	Sometimes lost among the other emails, maybe try to put a specific look to each meeting type; probably difficult though.	3/26/2019 4:15 PM

## Q5 School Board meetings are productive.

Answered: 41 Skipped: 1



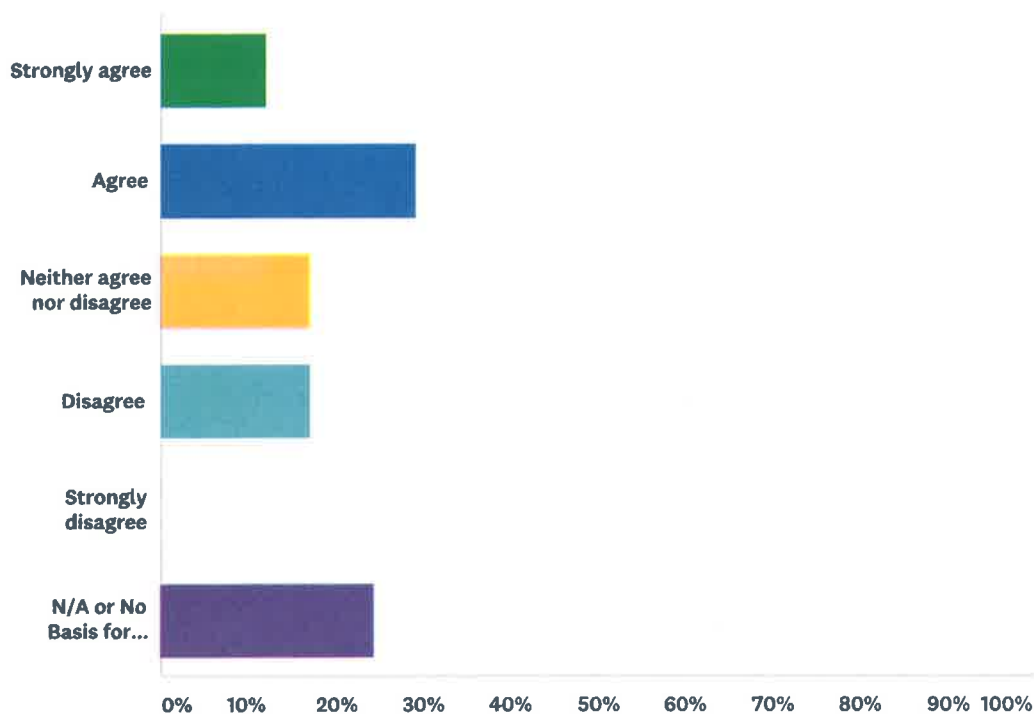
ANSWER CHOICES	RESPONSES	
Strongly agree	9.76%	4
Agree	21.95%	9
Disagree	17.07%	7
Strongly disagree	9.76%	4
N/A or No Basis for Comment	41.46%	17
TOTAL		41

#	OTHER (PLEASE SPECIFY)	DATE
1	School Board meetings would be more productive and perhaps better attended if the agenda was not set one week after the month's meeting. If an item is not on the agenda then it can not be discussed. Therefore if something comes up during the month after the agenda was set, it must wait another month, or more, before being handled or discussed. Generic agendas are good for items that reoccur. But it is important for the Board to be able to talk about current school problems or items that come up in the month leading up to a meeting. Agendas need to be set at the closest time frame allowed to the actual meeting so items on the agenda can be current and not out dated.	4/3/2019 1:33 PM
2	Sometimes it feels like there are way too many Board meetings for all of the different committees and agenda setting. I realize you may have to have them to prevent regular meetings from going too long, but it does seem like a lot.	4/1/2019 7:15 PM
3	Depends on the topic. Sometimes it feels as if the board is beating a dead horse to make it run faster.	4/1/2019 8:52 AM
4	The Board strives to balance feedback/discussion with proper protocol in managing the meeting agenda. Community input should be limited to the appropriate times.	3/30/2019 4:29 PM
5	Seem like you meet a lot	3/29/2019 9:12 PM

6	Meetings run too long to stay the duration - not practical in length...Get off topic and/or redundant in explanation, causing them to slow resolution on topic and inability of us as parents to attend the entirety of the meeting.	3/29/2019 8:52 PM
7	apparently, since very little changes, and alot gets worse	3/29/2019 5:15 PM
8	Not when the community does not show up and the Board makes decisions based on what they think is best.	3/29/2019 4:53 PM
9	No meetings should last as long as these meetings do. Perhaps this is not the correct response as the question I'm addressing is "efficient".	3/28/2019 8:10 PM
10	Seems like the board gets too involved in issues that should be handled by the superintendent. I have heard meetings go until 10pm or later, that seems too inefficient.	3/27/2019 10:34 AM
11	I really don't know...I have not been to one.	3/27/2019 8:24 AM
12	Depends on the meeting	3/26/2019 7:16 PM
13	This Is a question that could only fairly be answered by regular attendees.	3/26/2019 6:13 PM
14	Need to mediate talking in circles and going over and over a topic. Great that everyone gets a say but not always necessary or productive. Once a decision is made, move on.	3/26/2019 4:15 PM
15	Don't know because I do not attend.	3/26/2019 3:00 PM

## Q6 The School Board makes decisions that are well-informed and thoughtful.

Answered: 41 Skipped: 1



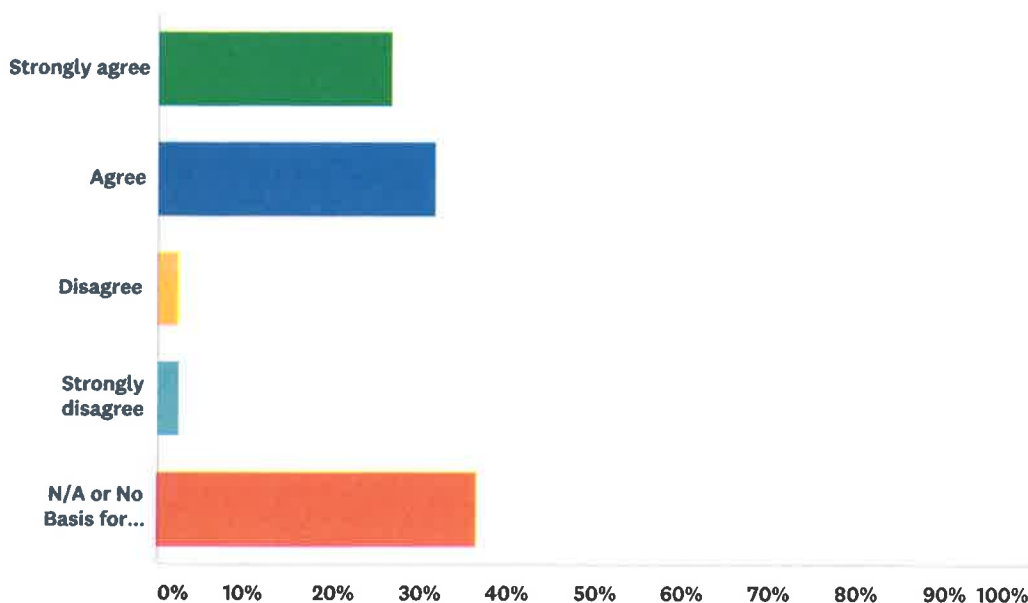
ANSWER CHOICES	RESPONSES	
Strongly agree	12.20%	5
Agree	29.27%	12
Neither agree nor disagree	17.07%	7
Disagree	17.07%	7
Strongly disagree	0.00%	0
N/A or No Basis for Comment	24.39%	10
<b>TOTAL</b>		<b>41</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Situations have occurred where emails from concerned parents have been ill regarded and not handled in appropriate professional manner. In my opinion, the boards responsibility is to take such concerns/complaints into consideration or under advisement; and to respond to such things accordingly.	4/1/2019 7:56 PM
2	It seems like you all do your research and thoroughly check things out before making decisions.	4/1/2019 7:15 PM
3	Again depends on the topics. Curriculum...no!	4/1/2019 8:52 AM
4	I don't evaluate their decisions in this way, because I don't attend meetings and I really don't take the time to read the minutes and find out what's happening, so I can't make an evaluation if their decisions are well-informed and thoughtful.	3/31/2019 3:34 PM

5	Processes and procedures developed by former and present trustees over a period of years has vastly improved the effectiveness of decision-making. Much time is committed to committee work as well as study of board packets. Attendance at school board trainings is also important.	3/30/2019 4:29 PM
6	Seems like you do your meets are long	3/29/2019 9:12 PM
7	The school board does the best they can w/ the information they have at hand; it would be advantageous for all parties within the district to be diligent to continuously present to and provide relevant information to the board on a routine basis. It seems that spare time is short for most community members and parents, causing a lack of ability to effective communicate, face to face, on what's working well and in what areas we could use improvement.	3/29/2019 8:52 PM
8	see other #5	3/29/2019 5:15 PM
9	No they don't because, again, community attendance and participation is so bad that nobody comes to the meetings. Gallatin Gateway school is the most rundown, mis-managed, piss poor school in the County, yet we have some incredible teachers that care deeply.	3/29/2019 4:53 PM
10	Is the Board well-informed? I do feel that decisions are thoughtful but question if the big picture is accurately represented.	3/28/2019 8:10 PM
11	I feel like there is a fairly large disconnect from the board members and the actual going's ons at the school. A few board members have made a point of being present at the school durning school hours to see first hand how things are going but for the most part I would love to see board members getting more first hand experience at the school so their decisions can reflect actual first hand knowledge not just react to other people's opinions or thoughts	3/26/2019 7:16 PM
12	A person would need to regularly attend to fairly answer this question.	3/26/2019 6:13 PM
13	As well as they can with the input they get. If others disagree they most likely don't actually take the time to help inform the school board or are not informed themselves.	3/26/2019 4:15 PM

## Q7 The School Board operates in a legal and transparent manner and is fiscally responsible.

Answered: 41 Skipped: 1



### ANSWER CHOICES

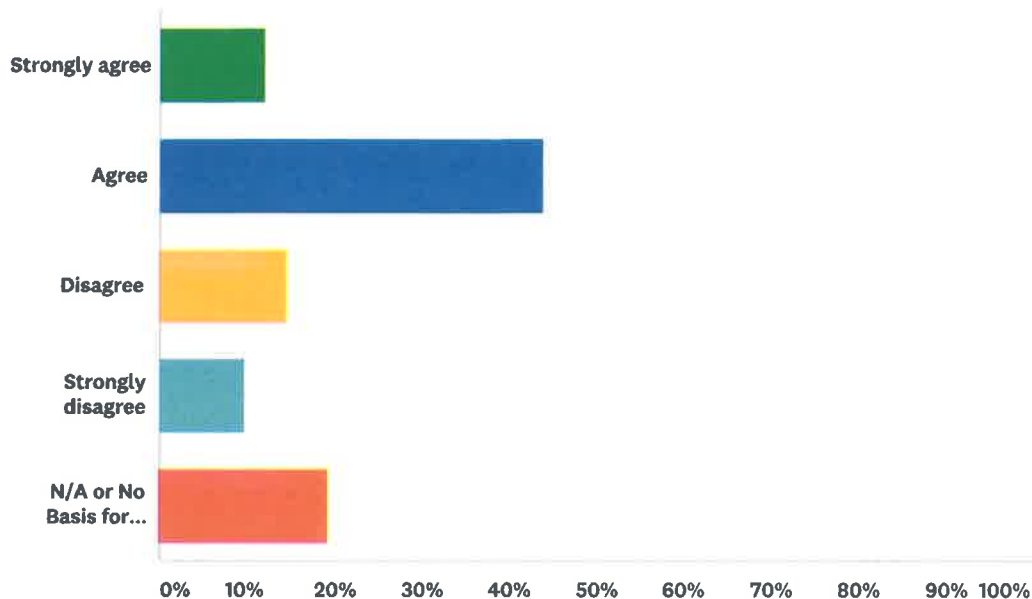
### RESPONSES

Strongly agree	26.83%	11
Agree	31.71%	13
Disagree	2.44%	1
Strongly disagree	2.44%	1
N/A or No Basis for Comment	36.59%	15
<b>TOTAL</b>		<b>41</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	I certainly hope so!	4/1/2019 7:15 PM
2	Again, I can't really comment since I don't keep track of what they are doing. I always feel like schools spend too much money, so I really can't agree to a statement of "fiscally responsible" even if I agreed that the board was "legal and transparent" in their operations.	3/31/2019 3:34 PM
3	The complex budgeting process is well documented. The business manager and board trustees communicate openly.	3/30/2019 4:29 PM
4	There is a lot of information on websites and so if you want to find it you can.	3/29/2019 9:12 PM
5	I'm sure they are legal and I'm sure the accounting is on point. It's not like they have a large budget to get away with stealing or mishandling funds.	3/29/2019 4:53 PM
6	I feel that some expenditures should be questioned as to the relative impact to students educational needs.	3/28/2019 8:10 PM
7	Great job! lots of information is available on the District webpage.	3/27/2019 10:34 AM

## Q8 The School Board fulfills the duties and responsibilities it was elected to do and holds school personnel to a high standard.

Answered: 41 Skipped: 1



### ANSWER CHOICES

### RESPONSES

Strongly agree	12.20%	5
Agree	43.90%	18
Disagree	14.63%	6
Strongly disagree	9.76%	4
N/A or No Basis for Comment	19.51%	8
<b>TOTAL</b>		<b>41</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Many teachers at our school are simply unable to keep up with their curriculum...who is evaluating teacher performance?? Feel I have to constantly check on grades and question things with certain teachers. No advancement for a student for an entire school year in reading = problem. And hiring an assistant Principle in my opinion is a terrible idea! IF the principle can not effectively evaluate teacher performance, how about doing a survey to evaluate parent satisfaction with teachers.	4/1/2019 7:56 PM
2	Some school personnel are allowed to just be, while others are expected to have a high performance level.	4/1/2019 8:52 AM
3	The School Board demonstrates their dedication and desire to meet their goals in achieving excellence at GGS! The time and energy needed to fulfill the expectations of their roles is immense. It is so gratifying to see how this board takes their responsibilities so seriously!	3/30/2019 4:29 PM
4		3/29/2019 9:12 PM

5	Agree regarding the duties and responsibilities, however, the board could rightfully use a proven method of accountability to hold the school personnel to a high standard.	3/29/2019 8:52 PM
6	No, they don't.	3/29/2019 4:53 PM
7	My understanding is the Board is responsible for the hiring and evaluation of the superintendent.	3/28/2019 8:10 PM
8	Yes, to fulfills most of the duties and responsibilities. However, holding school personnel to a high standard is somewhat of a problem within the community. The primary person you need to hold to a high standard is the superintendent.	3/27/2019 10:34 AM
9	I do believe that it is slowly getting better. There is a lot to make up for from past issues, but believe they will get there.	3/27/2019 8:24 AM
10	Once again this completely depends on the subject at hand.	3/26/2019 7:16 PM
11	As far as it is in their power to do so. Some matters are out of the Board of Trustee's hands or they have only limited power. Tenured teachers leave a board with only limited power.	3/26/2019 6:13 PM



## Q9 Please add any additional comments or feedback you would like the School Board to be aware of.

Answered: 13   Skipped: 29

#	RESPONSES	DATE
1	I am ashamed to say that I am unable to answer most of these questions because I have only been to one school board meeting.	4/1/2019 9:03 PM
2	Thank you for your time and service on the Board. I know it can be a thankless job at times, but it is appreciated.	4/1/2019 7:15 PM
3	Thank you for your service and all of your hard work. Donna is going to be missed and you have all does a great things over the last few years!	3/30/2019 6:50 PM
4	THANK YOU FOR YOUR SERVICE!	3/30/2019 4:29 PM
5	Thank you for doing a thankless job and for being open to input!	3/29/2019 9:12 PM
6	Thanks for your service! Gratefully appreciated.	3/29/2019 8:52 PM
7	while budget is important, and extra activities and goodies for the parents benefit are nice....I think your staff is needing better supervision and some weeding out. Money should go to- better qualified staff who do a single great job of educating and caring for our kids not a poor job of 2-4 jobs they are expected to do.	3/29/2019 5:15 PM
8	You guys suck. You don't get any real change done, only maintain status quo. The guy with no kids at this school needs to go find something better to do with his time than make policy for my kids. None of you have any real clue about the Gateway Community and how to bring this school up to County standards and bring this school and it's reputation out of the toilet.	3/29/2019 4:53 PM
9	In my experience the school board is making decisions that affect our school, but it has little knowledge about how those decisions are carried out. There is no follow-up or accountability once those decisions are made. The majority of input or information they receive is from the superintendent. They don't actually see evidence or listen to others about what is actually happening with our teachers or students - This is probably why our building is falling apart and we have so many discipline problems. The school board is out of touch. The real work is being done by teachers, volunteers, and parents. And enough with the after-school program. If you cut that, there would be more funding for the real needs at our school.	3/28/2019 6:57 PM
10	Overall, the Board is going a wonderful job with little appreciation. Thank you for all of your hard work and dedication!	3/27/2019 10:34 AM
11	Thank you for all of your work!!!	3/26/2019 8:49 PM
12	This survey seems a good place for someone with an axe to grind to take pot shots at the board in anonimity. Thank you for serving in this way. This Board is doing a terrific job.	3/26/2019 6:13 PM
13	Thank you school board for what you do!	3/26/2019 3:00 PM