

Pine View 2016 Climate Survey

STAFF FEEDBACK RESULTS: Instructional & Classified Staff, Combined

Optional: What is the best or strongest aspect of your school or work site?

STRENGTH

We have some very talented and dedicated teachers. We have an amazing parent network.

Great teaching staff and very good support staff at the office and school aides

When admin, teachers, students, and families work together as a community!

Admin assistants and custodial are awesome. Many teachers truly "get" gifted kids and challenge them to think without stressing them out.

the truly gifted, public school evaluated students, who give full effort and have positive character traits

I feel trusted as a professional educator to do my job. I love not being micro-managed.

Freedom to teach how I feel is best.

The students at my school make Pine View what it is. They are, by far, the best aspect of our school.

teachers working together to overcome an ineffective and uncaring administration

The fact that students want to learn.

Students

Addition of Erin DelCastillo. She is resourceful, honest, and clear in her communications, unlike Covert who is a two faced liar.

Parent volunteerism

Staff maintains high professionalism in SPITE OF district and administrative policies and directives.

Housing second through twelfth grades on one campus.

faculty

Keeping the high expectations and standars

Teacher commitment to delivering high quality, rigorous classroom instruction and enrichment

Faculty supports gifted education with high expectations and standards.

Many of the students work hard, study well, and learn, but the minority of students that do not has been growing in recent years.

I work with many encouraging, generous, and helpful teachers

Potential for gifted education

The students at PV are the best thing happening at PV. We live in a bubble and rarely see what goes on at the other schools in the district.

school work ethic although large load of homework continue being a problem and it should be addressed among faculty

I feel safe

Our administrative team works very well together and are incredibly supportive of all aspects of learning on campus.

My students and colleagues

The students are the reason I remain in the teaching profession.

Students, parents, teachers, and support staff are the best you could hope for. They are like

STRENGTH

family to me.

Working with colleagues and support staff.

Erin Del Castillo is a strong, capable leader. She communicates well with parents and staff. She is a most welcome (and most needed) addition.

supportive families, dedicated-professionals-experts in their fields (teachers) that are supportive colleagues, motivated students

I respect and like the teachers I work with at Pine View and I love the students.

The teachers

My Elementary Assistant Principal is very supportive.

Teaching staff is communicative and cooperative.

Employees will work extra hours without complaining.

We have a truly amazing Elementary AP! Bursting w/ enthusiasm, integrity, leadership skills, communication, problem solving, & caring about the kids!!

Wonderful students, some great teachers, nice workplace environment, elem assistant principal is an asset, Dr. Covert has been supportive of my role

The parents, teachers, and students are wonderful and work well together!

Working together with my coworkers

The strong sense of support and encouragement I get from my peers who work in close proximity to me.

The team that selects the students is doing an excellent job. Thanks VP's for helping me with student/parent concerns.

I am able to implement the curriculum in the way I believe in, thinking about the best needs of my students

Admin & Staff is very supportive and helpful.

Collaboration between department members

Building relationships with coworkers is something most PV teachers strive for.

Reputation

I realize PV needs to keep up with changes. I wish we had a principal that didn't say "science teachers have no say/figure it out.

Staff camaraderie

High academic expectations, excellent teachers

The collaboration, rapport and support among and between TEACHERS

Our dedicated staff, faculty see a true mission for our gifted students. We have students' best interest at heart! PV's traditions=very important.

The teachers are very well supported and taken care of.

The other teachers support & student eagerness to learn & try new ideas/concepts.

Our students are awesome. Best kids in the district. This makes coming to work every day much more enjoyable.

New EL AP is great. Teachers handling moves well despite incompetent oversight by admin.

Erin Del Castillo

The people. For the most part, we are a team.

My students, my colleagues and Jen Nzeza, who is a respectful and hard working administrator.

The PVA (parent-teacher association) to assist the needs of teachers and students, circumventing administration in recent years

n/a

The staff in the trenches doing what they've been doing for many years due to their belief in the students and keeping the PV spirit alive.

the students parents and staff

Everyone works together for the best learning opportunities for the students~

My dynamic colleagues, the mutually challenging dialogue between students, and the 2-12

STRENGTH

community school environment.

The strongest aspect this year in my school is that in my opinion we finally have an assistant principal that knows what she is doing(Erin del Castil)

Administration does bus duty, before and after school duty, which shows a great respect for a teacher's time and responsibilities

Teachers are certified to teach the gifted, why aren't the administrators???

Students are typically respectful and diligent students.

Dr. Covert is a strong leader who deals with a myriad of situations with grace and professionalism!

the teachers

Great students and great traditions.

No comment.

Our assistant principal, Erin del Castillo, is supportive, attentive to our needs and fair. She is a pleasure to work with, and the children love her

An amazing faculty and student body.

Pine View has a positive culture of respect and achievement that can be seen from the staff to the students.

Seeing the older students mentor and interact with the younger students. Also, the assistant principals are approachable and very helpful.

The people including students faculty and staff

Optional: What area is most in need of improvement at your school or work site?

IMPROVEMENT

We need an administrator who is respected and honest. Morale is awful, as our principal has lied so many times that nobody believes or respects him.

the principal's controlling approach over money matters and the total lack of transparency.

Getting school back in national rankings and allowing teachers breaks or discounts on attending student and school activities in order to support them

Admin does not consult faculty about major changes. They don't even *inform* us! We often first hear about major initiatives from parents/students!

Communication of admin to teachers. MMM's rarely mention elementary teachers' accomplishments

Pine View is the best school in our area. We could use some fresh paint where the blue is fading. Our signs are old and need refreshing.

We need a clear vision of where our school is headed. With lots of changes, we need to know what we are working towards as a faculty. 5-year plan?

Dr C is a liar, a bully and verbally abusive. He needs to go.

Administration is not supportive to systems in place regarding safety and communication.

New classroom furniture for students-not more technology (for a while).

Principal needs to go! He is in over his head, is dishonest, and is a terrible leader. Why is he allowed to date a PV teacher?

Top-down decision-making of top administrators; lack of high school admin. experience at P and AP level.

Cement pathways and landscape

administrator is not interested in the opinion of ANYONE, including assistant administrators

Timing between classes. Either allow them time to stop at their classes AND walk all the way across campus. Or, take lockers away.

N/A

The Principal needs to treat all subject areas equally but not only Science, math and english Communication!! They listen but do not hear. They take feedback but do not heed advice. No respect is given to those with experience.

custodial practices are pathetic

Principal needs to be more visible and request input PRIOR to making big decisions/changes in policy.

administration actively engaging in open and honest communication, accepting input, using the faculty and staff as a resource to make decisions.

Team mentality is lacking

Clear mission statement between faculty AND administration. Lack of accountability for all staff members.

More training for the parents,

administration should work with faculty and staff for allowing faculty children to be on campus without having to pay for fees that day

Actually following the SDMT/SAC model and holding teachers accountable--we have some ineffective ones and nothing seems to happen to them.

The school is too open for bad weather. For example when it rains the students have to walk long ways from classroom to classroom and they get soaked.

Our student population has a tendency to over commit and take on more than they can chew.

Principal consistently shows poor judgement in decision making. He has created a climate of disrespect and distrust on campus

IMPROVEMENT

Administration - specifically the principal. He is self serving (looking out for his own children), he is NOT a presence on campus/classroom.

We need a principal who genuinely cares about, listens to, and respects the staff. Morale is even lower than last year.

A better Administrative staff that: respects experienced staff, open communication, understanding the gifted needs of students, listens.

Administrators that know their job and communicate well.

real communication, covert value staff as professionals and respect, real shared-decision-making, redistribute balance of priorities

Teacher morale is very low at Pine View. Our principal consistently demonstrates a lack of respect for staff.

Replacing Mr. Covert

Administration

Administration is bullying staff too much.

Safety for our students at buses in the afternoon is lacking. Principals don't seem to know what we all do, how much time goes into our assignments

Principal does NOT put what's best for students 1st. His OWN agenda is all that matters, treats staff w/disdain & indifference, input constantly ignored

The climate of education is changing, many staff are resistant to that.

The principal has zero regard for needs and concerns of teachers and parents. He is intimidating too.

Play and picnic area. Lots of trash and litter

We need a head administrator who listens to, considers concerns of, is respectful, is not intimidating and who is not vengeful to the staff members.

Budgetary issues notwithstanding, laptops/tablets for all students should be a top consideration for the future.

Campus is divided, no unity. In my classroom teaching students, I am very happy, but colleagues feel defeated & unheard which makes collaboration hard.

There is no team - it seems that everyone works for their own best interest and doesn't include other. Multiple people end up doing the same work.

Staff computers and Internet system needs to be upgraded.

No consequences for teachers that DO NOT teach curriculum. Forced to cater to students who do not belong at PV. We need stricter admission criteria.

Parents run PV because administration allows it; no support for teachers. This hasn't been a gifted school in years.

Administrative continuity, common vision, staff moral

That all subject areas are treated equally and are all important.

communication between principal and staff. Assistant principals are great. But Staff wants to see and hear from the principal.

Staff morale

Admin. Involvement and awareness of student behaviors around campus

Administration IS NOT supportive of staff, lacks CONSISTENCY, undermines teachers. We are ALL UNHAPPY

Communication, problem-solving among teachers and admin. Admin's answer shouldn't always be no. Listen. Truly care. Be a mentor and leader.

Speeding up the HVAC renovation process so that we can all get back to our classrooms as soon as possible.

Principal - he does not understand the needs of the school or gifted children, he is extremely narrow minded, cares about only certain classes

Our facilities are very outdated and in need of improvement. They are working on this though.

IMPROVEMENT

Top admin still don't get it and never will. Treat staff in a dismissive and rude manner. It is getting worse and new leadership is needed.

Covert and Dorn/ Restroom Safety for Elementary Children/Loss of academic time and concern over safety is ignored by admin

More transparency from admin. Taking discipline problems more seriously.

Communication between upper administration and staff, teacher morale

Stephen Covert needs to be removed! Threatens and intimidates staff behind closed doors, lies hourly; forced many into retirement, killed moral at PVS

n/a

A knowledgeable leadership is needed that totally understands a gifted environment, gifted students, trusts the knowledge and experiences of the staff

Administration

Keep up the great work in everything! There have been wonderful improvements each year!

Communication from administration that is consistent

Communication. Transparency. Action based on requested feedback. Careful consideration and discourse before significant changes/decisions are made.

We still need the other assistant principals to communicate more to Dr. Covert.

administration enforcing a math curriculum map for elementary students is crucial - foundational/conceptual understanding of math is a weakness

Administration

PV shouldn't be a training ground for incompetent and uncaring Admin. (Janel Dorn); care about the kids, not just keeping your job.

Communication and consistency. Our school lacks unified effort and collaboration between educators and with administration.

Some teachers have low expectations, give treats constantly, and are known for "giving easy A's" which doesn't help Pine View.

administration is not around most of the time, unlike in the past. This has caused student department to careen into an all-time low. No respect.

Decisions are regularly made at the admin level with ZERO input from professional staff. Very POOR communication. Teachers needing support get none

Administrative commitment to gifted programs.

Our principal, Dr. Covert, is sabotaging this school. He rules with no regard to tradition or what's right for our students.

respect for teachers and their professionalism. Honestly, I blame the legislature.

Aside from many remodeled classrooms, the remaining classrooms have furniture badly in need of replacement and or repair.

more people available for those in need