

# Exchange Summary

Martha Mann, The School District of Osceola County Florida  
October 5, 2023

1. What is one thing that the school district is doing well?



## PARTICIPATION

### Breakdown of Participation



**672**

Participants



**549**

Thoughts



**12,476**

Ratings

---





## THOUGHTS

### Key Thoughts



**The 5% raise was a good start now you need to address the salary compression and pay injustice and inequity between experienced and new teachers.** We need to pay our bills, save for retirement, and be respected and valued for our experience.

4.4  ( 19  )  
Ranked #1 of 549

**5% increase in our salary** Cost of living is going up and it is a struggle to live on a teacher's salary

4.3  ( 35  )  
Ranked #2 of 549

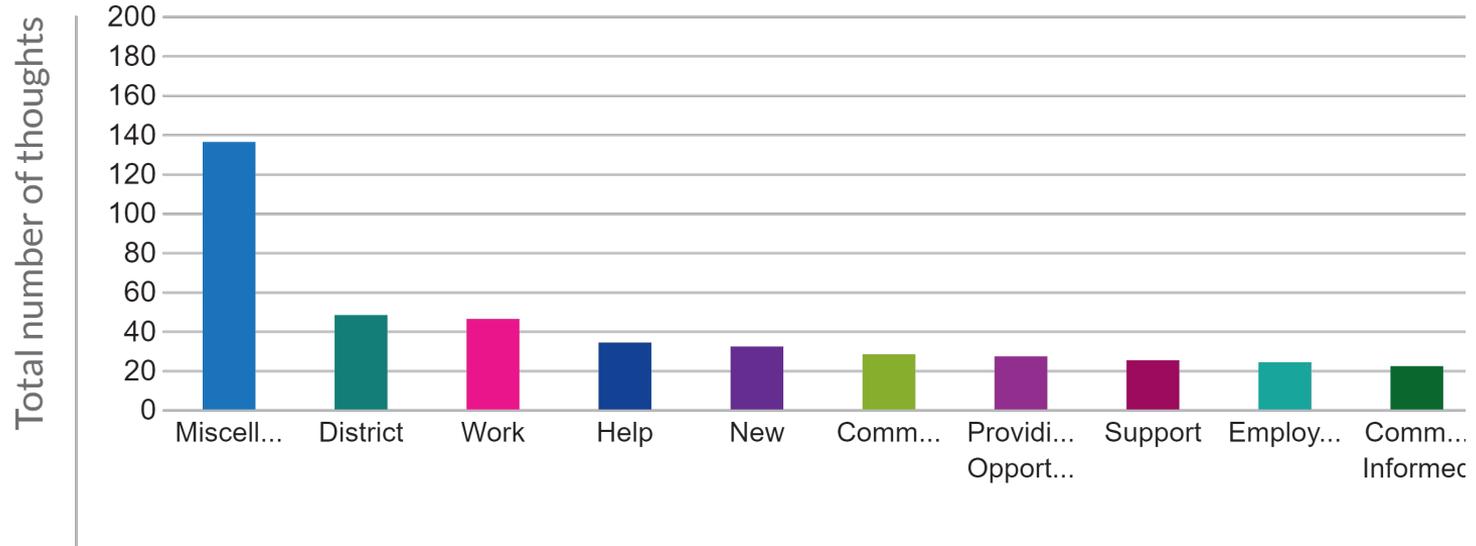
**Hiring a Superintendent from outside the district.** New blood and perspective.

4.3  ( 32  )  
Ranked #3 of 549



## KEYWORD THEMES

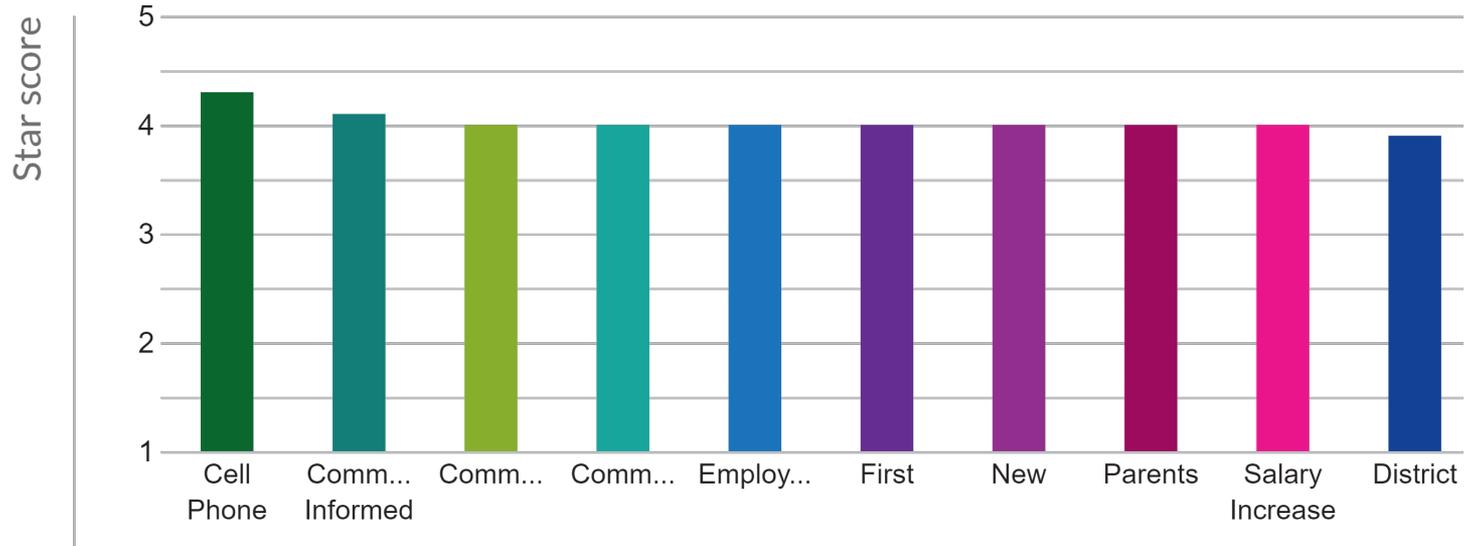
Top Themes by total thoughts





# KEYWORD THEMES

## Top Themes by star score





## THOUGHTS

### Cell Phone



**The SDOC is doing a good job of pushing out new policy for the recent phone law.** One unified and enforced policy lead to expectations at all school and from all families.

4.3  (31 )

**The use of a cell phone in the classroom** Because I understand that it is a distraction in class

4.2  (32 )

translated by **Google**

**Communicating initiatives, especially the cell phone.** We need district support.

4.1  (37 )



## THOUGHTS

### Communication Informed



**Communication** It's important for employees, parents, and students to have accurate timely information.

4.2  (23 )

**Sharing information with employees weekly** Communication must be open and clear between all parts of the school district.

4.2  (19 )

translated by **Google**

**Communication** Everyone wants to be informed

4.1  (32 )



## THOUGHTS

### Communication



**communicate** Without good communication you couldn't work well

4.2  (20 )

**Communication** Because Communication is very important.

4.1  (12 )

**Communicating** Communication is key to Success!

4.1  (9 )



## THOUGHTS Community



**The district is more open to communicate with the community** To keep clear expectations for all

4.1  ( 36  )

**These meetings** Listening to employees and the community on their important issues.

4.1  ( 33  )

**Sense of community among leadership** Need time to build relationships to maximize potential

4.0  ( 35  )



## THOUGHTS Employees



**The school district finally agreed to give employees a COLA raise.** Employees have been waiting for a decent raise for years. 4.2  ( 16  )

**I appreciate that the superintendent is shadowing employees** So that he can see what we deal with on a daily basis 4.2  ( 9  )

**Having a Super Intendent that is taking the time to ask these types of questions and is getting to know employees.** Because employees are an asset, not a liability. 4.1  ( 18  )



## THOUGHTS First



**Putting the focus on education and attendance.** Kids can't learn if they are distracted (phone) or if they are not in class

4.1  (26 )

**Kids first, always.**

3.9  (33 )

**Putting students first and empowering employees in all areas to do what students deserve.**

3.9  (32 )



# THOUGHTS

## New



**Hiring a Superintendent from outside the district.** New blood and perspective.

4.3  ( 32  )

**Having hired a new superintendent is a great start to moving us in a positive direction.**  
Many things need to change. Most importantly supporting discipline in the classroom.

4.3  ( 30  )

**New superintendent and the communication!** We're informed

4.2  ( 33  )



## THOUGHTS Parents



**Keeping parents and staff informed using multiple platforms.** Parents/ employees are able to access the district site, receive remind messages, the use of social media- to stay informed. No excuses.

4.3  (23 )

**Communicating with parents. I feel the District uses every avenue possible to get messages to parents. Social media, Remind, webpage, etc.** Parents need to be informed so they can be supportive and engage with their student learning process.

4.2  (17 )

**I believe the communication with the parent via social media , phone call and text message.** Parents are busy and getting the information by different methods is important

4.1  (33 )



## THOUGHTS

### Salary Increase



**The 5% raise was a good start now you need to address the salary compression and pay injustice and inequity between experienced and new teachers.** We need to pay our bills, save for retirement, and be respected and valued for our experience. 4.4  (19 )

**5% increase in our salary** Cost of living is going up and it is a struggle to live on a teacher's salary 4.3  (35 )

**Approved salary increase** To be financial stable 4.1  (31 )



## THOUGHTS District



**I believe the school district is improving, I believe there should be more emphasis on employee recognition.** This is a Thankless job, you should get recognized more then with just a shirt after 25 years of service.

4.3  ( 25  )

**The school districts uses multiple platforms to communicate and provide opportunities to get information with community partners.** You don't know what you don't know about.

4.2  ( 34  )

**I feel like the district has improved communication on all aspects, including the website, social media and email communication.** I like to be informed of everything going in the district.

4.2  ( 31  )



## DIFFERENCES

Mental Health [309 | 72]

Employee



A and B rated high

The responses to the question indicate that the school district is taking steps to improve the lives of its employees and students. This includes raising the minimum wage to \$15, creating a unified policy, providing students with opportunities outside of the classroom, increasing salaries by 5%, and using multiple platforms to communicate with the community. Additionally, the district has selected Dr. Shanoff as the new superintendent, and has hired a superintendent from outside the district to bring in new ideas and perspectives. These initiatives demonstrate the



A rated high, B rated low

The responses to the question indicate that the school district is taking a proactive approach to mental health and wellbeing, with social workers and mental health therapists available in most schools. The district is also committed to providing support to staff, even after hours, and has implemented a student code of conduct to ensure a safe learning environment. Furthermore, the district puts students first and treats employees with respect, providing support to school-based personnel. All of these measures demonstrate the district's commitment to the



## DIFFERENCES

### Opportunities To Employees [124 | 30]

Employee



A and B rated high

The responses to the question demonstrate that the SDOC is doing a good job of pushing out new policy for the recent phone law, and that communication with parents is being done through various methods. It is also noted that students are more engaged in the classroom, and that the district has high quality staff with experience. Additionally, tutoring is being made available for struggling students, and the new superintendent is bringing in new blood and perspective from outside the district.



A rated high, B rated low

The school district is taking a number of positive steps to ensure the success of its employees and students. They are providing health insurance through Rosen Care, creating a sense of security for dedicated employees, offering professional development opportunities, supporting curriculum, implementing technology into classrooms, steadily compensating employees, providing opportunities for growth and leadership, providing multiple methods for teachers to reach their students, keeping things the same across schools in the district, and having



## DIFFERENCES

Support Staff [94 | 25]

Employee



A and B rated high

The responses to the asked question demonstrate a commitment to providing students of all abilities with the opportunity to be successful. The school district offers a variety of programs, such as AP, IB, 3DE, DE, and CTE, to ensure that all students can find a pathway that they can succeed in. Furthermore, the school district provides students with multiple opportunities outside of the classroom to engage with their community and build relationships. Additionally, the school district focuses on student improvement in both the built environment and curriculum, as well as



A rated high, B rated low

The responses to the question indicate that collaboration between departments is important to ensure that all students have access to quality instruction. Additionally, curriculum maps, planning, and resources for teachers are essential to guarantee a viable curriculum. Furthermore, making sure vacancies are filled with qualified people is necessary to ensure students receive the best education possible. Finally, there is room for growth and retention to ensure students are getting the best instruction.



## WRAP UP Next Steps



### **Thanks for participating**

We'll be carefully considering what we learned and sharing our actions back with you.