

End of the Season Survey

Fall 2005-2006

Complete by KPS team for Administrative team review

1. *Did you feel esteemed by the Administrative Team during the Fall Session?* Yes (12) No (3)
- I was encouraged by Administrative team when I was told I could use the church for prayer time if I needed.
 - Quick to jump to they're own conclusions without the real facts. Proverbs 12:17=A truthful witness gives honest testimony, but a false witness tells lies.
 - I liked the assessment on the teachers. I like to know when I'm doing a good job and what I need improvement on. It makes me a better teacher.
 - They were always encouraging and supported my decisions. Flexible and understanding.
 - Yes/No - I feel the office staff is very helpful and caring although multiple times Deb seemed unapproachable, to busy, uninterested and that a question is a hassle.
 - Yes-I've been told I've been an asset to the teachers and that my work is appreciated. No-I've been told a raise is in the works (hopefully) but have not gotten any update.
 - Sometimes the office can get wrapped up in the office and don't listen to staff feelings.
 - For the most part, yes.
 - I appreciate the administrative team and the hard work they do. I think the teaching staff needs to let you know you are appreciated more. 😊
 - When I had concerns about certain items that were happening around here at KPS, they had gotten resolved.
 - I felt like in most ways, the Admin. Team does an awesome job with the teachers.
2. *Do you have any questions/concerns that need to be forwarded to the Administrative Team in order to answer or improve on?*
- There was a lot of miscommunication during busy times at the end of the year and sometimes I felt like I couldn't or shouldn't come there for help with the kids.
 - Back-stabbing among KPS team. Proverbs 22:5=In the paths of the wicked lie thorns and snares, but he who guards his soul stays far from them.
 - Sometimes it feels like Deb uses the phrase "God told me..." as a backbone to the requests she makes of us. She's the boss. If she feels that it's the right thing to do, just tell us. She does not need to try to convince us that "God told her" for us to respect her decision.
 - What is the dress code for summer? What is appropriate clothing for summer?
 - More leading/explanations/need to be clearer. A lot of things aren't addressed and are just expected to know, need more follow through. Ex: conferences, letter of the week, assessment records at end of term.
 - I have generally felt that when Deb is approached, it appears that I am "interrupting" her work – that she is too busy to be bothered.
 - Better new staff info. Not knowing the little things (boys sit to go potty – flip chart program)
 - No
 - Just the "raise" situation.
 - I think the meetings with Deb are a good idea but can be awkward at times. If we saw Deb a little in and out of classrooms, saying hello and see things running smoothly, we may feel closer and as through our relationship is not just in the meetings.
 - Definitely reprimands.
 - No
 - My only concern is with communication to teachers when people call in sick or leave – There was an instance when no one communicated from the office that an afternoon closer wasn't here and I ended up having to stay 45 min. later than usual. I felt like the situation would have been much more respectful if someone on the office staff would have just communicated the absence and asked if it would be ok for me to stay (or anyone else who stayed over).

3. *Do you have any ideas of encouragement that the administrative Team could consider in order to continue showing appreciation of the KPS team?*

- I like the example above ☺ (more staff meetings..) A few more for spiritual purposes.
- Fairness and respect of KPS team. Proverbs 29:14=If a king judges the poor with fairness, his throne will always be secure.
- I think the appreciation and the suggestion boxes are good ideas, but we rarely see either of them. They should be used at staff meetings more often. I really enjoy the Down Time with Deb. Great Idea!
- 1 a month pizza lunches.
- Staff meetings are always helpful. I believe the suggestions and encouragement box should be used more often. The suggestions/concerns are important and I feel should be recognized monthly.
- I like the suggestion bag and encouragement box but rarely see them utilized at staff meetings. Make sure new employees are aware they exist and then use them regularly. Put them in a visible spot as a reminder that they are there.
- Fun things, secret pal, not just goodies at staff meetings.
- No
- More raises in pay – that would be very encouraging and show appreciation to me.
- I think they do a great job! Additional ideas could just be letting us know when they see us do something well in the class or in dealing with a problem child. Reinforcing that and telling us when they see positive things can be very encouraging. ☺
- I think when you know a teacher has done or gone out of their way to do something for KPS besides writing a note, you should maybe take them to the office and let them know. Not everyone wants to write down a note.
- No
- I think the office should remind everyone about the encouragement box and what it's for because I didn't even find out about it until 2 months after my employment began.

4. *We have come a long way in our team environment and we would like to recognize all the staff/team members for doing such a great job. Is there anything else you would like to see incorporated during this next session at Kiddie Prep?*

- More accountability between co-workers for spiritual walks and growth.
- Deuteronomy 11:1=Love the Lord your God and keep his requirements, his decrees, his laws and his commands always.
- The office should be more aware of what is happening in the classrooms. When something needs to be dealt with, I think it is better if it comes from the boss. I know for myself, if I need to be reprimanded, I would respond better to the boss than I would to my co-worker. (Unless it is a relationship problem between co-workers, then you should implement Matthew 18).
- Some tack board or something to display art, pictures, or crafts done by the children outside of the room. This way the parents see things that have been done and other classrooms get different craft ideas.
- KPS is a great team and a great working environment. Although, I do think should be more aware of what goes on in the rooms - knowing what goes on (or doesn't) in the classrooms. Appreciate and see what is being taught. I love working here. It's been very rewarding and a great learning experience, very supportive.
- Some how we've got to incorporate more group time. There really is no time to socialize and get to know other team members. (i.e.: once a month lunches at naptime) I have a hard time feeling like a team with people I barely know. I'm not sure if we have too much turnover, but maybe secret prayer partners would work if they lasted only a semester. Feel more like a team if we're actively praying for each other.
- Teachers of the month. More talking (comment when something good happened). What happened to the brown box pick once a month no matter what. School prayer...
- No
- Clear and written expectations of teacher before reviewing and assessing the teacher for possible raises in pay. (As an example: a written list to hand out to teachers at the very start of the year that states something in the order of "key points to be reviewed by Administrative Team when considering an employee for a raise this year.")

- I think we need to continue with all the new things we have learned and be strong in those areas. Incorporating too many new ideas could cause other things to be neglected or forgotten about. I would like to see the team strong in the areas we have worked on instead of just okay in all the areas.
- Not sure right now.
- No
- Not at this time.

5. *Overall, do you feel comfortable being part of the KPS team?*

Yes (13)

No ()

- Yes, Matthew 5:39=But I tell you, Do not resist an evil person. If someone strikes you on the right cheek, turn to him the other also.
- Definitely
- Yes, 😊
- Most definitely
- YES – I love it 😊!