

Kiddie Prep 2009 Survey

Thank you for letting me administer the 2009 survey for the Kiddie-Prep School. I am pleased with the results as I sense a real spiritual tone among the staff. It is great to see God working in the lives of people. I feel we have a great staff who are doing their best to reach and care for children. As we reach out to the community of working parents, may they sense how much you care and feel the love of God through your actions. There are always issues to be worked out. Let us keep the line of communication open as we do our best to make this a great place for you to work. From the book of Joshua, "choose you this day whom you will serve".....make that a daily commitment as you walk with the Lord. God bless all of you.

Ruth York

Kiddie Prep Board Member

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Question 1: What are the strengths of the services of KPS?

Hours of operation: convenient for parents
Well-trained stafffriendly caring Christian staff
Great curriculum options
Good communications with parents
Safe Christian environment for children from all walks of life to learn and have their needs met.
Communication....working side by side as a team
That we love God and are trying to love one another
Good learning environment...teaching children about God
Christian values
Family environment
Strong Christian director
Office staff helpful and fair
Safety of children
Quality of care
Loving care provided by teachers
Open door policy with the office staff
A great Christian foundation where the Bible is taught on daily basis
We are not limited or restricted when it comes to sharing Jesus Christ with the children
Open door policy with director
Grammy Cindy time!
Building relation between the kids and Jesus
Strong love for God and the children
On-going training for teachers
Teamwork in certain classrooms
Mrs. Dorothy is a wonderful person *Collin*
We serve all meals
We provide diapers
Christian childcare for working parents
Unity of staff
The conferences
Care of teachers
True commitment of Mrs. Hughes, the office staff, the teachers to provide a safe environment
Strong Godly strength ...positive attitude towards the teachers and the children
We learn something new everyday as we grow in our education and in our walk with God
Continuing education for teachers
Loving care for children for children and their lives
Christian environment

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Question 2: What services need to be improved?

- One central location where we are informed rather than 4 places...hard to keep up with
- Addition of phonics to the curriculum to aid the children's learning...one that could be shared between rooms
- More help for the hurting families and children
- Vacation policy
- Additional hiring of staff
- Healthier food
- Cleaner floors and bathrooms
- Ratio problem
- Playground maintenance
- Food quality
- Strive to know and serve God better
- The way teachers deal with problems
- It seems they are always running out of food or they haven't picked up the order, or they have not planned accordingly
- Cleaning....building up-keep
- "Time with Deb" I miss it.
- Infant room added
- Communication
- I would like to have the teachers to be able to meet together to plan....quad, 3 yrs old, the toddler etc.
- Toys sanitized on a weekly schedule
- Teachers should be recognized more often for the good job they do
- Communication with the parents from the lead teacher...parents want to know more about their child's day
- More detailed monthly lesson plans
- Keep room looking uncluttered and clear
- Bigger staff lounge: more teacher friendly copier; paper cutter; laminator
- Anecdotal notes need to be proof read by teacher....it makes them more credible
- Healthier food...not boxed food
- Communication between parents and staff

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Question 3: What do you like most about working at KPS?

The children
Christian environment
Friendly co-workers
Kids, parents, co-workers
Support staff
Christian director with strong walk with God is setting a good example
Helping the children to learn to know about Jesus
Helpful staff
Environment, co-workers
Spreading God's love
Working with the children and watching them grow in their knowledge of God
Kindness of staff
The kind, helpful staff
Sharing what God has done with my co-workers
Feel like family
Sharing with my co-workers my concerns, prayer requests
Teaching kids about God
A fun place to work
Everyone helps each other
My classroom, parents and kids
Flexibility
Prayer is an important part of a persons life. It is emphasized here.
Knowing that I am being prayed for
Christ centered
Friendships, parents, kids
I can pray and talk freely about Jesus
Flexible, understanding management that puts Christ in charge when problem solving
Jesus is always in the daily routine
The teachers and the love I feel when I come in and the faith their share
Flexible curriculum...teacher choice
Supportive staff
Supervisors easy to work with
Staff who care
Working for someone who cares about what God wants for everyone
Christian environment; co-workers and the children

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Question 4: What do you like least about working at KPS?

Only having 30 minutes to get all the reports done and the lesson plans done...IF the children sleep!

It is difficult to see a troubled child leave and realize there is not more I can do to help

Miscommunication

Too many people call in sick

Vacation policy

When some teachers speak "ill" of naughty children in front of the other children

Seem to still be gossip and negative conversation going on

Not enough time to get to know staff socially

When you're lied to in a situation in order to manipulate you

Satan's attack on staff...must mean that we are doing something right

Teachers starting rumors

The gossip

Not sleeping in the gym

Stress over ratio problem

The food

Too much gossip. And brown-nosing....not very Christian actions

Not enough computer time

Not being able to display children's work and art

I don't have time to go to the computer site for all the information

My hours changing

Too much complaining that affects the morale of the staff

Not enough pay raises

Laziness I see in some teachers; it shows in their classrooms and in their lesson plans

More movement activities for the kids

Too many children on each class

Vacation policy

Nap-time in the classroom

Feeding kids junk and making them drink more milk than water

The time-off policy, politics and unfairness

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Question 5: What are the most frequent comments you hear from parents?

We love it here!
Our child talks about you at home all the time.
How was his/her day?
Our child learns so much
We are thankful for the staff
The kids love it here
The food smells great
We feel God' love here.
The school looks great
How was my child today?
Thank you!
I couldn't do this!
This is a wonderful place and the teachers are wonderful
Great academics
My child loves to come here
Don't know how you do it!
You are "heaven sent"
You must really love your job
The teachers are very helpful
So glad to have KPS
How is my son/daughter doing with listening
God has given you a special talent
How do you do this day after day...they can't pay you enough!
I love the crafts you do
My child comes home telling the Bible story and I look it up cause I forgot it
The children home reciting Bible verses and songs
They like it that the child is being taught educationally and spiritually
A great place to bring school-agers when they don't have school
They are very pleased with the education the children receive and the teachers
They like the notes about the important dates coming up
What will they learn today/this week
This is a wonderful Christian staff
Good variety of meals

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Question 6.....What are the most frequent suggestion or complaints you hear from parents?

Why do we need a Dr.'s note for OTC meds?

Find the clipboards at the end of the day when they combine schedules; finding the child's belongings at the end of the day

Class placement

Cost

Why does my child have to bring so much stuff to school?

Cost

Why do they have to fill 2 prescription drug slips?

Help with potty training

Sometimes the food menu is not what is printed; my child doesn't like what is planned on the menu

They give suggestions to help with the child behavior

Messages from parents to office don't always get to the teachers

Would like to see us continue on to first grade

Can't get notes to come up on my computer

Do more with the behavior cards

Why is afternoon pick-up in a different room...where is the clipboard

Teacher email does not get through

Too many kids in the classroom at closing time

~~Director or bookkeeper are hard to communicate with because they don't work very late.~~

Do not like having to get DR.'s note for cream or lotion or chapstick

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Question 7...From your point of view, what would you change immediately, if it were up to you?

Vacation policy

Require half of the lunch time to be taken away from the classroom....teachers really need that break so they won't get so frustrated with the children by the end of the day

Everyone to treat each other with respect and honor and with the same love that God shows us

Get help for children and their family when they are hurting

~~Hire more staff so part-time teachers don't get shorted when vacation time comes~~

More gym time in winter

Healthier food

Making people more accountable for the Christian life outside the classroom not hypocritical....our lifestyle should be in line with what we say we believe in...this is a Christian workplace and there should be certain boundries that expect us to live out the Christian life...otherwise work at a secular place that doesn't care how we live

Have the administration teach for one week having to do the antidotal notes, lesson plans and daily evaluations. They don't realize how hard this is to do at naptime, in a dark room, sitting at a child-size table and chair

Staff's closer walk with God

Take children under age of 2

Switch the teachers around in some rooms

Food menu and how the kitchen is run

Classroom ratio, especially in the rooms where there are so many "behavior" problems..20 children is too many

Treat everyone the same...if cell phones are not to be used, then why are some still using them and getting away with it

A planning time set apart for teachers without other responsibilities

Tricycles for the gym; water tubs for all rooms; more wood chips on playground; give everyone 10 books of their favorite Bible stories; Change the skill area of the antidotal page as it does not explain the skill well enough

Hold more gatherings for the staff; recognize people more often as they do good things; pray at the beginning of each workday with co-workers; increase pay rates more often according to performance

The room...clean it out, organize the closet; get rid of things we don't use; label properly so thing can be put in their proper place; more hands-on learning activities

Better ratios

Vacation policy

Use healthier food, not so much boxed foods, more natural foods

Supervision over the director; go back to the old time-off policy or find one that works better

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Question 8 Did you submit suggestions on last year's survey? 17 yes
Are you satisfied with the actions taken by the administration team 17-yes
Comments:

The office worker seem to busy to make changes
Personal issues were solved very professionally, but the vacation policy is even worse than before.

Being able to take the survey and voice my opinions makes me feel valued and appreciated. The Indiana State Conference trip was an amazing experience. Thank you!
I know the time off schedule is a work in progress. It still needs some fine tuning.
I am somewhat satisfied.

For the most part; ~~still lack of communication at times~~ No personal talk, everything is done by e-mail.....lacks the personal touch.

The vacation policy is still an issue, but I completely understand it is a work in progress.
They are always trying to find things to help out staff and families enrolled here.
I think the vacation policy changed, but not for the best. I think also the communication between the staff and the office staff needs to be improved. ~~Part-time teachers do not~~ receive the same treatment as full-timers and lead teachers.

We are all trying to work together as a team of children of God.

I've seen changes for the better. Thank you!

I know they have a most difficult job. They pray and work together to make the best decisions they can.

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Question 9 How do you rate the following items on a scale of 1-5 with 5 being the best and 1 the worst.

How do you rate the supervision you receive?

(5)5votes (4)18 votes (3)4 votes (2)2 votes (1)0votes 2 papers not completed

What is the morale of the KPS staff.

(5)4 votes (4)11 votes (3)12 votes (2)3 votes (1) 0 votes 2 incomplete papers

How well does the KPS staff members relate to one another?

(5)2 votes (4)14 votes (3)12 votes (2)1vote (1) 0 votes 1 incomplete paper

How well do staff members relate to the Director?

(5)6 votes (4)17 votes (3)4 votes (2)3 votes (1) 0 votes 1 incomplete paper

How well do staff members relate to the office staff?

(5)5 votes (4)18 votes (3)6 votes (2)1 vote (1) 0 votes 1 incomplete paper

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Other Comments:

It still bothers me that there is still negative talk and gossip. It bothers me that some people say they are Christians and their life away from KPS is dishonoring to Christ. I think it is that independent attitude of not wanting to be accountable or told what to do. We chose a job that is a Christian establishment and even more a mission field, so therefore we gave up certain rights.

It would be nice to have a laminator do items that we use over again and again.

Thank you to the office staff, Dorothy, Cindy, Deb, and Melanie, who often do thankless work and sometimes hours of work at home. You are appreciated!

It seems we have lost the time to talk and build friendships with others with all the work we have to do and being stuck in our rooms all the time.

I believe it has been a tough year on everyone with the economics, so that really affects the rating this year.

I feel the office needs to post a calendar with the FWCS 2 hr. delays and the days off along with the KPS activities. The office and kitchen seems to be caught off guard on these days. Thank you for the repairs in the classrooms. They have timely and creative. Thank you for the new cot wheels.

I am only part-time, but I do feel that over all we need a new communication plan with parents, and everyone in the facility. The Indy trip was the most I have connected with employees here. I really appreciated the prayer meeting as well. It was good for us to spend time relaxing with each other and with God.

I feel that the children and their parents are shown respect by team members along with support. There needs to be an equal vacation policy for staff members. I feel also that the classrooms need to include multi-culture and anti-bias pictures and activities

Gossip needs to stop, but I know it happens everywhere. What happened to the principal of going to the person before giving into gossiping with others about a situation. Get more teachers involved in taking classes.

I feel like the prayer meeting that we had Friday before the Early Childhood meeting has already begun to make a huge difference and I can't wait to do it again. I look forward seeing the bonds that the Lord is forming in our staff and can't wait to see what happens next.

I remember at the Christmas party that Pastor Chuck said he was going to come and speak with each staff member one on one after the evaluations. Is that still going to

happen? I think it would be a great idea and the staff is looking forward to personally meeting with him.

KPS is a great place to work I feel so blessed to be here. The worst thing lately is it is more business like than personal with e-mailing etc. We need more time to connect with other staff and more staff time together.

The vacation policy is ineffective. We need to allow for more than 2 people to be off at a time. Going by seniority makes it difficult for everyone to get the time they need and we are being asked to know our vacation schedules way to far in advance. I will not know in March or April what time I need in November or December,