



Fremont County School District #1 Feedback Report

Purpose: Fremont County School District #1 (FCSD #1) is seeking to better understand what is working well in the district and where there are opportunities to improve, particularly with respect to the climate of the district. The FCSD #1 School Board enlisted the Wyoming School Boards Association (WSBA) to assist with the collection, analysis, and reporting of staff perceptions about the district. This feedback was collected through two online surveys: one for Certified Staff and one for Classified Staff. Participation was anonymous to encourage honest responses.

Questions: Both surveys were structured to address the following six areas: **(1) Work Environment, (2) Processes & Procedures, (3) Safety & Security, (4) Chain of Communication, (5) Job Responsibilities, (6) Curriculum & Instruction, (7) Professional Learning Communities (PLC), and (8) Other.** The majority of questions were presented on a Likert scale, which is designed to measure a continuum of perceptions. In this case, the Likert scale measured each participant’s level of agreement ranging from “strongly agree” to “strongly disagree” on the following:

<p>Work Environment</p> <ul style="list-style-type: none"> • I feel appreciated and supported by my supervisor(s) for the work I do. • Professionalism and cooperation are demonstrated between supervisors, peers, and subordinates. • I have the resources, support, and tools I need to do my job effectively and efficiently. • I believe my opinion is valued in decision-making at the district. • The School Board is effective at communicating our district’s mission; and hiring administrators and passing policies that support that mission. 	<p>Chain of Communication</p> <ul style="list-style-type: none"> • I know what my chain of communication is and who I go to. • I am comfortable approaching my supervisor(s) to discuss concerns about employment, curriculum, climate, and/or other issues, even when the topic is controversial or difficult. • My supervisor follows up with me regarding the issues or concerns that I bring to them. I may not be privy to the resolution, but I know they have been addressed. • I feel like I’m well-informed about what’s happening in the district for the students and staff.
<p>Processes & Procedure</p> <ul style="list-style-type: none"> • Our facilities are clean and in good condition. • Business office processes, i.e. travel, absenteeism, and purchasing are easy and efficient. • I am familiar with the payroll benefits offered to me and know where to go if I have questions or need assistance. • I believe my interests are fairly represented during contract negotiations and am kept informed about the process. • The custodial/maintenance schedule works well during education hours. • Our transportation system works effectively in delivering students to/from home and extracurricular activities. 	<p>Job Responsibilities</p> <ul style="list-style-type: none"> • I am provided with opportunities to improve my skills. • I receive enough training and time to practice to meet all work expectations. • My job responsibilities allow me to get the required work completed in a timely manner. • The job evaluation process is meaningful and helps me grow professionally. • Responsibilities such as bus duty, recess duty, lunch room, sponsorship, and record keeping are distributed fairly among staff.*



Safety & Security

- All employees are held accountable to being present at their assigned duties.
- I feel safe in our school.
- I feel like I have adequate training to protect myself and students in an emergency.
- I feel that we need a School Resource Officer on every[†] campus to ensure safety of students and staff.
- I believe that student behavior during school hours presents a hazard to myself or others.
- Supervision before and after school, during recess and lunch, and when dropping off and picking up students at the school is adequate.*
- I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among: [options: < 25% of student body, 25% to 50% of student body, 50% to 75% of the student body, > 75% of the student body, nearly every student]
- I believe all students feel safe in our schools.[†]

[†]The word “every” and the statement “I believe all students feel safe in our schools” was added to the survey after the opening date.

Curriculum & Instruction

- Certified and classified staff work well as members of a team.
- Early Out Wednesdays help me prepare lessons and catch up on work duties.**
- I believe that kids are absent too often to provide high standards of achievement.*
- Standards Based Learning, including the assessment portion, is effective at helping all students achieve at high levels.**
- Our district is effective at teaching responsibility, dependability, and ethical behavior.
- I believe cell phone usage during school hours impedes student learning.*
- The extra-curricular eligibility process is effective and meaningful.*
- I believe that high standards and expectations are set for all students.*
- I believe that learning standards and expectations are clearly explained to students at this school.**
- The administrators work with staff to ensure student success.*

PLC Activities**

- I believe all students can learn at high levels (grade level or above).
- My team believes all students can learn at high levels (grade level or above).
- The Professional Learning Team (PLT) meetings in which I participate are positive and focused on making sure each student achieves proficiency (or higher) on our priority standards.
- Participating in regular PLT meetings improves my classroom instruction.
- I can rely on my PLT colleagues to help me as we differentiate instruction to meet each student's needs, dividing labor as necessary.

Other

- I consider my compensation, including all benefits afforded to me by FCSD#1, competitive relative to my peers in other districts.
- I plan to continue to work at FCSD#1 for the foreseeable future.
- Overall, I enjoy being part of the FCSD#1 community.

*These questions appear on the **certified staff** survey only.

**These questions are for certified staff who spend the majority of their time teaching, tutoring, or otherwise instructing students.

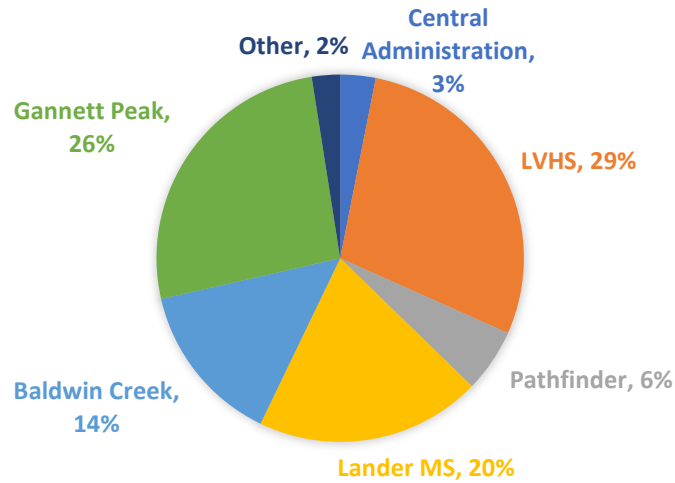
In addition to the Likert items, both surveys contained three open-ended questions:

1. Please list up to three things that are going well in our district.
2. Please list up to three things that could be improved in our district.
3. If desired, please provide additional comments about what is working well and what could be improved in Fremont County School District #1.

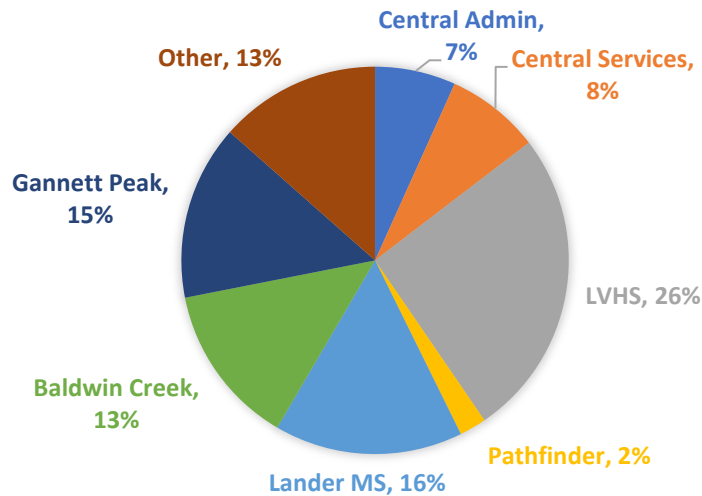


Participants: A total of 250 participants completed the survey between April 24 and May 19, 2023: **161 Certified Staff** and **89 Classified Staff**.

PERCENT OF CERTIFIED STAFF PARTICIPANTS PER BUILDING



PERCENT OF CLASSIFIED STAFF PARTICIPANTS PER BUILDING



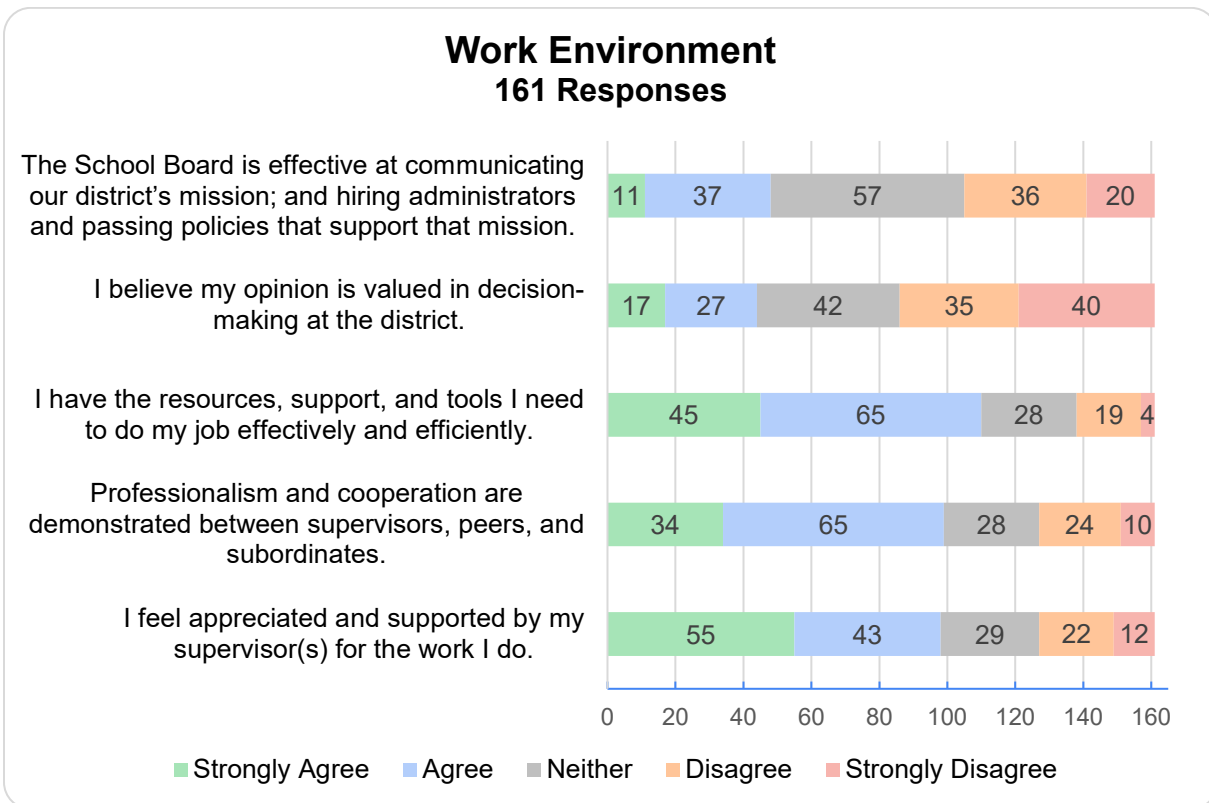
Results begin on next page



RESULTS

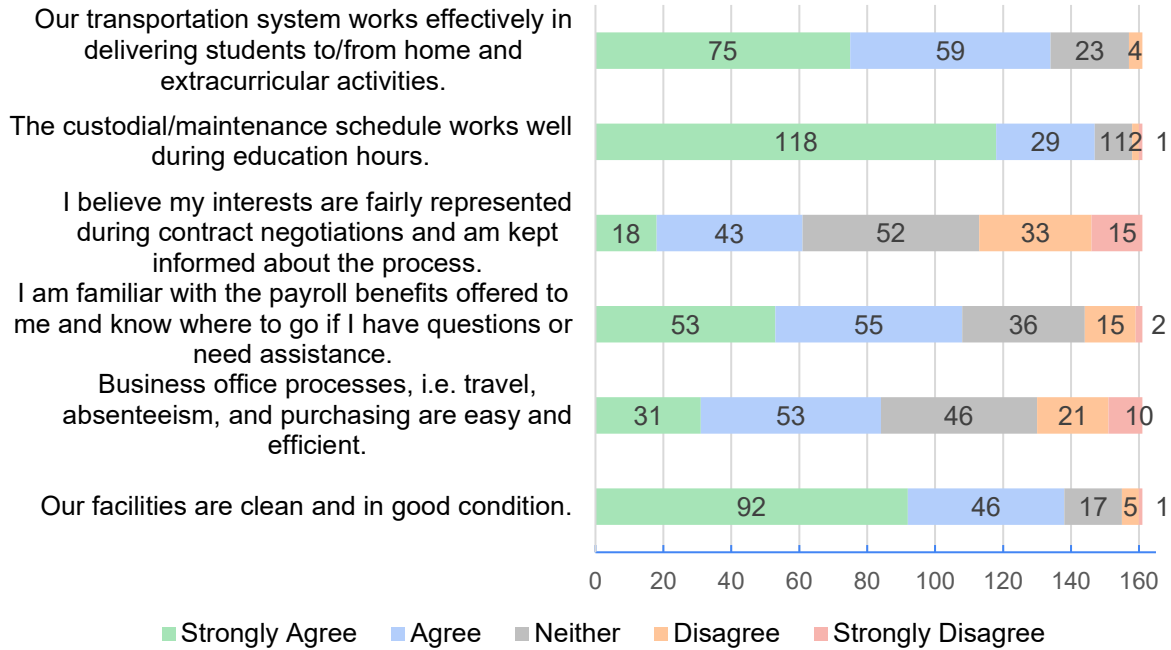
Likert Items: The first part of the survey directed participants to indicate their level of agreement, based on a Likert scale, with the statements outlined in the first section of this report. A Likert scale was used to measure a continuum of perceptions about your district. A numerical value was added to each response option: *strongly agree*, *agree*, *neither*, *disagree*, *strongly disagree*. All of the Likert items were required, and participants did not have the option to skip these items. The charts below illustrate the count of responses in each of the scale categories. The results of these surveys are presented in the following ways: (1) **Whole District x Staff Type** and (2) **Building Level x Staff Type**.

WHOLE DISTRICT: CERTIFIED STAFF

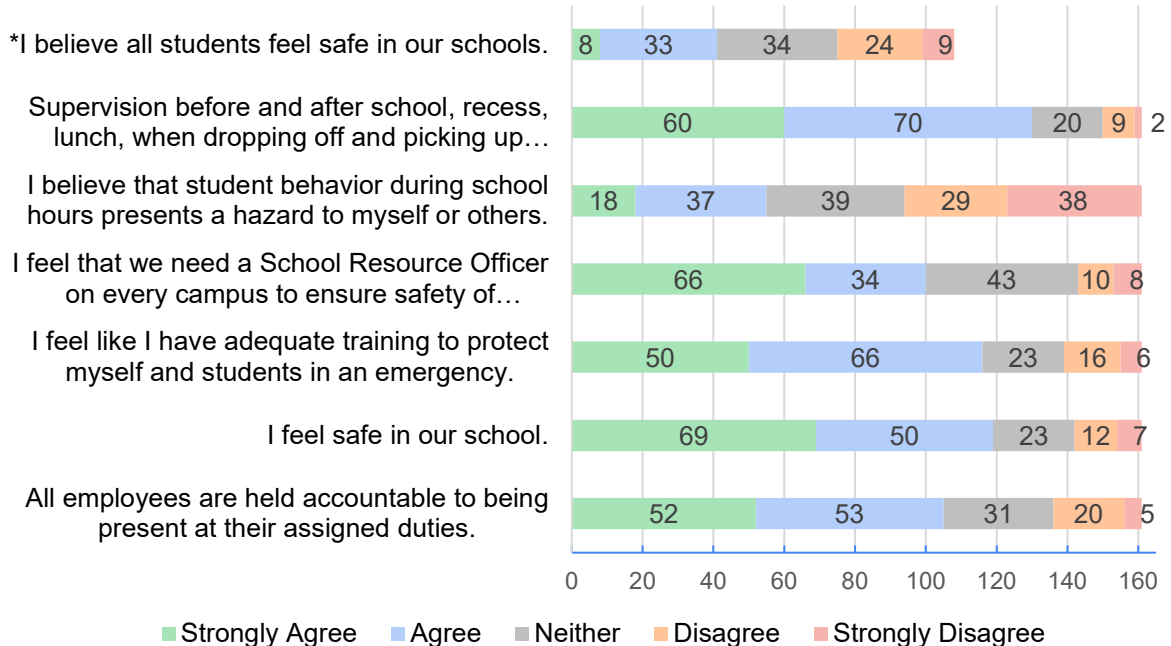




Policies & Procedures 161 Responses

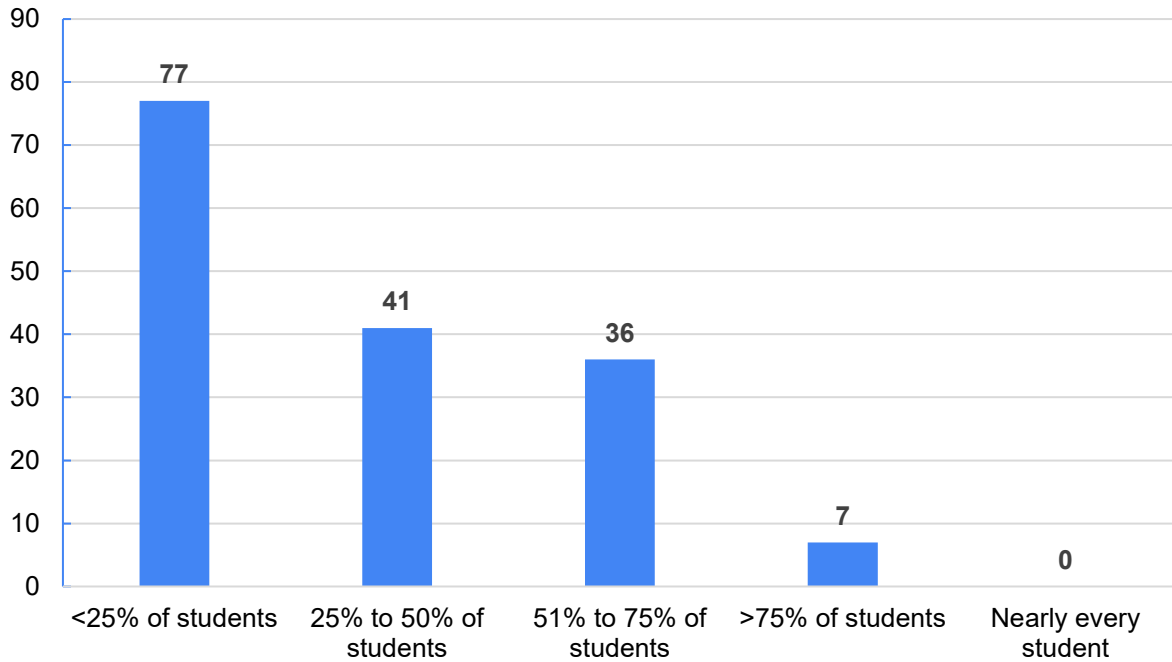


Safety & Security 161 Responses*

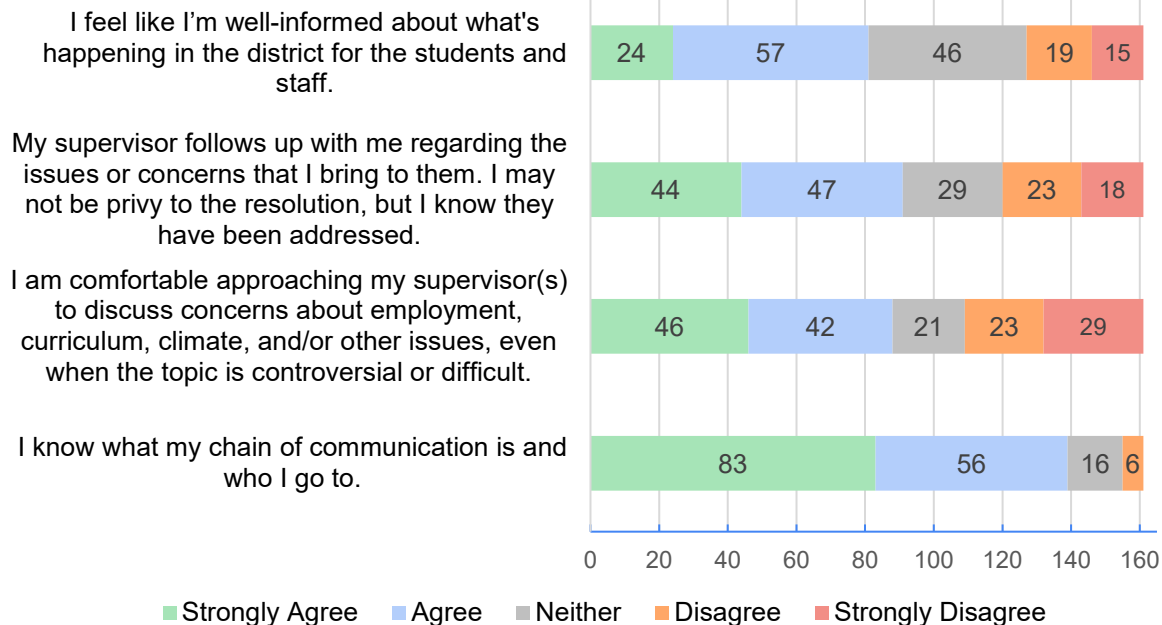




I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

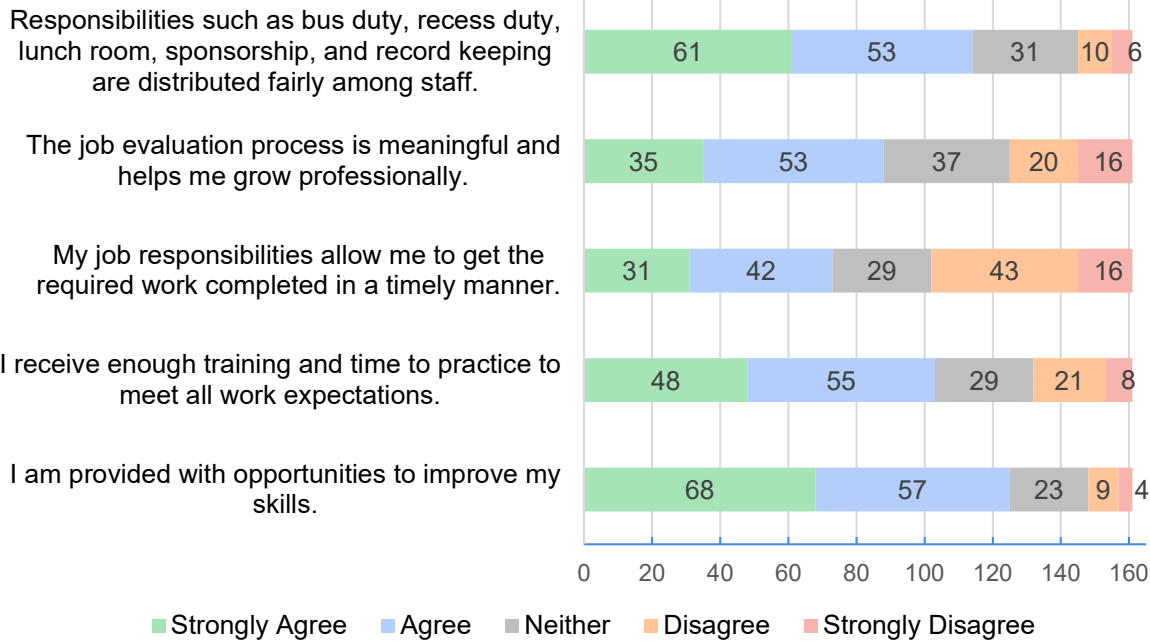


Chain of Communication 161 Responses

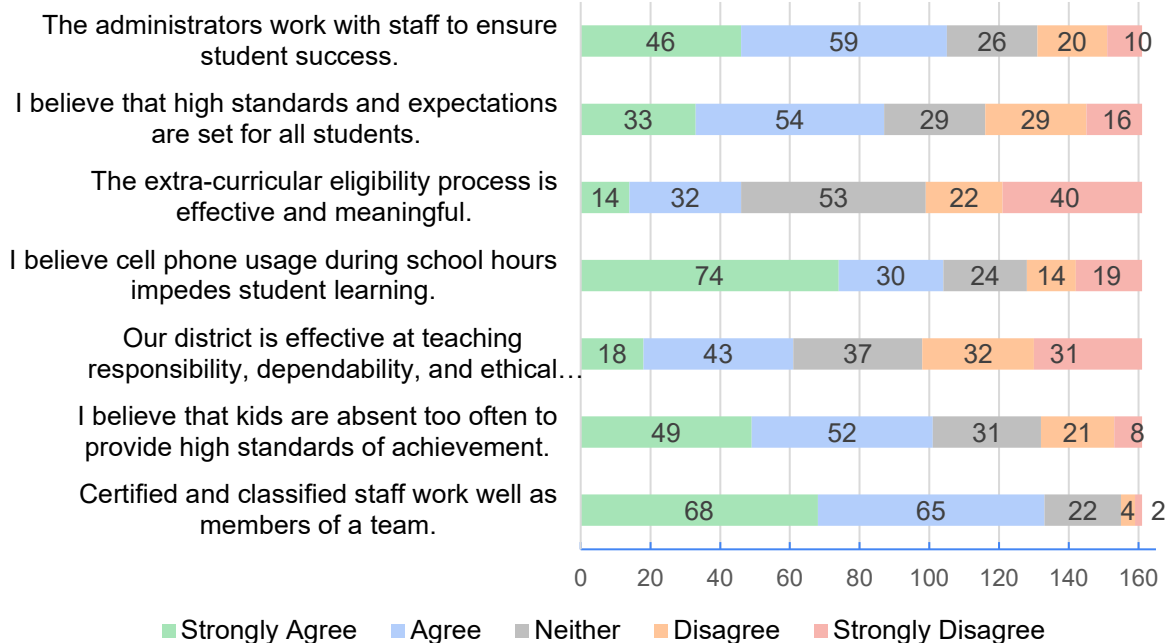




Job Responsibilities 161 Responses



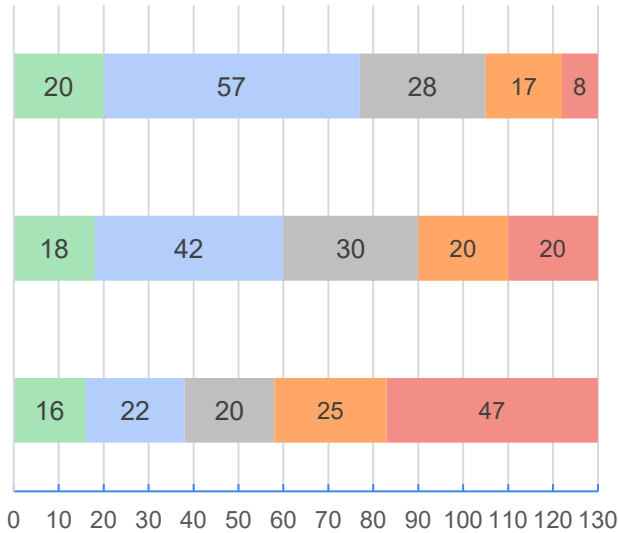
Curriculum & Instruction 161 Responses





Curriculum & Instruction 130 Responses*

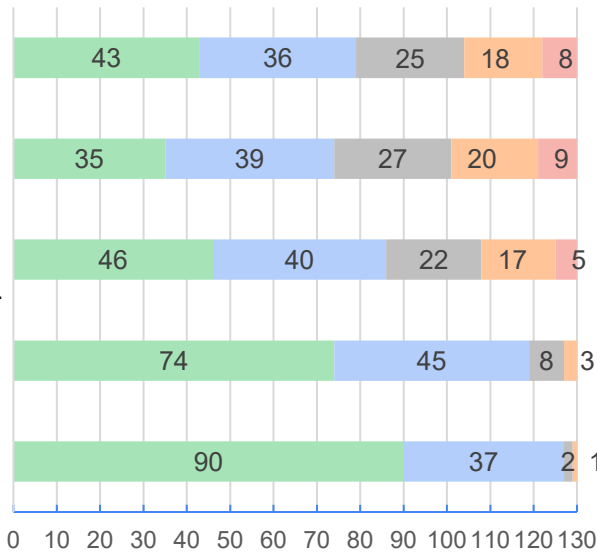
I believe that learning standards and expectations are clearly explained to students at this school.



Strongly Agree Agree Neither Disagree Strongly Disagree

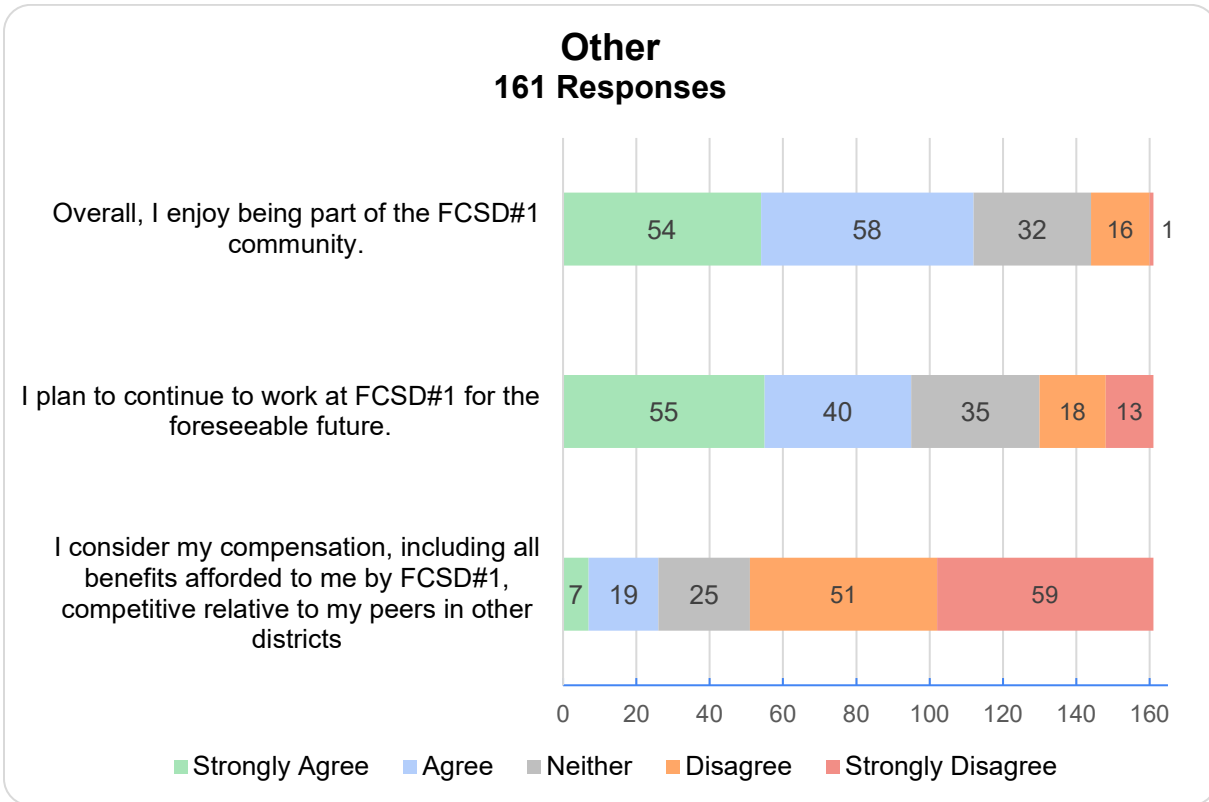
PLC 130 Responses*

I can rely on my PLT colleagues to help me as we differentiate instruction to meet each student's needs, dividing labor as necessary.



Strongly Agree Agree Neither Disagree Strongly Disagree

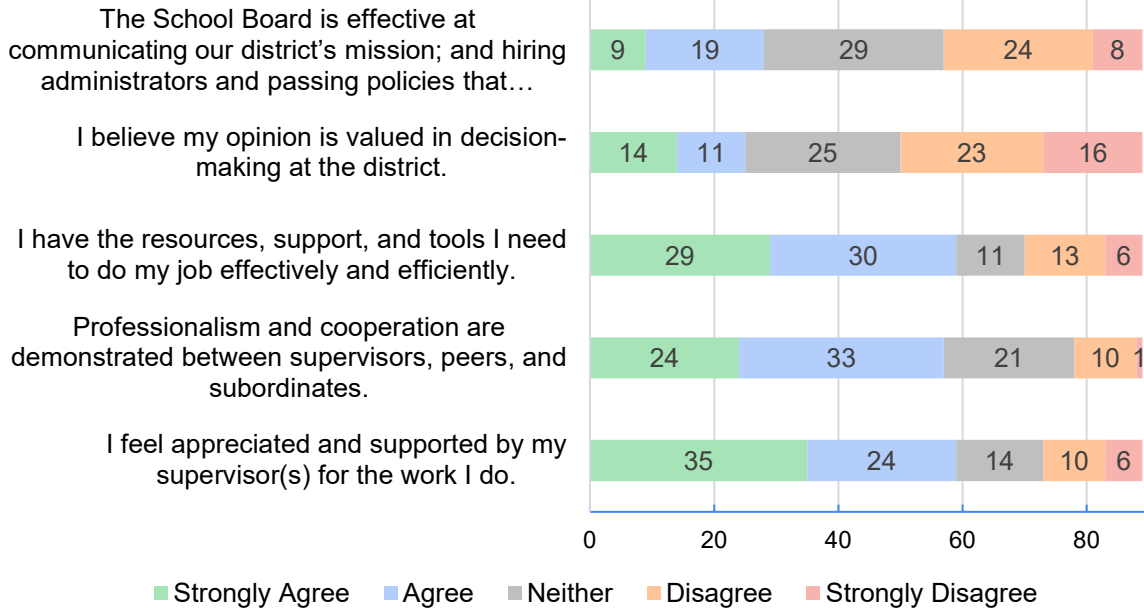
*These questions were limited to staff who are actively involved in teaching/instruction.



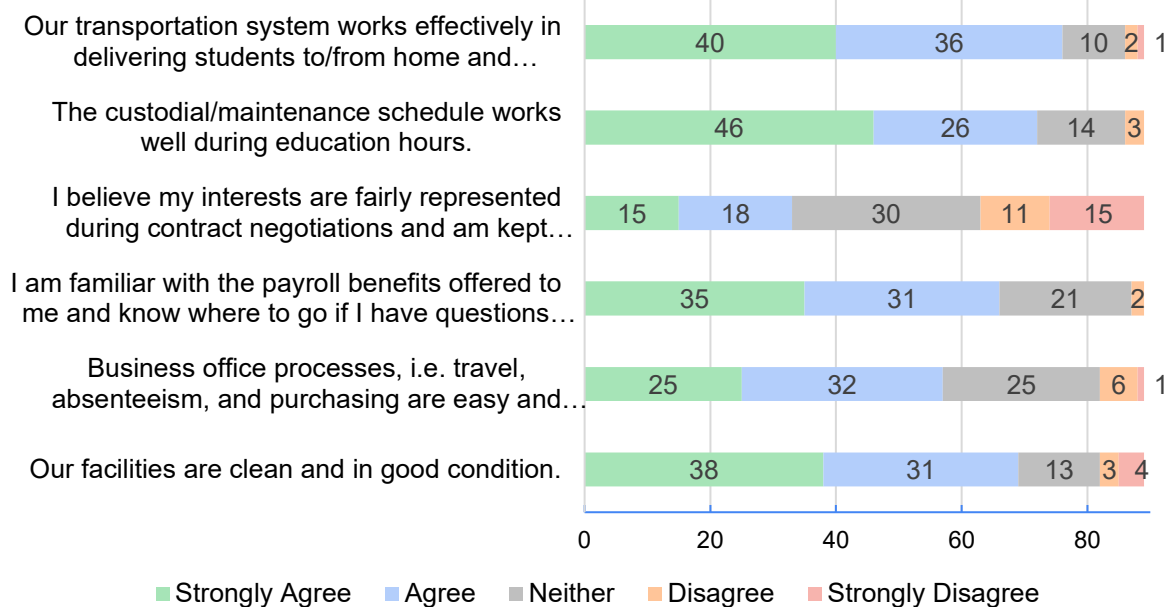


WHOLE DISTRICT: CLASSIFIED STAFF

**Work Environment
89 Responses**

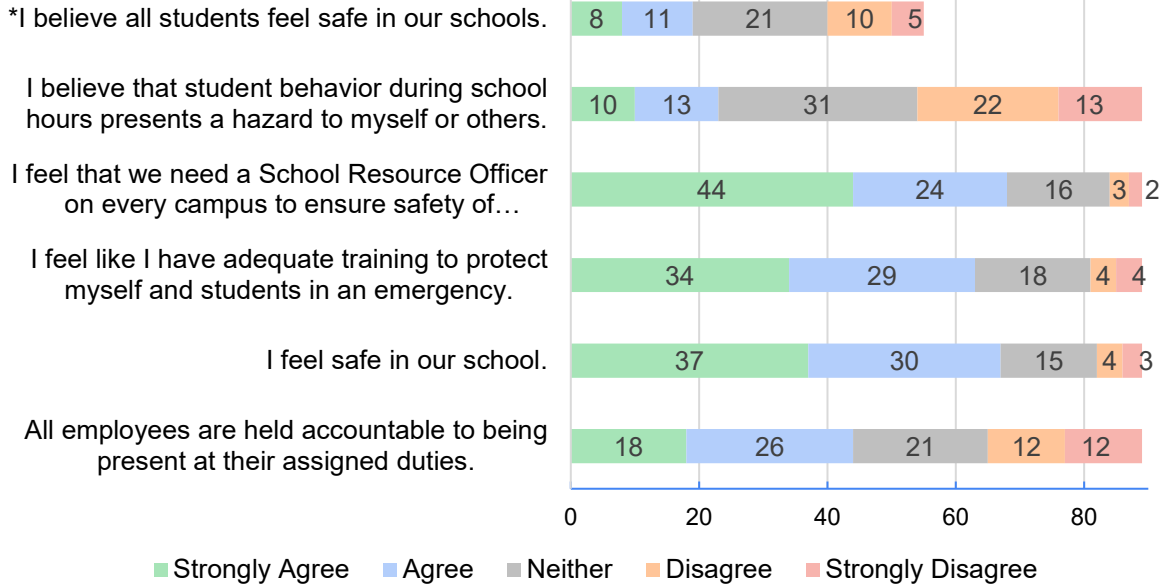


**Processes & Procedures
89 Responses**

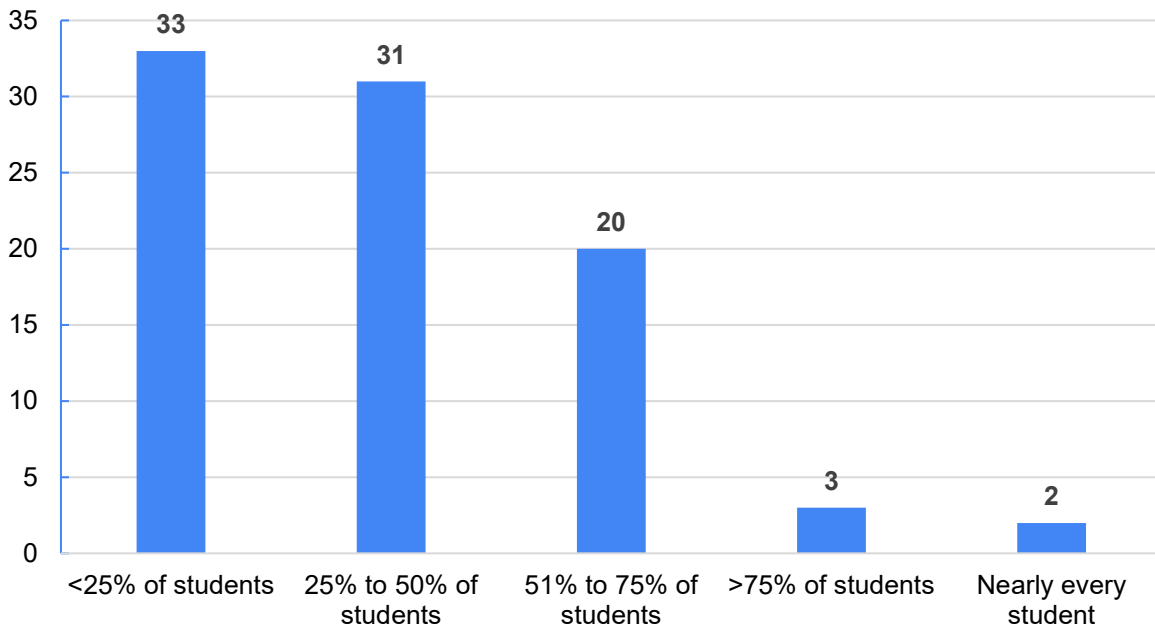




Safety & Security 89 Responses*

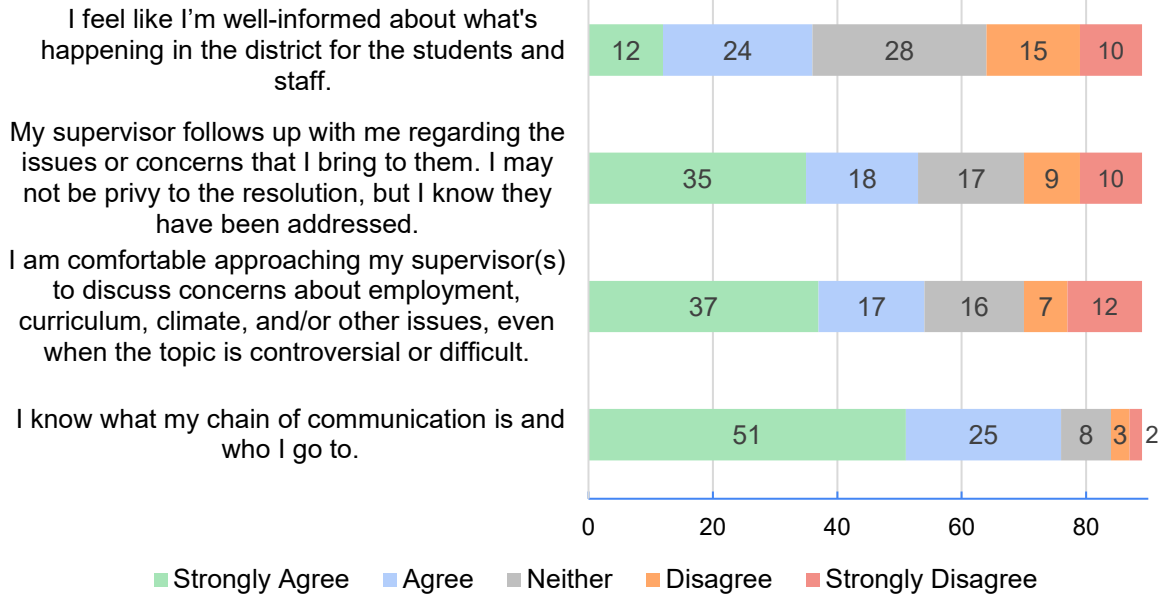


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

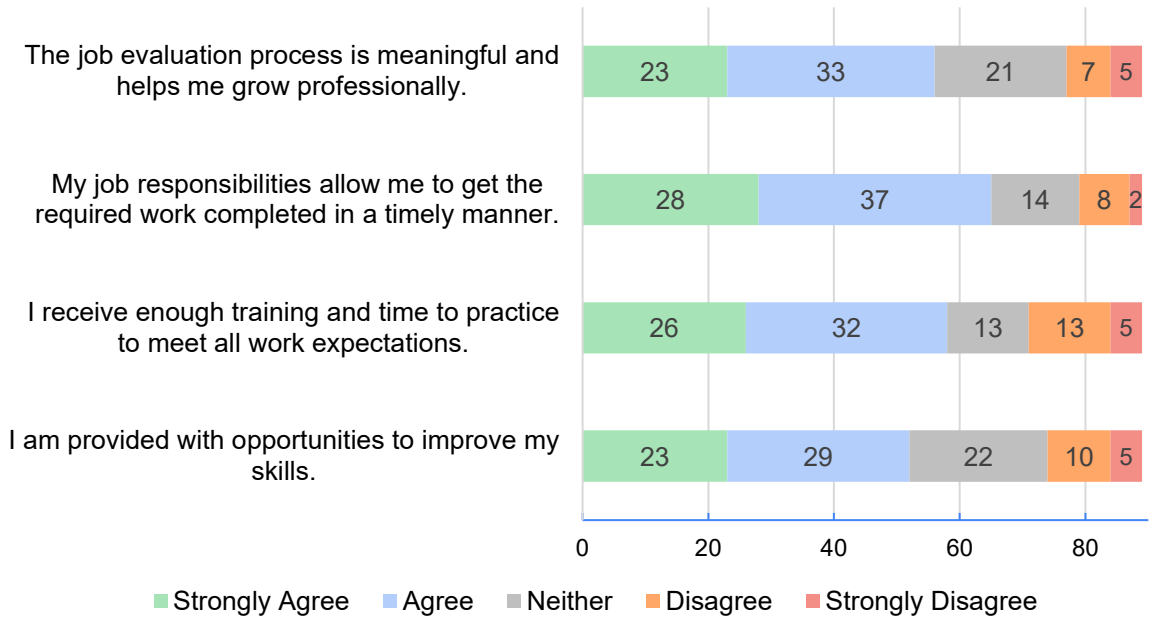




Chain of Communication 89 Responses

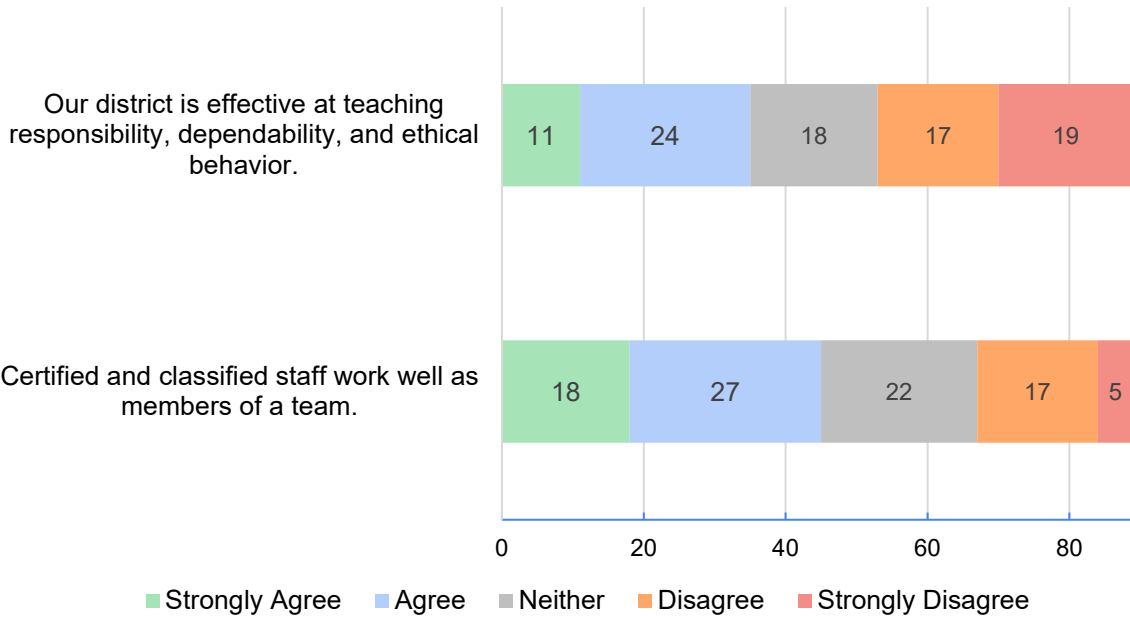


Job Responsibilities 89 Responses

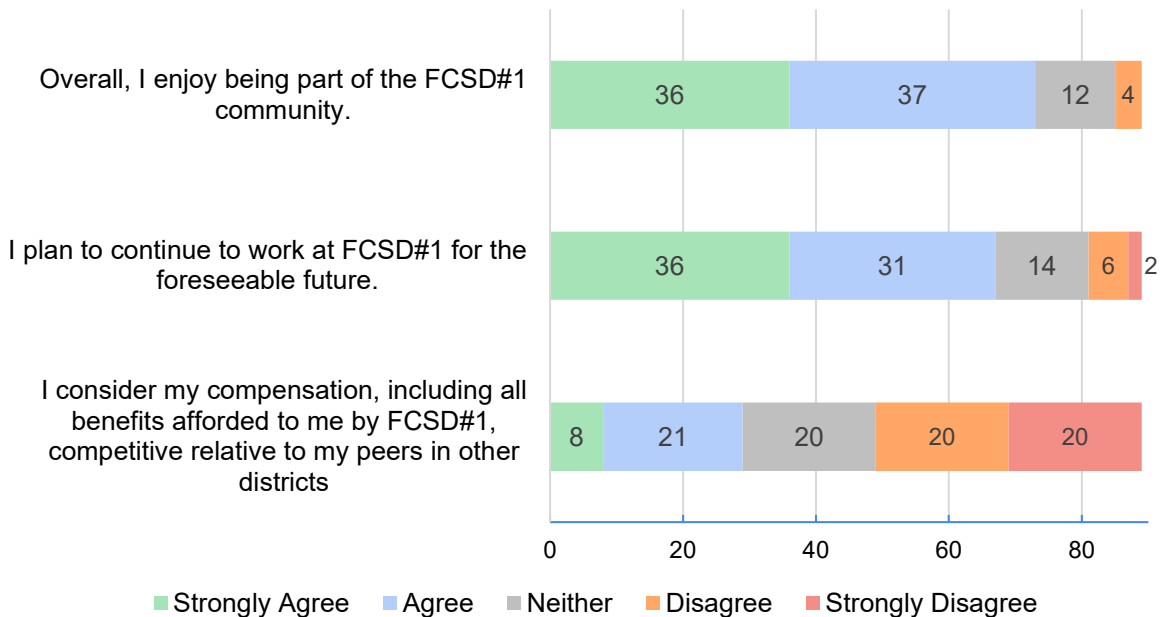




Support for Learning 89 Responses



Other 89 Responses





Open Response: The input received on the open-ended questions fell broadly into the following categories: **Board, Communication, Environment, Operations, Relationships, and Resources**. The data from the open-ended questions was organized and coded based on the frequency with which specific concepts appeared in the responses. For example, “relationships” was mentioned 86 times when asked about the strengths of the district. Respondents also indicated that “communication” was an area for improvement 71 times.

For clarity, the following definitions were applied to provide a common understanding for each concept code – or theme – identified in the data.

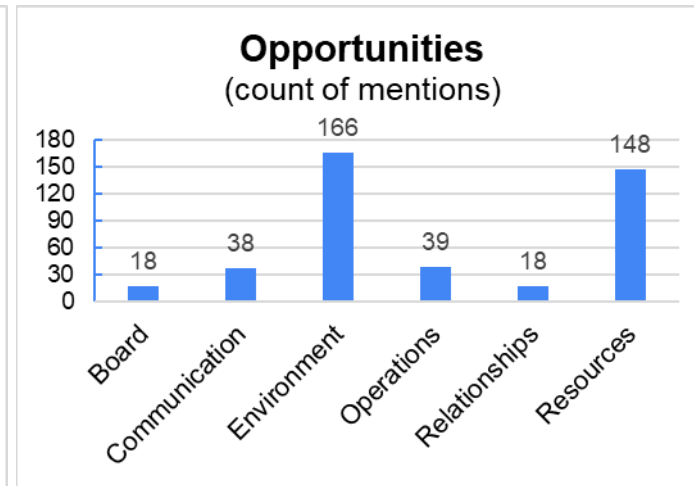
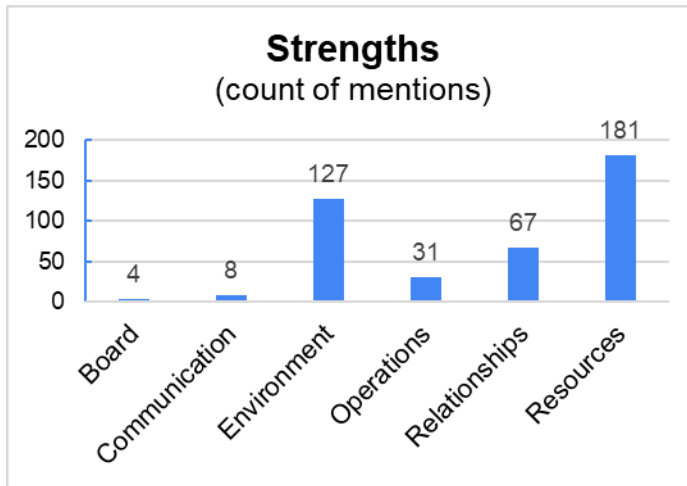
CODE/THEME	DEFINITION
Board	Actions related to governance, including... preparation for meetings, micromanagement, politics, following chain of communication, support for administration/schools
Communication	consistent messaging, transparency, honesty, seeking input, open lines across all levels, listening/follow-through, approachability; also includes staff perceptions of external communication (i.e., with parents, community)
Environment	Conditions that impact workplace behaviors/motivation/morale, including... availability of staff, presence of administration, high/consistent expectations across all levels, common vision, feelings of trust toward others, commitment to action (e.g., improving culture, solution-oriented), commitment to students/success
Operations	Conditions that impact the general functions of the workplace, including... facilities (including cleanliness, accessibility, good working order), safety protocols, business management, human resources, hiring practices, policies, scheduling/calendar, temporary school closures, other procedures
Relationships	Conditions that impact trust/confidence among ALL staff, including... a demonstration of caring (toward students and staff), collaboration/professionalism, mutual respect/support shown toward all and across all levels, teamwork (ownership of duties, helpful to others); also includes staff perceptions of relationships with students, parents, and community
Resources	Funding (i.e., salaries, benefits), time (i.e. for planning, collaboration), staffing (levels, quality, efficiency), priorities in support of students/staff (i.e., quality curriculum, PD), district-wide initiatives (quantity/quality, frequency, implementation), class sizes

The following four (4) charts provide the “count of mentions” for each of the identified themes as they pertain to strengths within FCSD #1 and opportunities for improvement.

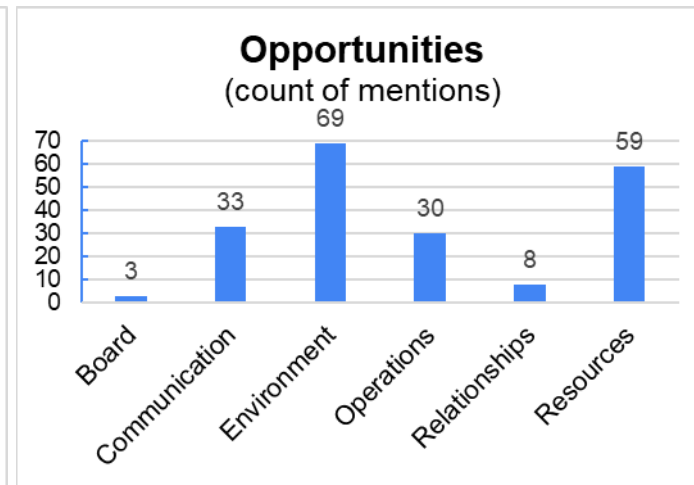
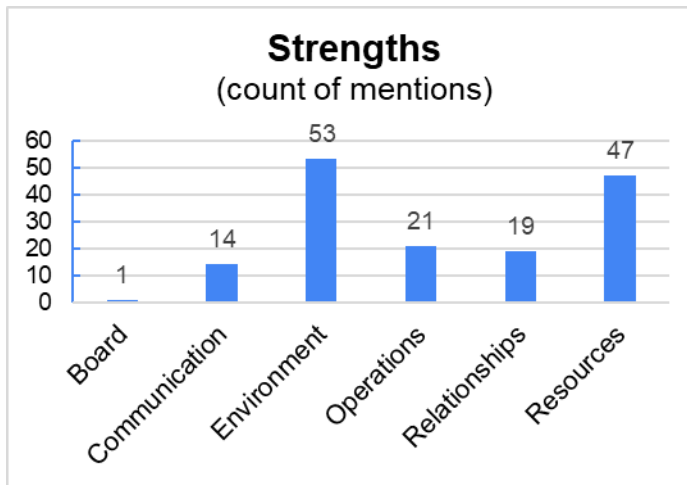
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WHOLE DISTRICT: CERTIFIED STAFF



WHOLE DISTRICT: CLASSIFIED STAFF



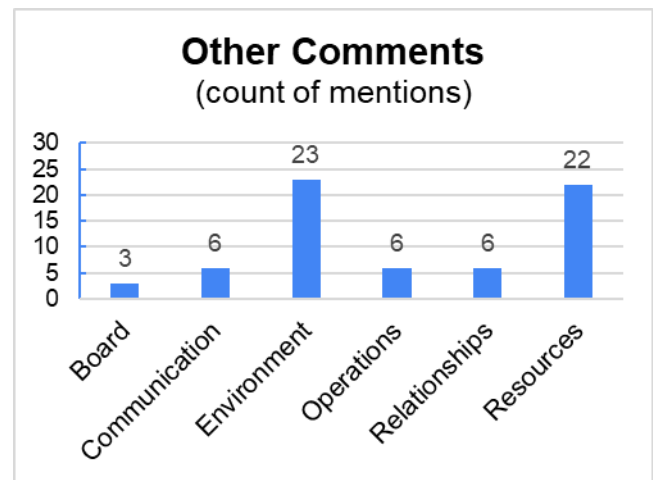
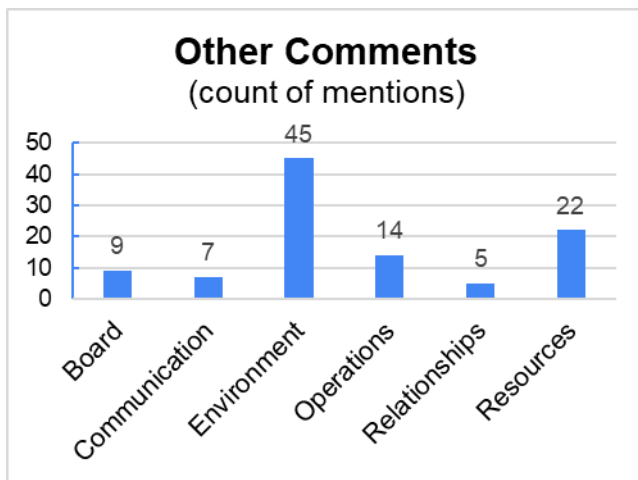


It's important to note that lower Strength scores do not necessarily mean respondents believe the district is weak in certain areas; in most cases, it simply means that the sub-category (e.g., "communication") was not mentioned. Conversely, higher Opportunity scores aren't necessarily criticisms; some are suggestions for the district to take into consideration.

Just as was done with the *strengths/opportunities* responses, data from the final question (that is, additional comments about what is working well and what could be improved) was organized and coded using the same categories previously identified. The following two (2) charts provide the "count of mentions" for each of the identified themes as they pertain to the general comments received for this question.

WHOLE DISTRICT: CERTIFIED STAFF

WHOLE DISTRICT: CLASSIFIED STAFF



Responses for both Certified and Classified Staff presented a mix of positive comments and suggestions. One noteworthy comment that bears mentioning is appreciation for being asked about these important topics in the spirit of improving the climate and functions of FCSD #1.

School-level data can be viewed on the remaining pages of this report. Likert items for all schools are presented first (beginning on page 17); themed data for all schools are presented last (beginning on page 81).

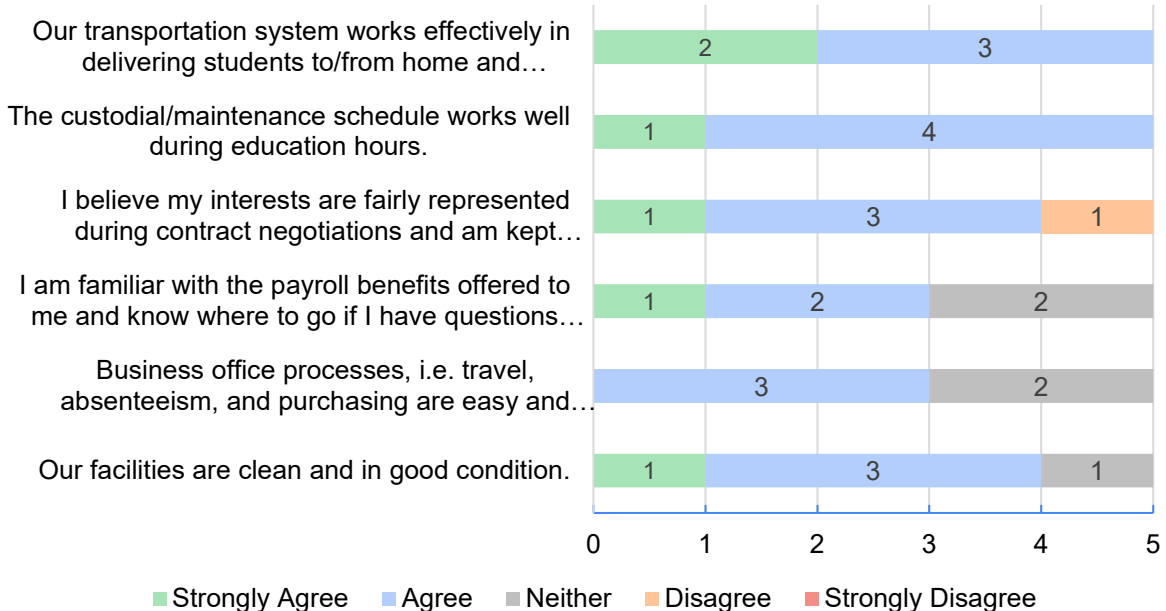


CENTRAL ADMINISTRATION: CERTIFIED STAFF

**Work Environment
5 Responses**

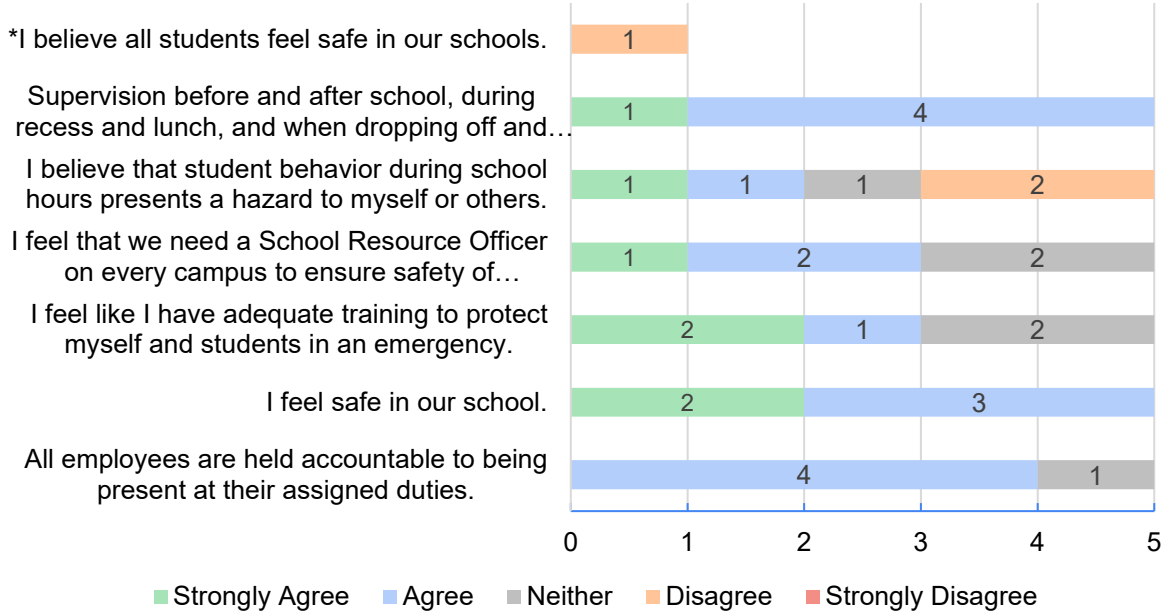


**Processes & Procedures
5 Responses**

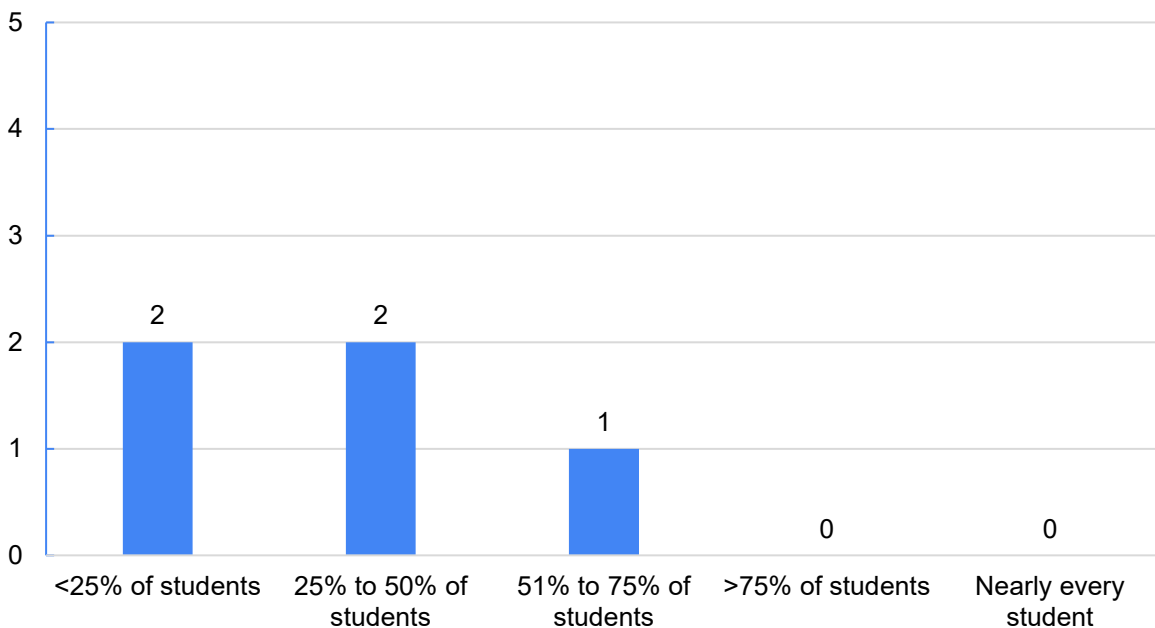




Safety & Security 5 Responses*

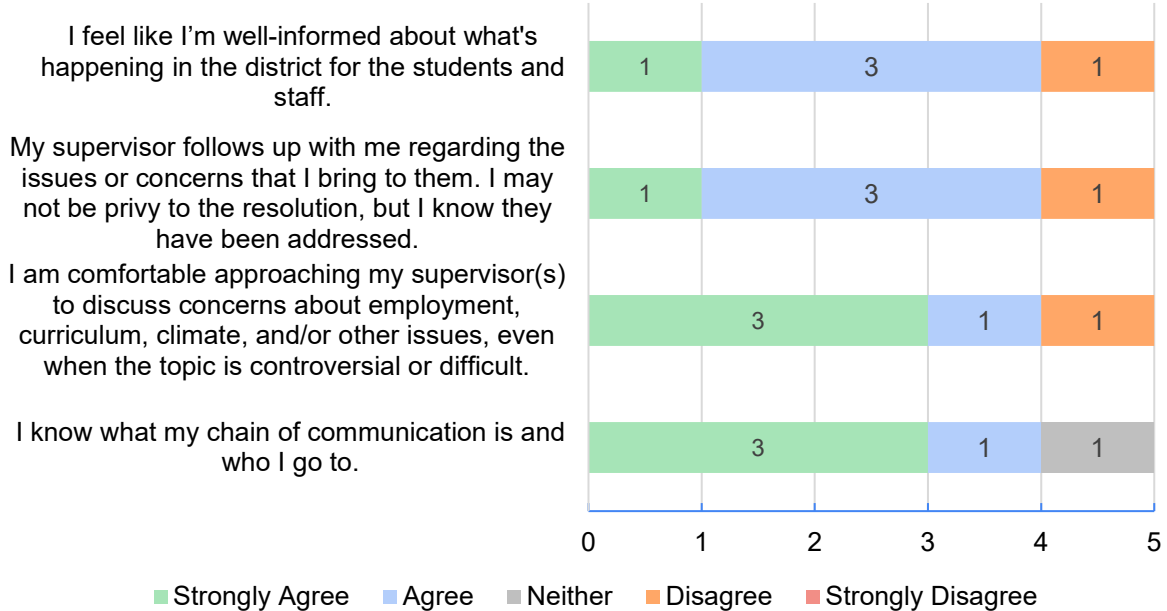


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

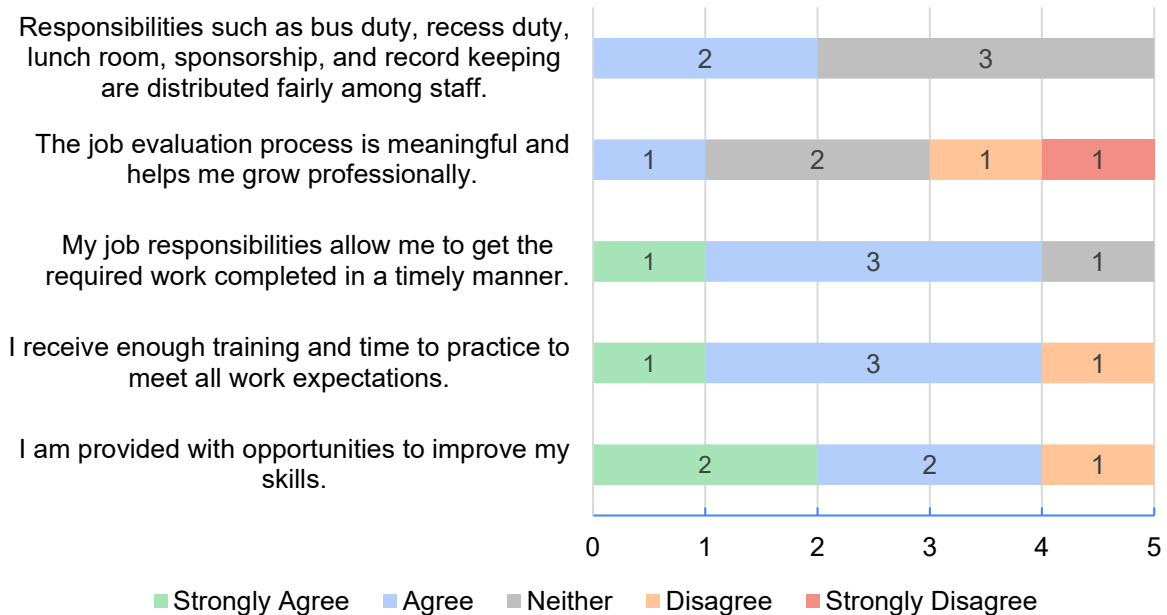




Chain of Communication 5 Responses

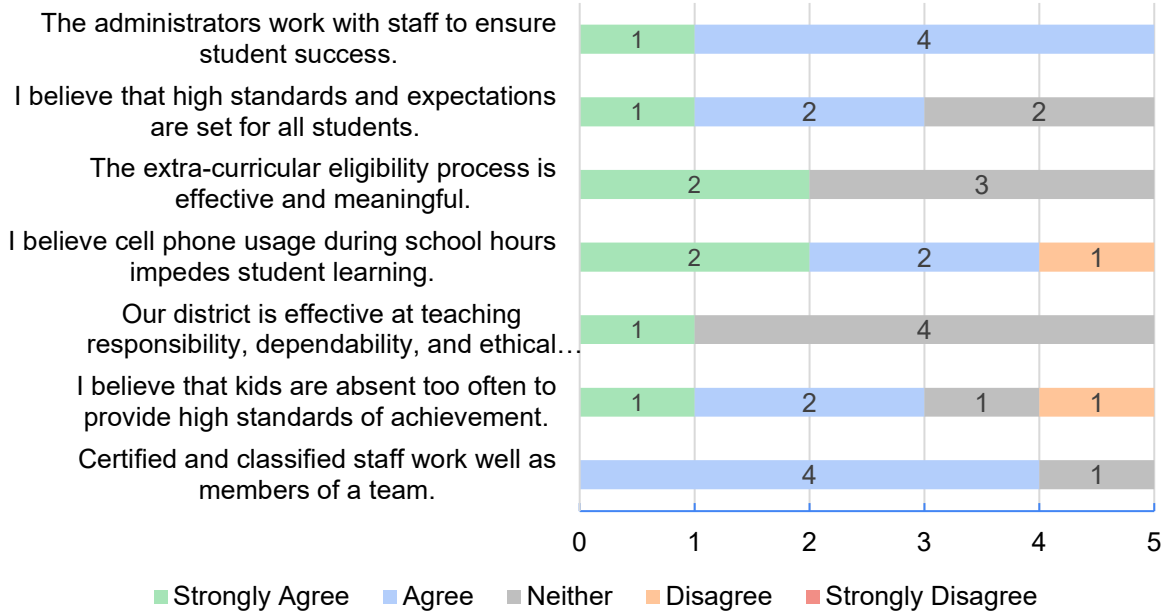


Job Responsibilities 5 Responses

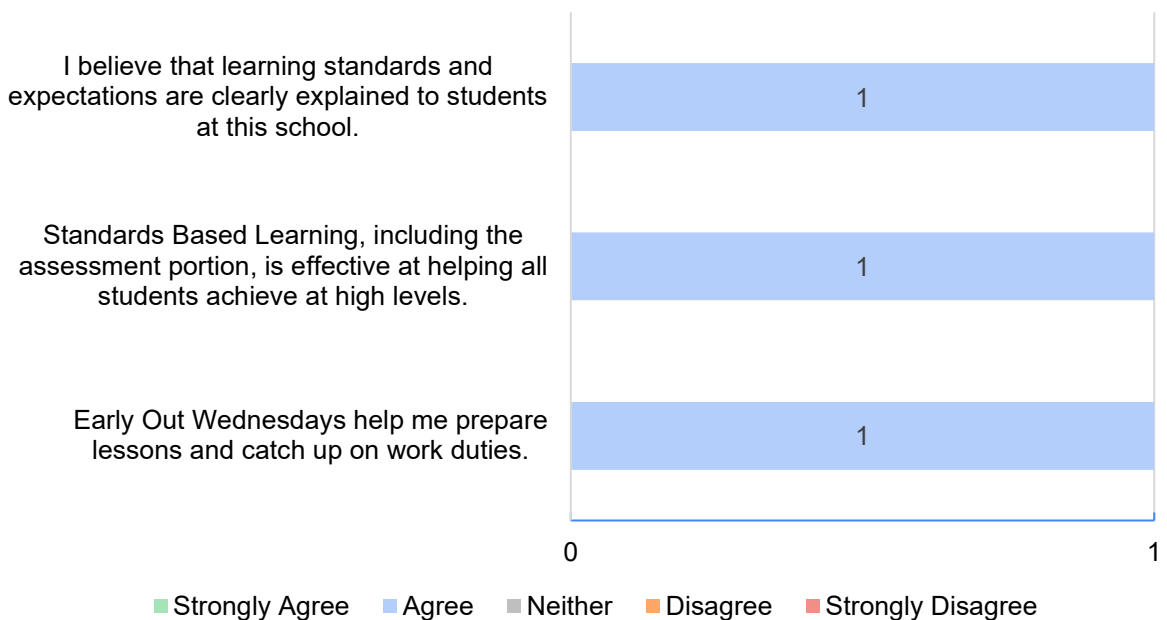




Curriculum & Instruction 5 Responses



Curriculum & Instruction 1 Response





PLC 1 Response

I can rely on my PLT colleagues to help me as we differentiate instruction to meet each student's needs, dividing labor as necessary.



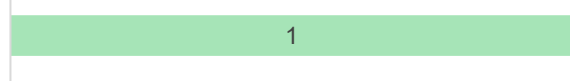
Participating in regular PLT meetings improves my classroom instruction.



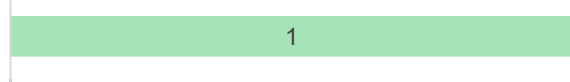
The PLT meetings in which I participate are positive and focused on making sure each student achieves proficiency (or higher) on...



My team believes all students can learn at high levels (grade level or above).



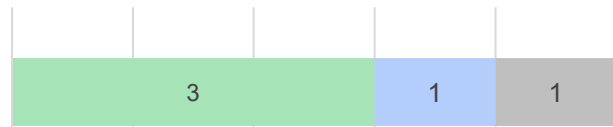
I believe all students can learn at high levels (grade level or above).



Legend: Strongly Agree (green), Agree (blue), Neither (grey), Disagree (orange), Strongly Disagree (red)

Other 5 Responses

Overall, I enjoy being part of the FCSD#1 community.



I plan to continue to work at FCSD#1 for the foreseeable future.



I consider my compensation, including all benefits afforded to me by FCSD#1, competitive relative to my peers in other districts

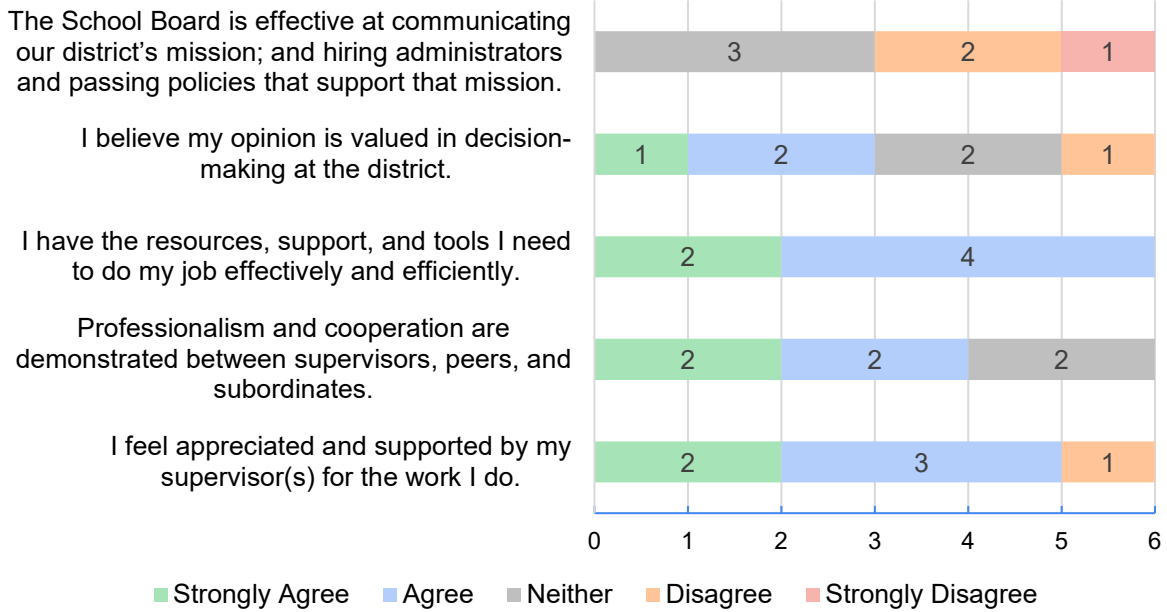


Legend: Strongly Agree (green), Agree (blue), Neither (grey), Disagree (orange), Strongly Disagree (red)

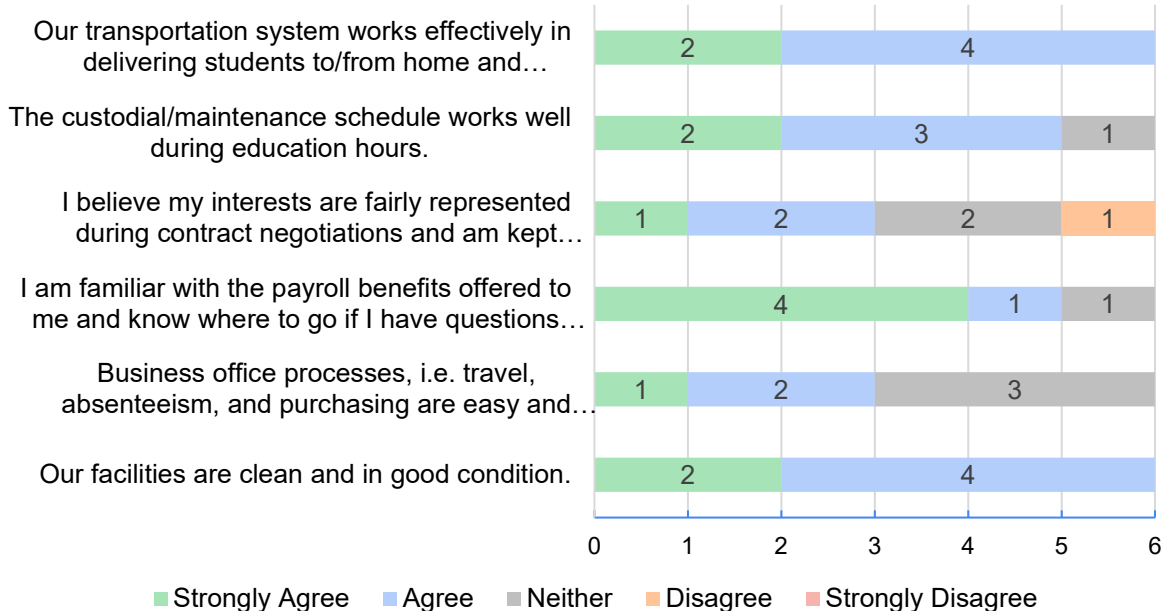


CENTRAL ADMINISTRATION: CLASSIFIED STAFF

**Work Environment
6 Responses**

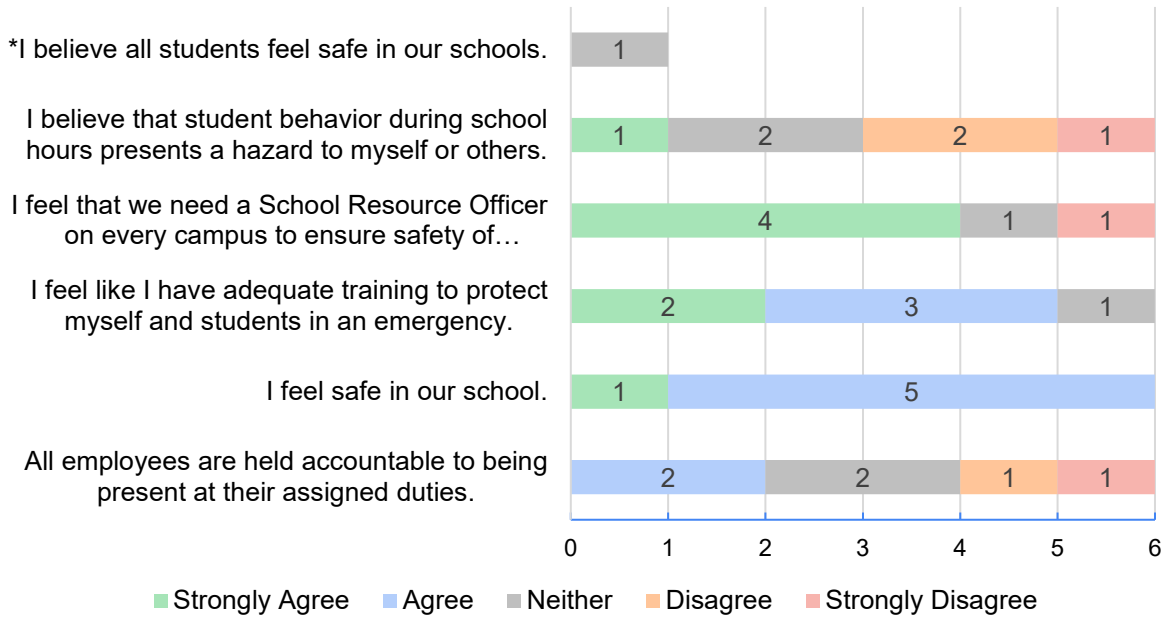


**Processes & Procedures
6 Responses**

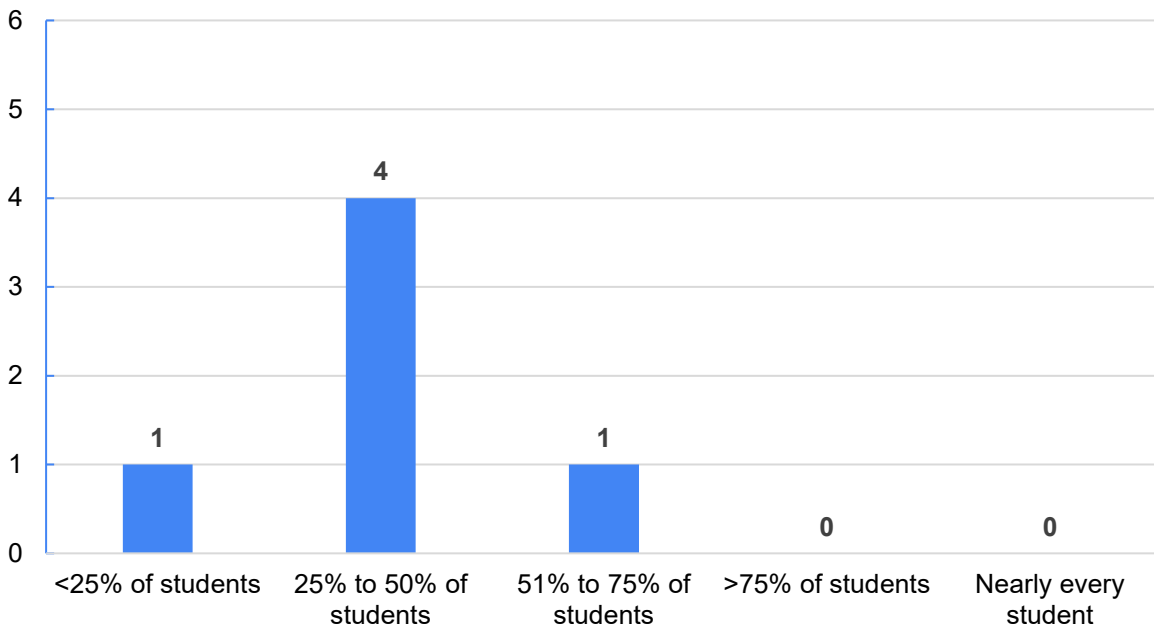




Safety & Security 6 Responses*

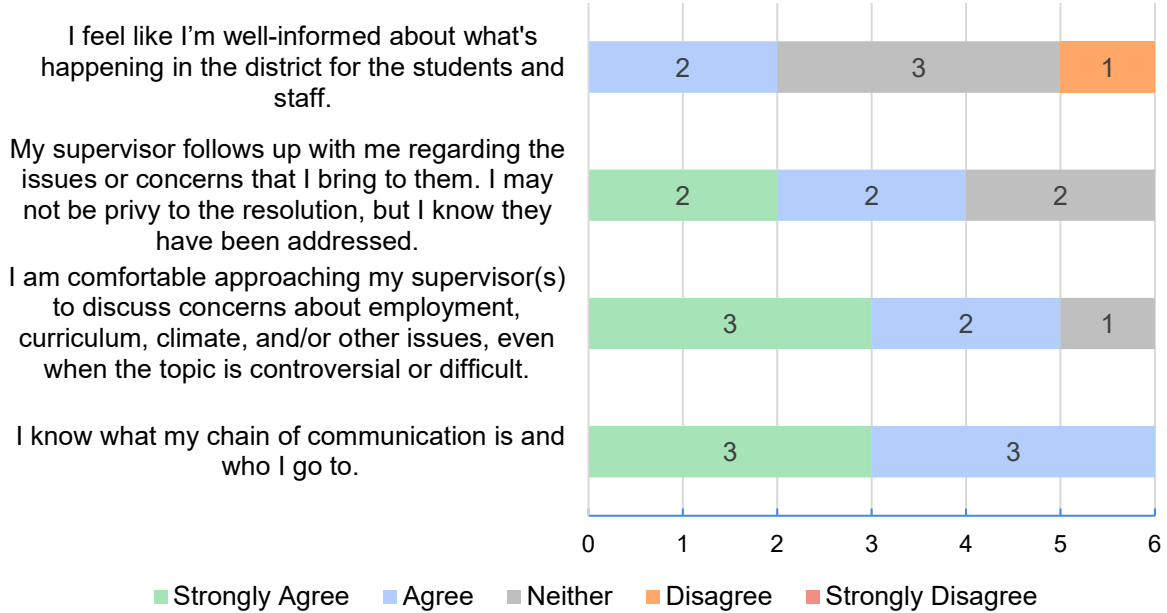


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

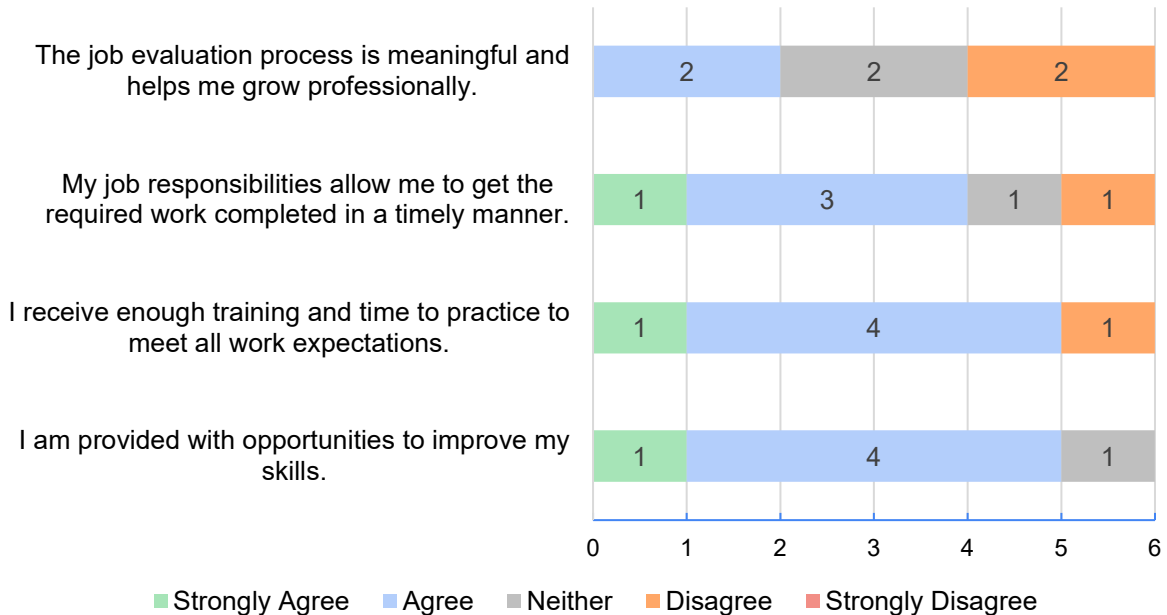




Chain of Communication 6 Responses

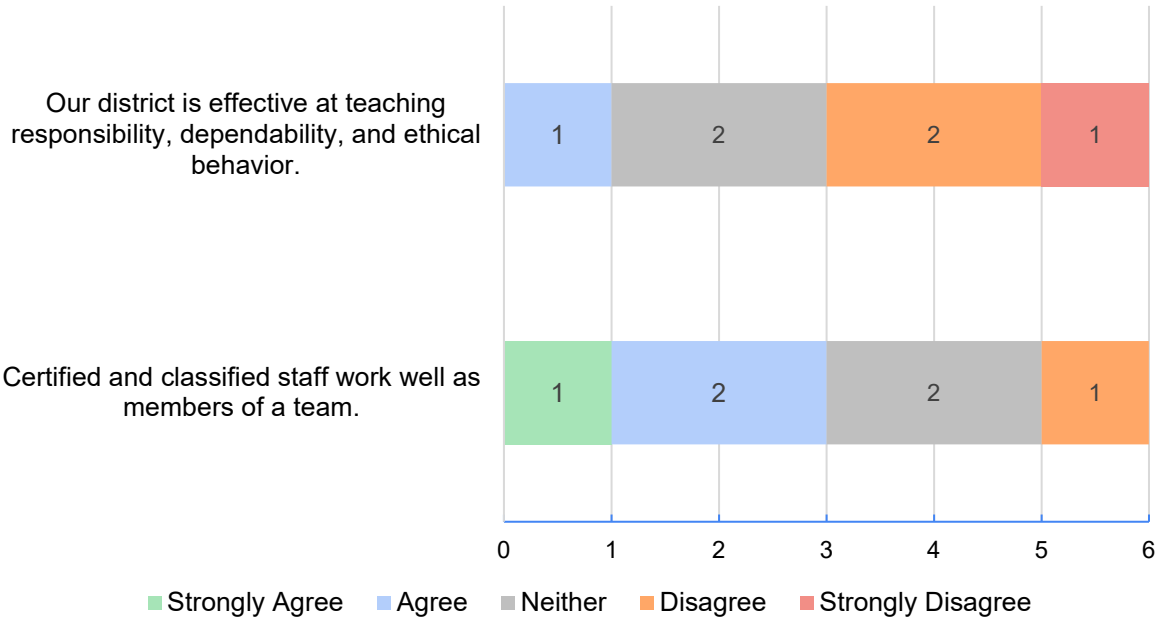


Job Responsibilities 6 Responses

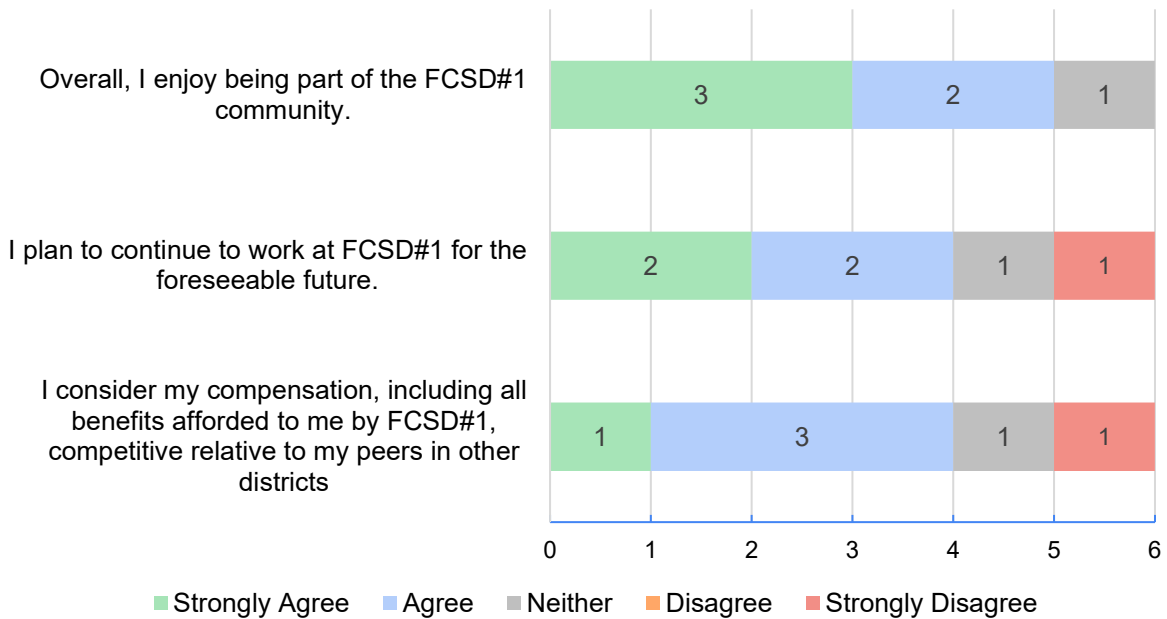




Support for Learning 6 Responses



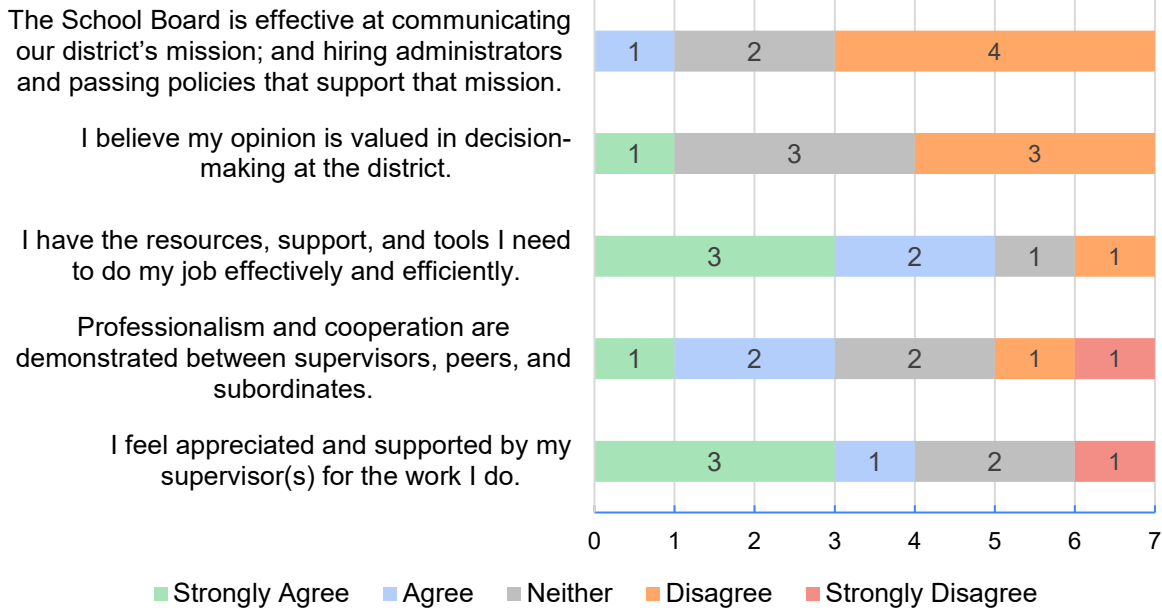
Other 6 Responses



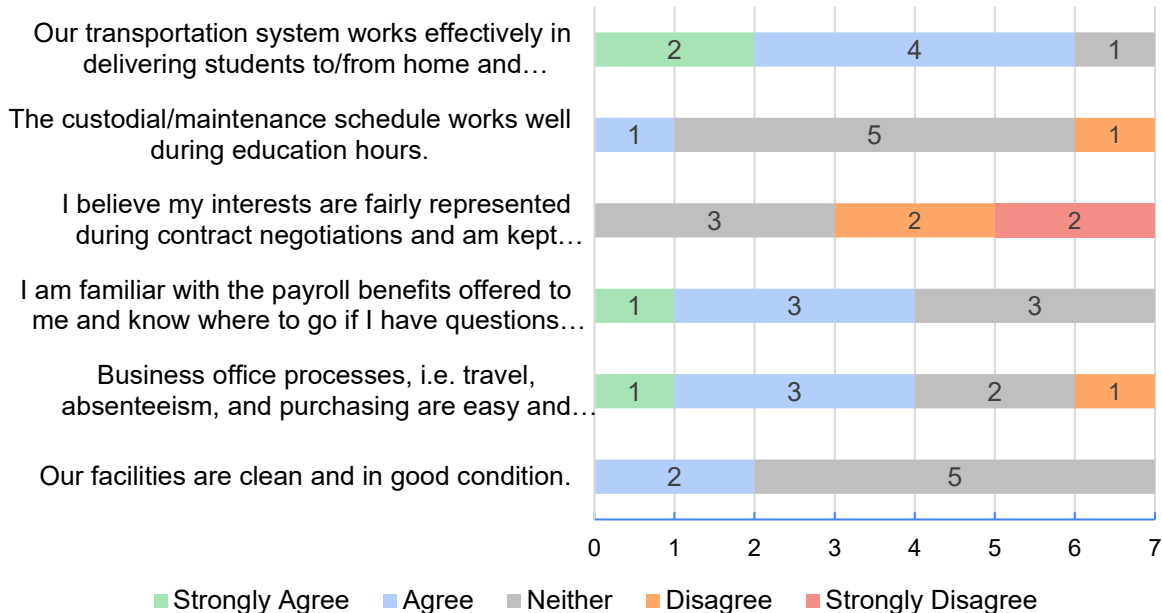


CENTRAL SERVICES: CLASSIFIED STAFF

**Work Environment
7 Responses**

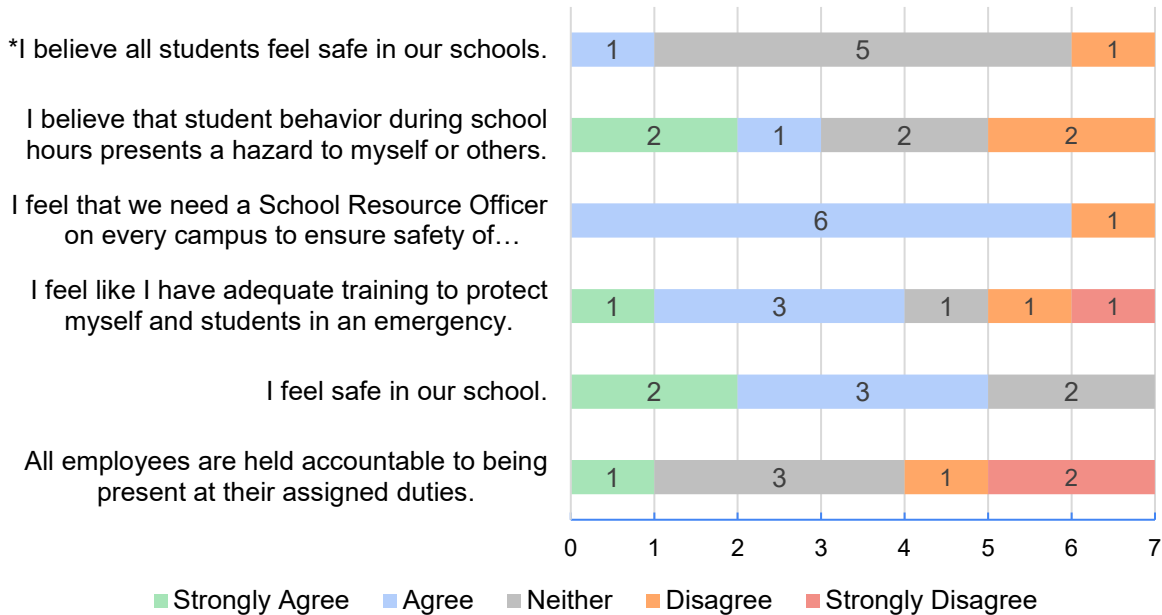


**Processes & Procedures
7 Responses**

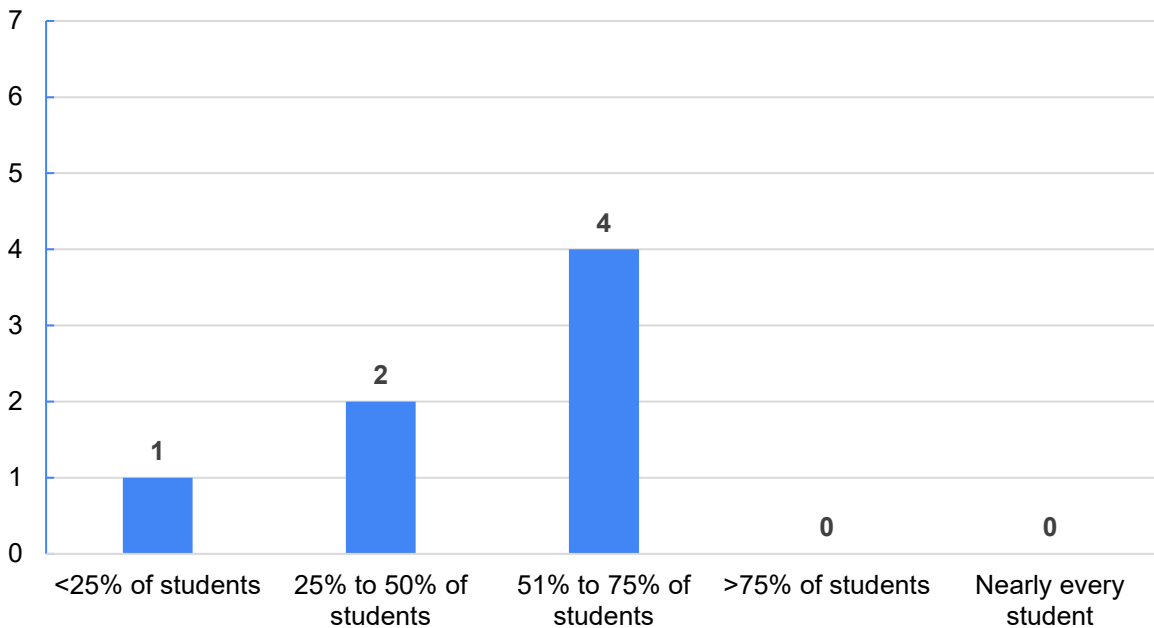




Safety & Security 7 Responses*

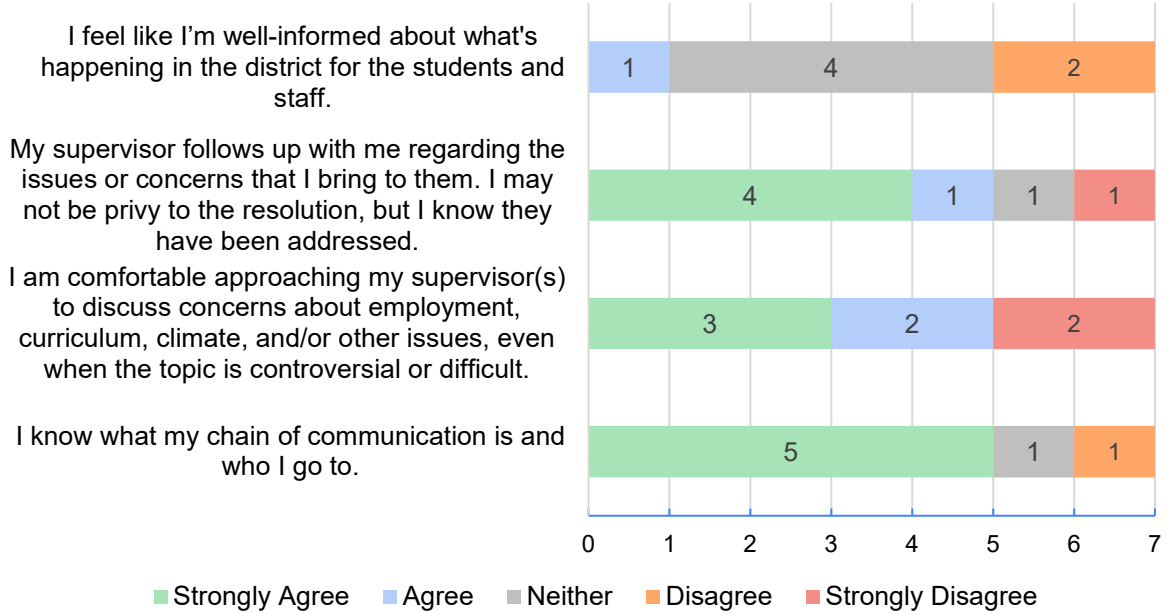


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

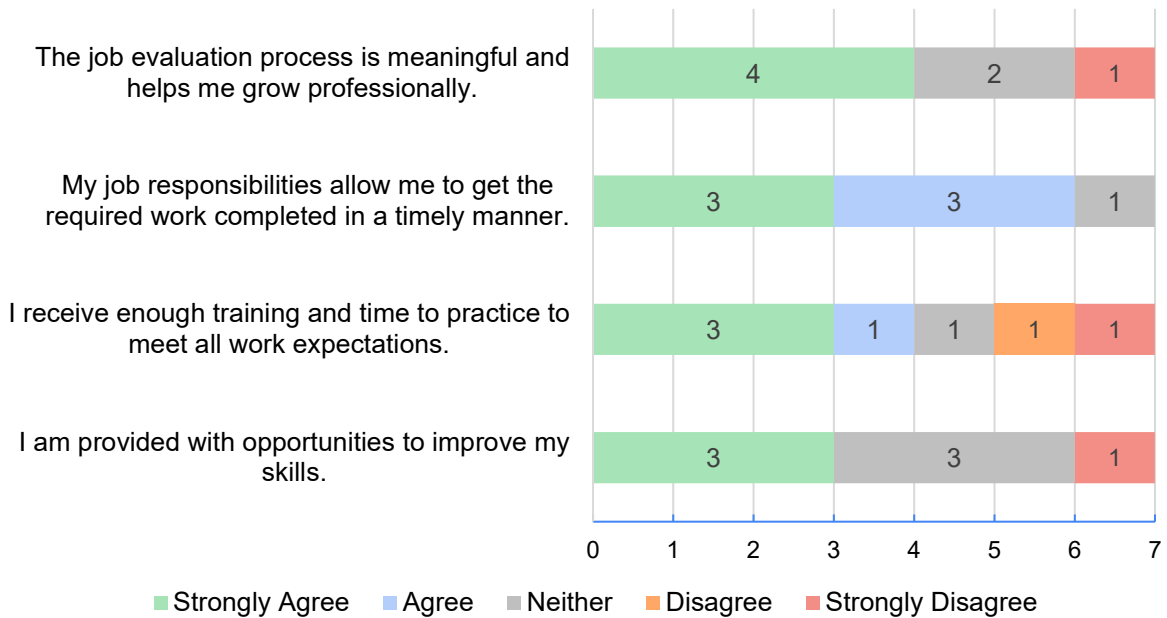




Chain of Communication 7 Responses

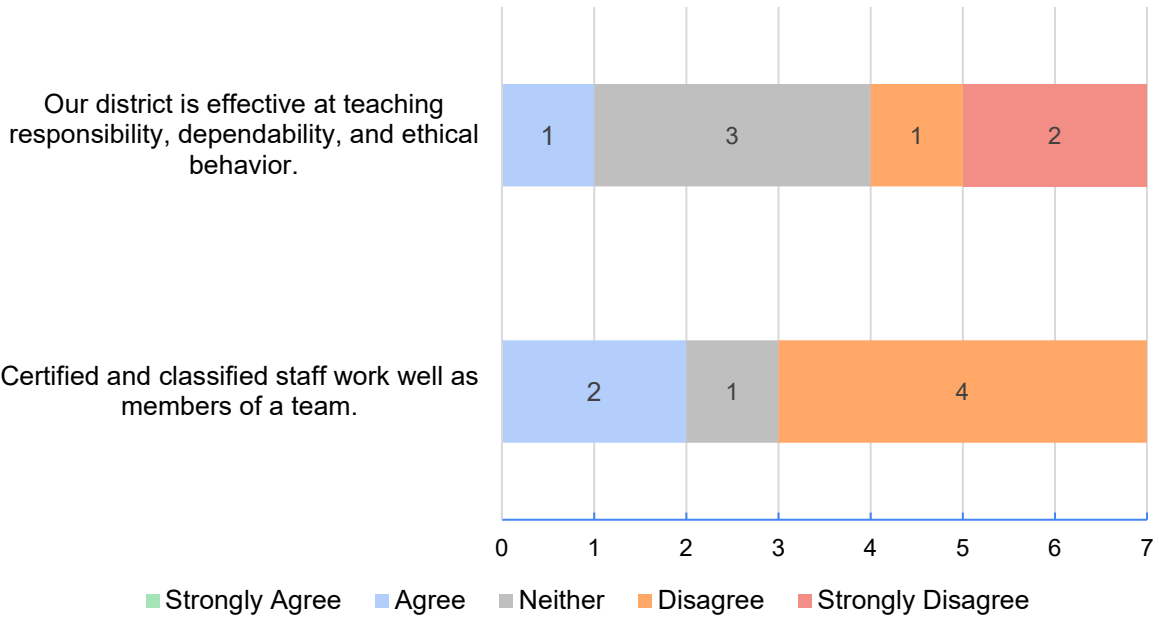


Job Responsibilities 7 Responses

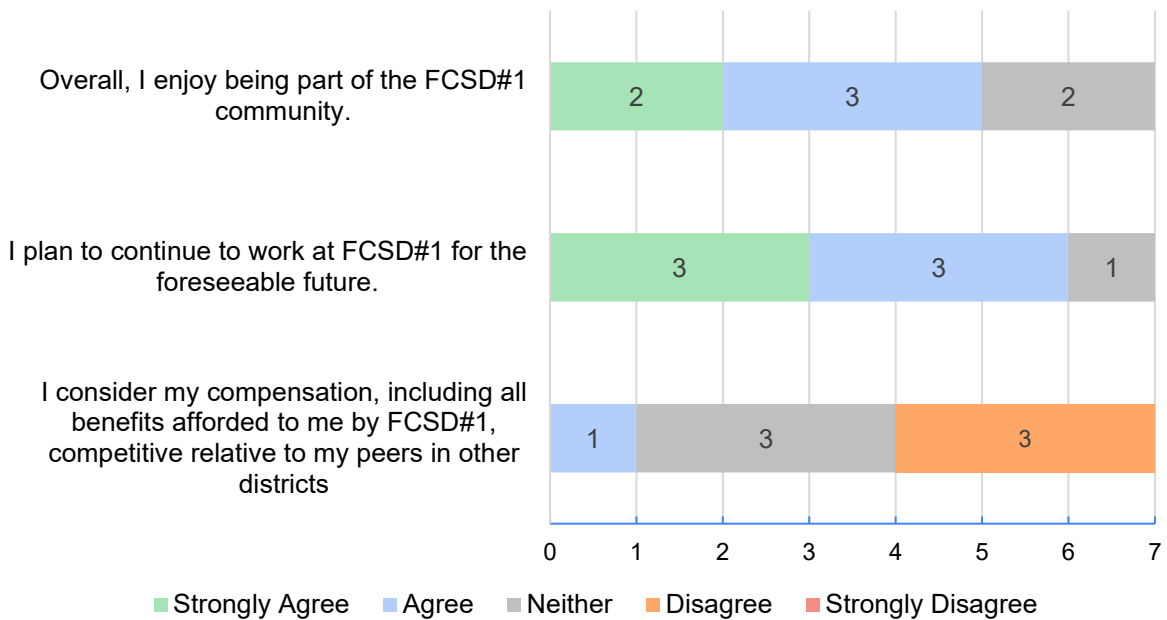




Support for Learning 7 Responses



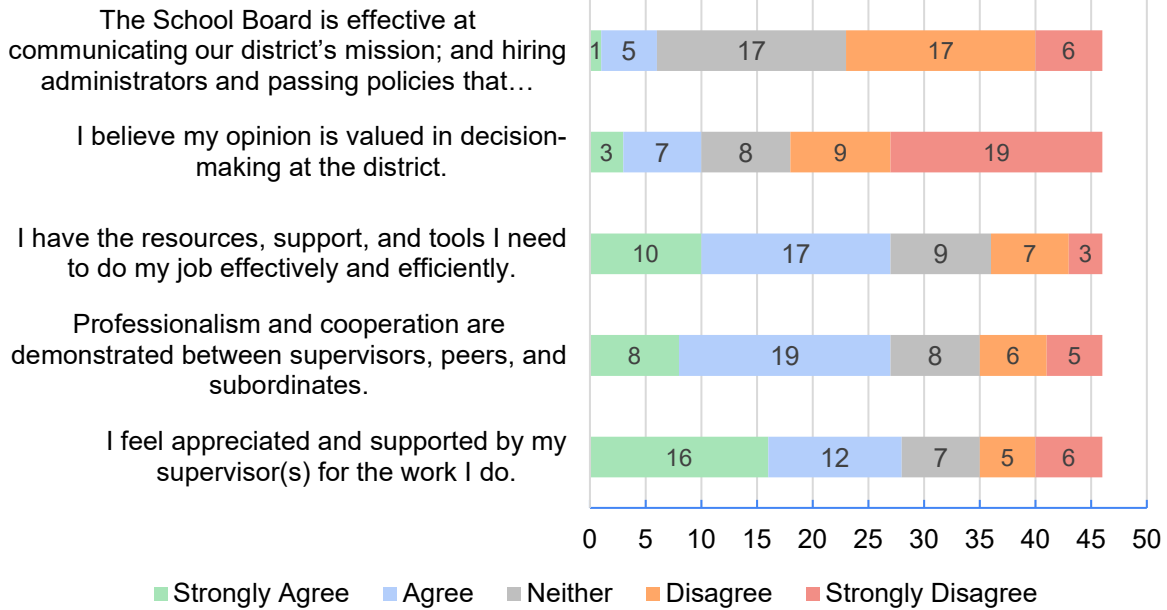
Other 7 Responses



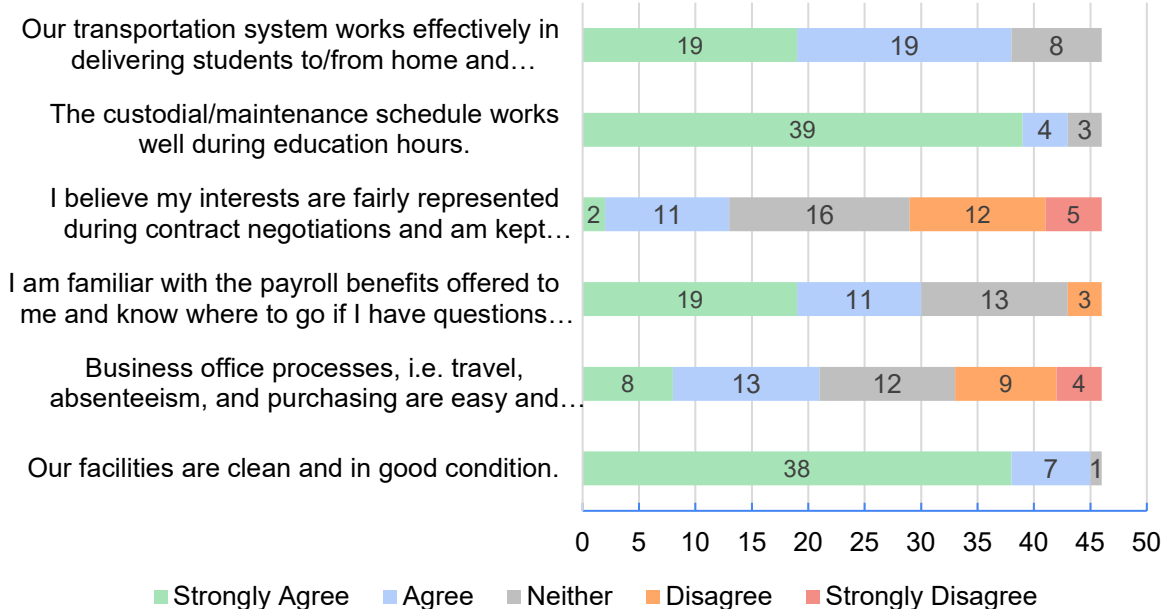


LANDER VALLEY HS: CERTIFIED STAFF

**Work Environment
46 Responses**

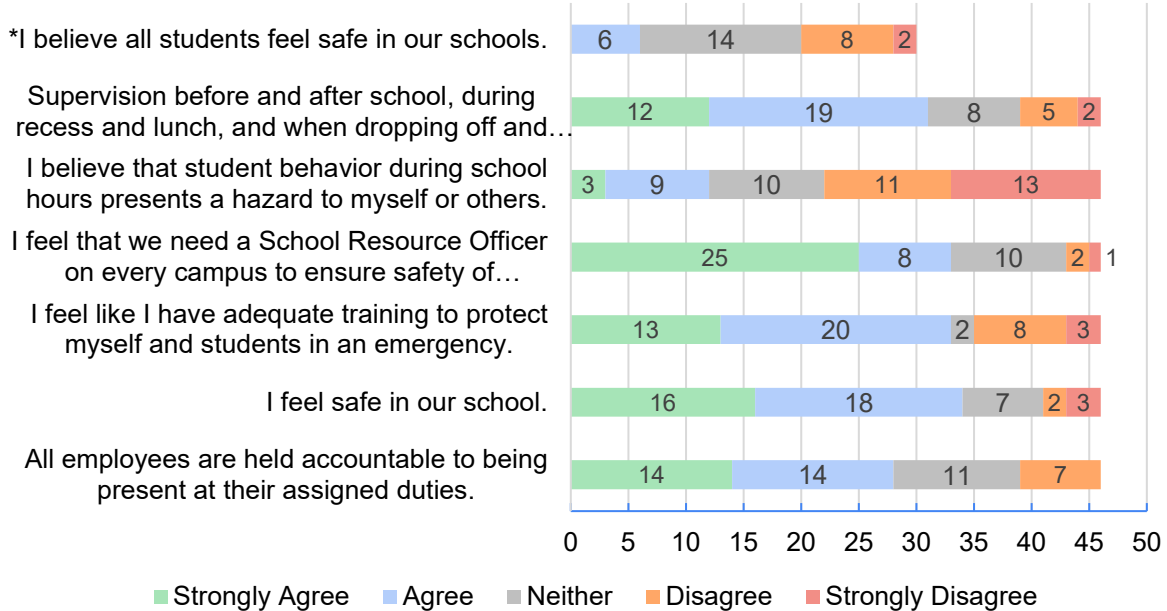


**Processes & Procedures
46 Responses**

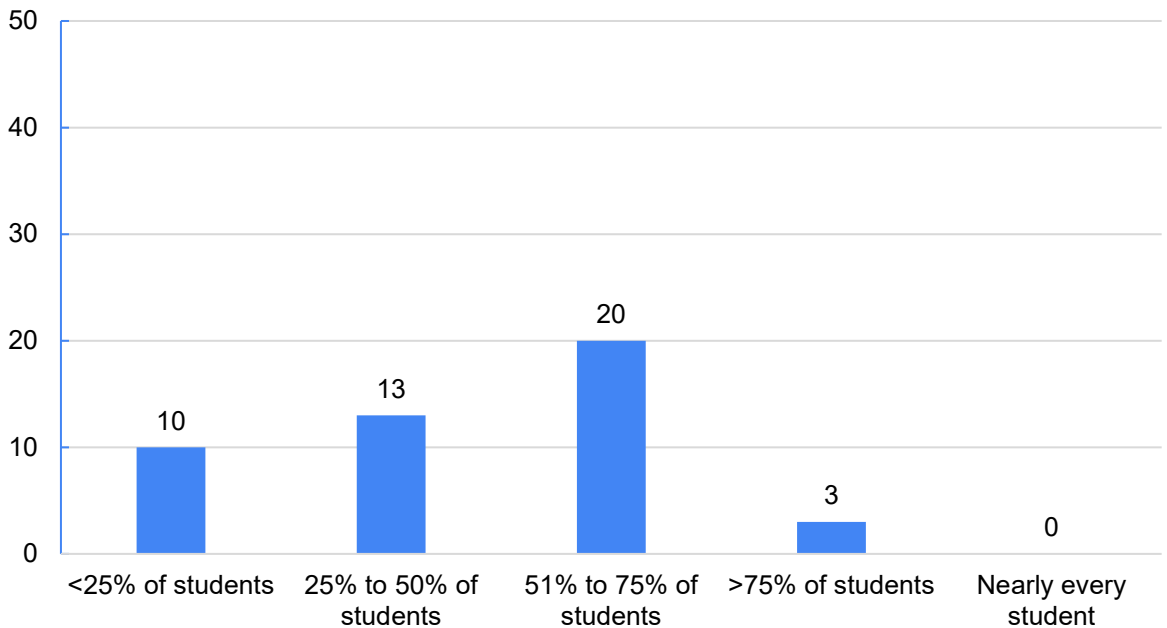




Safety & Security 46 Responses*

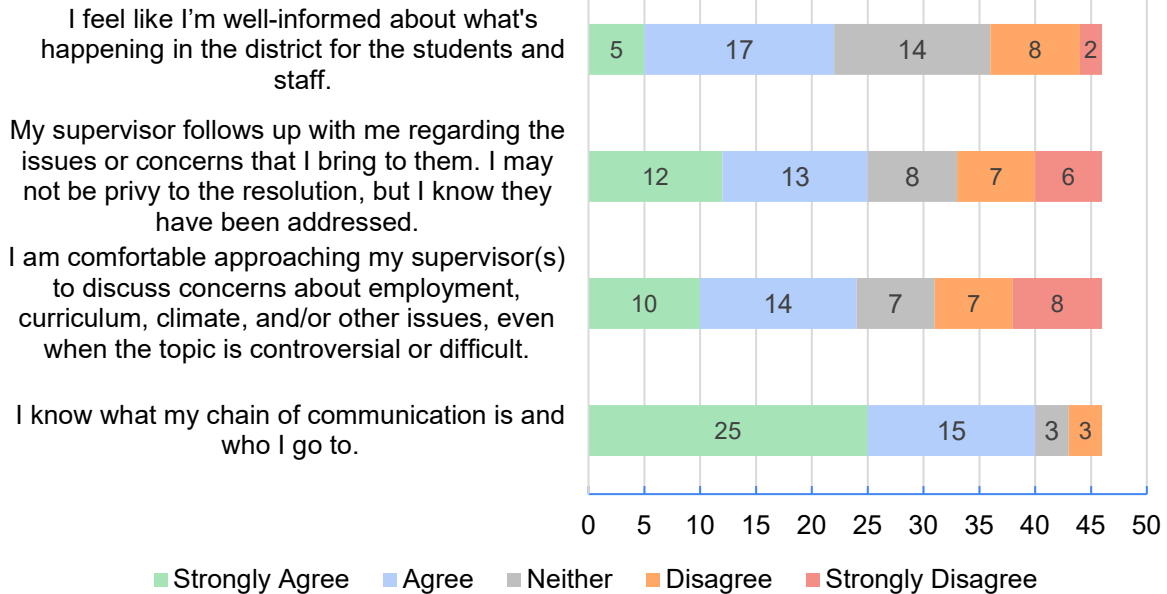


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

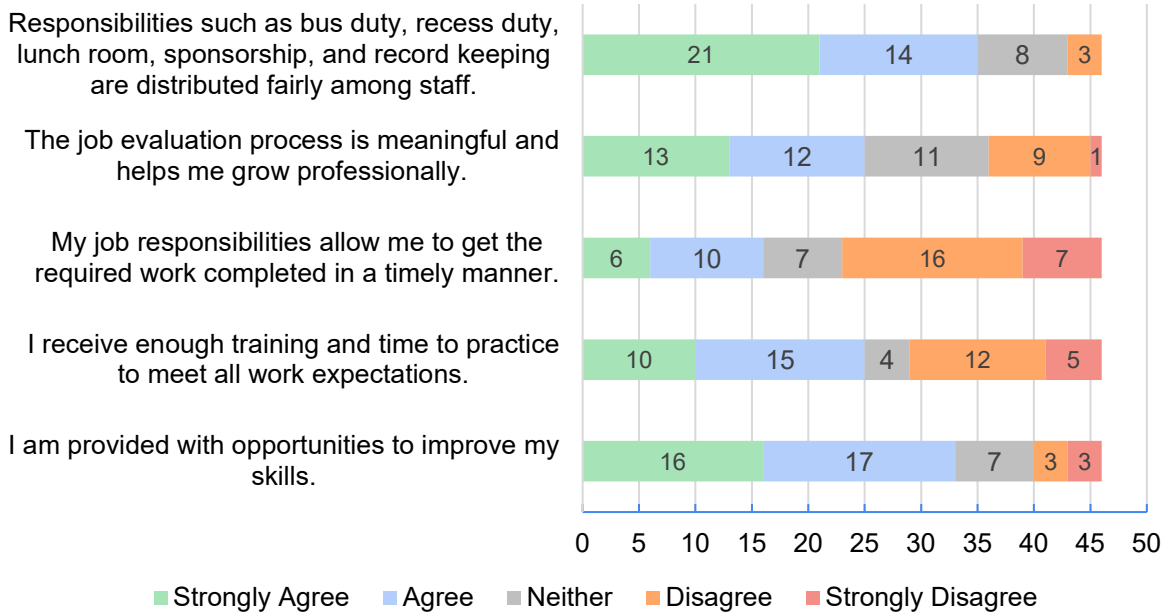




Chain of Communication 46 Responses

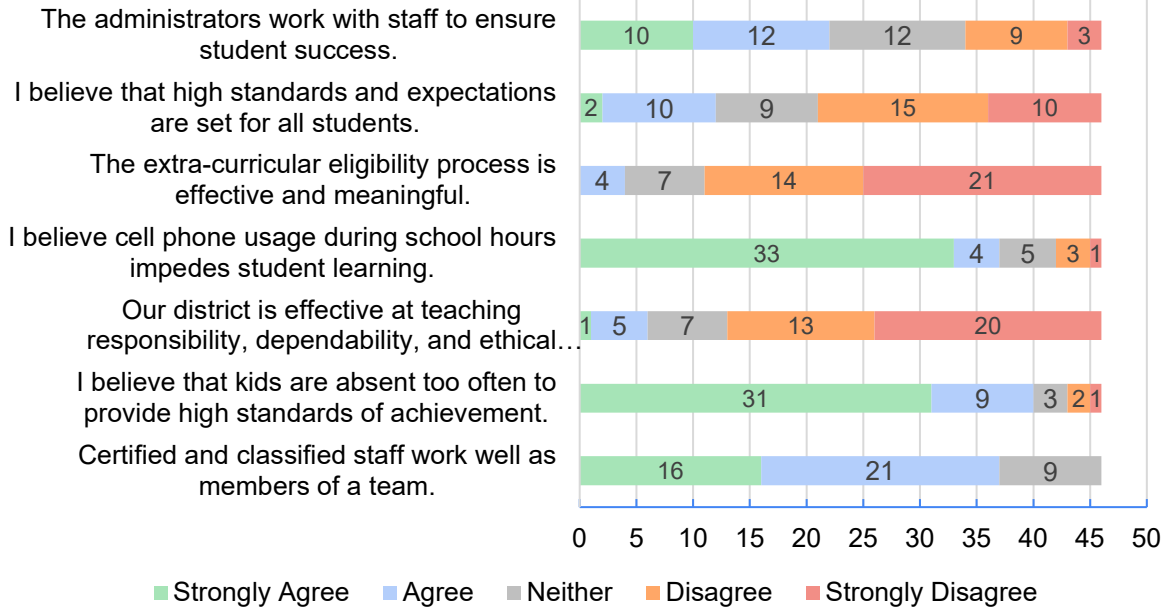


Job Responsibilities 46 Responses

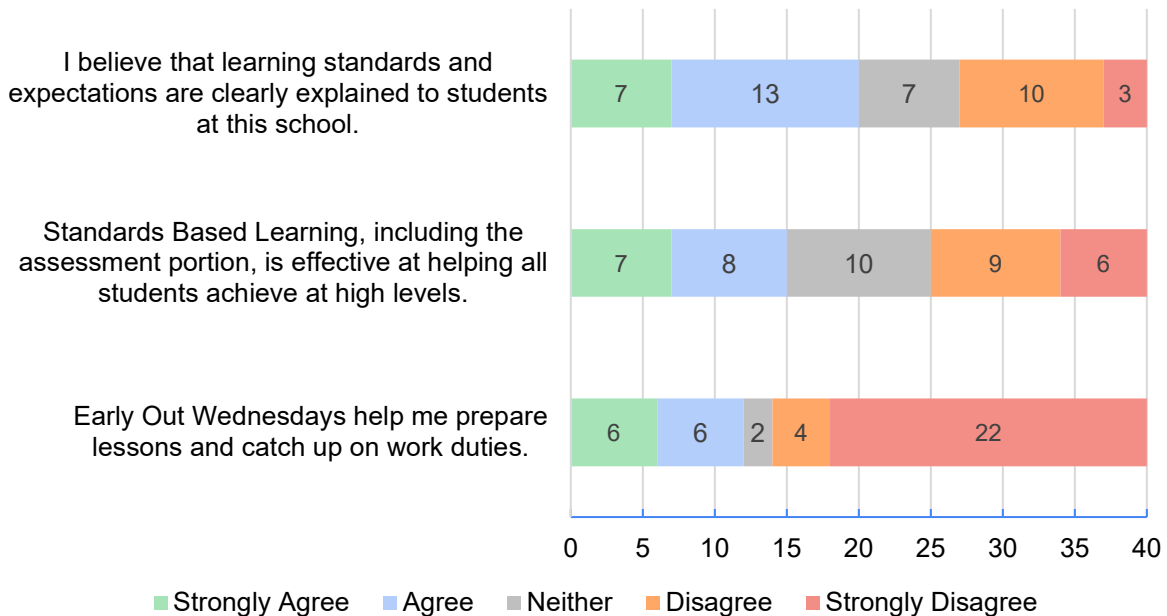




Curriculum & Instruction 46 Responses

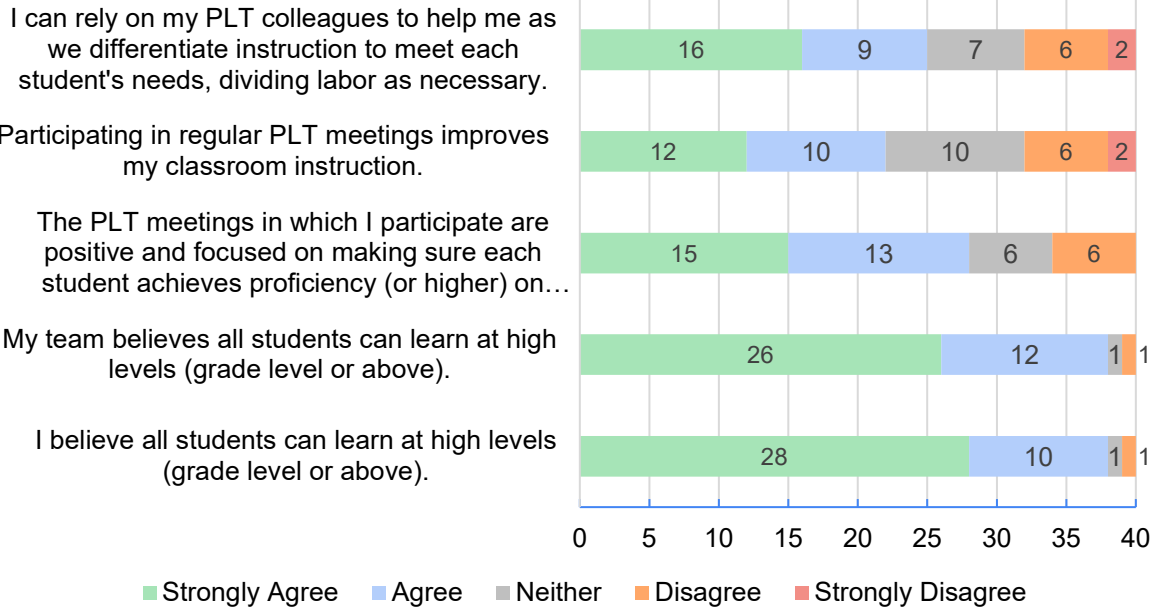


Curriculum & Instruction 40 Responses

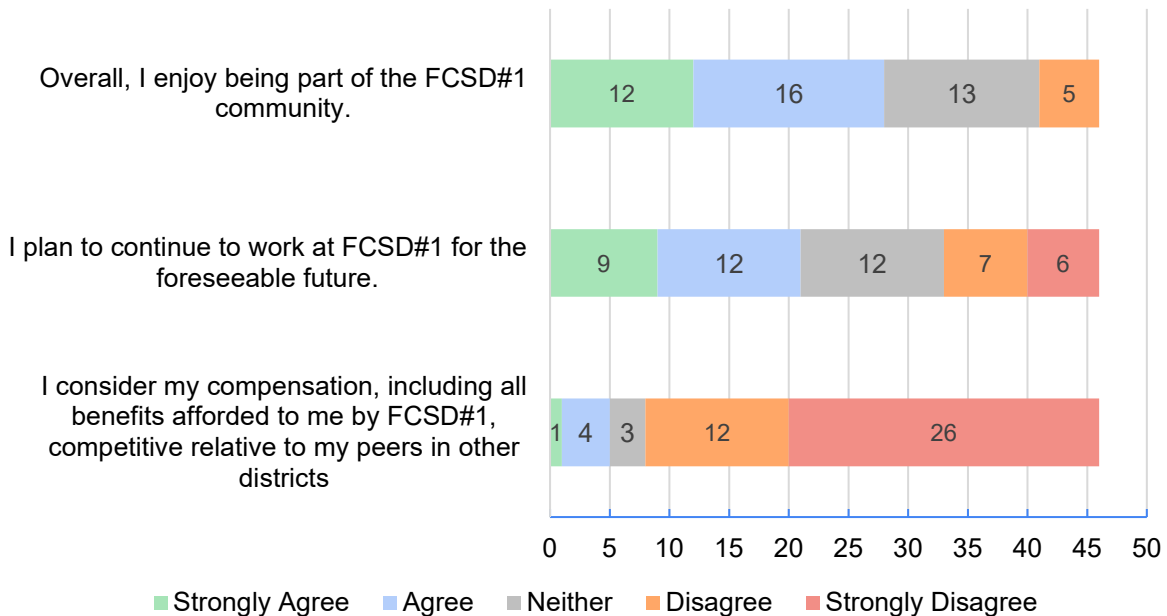




PLC 40 Responses



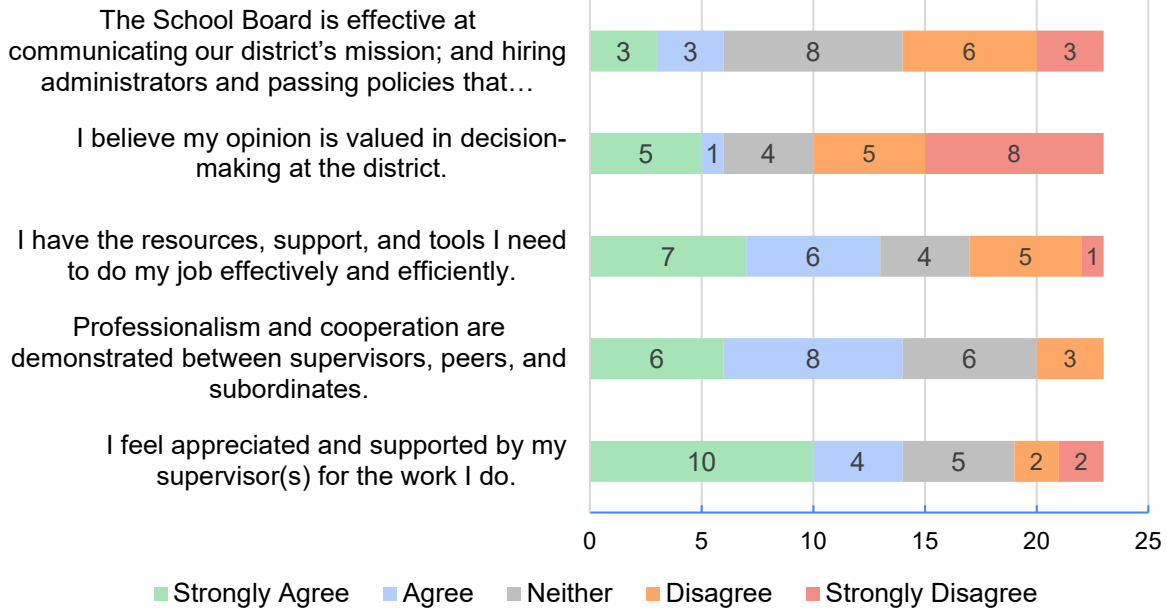
Other 46 Responses



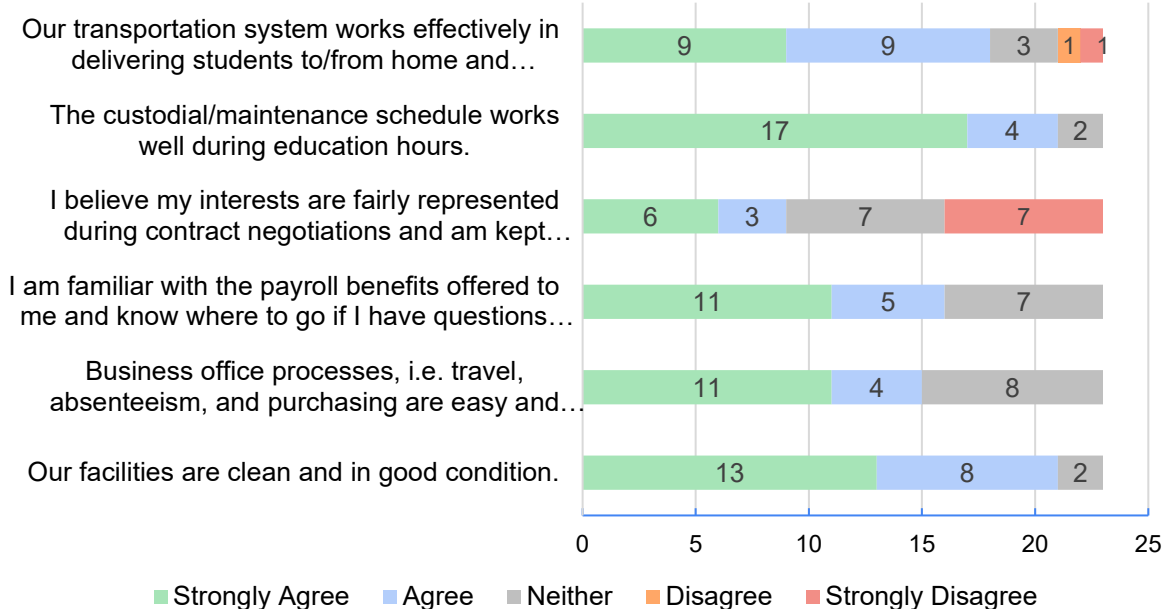


LANDER VALLEY HS: CLASSIFIED STAFF

**Work Environment
23 Responses**

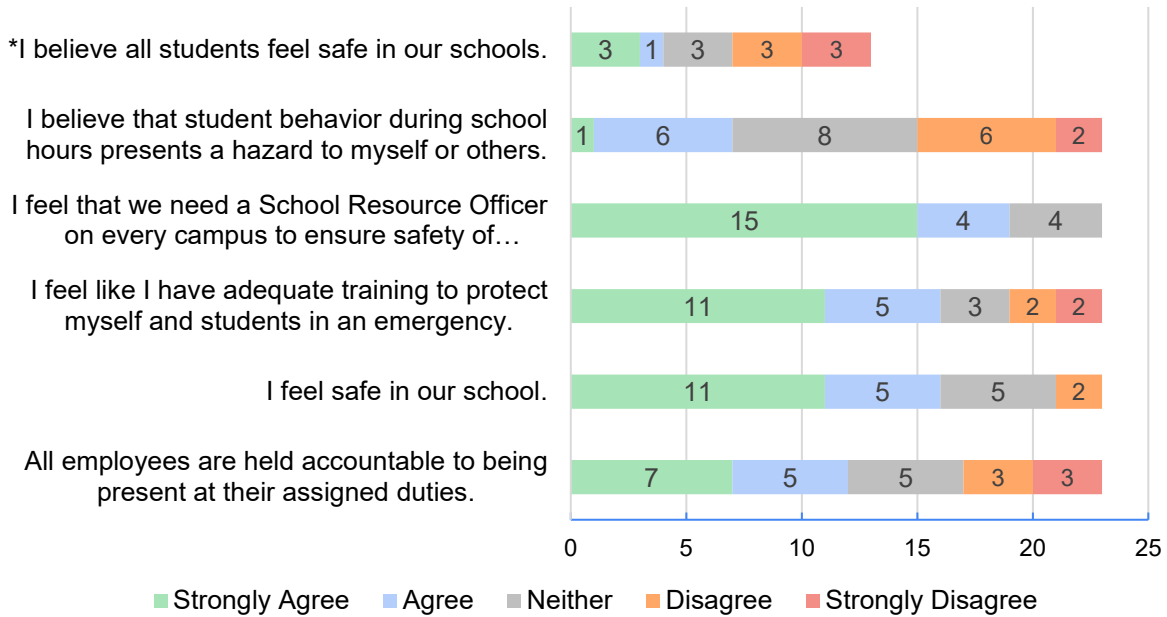


**Processes & Procedures
23 Responses**

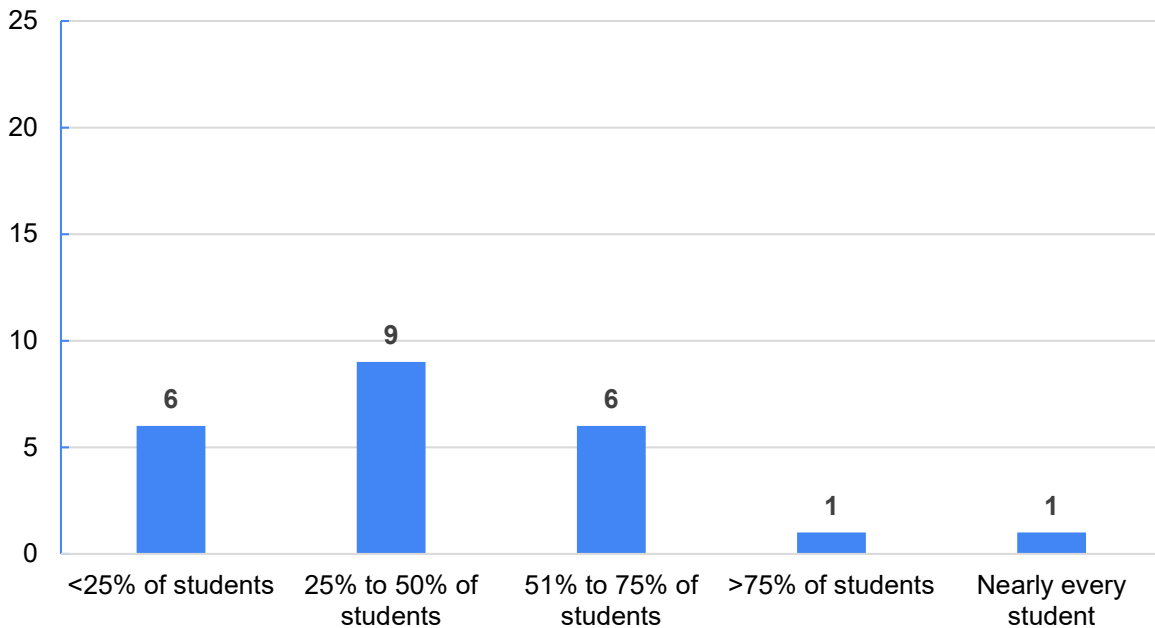




Safety & Security 23 Responses*

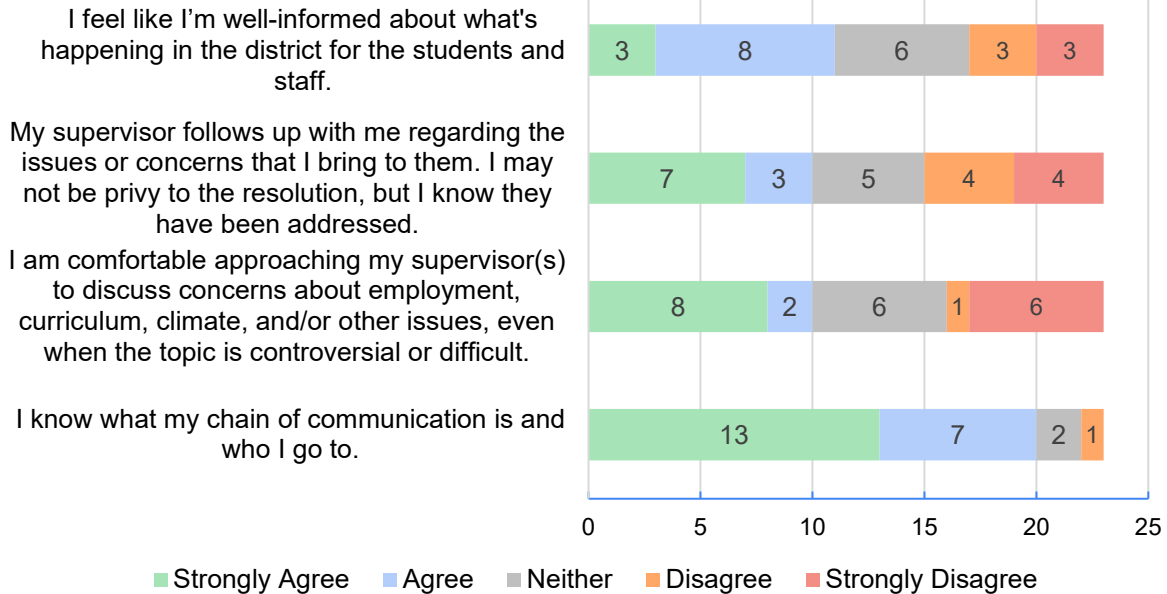


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

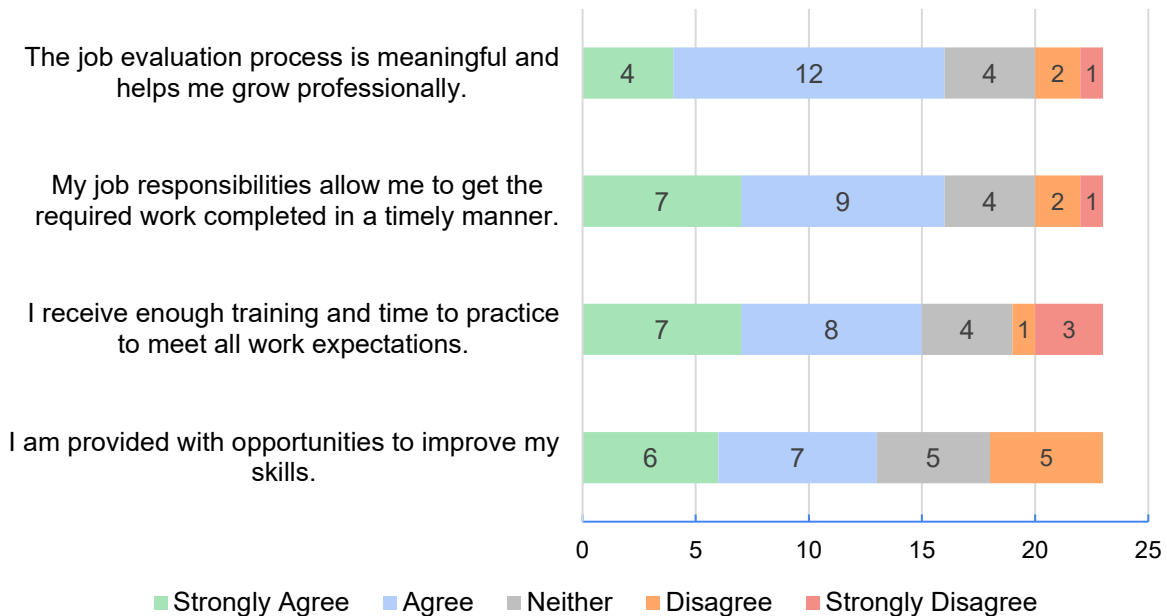




Chain of Communication 23 Responses

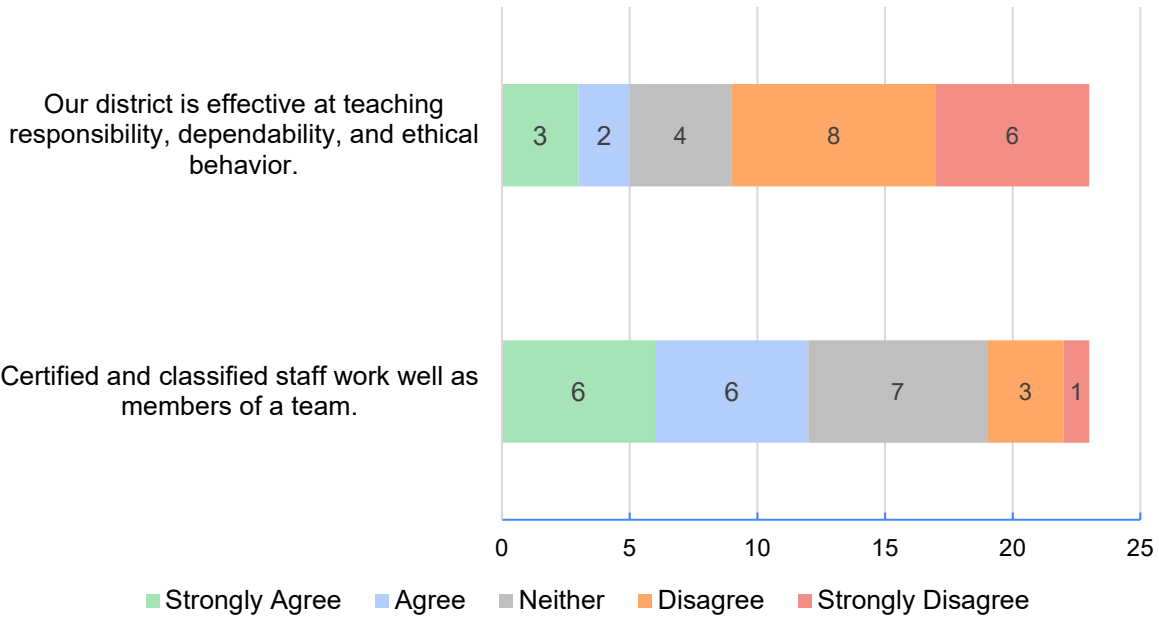


Job Responsibilities 23 Responses

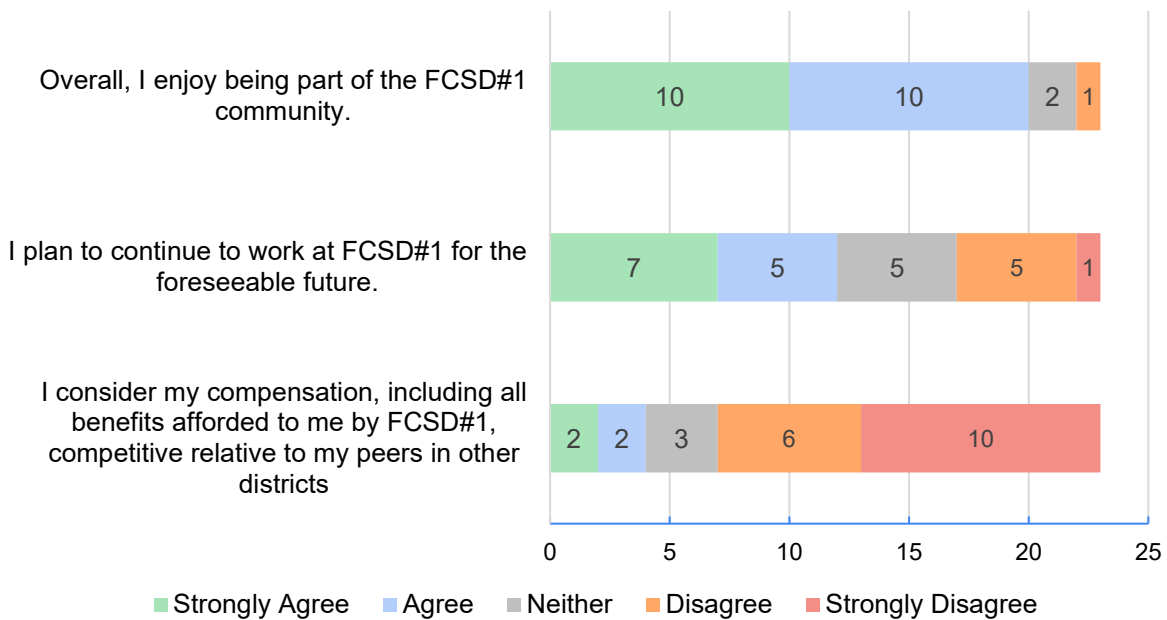




Support for Learning 23 Responses



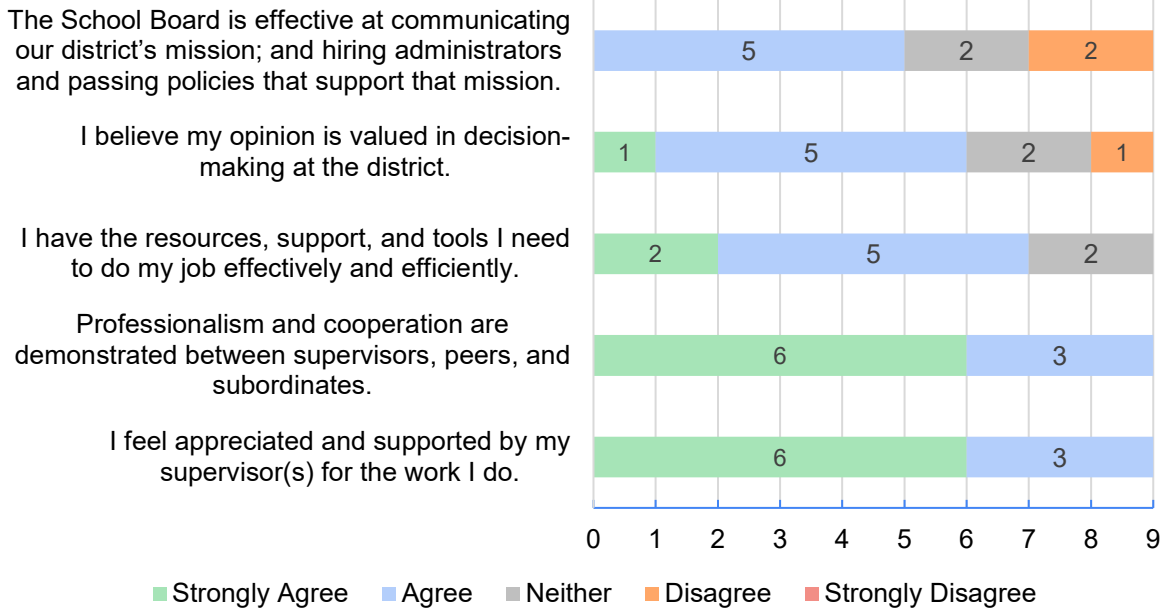
Other 23 Responses



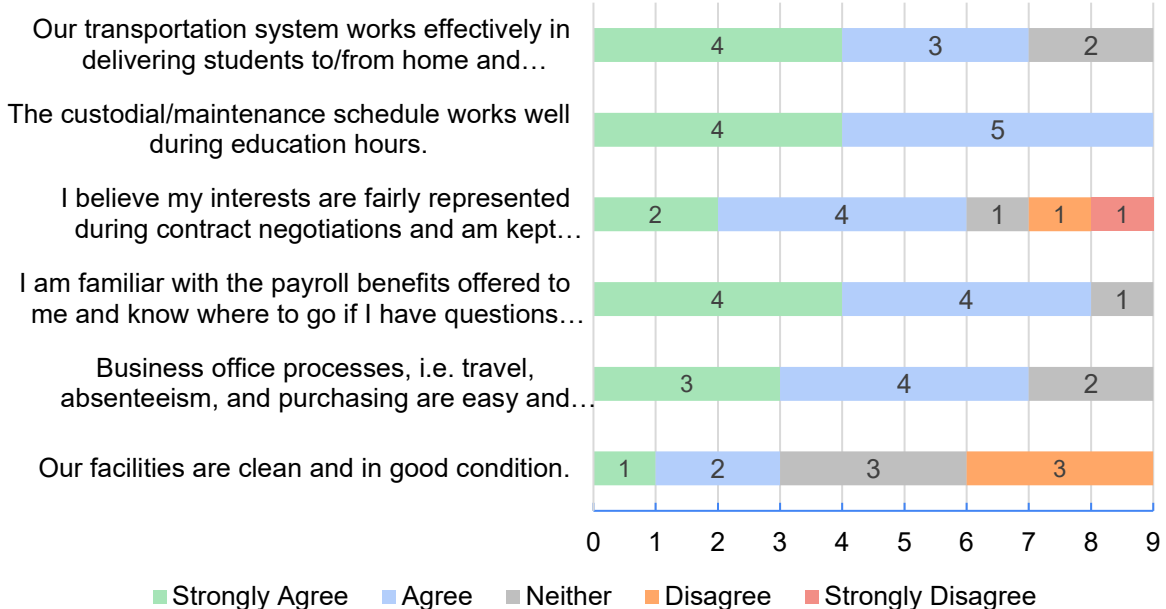


PATHFINDER HS: CERTIFIED STAFF

**Work Environment
9 Responses**

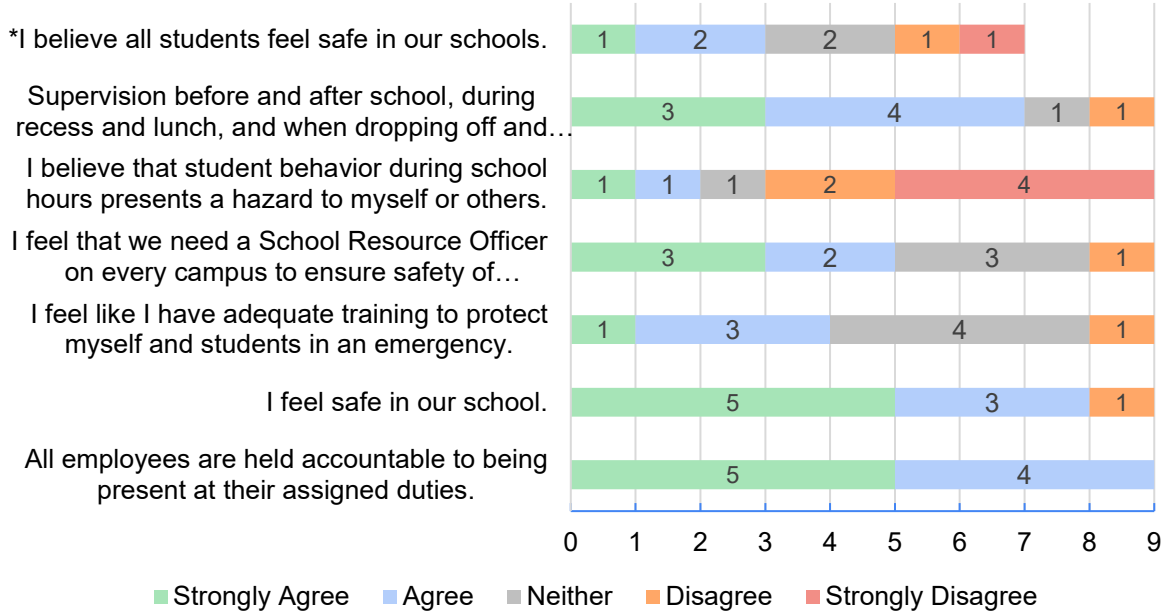


**Processes & Procedures
9 Responses**

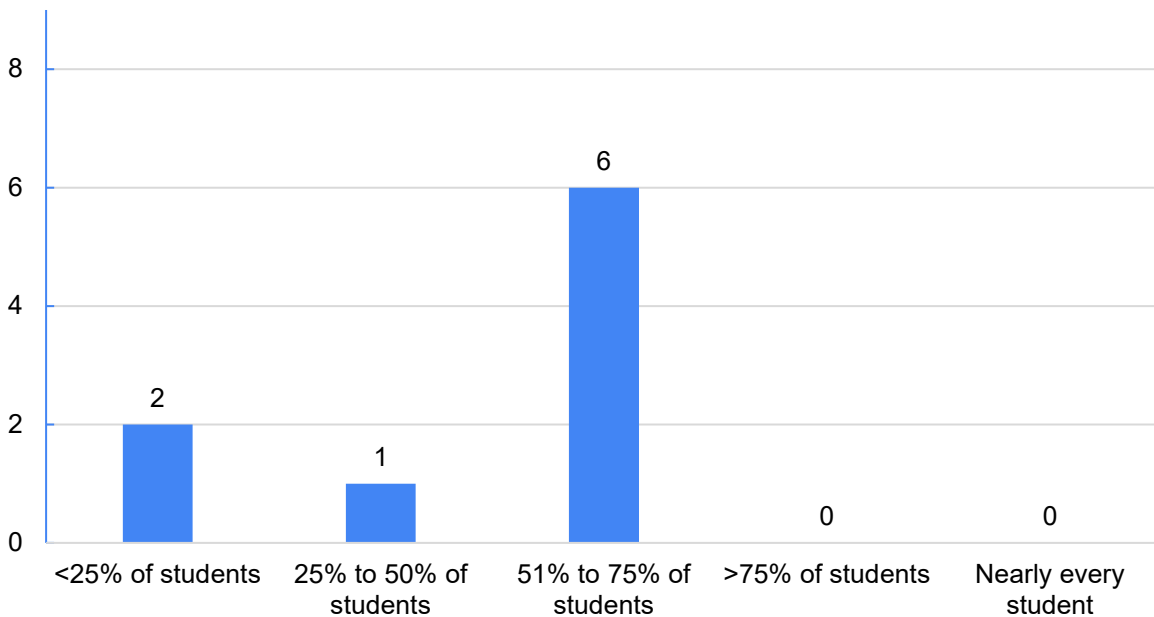




Safety & Security 9 Responses*

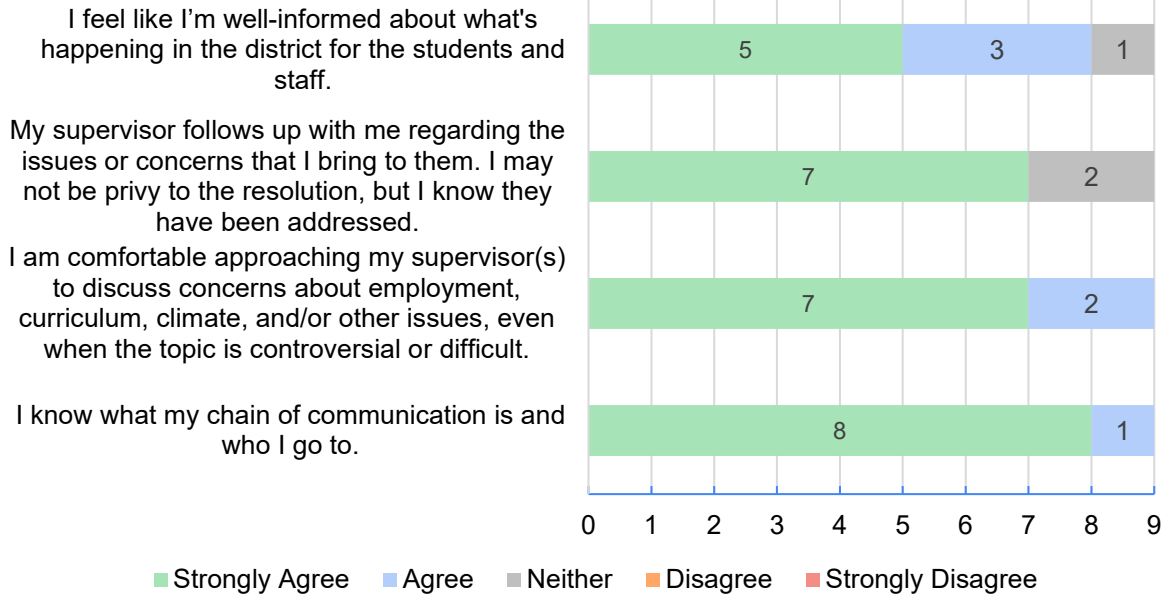


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

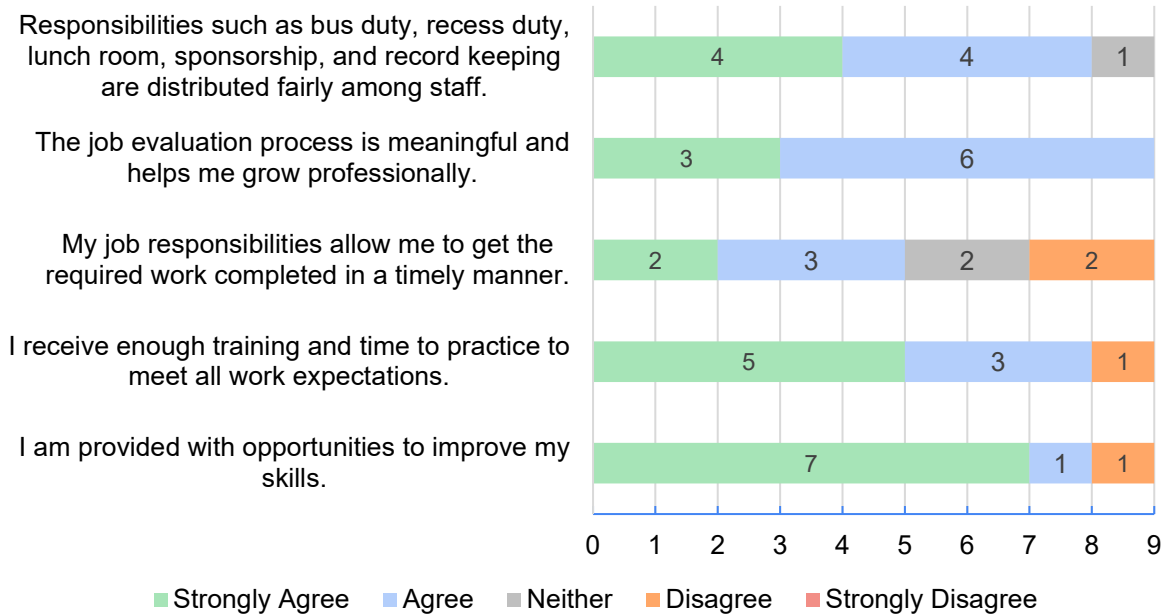




Chain of Communication 9 Responses

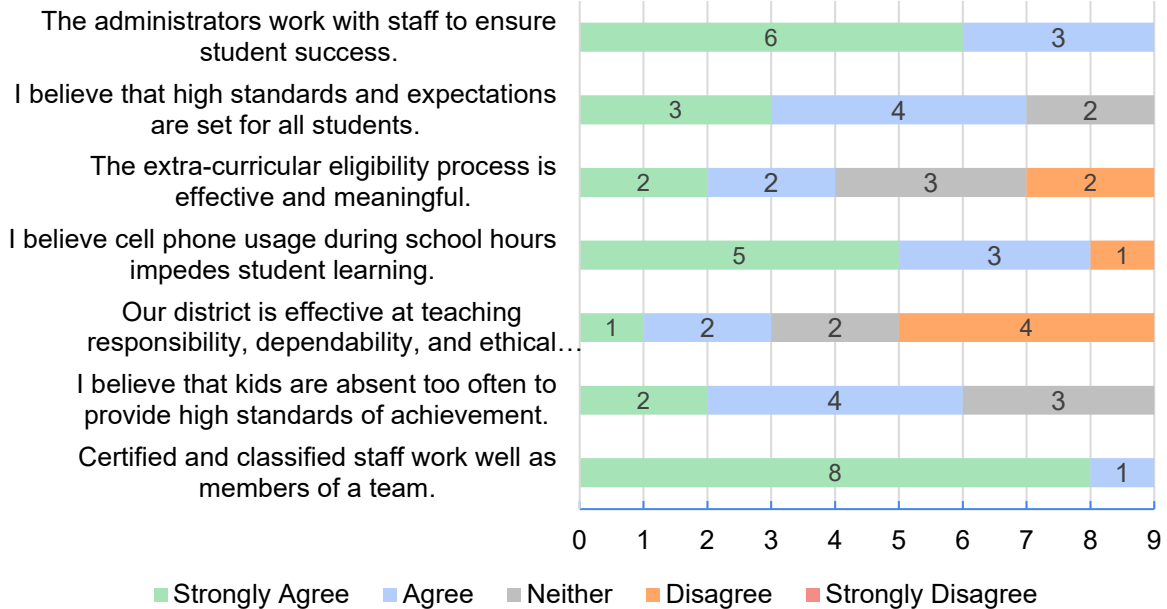


Job Responsibilities 9 Responses

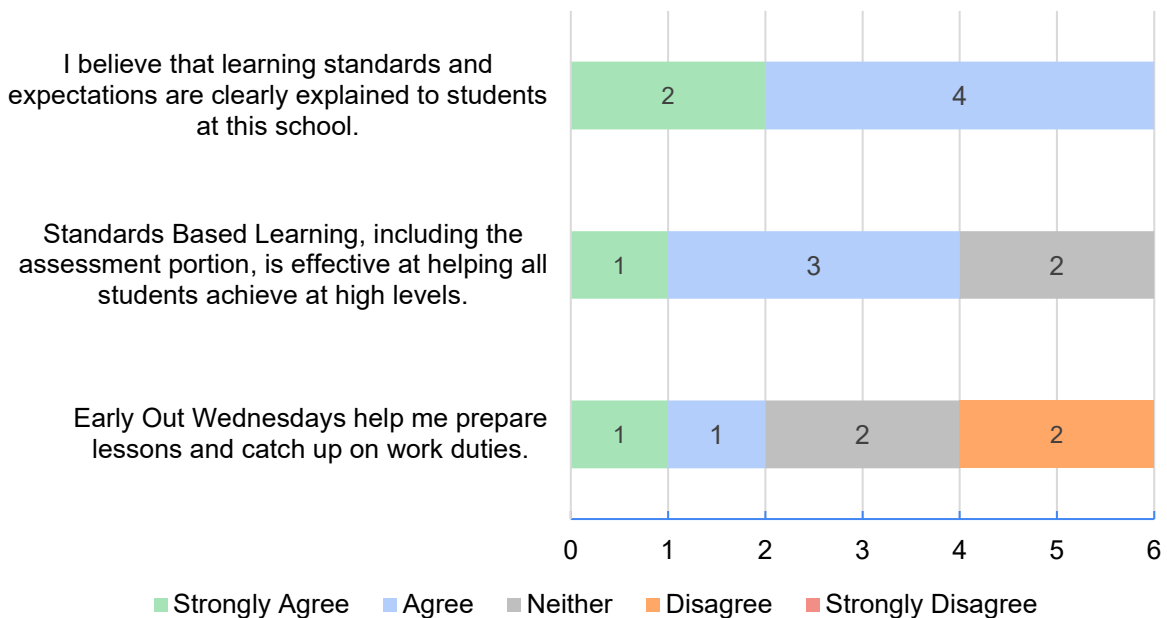




Curriculum & Instruction 9 Responses

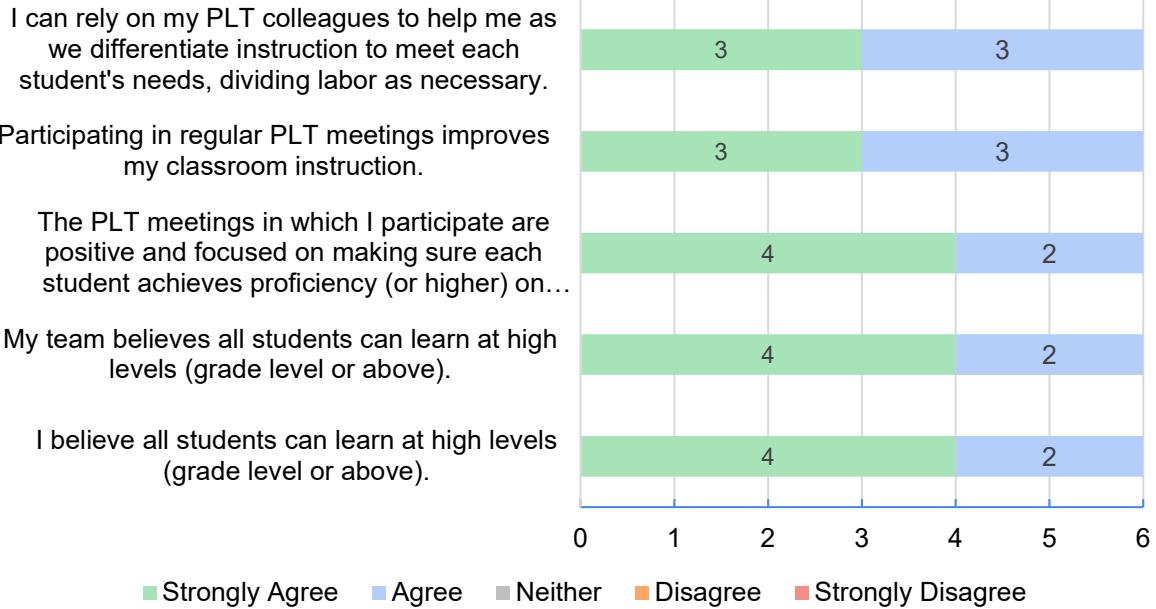


Curriculum & Instruction 6 Responses

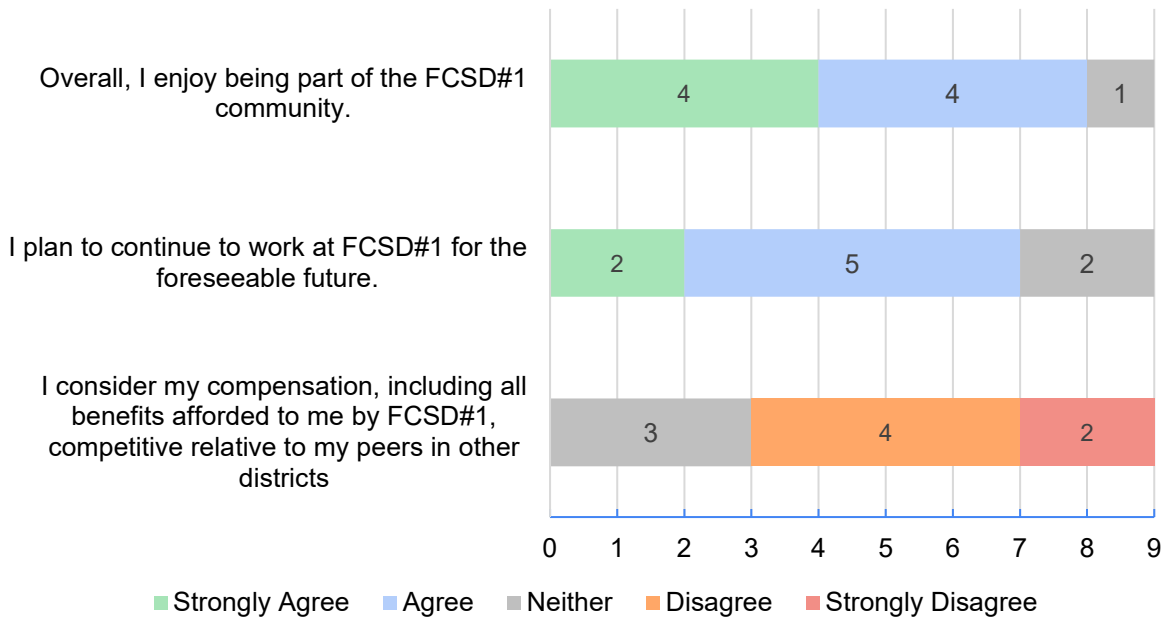




PLC 6 Responses



Other 9 Responses





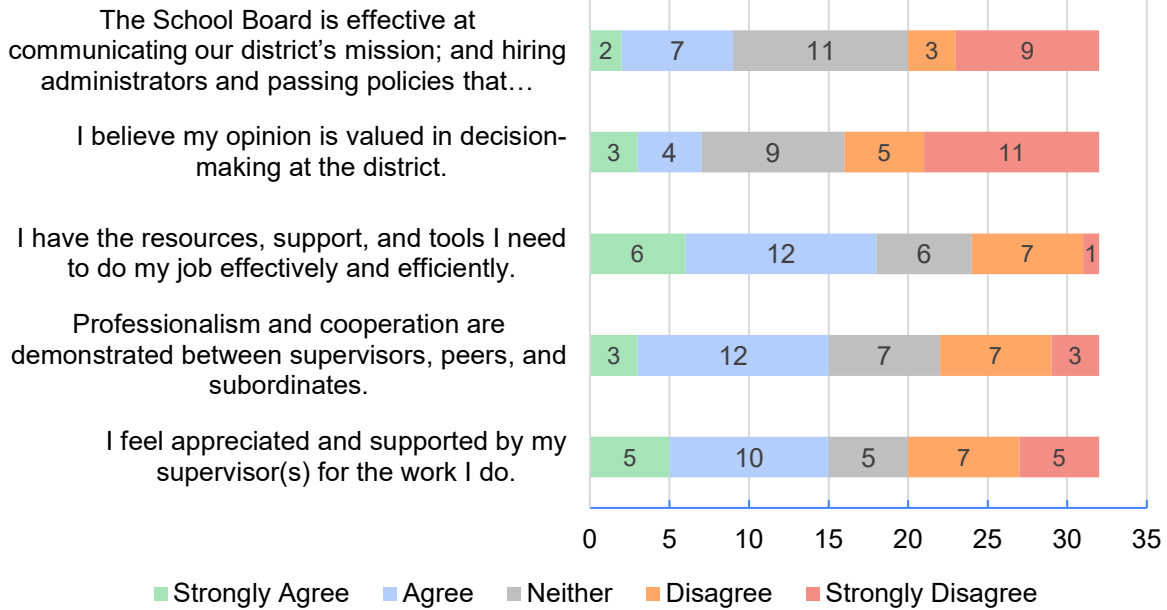
PATHFINDER HS: CLASSIFIED STAFF

The low number of respondents in this category may compromise the anonymity of individual participants; therefore, their response data is not included in this report.

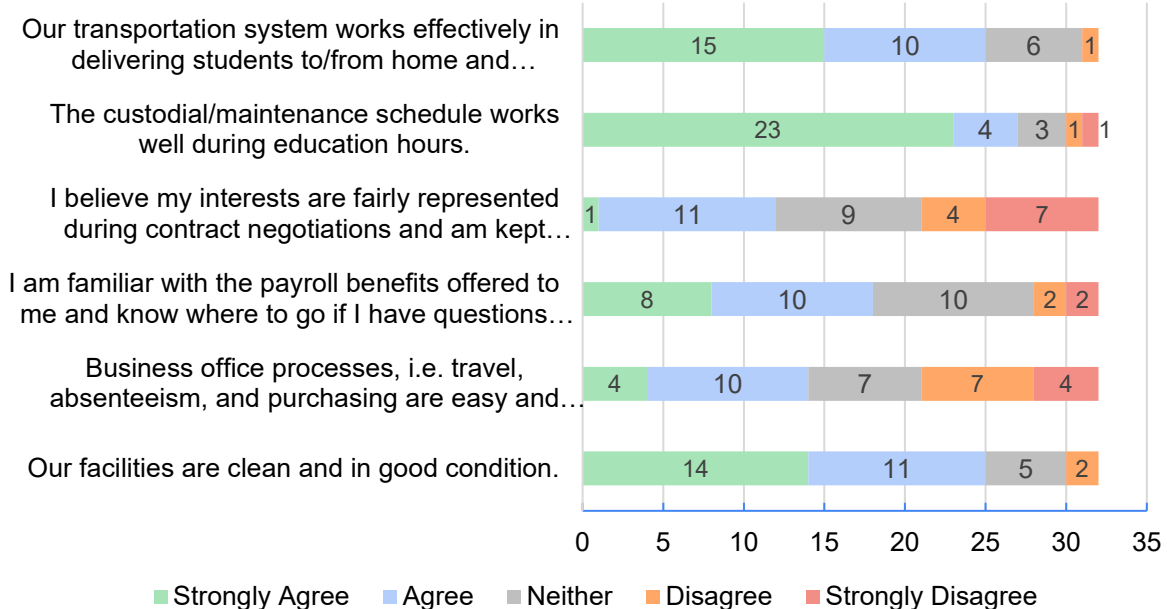


LANDER MS: CERTIFIED STAFF

**Work Environment
32 Responses**

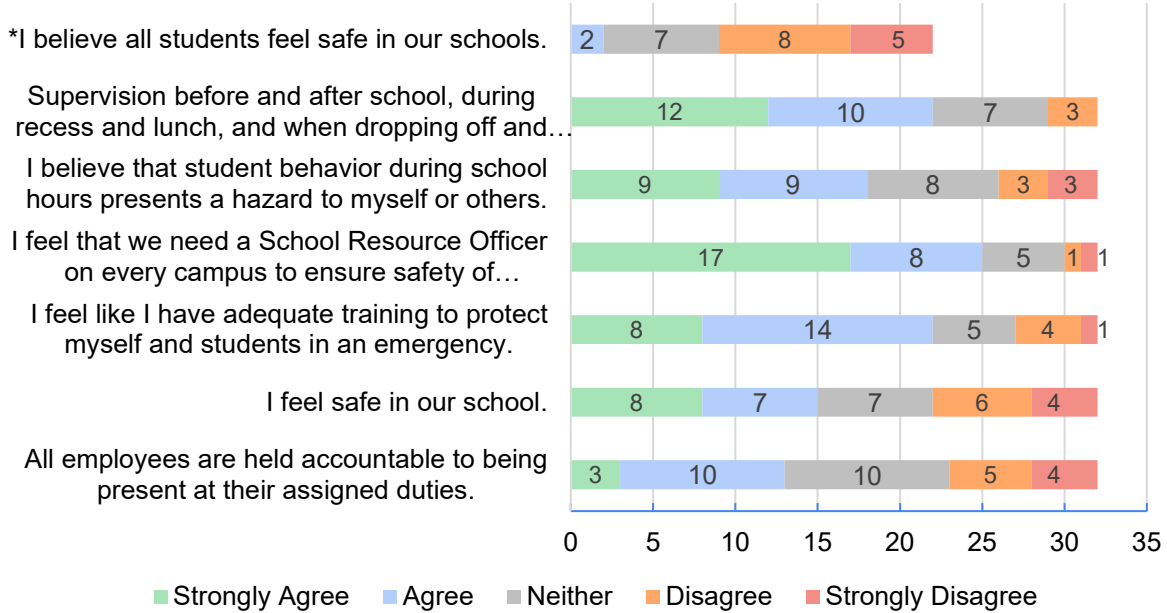


**Processes & Procedures
32 Responses**

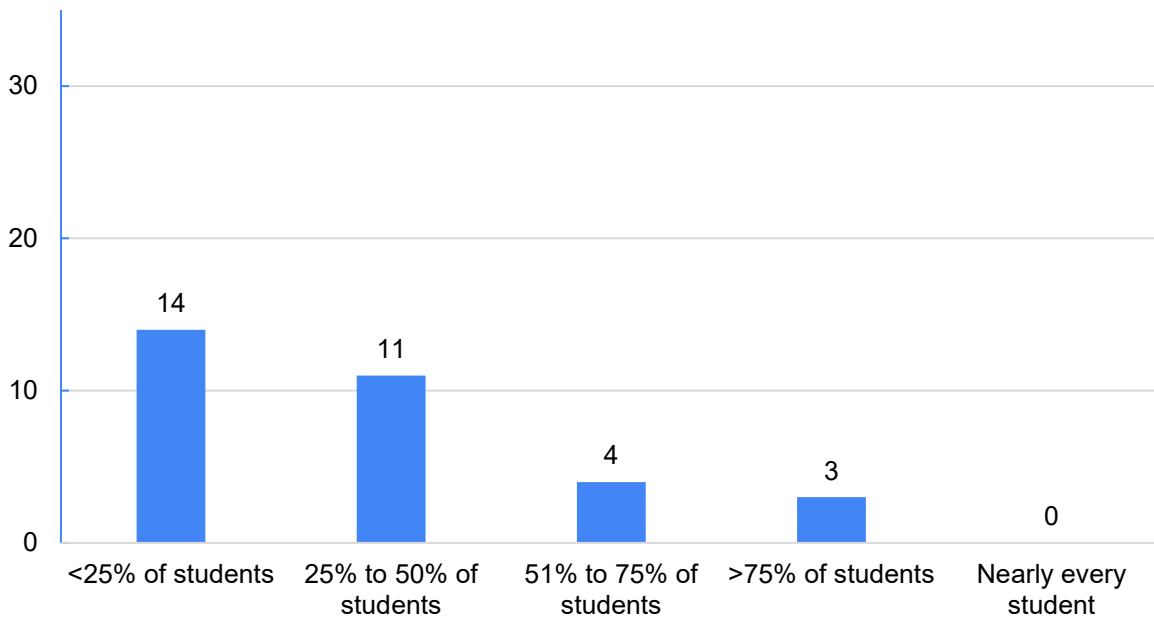




Safety & Security 32 Responses*

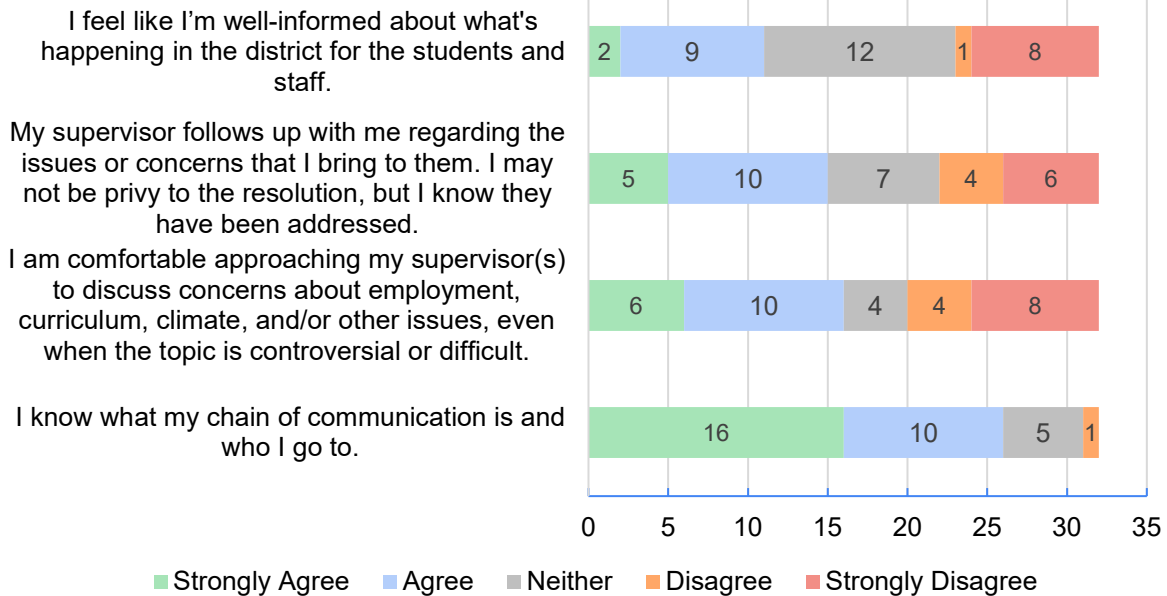


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

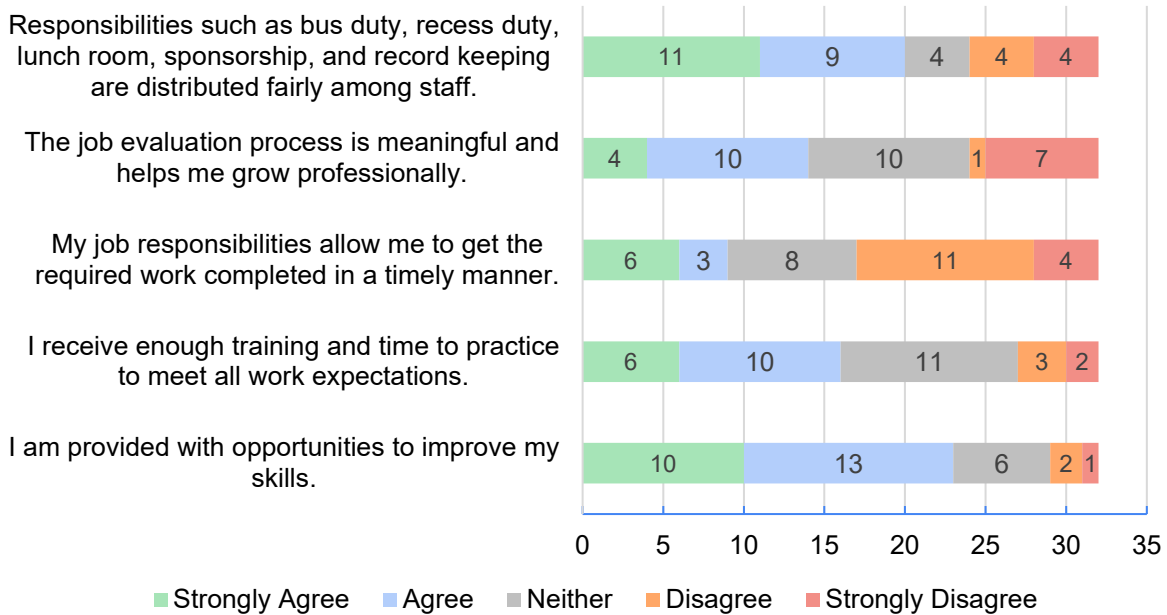




Chain of Communication 32 Responses

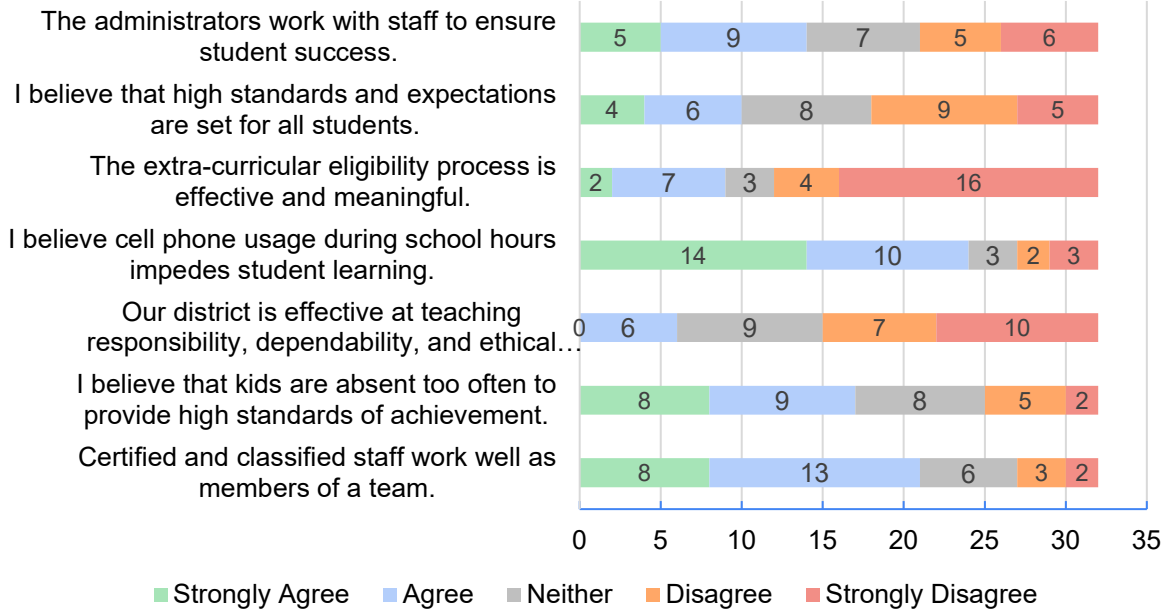


Job Responsibilities 32 Responses

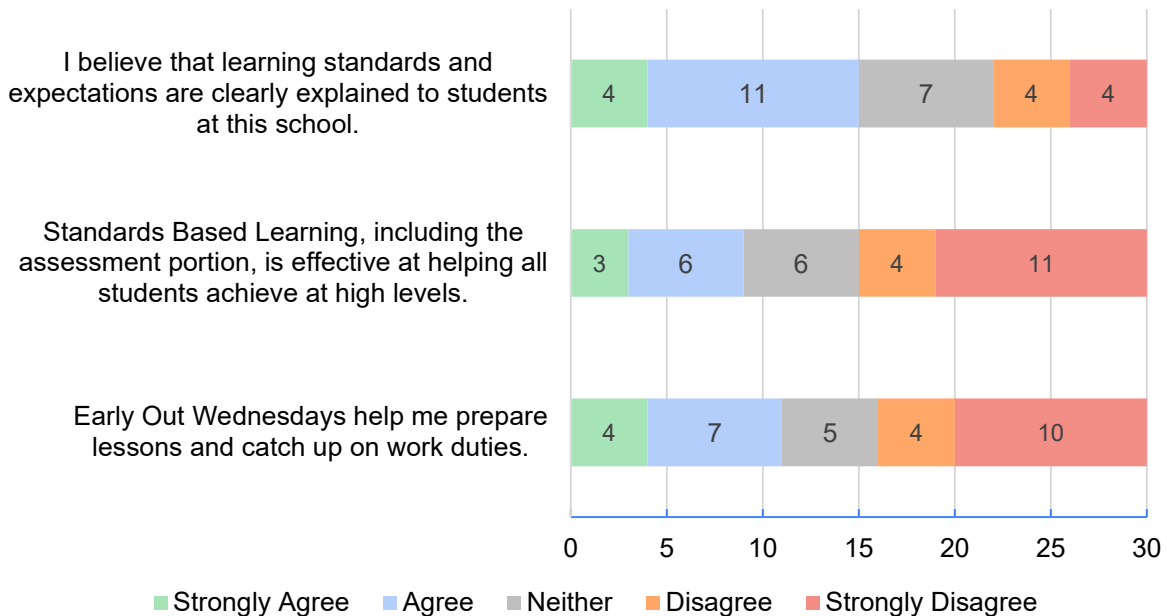




Curriculum & Instruction 32 Responses



Curriculum & Instruction 30 Responses



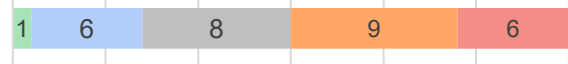


PLC 30 Responses

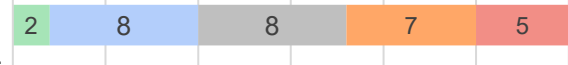
I can rely on my PLT colleagues to help me as we differentiate instruction to meet each student's needs, dividing labor as necessary.



Participating in regular PLT meetings improves my classroom instruction.



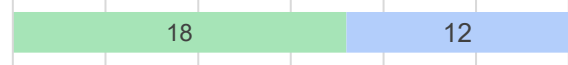
The PLT meetings in which I participate are positive and focused on making sure each student achieves proficiency (or higher) on...



My team believes all students can learn at high levels (grade level or above).



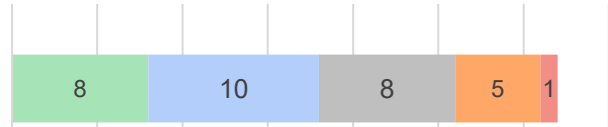
I believe all students can learn at high levels (grade level or above).



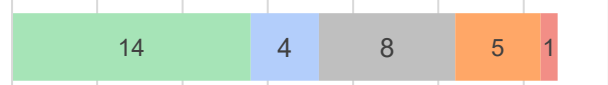
Legend: Strongly Agree (Green), Agree (Blue), Neither (Grey), Disagree (Orange), Strongly Disagree (Red)

Other 32 Responses

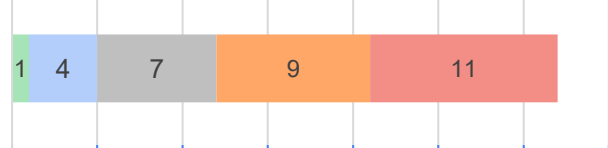
Overall, I enjoy being part of the FCSD#1 community.



I plan to continue to work at FCSD#1 for the foreseeable future.



I consider my compensation, including all benefits afforded to me by FCSD#1, competitive relative to my peers in other districts

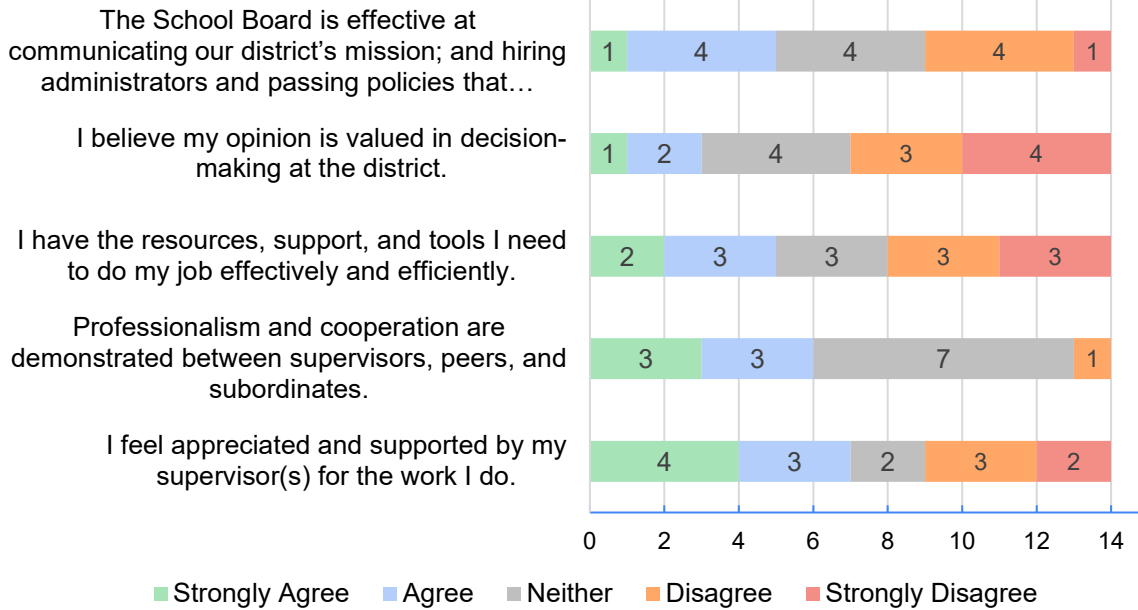


Legend: Strongly Agree (Green), Agree (Blue), Neither (Grey), Disagree (Orange), Strongly Disagree (Red)

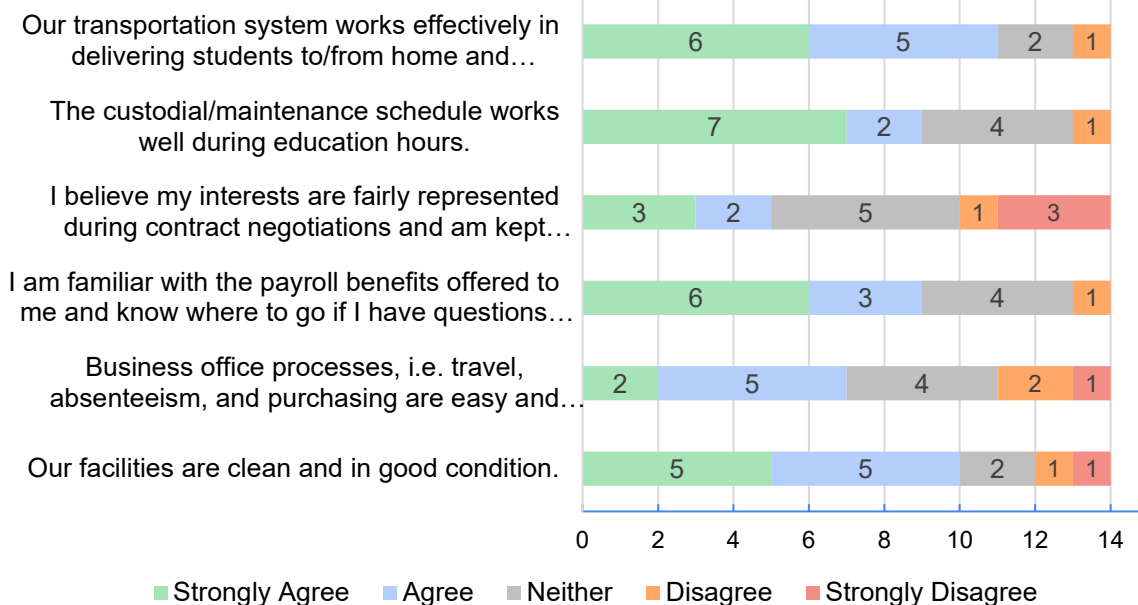


LANDER MS: CLASSIFIED STAFF

**Work Environment
14 Responses**

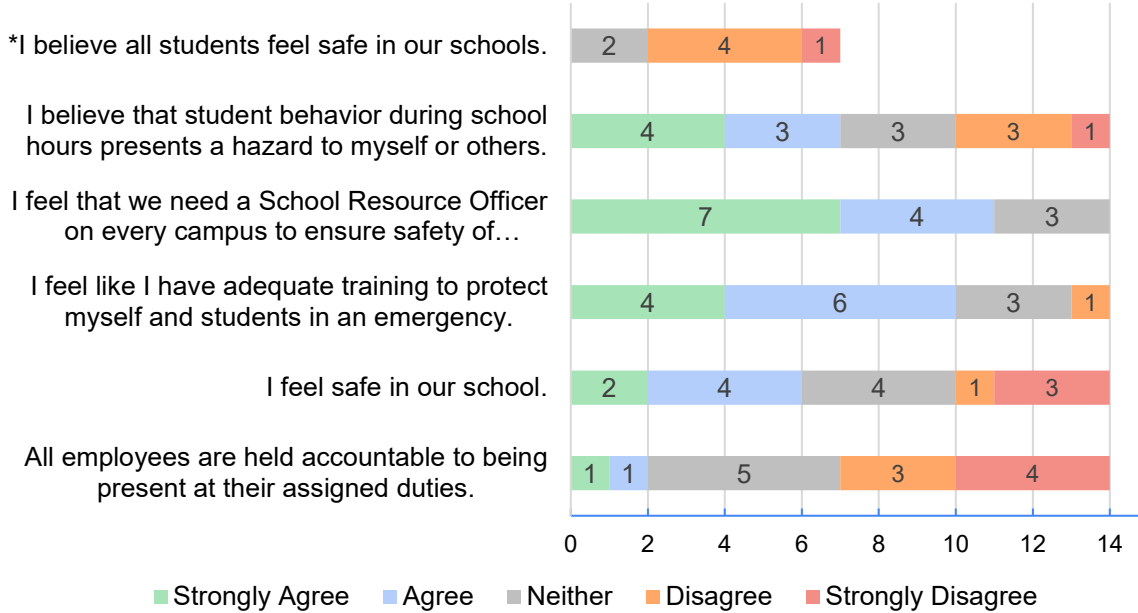


**Processes & Procedures
14 Responses**

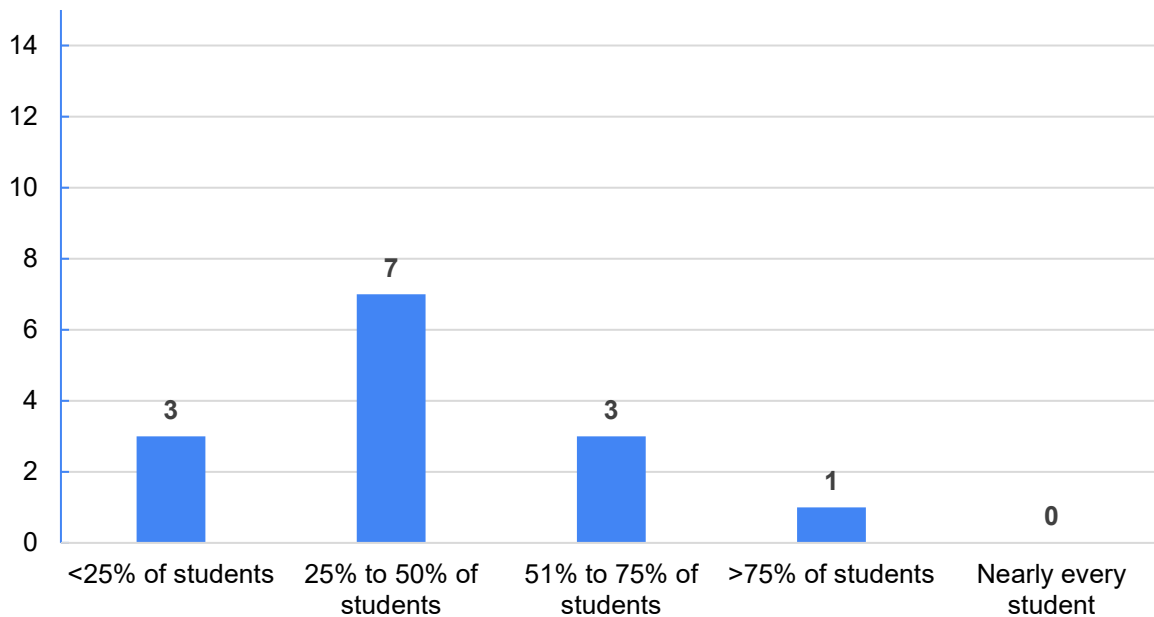




Safety & Security 14 Responses*

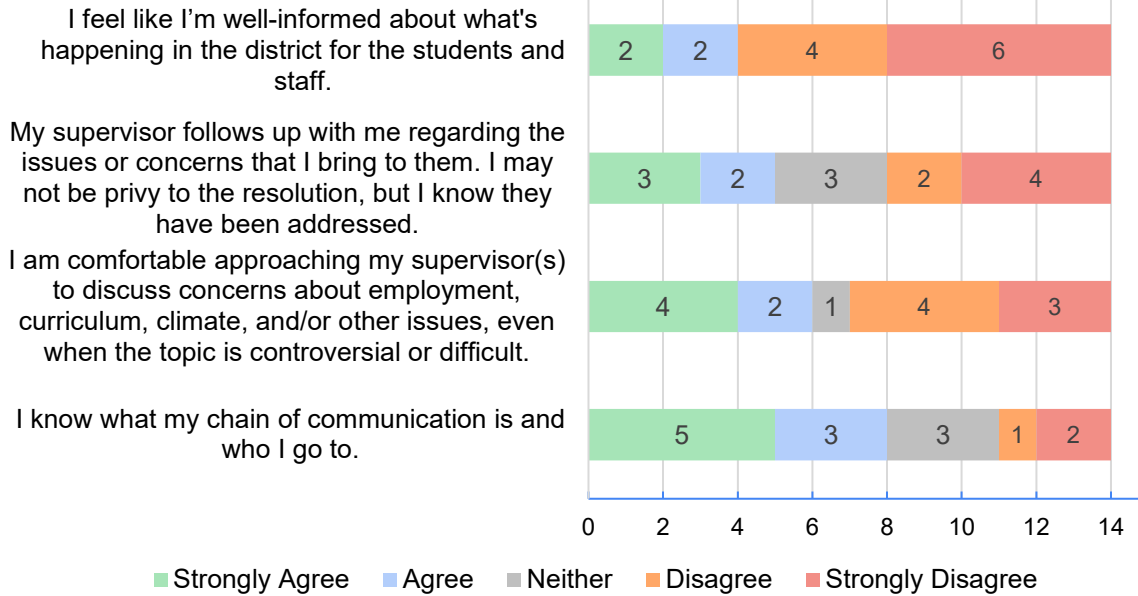


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

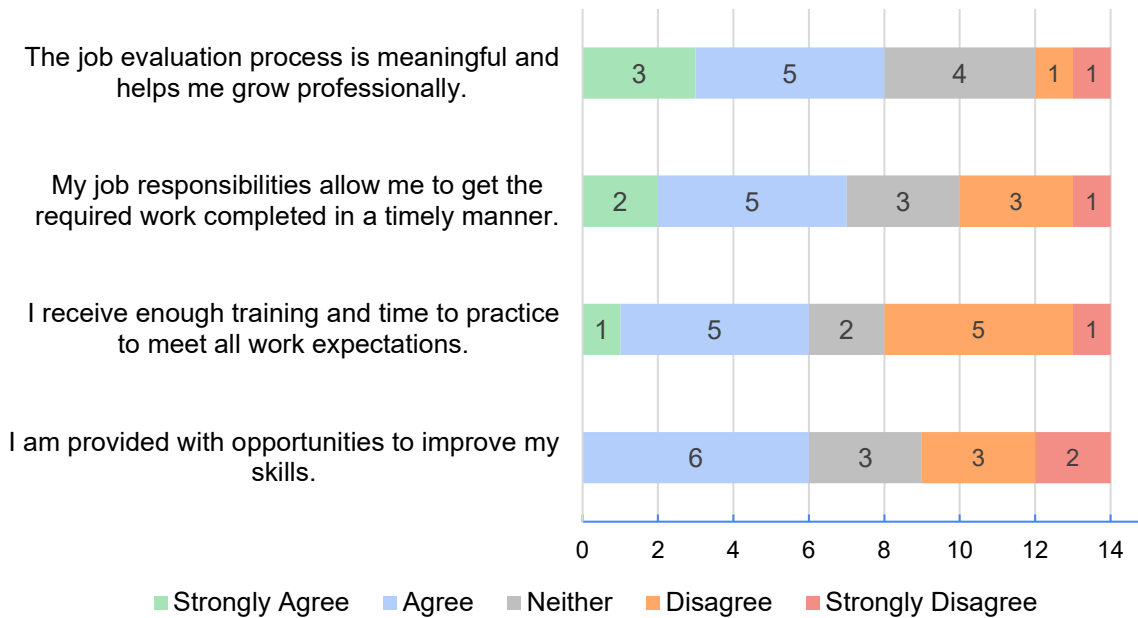




Chain of Communication 14 Responses

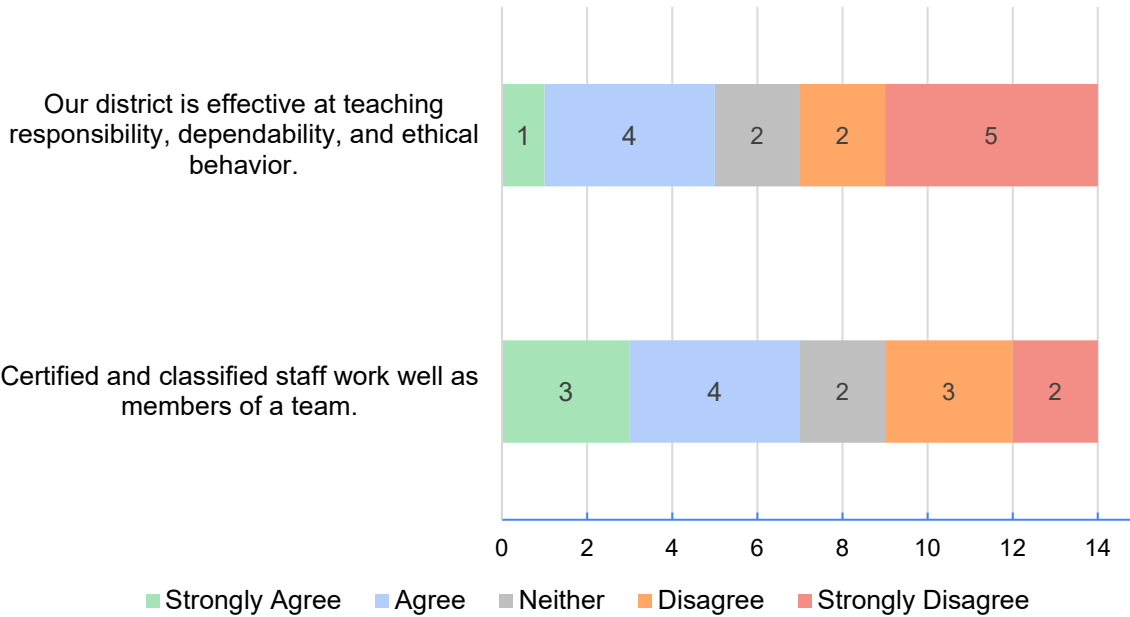


Job Responsibilities 14 Responses

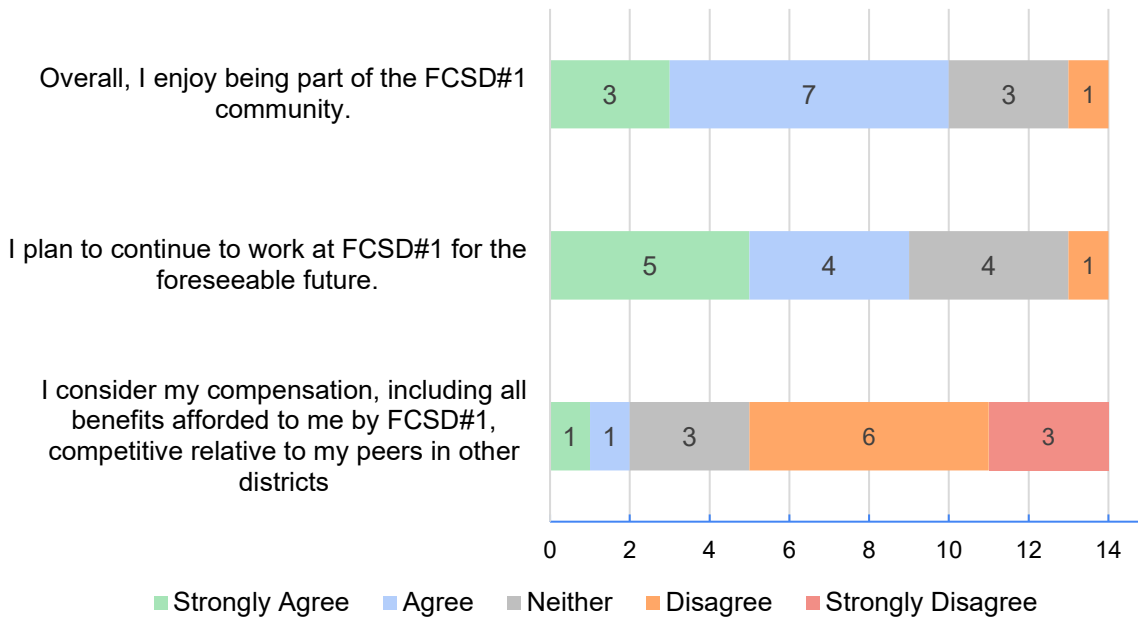




Support for Learning 14 Responses



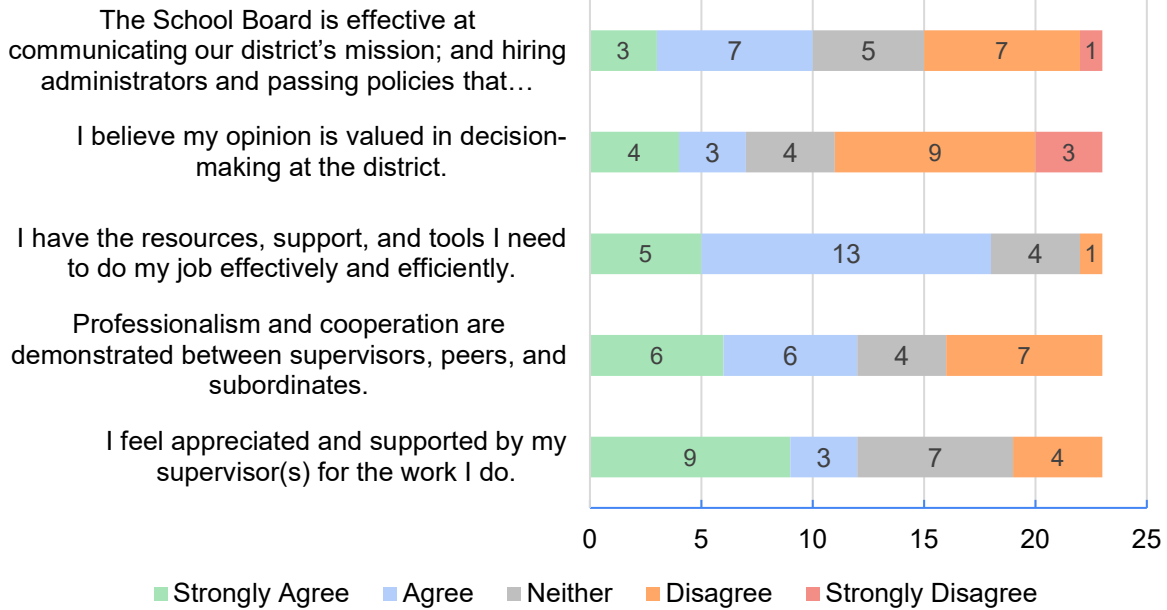
Other 14 Responses



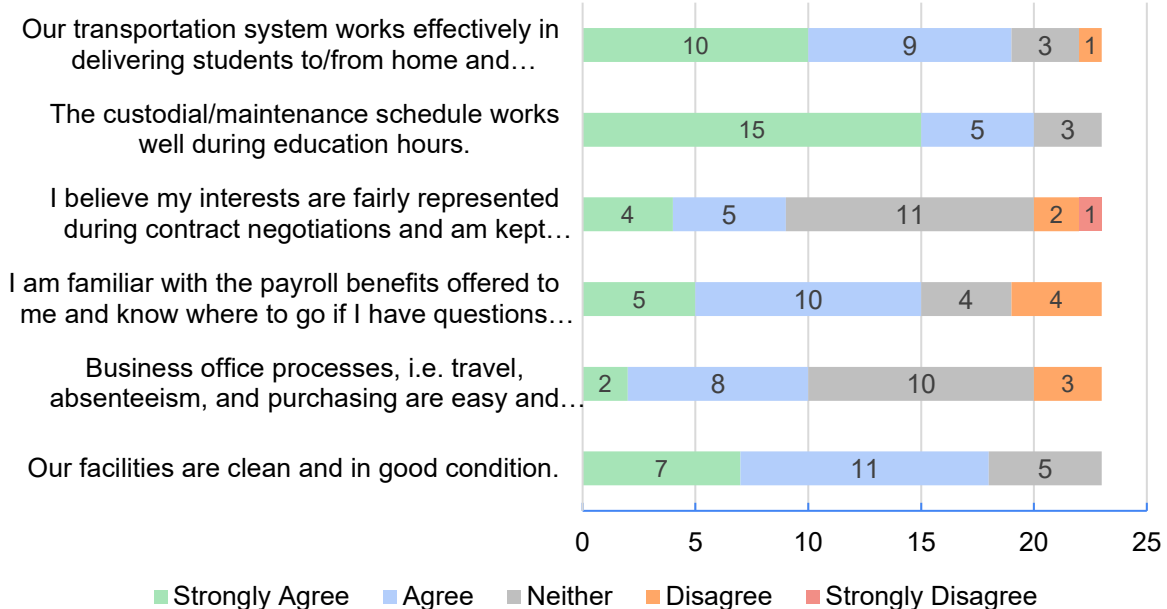


BALDWIN CREEK ES: CERTIFIED STAFF

**Work Environment
23 Responses**

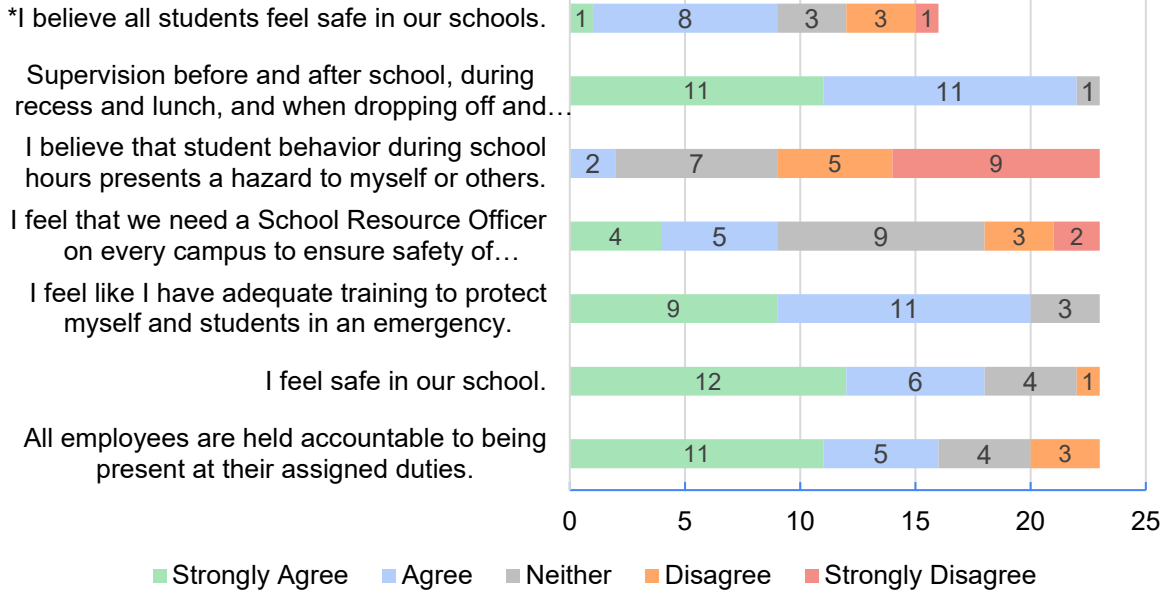


**Processes & Procedures
23 Responses**

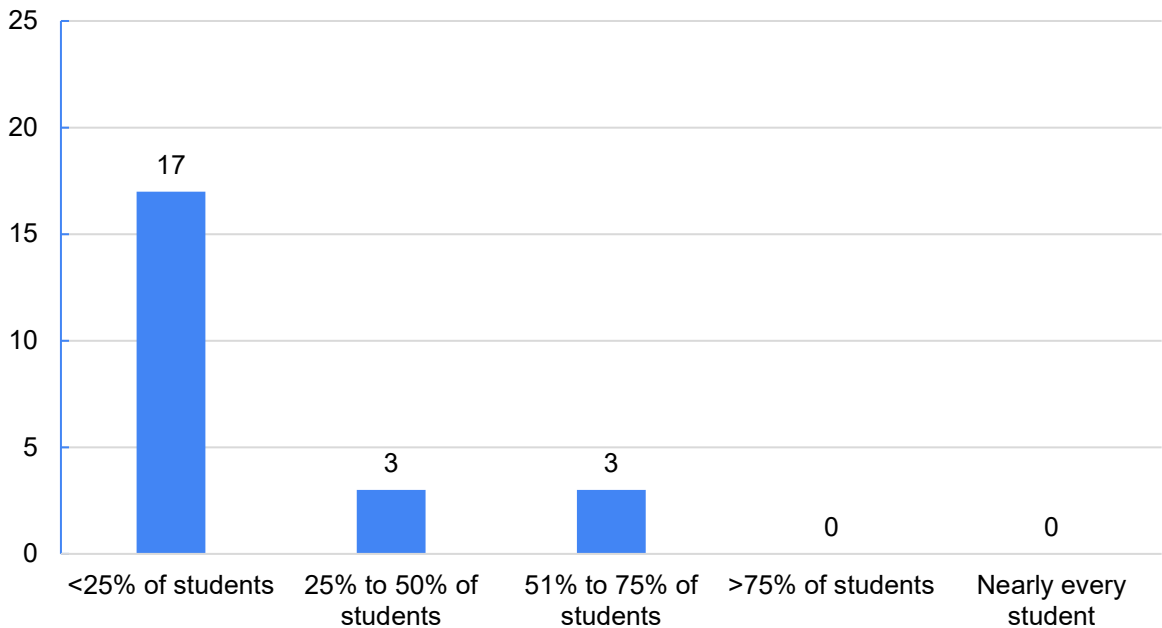




Safety & Security 23 Responses*

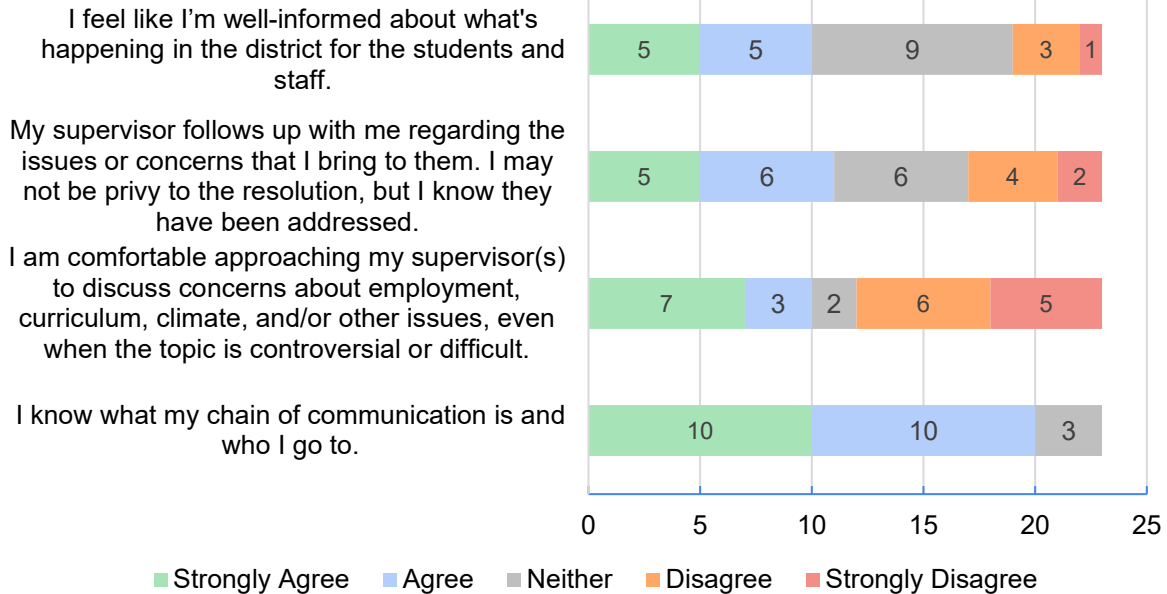


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

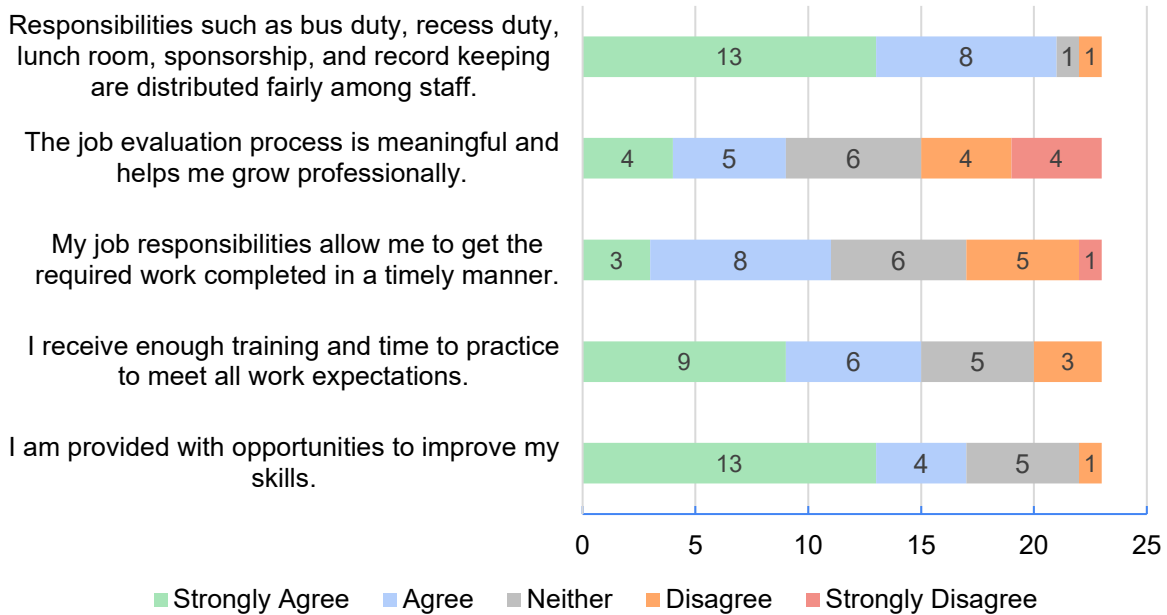




Chain of Communication 23 Responses

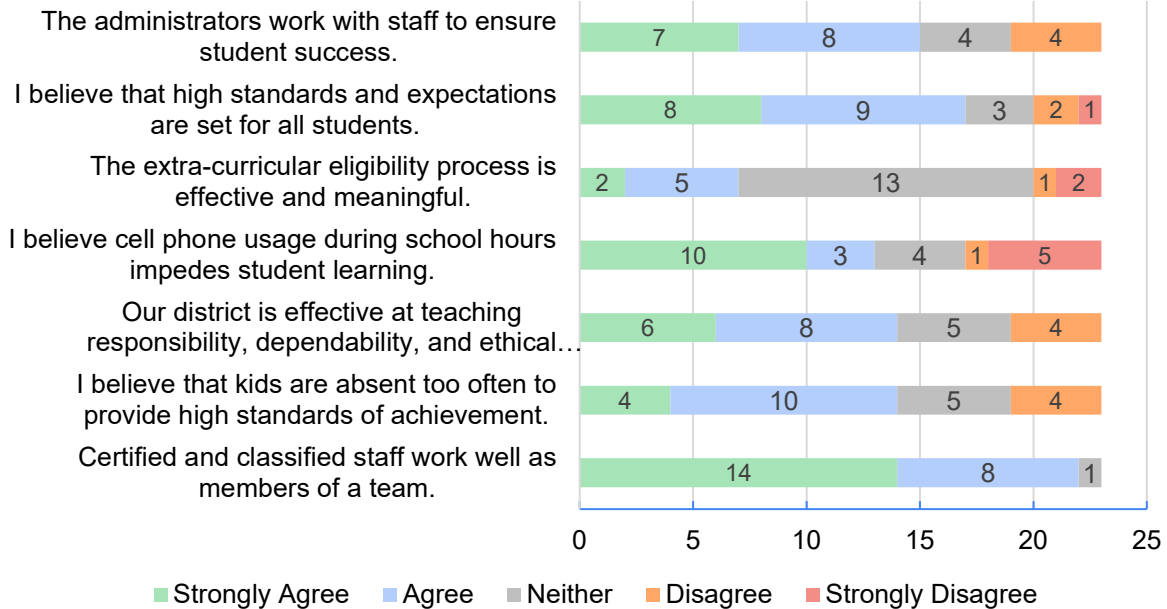


Job Responsibilities 23 Responses

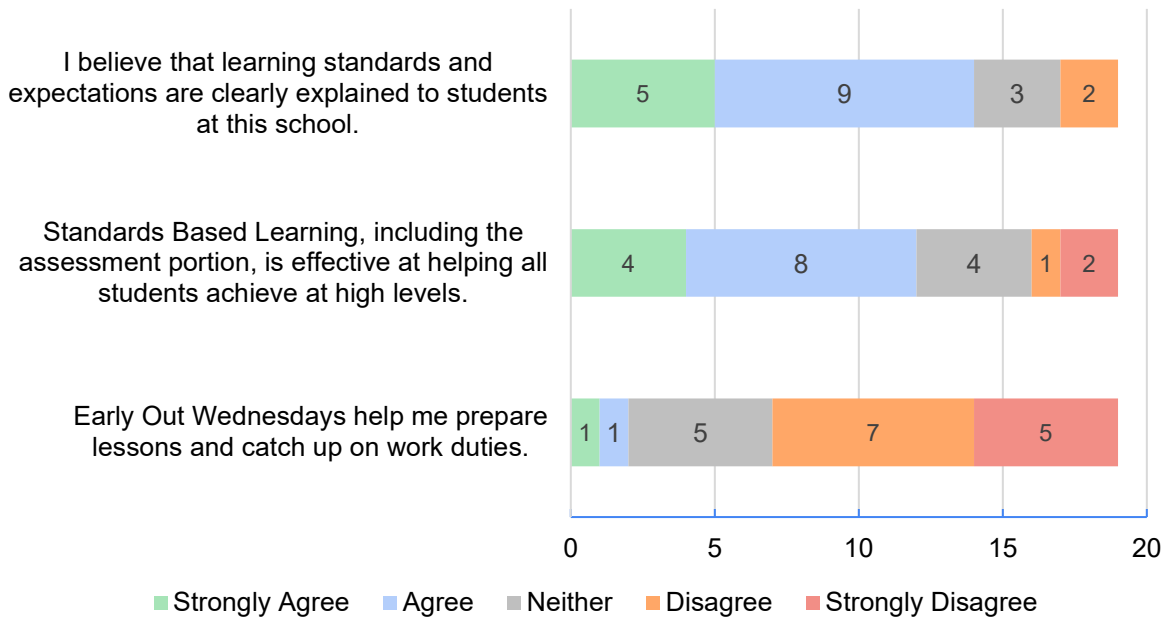




Curriculum & Instruction 23 Responses



Curriculum & Instruction 19 Responses





PLC 19 Responses

I can rely on my PLT colleagues to help me as we differentiate instruction to meet each student's needs, dividing labor as necessary.



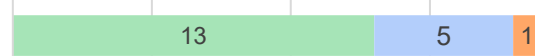
Participating in regular PLT meetings improves my classroom instruction.



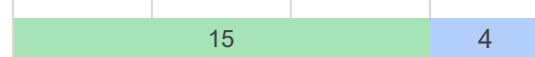
The PLT meetings in which I participate are positive and focused on making sure each student achieves proficiency (or higher) on...



My team believes all students can learn at high levels (grade level or above).



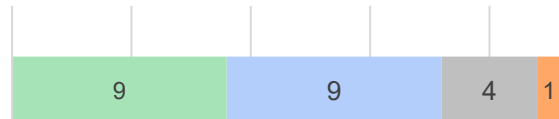
I believe all students can learn at high levels (grade level or above).



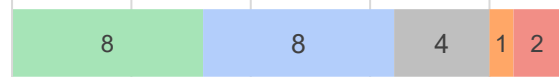
Legend: Strongly Agree (Green), Agree (Blue), Neither (Grey), Disagree (Orange), Strongly Disagree (Red)

Other 23 Responses

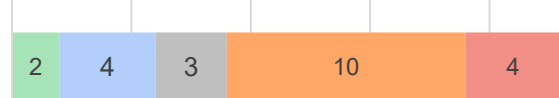
Overall, I enjoy being part of the FCSD#1 community.



I plan to continue to work at FCSD#1 for the foreseeable future.



I consider my compensation, including all benefits afforded to me by FCSD#1, competitive relative to my peers in other districts

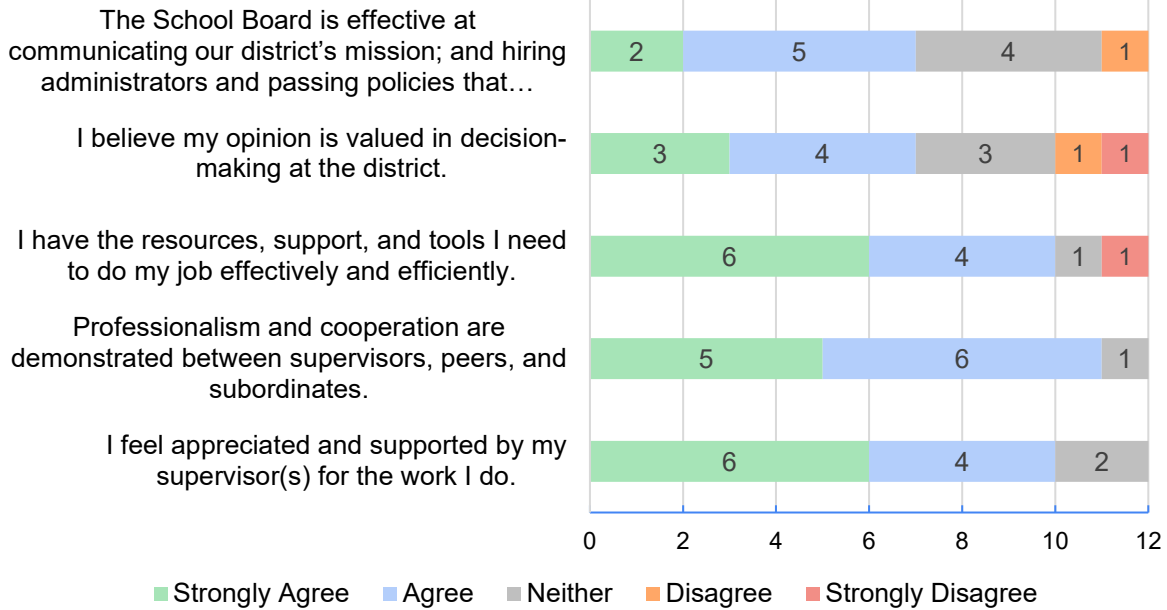


Legend: Strongly Agree (Green), Agree (Blue), Neither (Grey), Disagree (Orange), Strongly Disagree (Red)

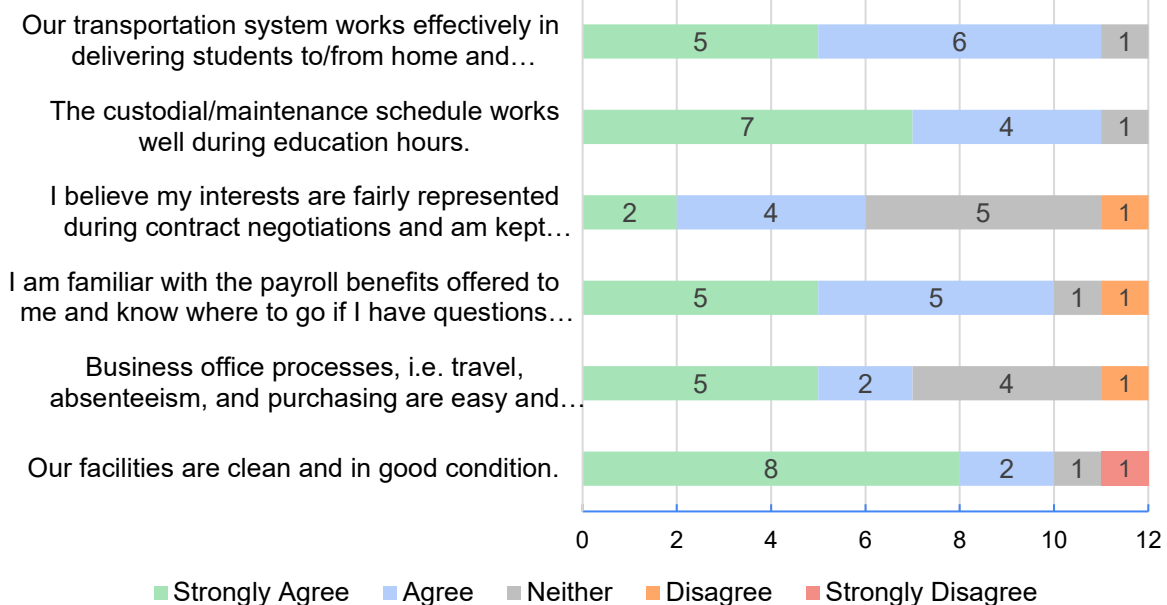


BALDWIN CREEK ES: CLASSIFIED STAFF

**Work Environment
12 Responses**

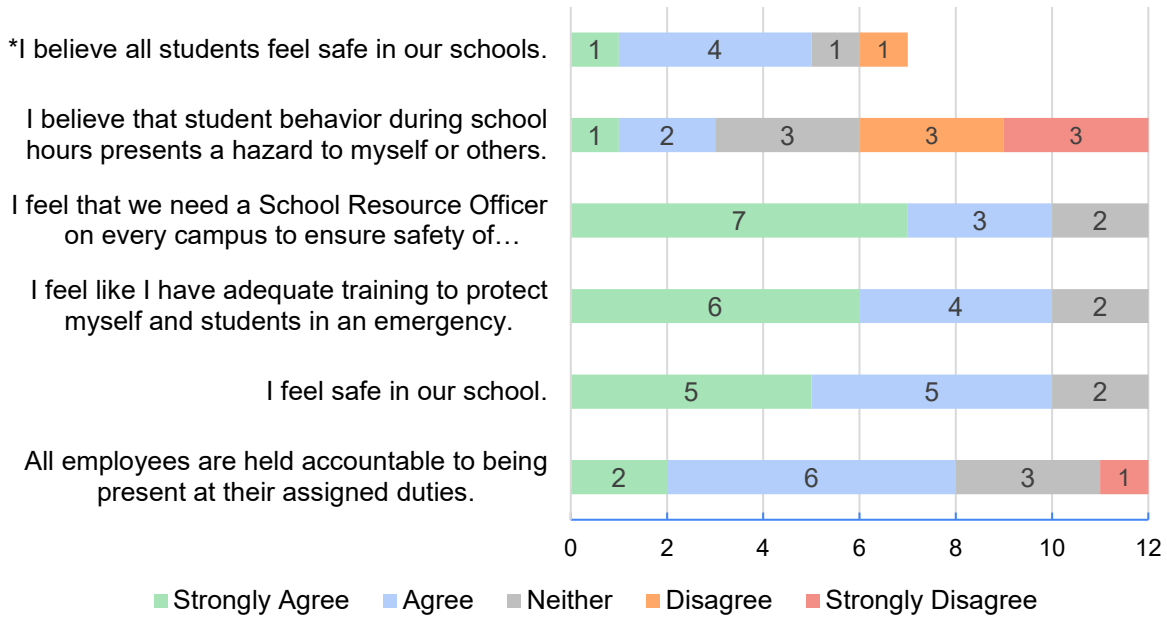


**Processes & Procedures
12 Responses**

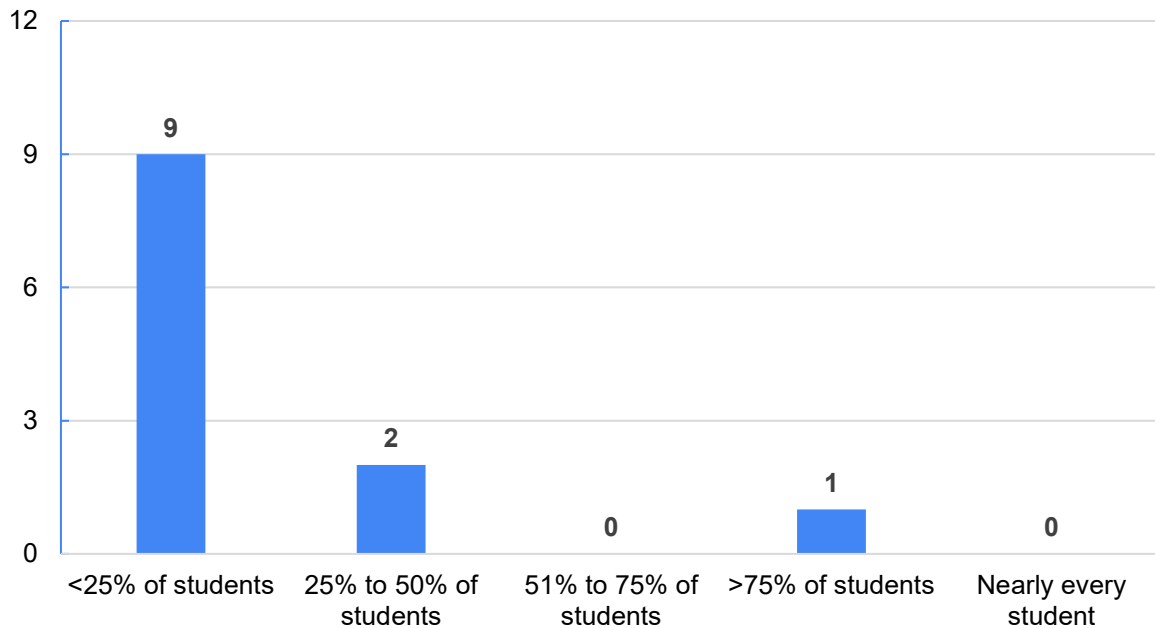




Safety & Security 12 Responses*

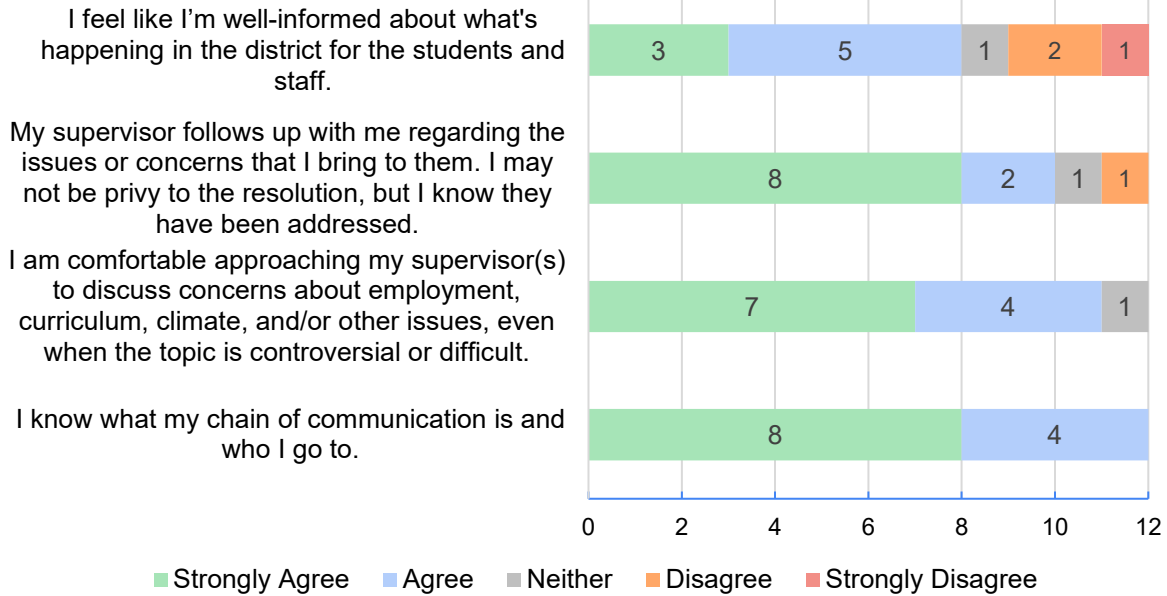


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

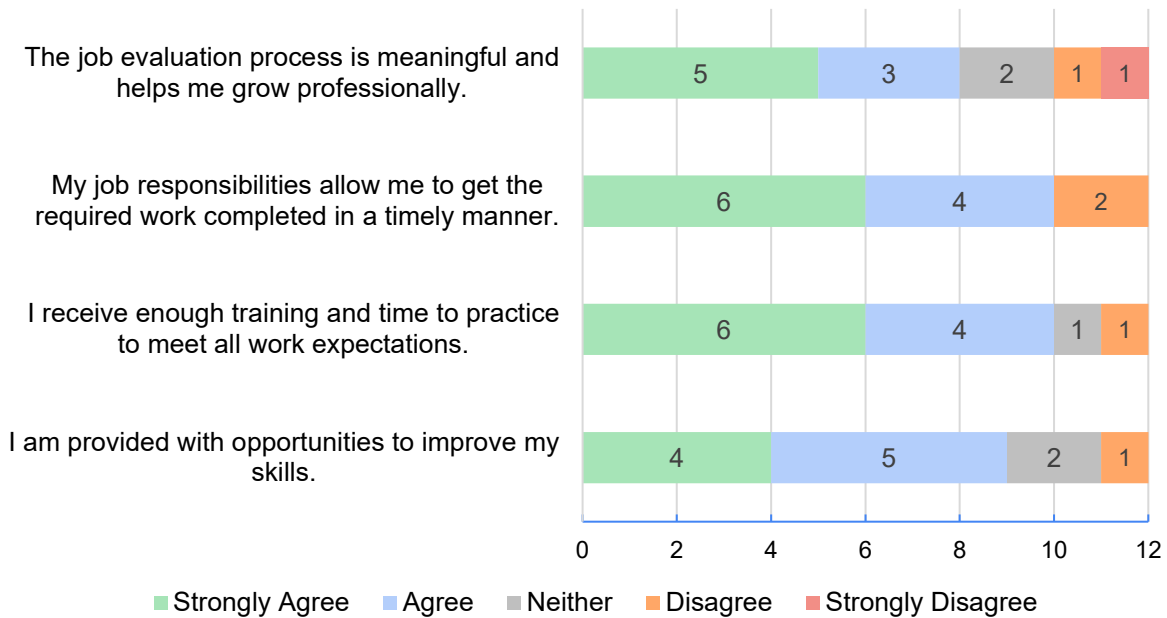




Chain of Communication 12 Responses

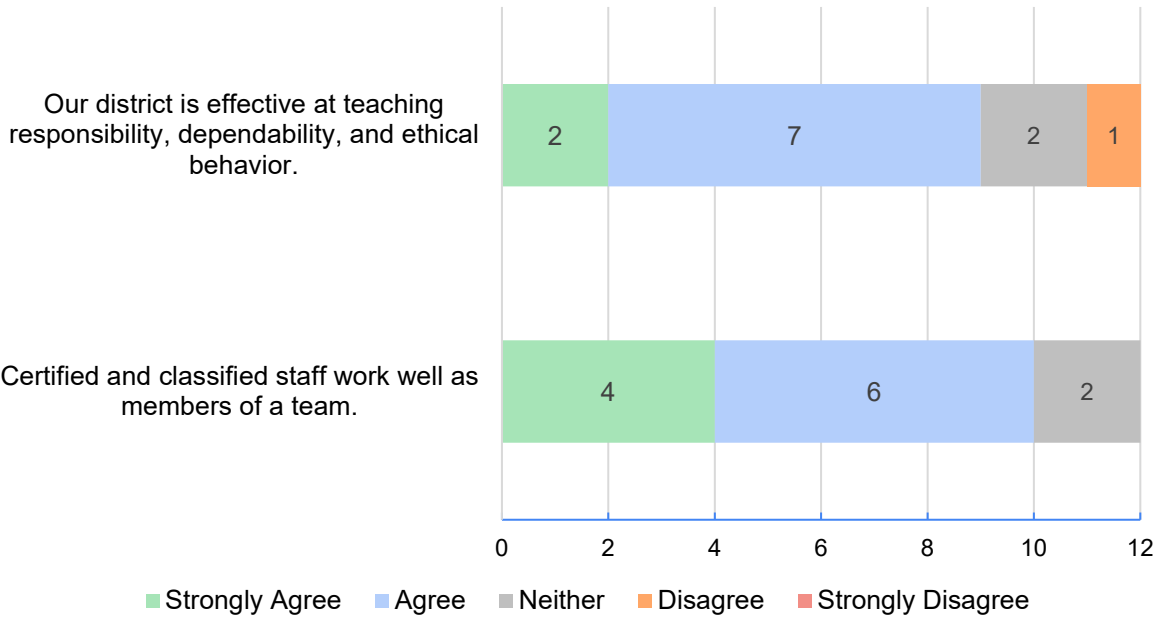


Job Responsibilities 12 Responses

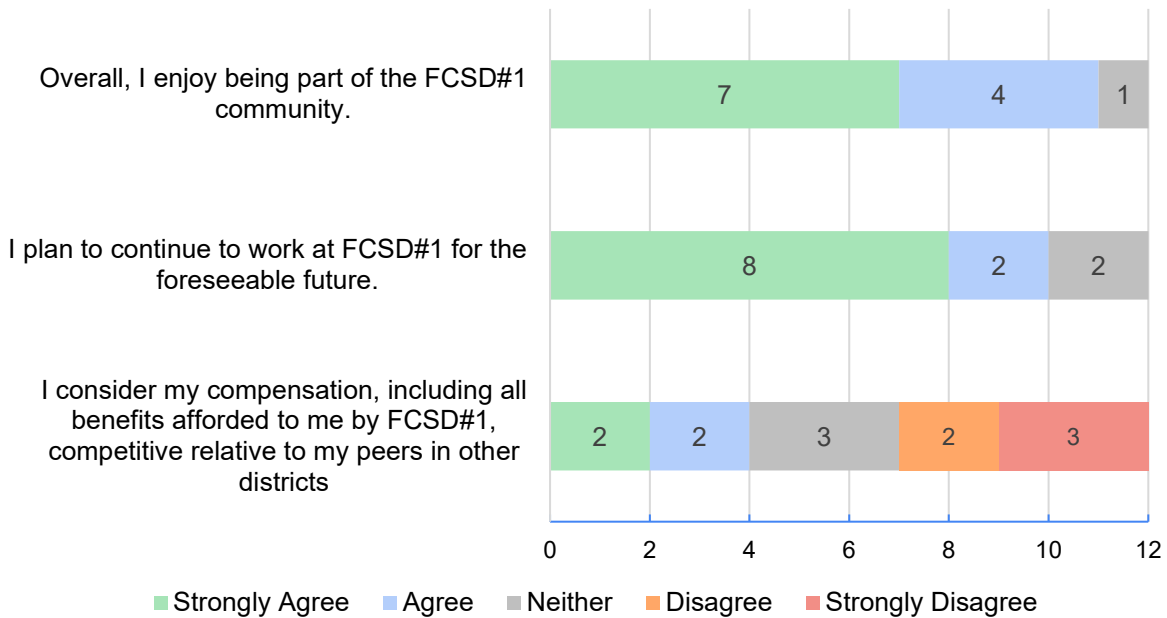




Support for Learning 12 Responses



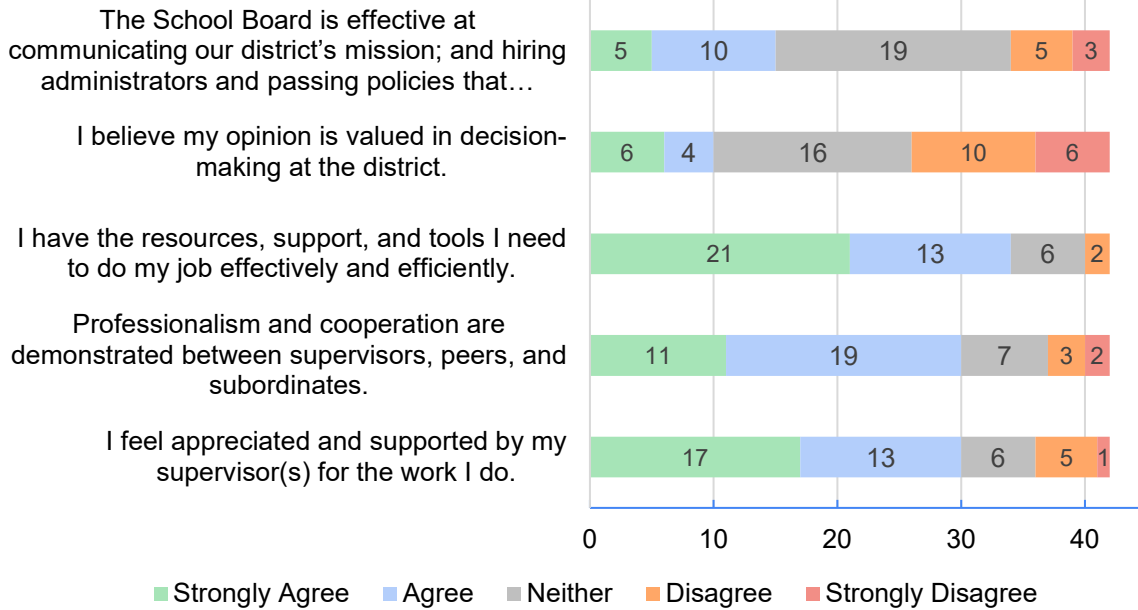
Other 12 Responses



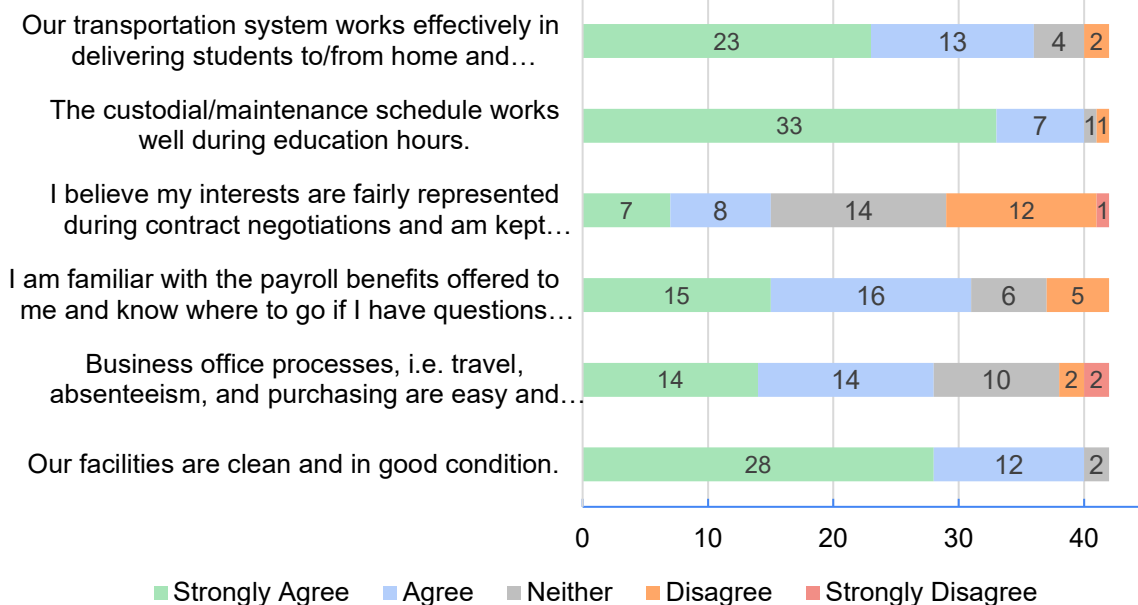


GANNETT PEAK ES: CERTIFIED STAFF

**Work Environment
42 Responses**

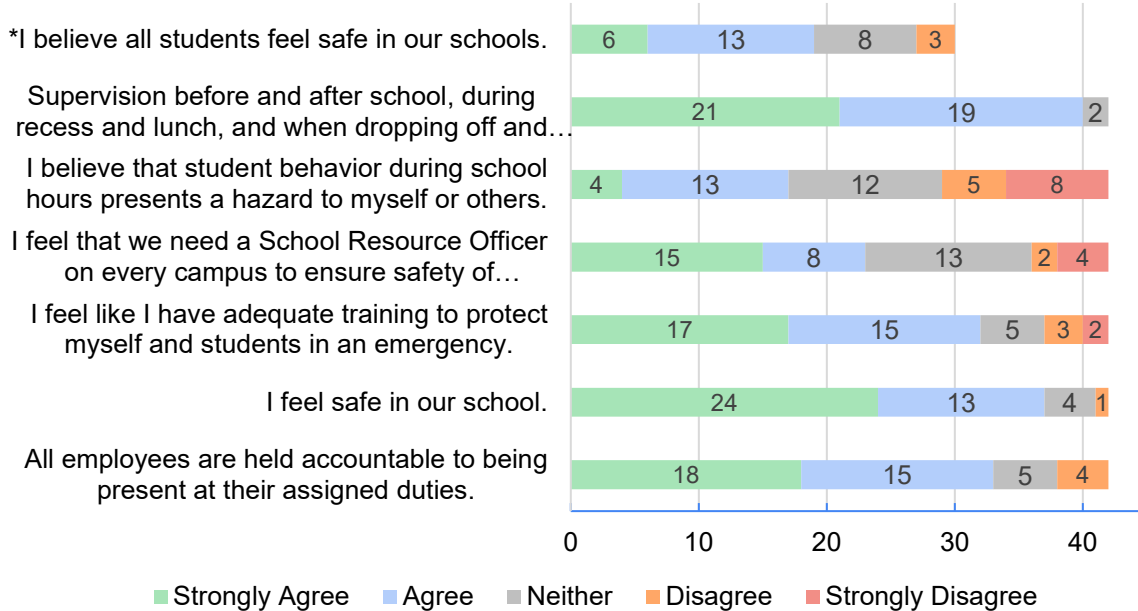


**Processes & Procedures
42 Responses**

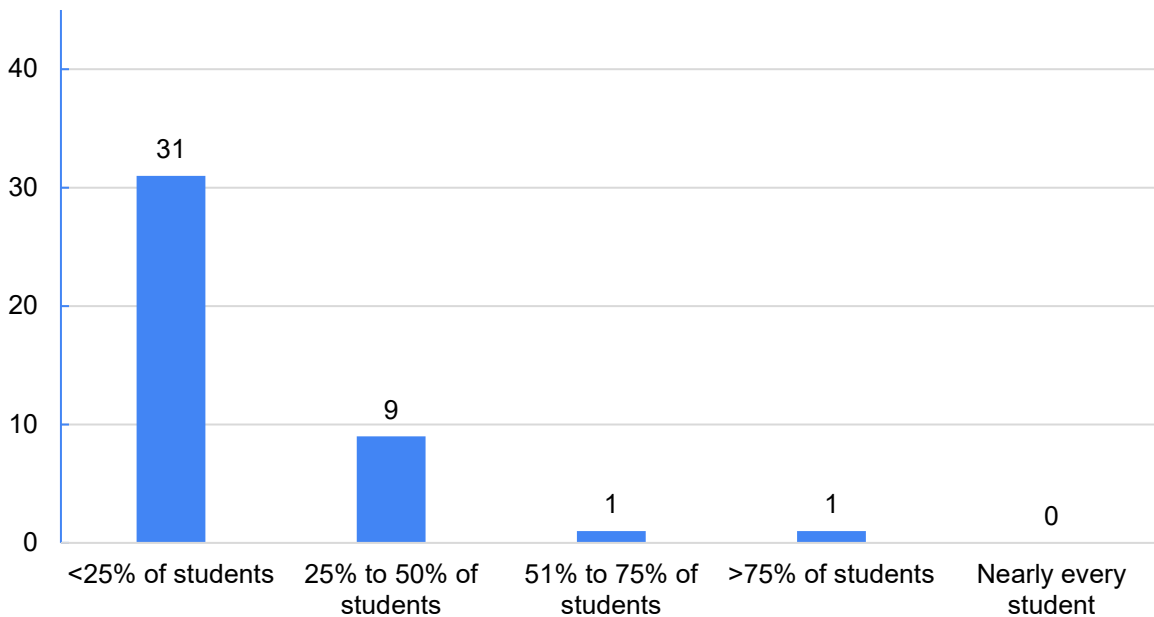




Safety & Security 42 Responses*

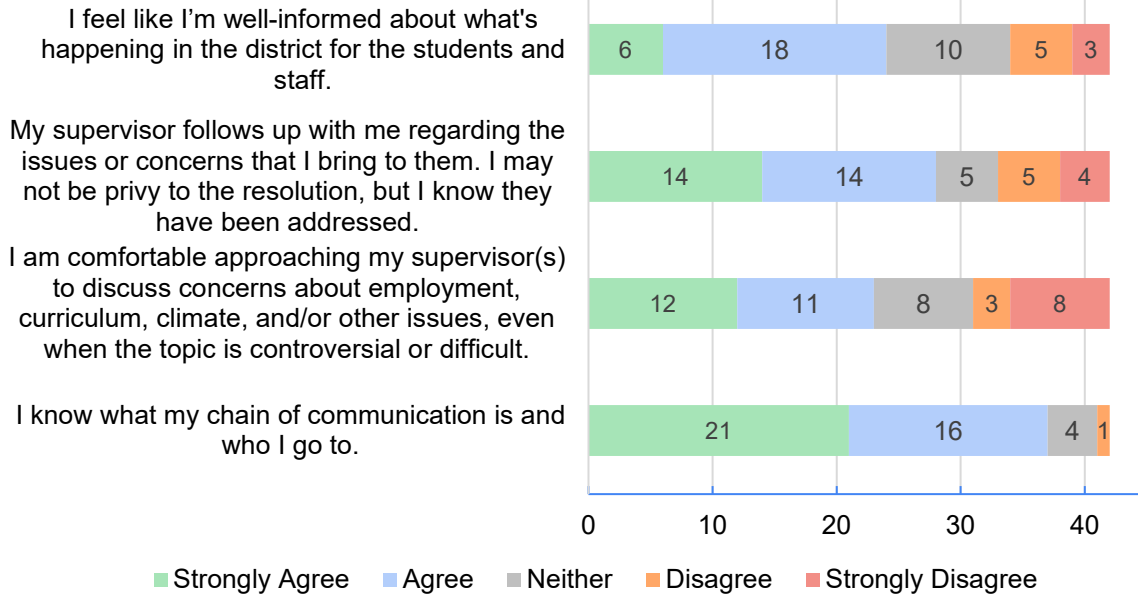


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

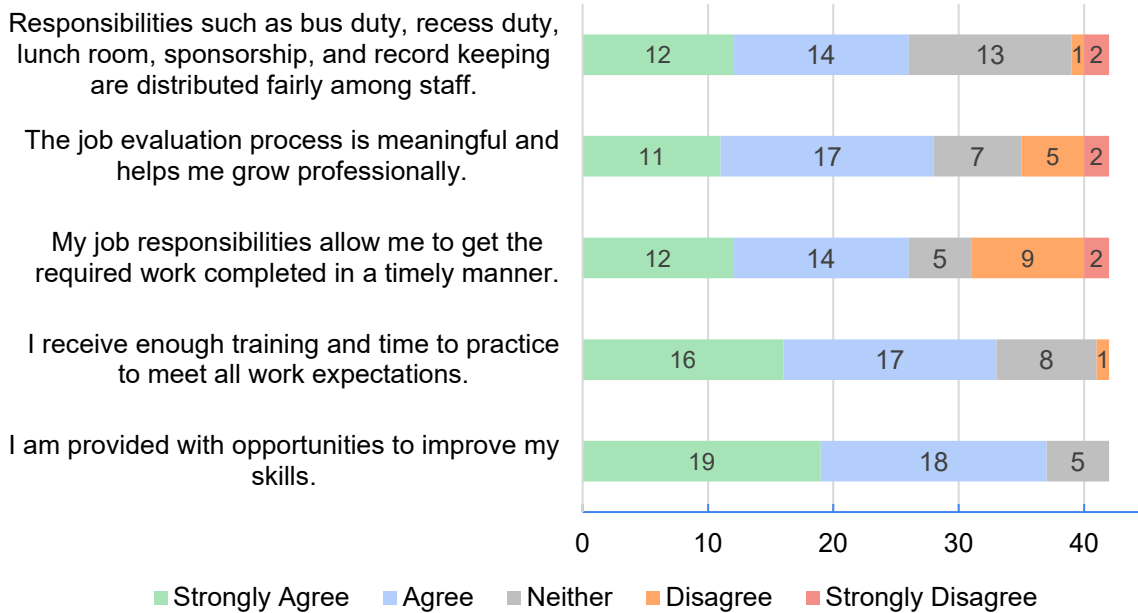




Chain of Communication 42 Responses

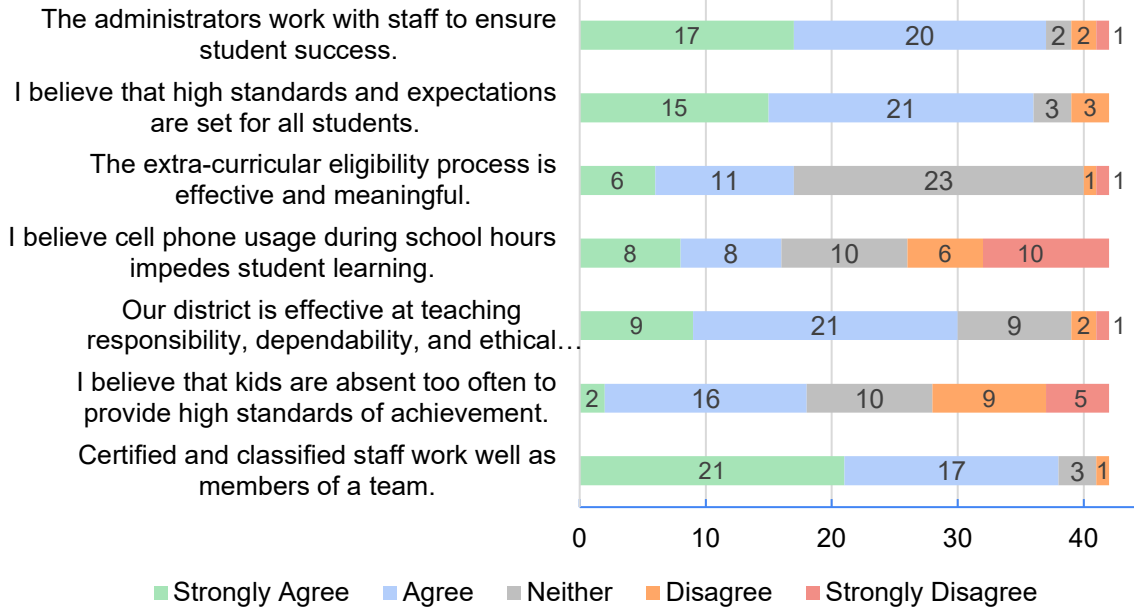


Job Responsibilities 42 Responses

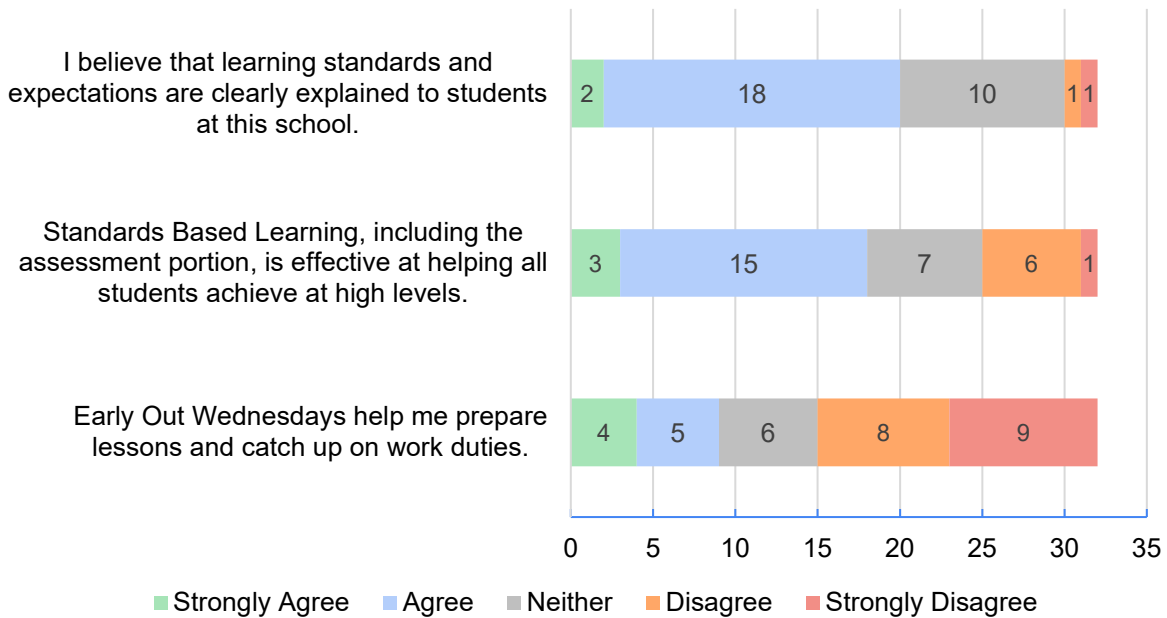




Curriculum & Instruction 42 Responses

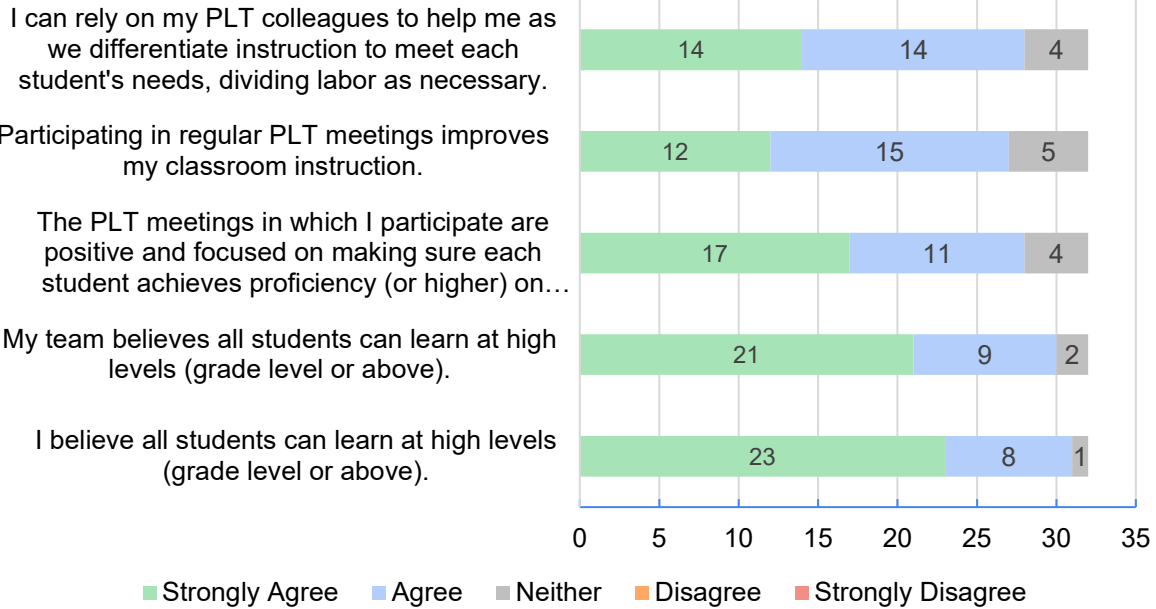


Curriculum & Instruction 32 Responses

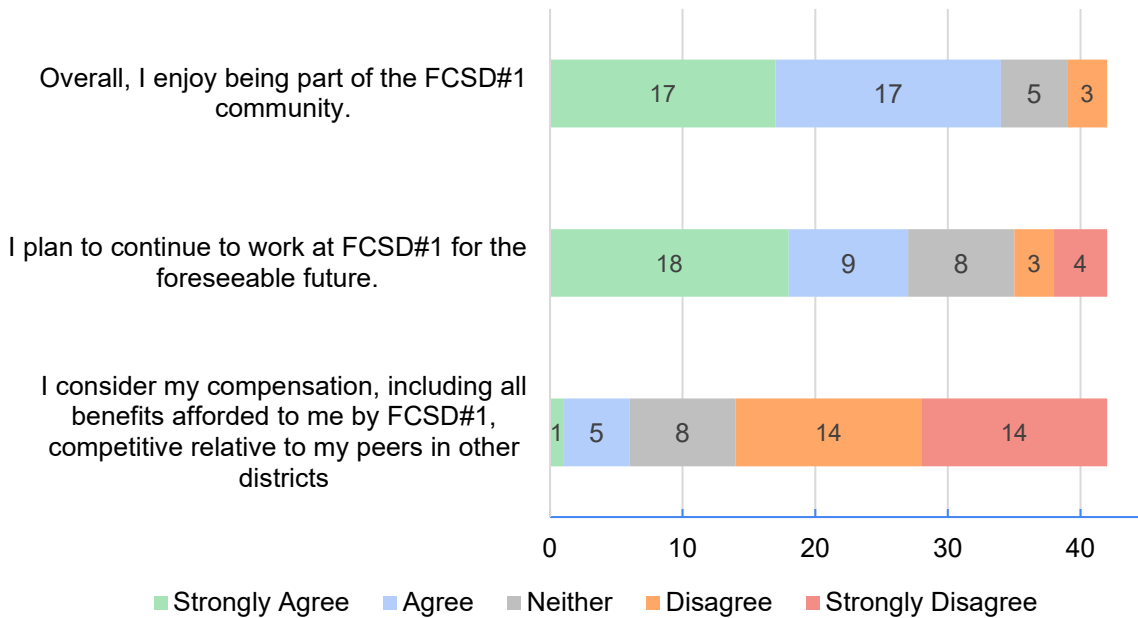




PLC 32 Responses



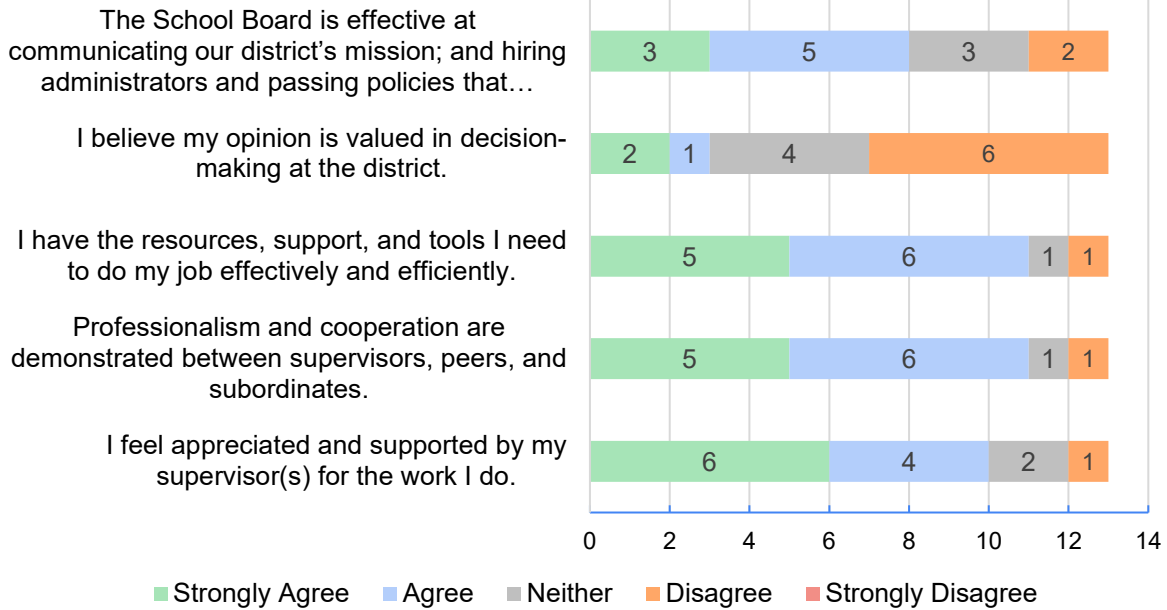
Other 42 Responses



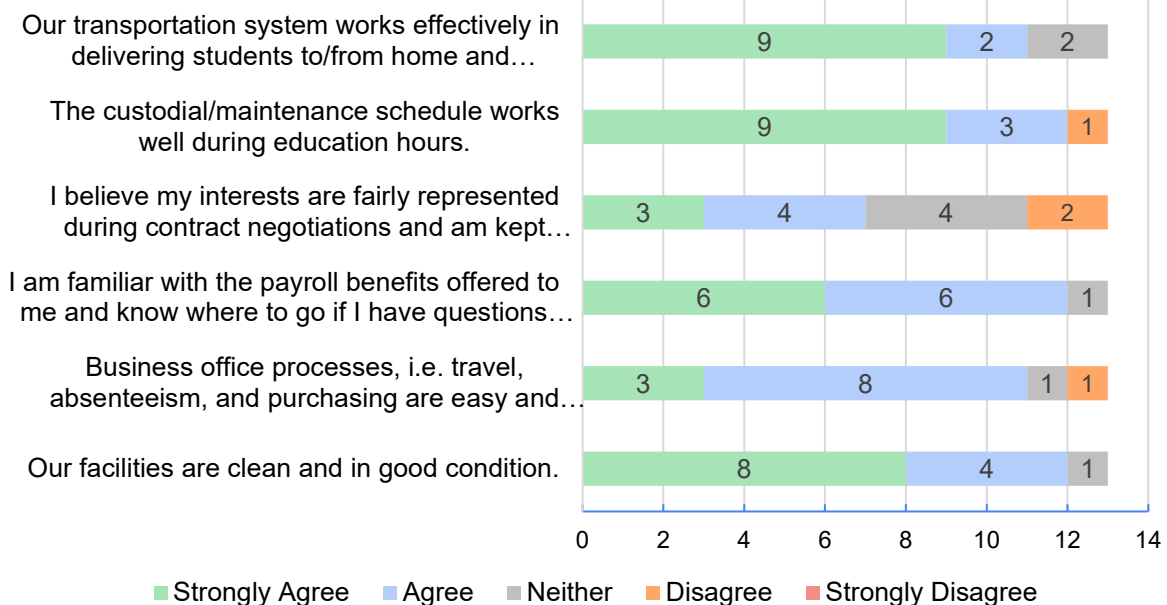


GANNETT PEAK: CLASSIFIED STAFF

**Work Environment
13 Responses**

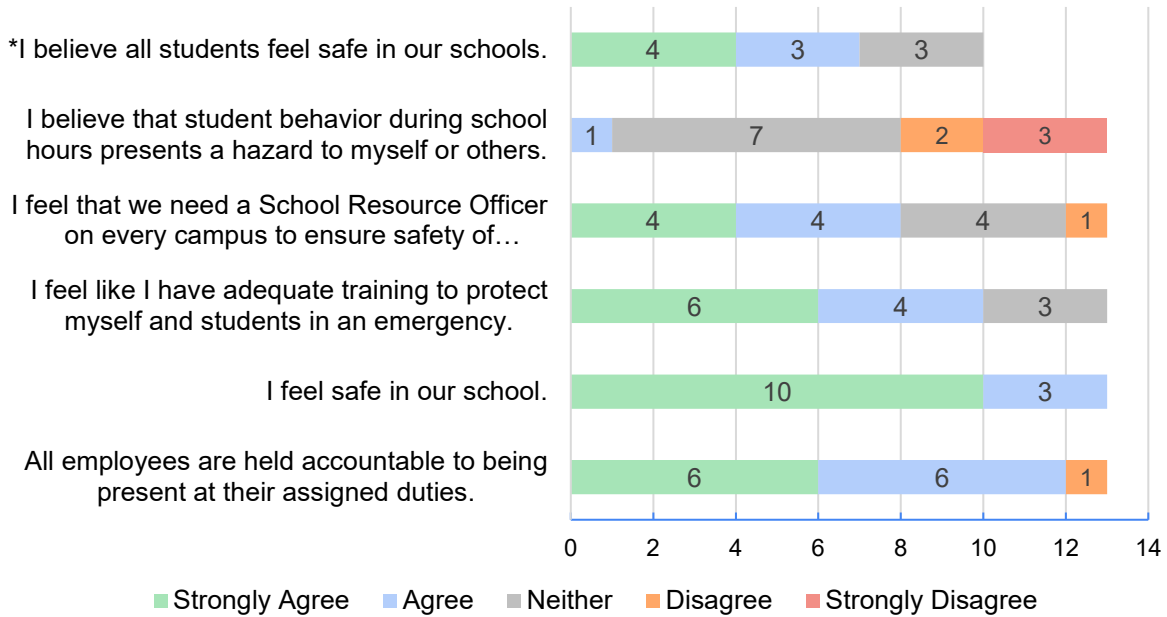


**Processes & Procedures
13 Responses**

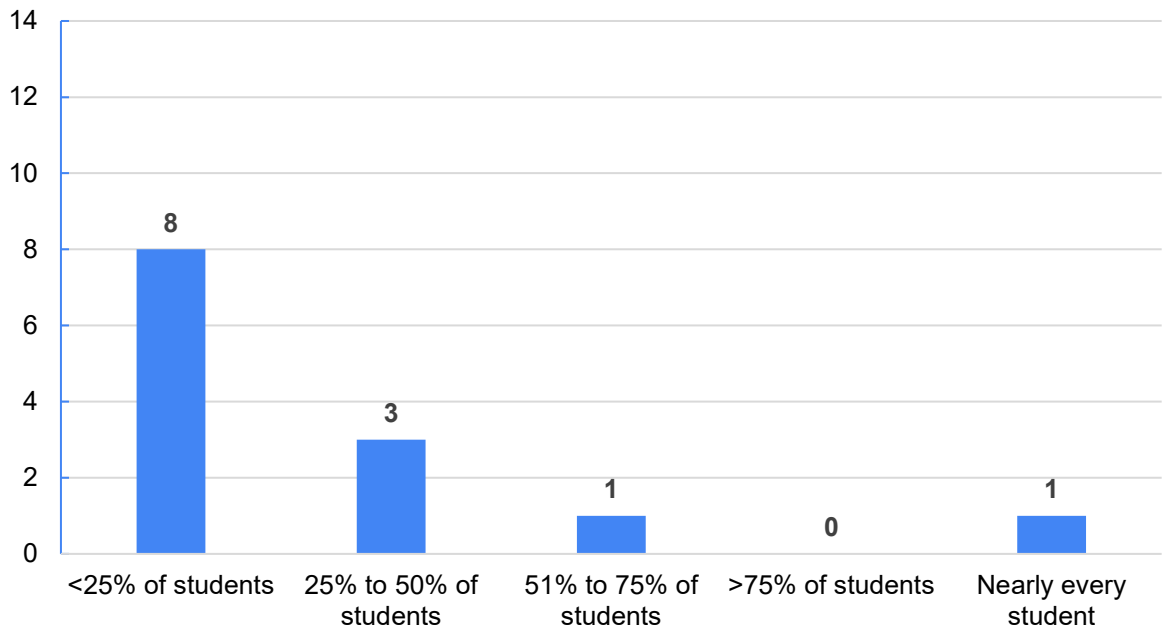




Safety & Security 13 Responses*

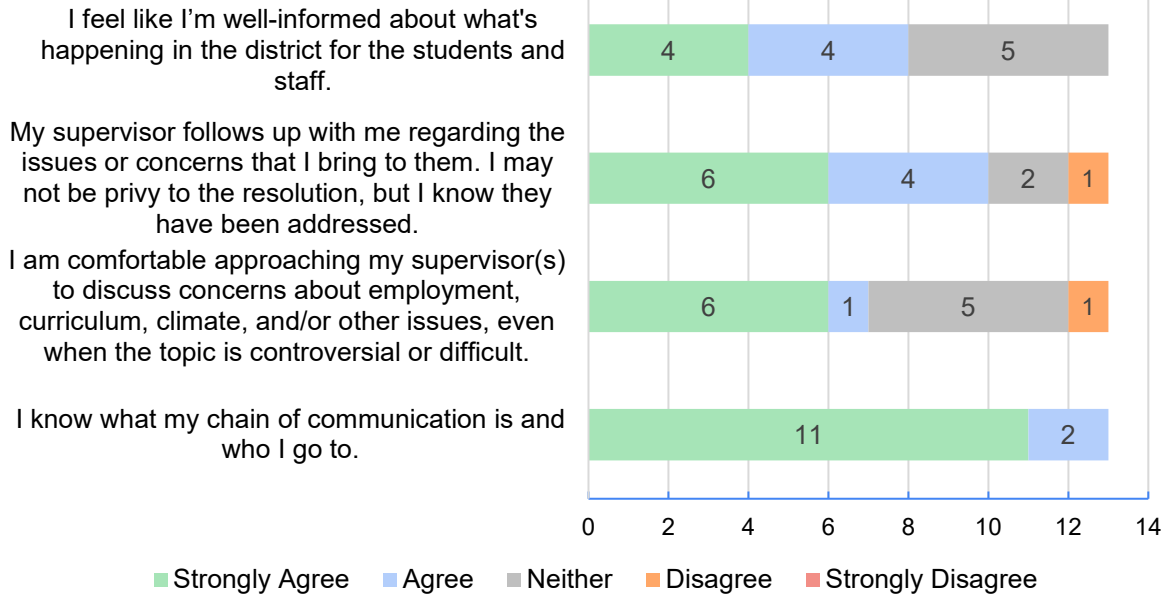


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

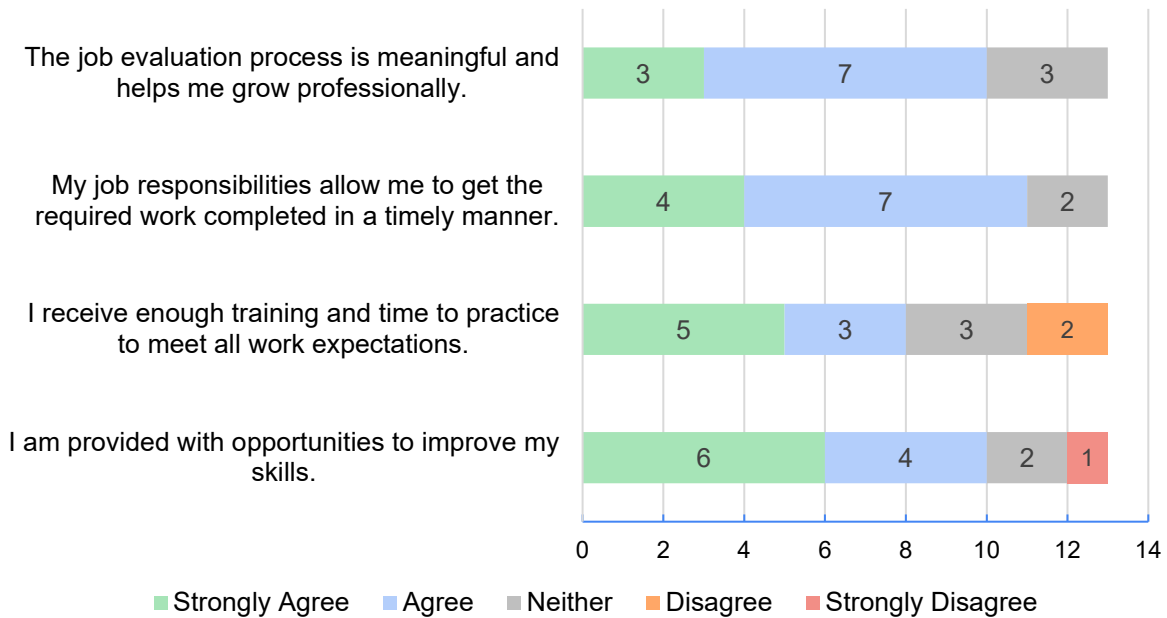




Chain of Communication 13 Responses

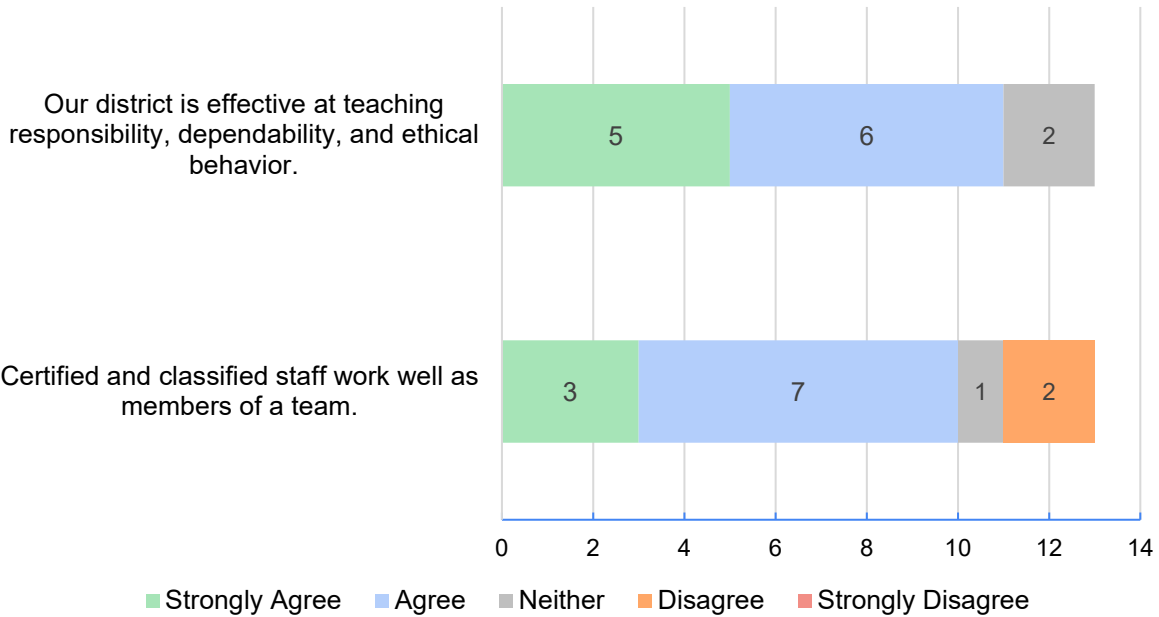


Job Responsibilities 13 Responses

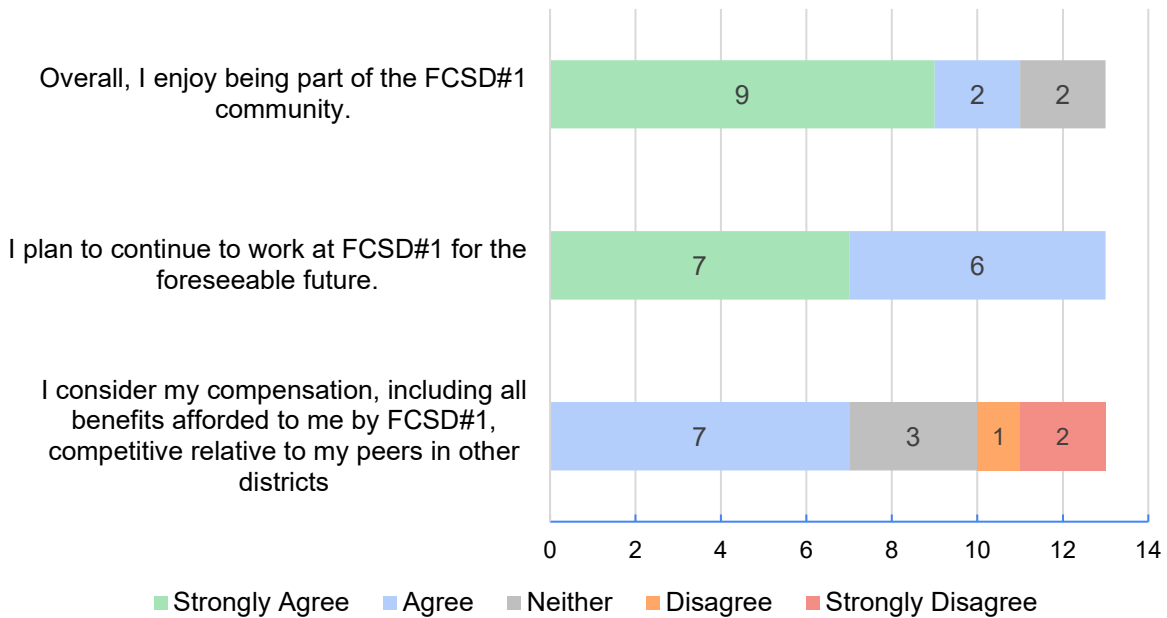




Support for Learning 13 Responses



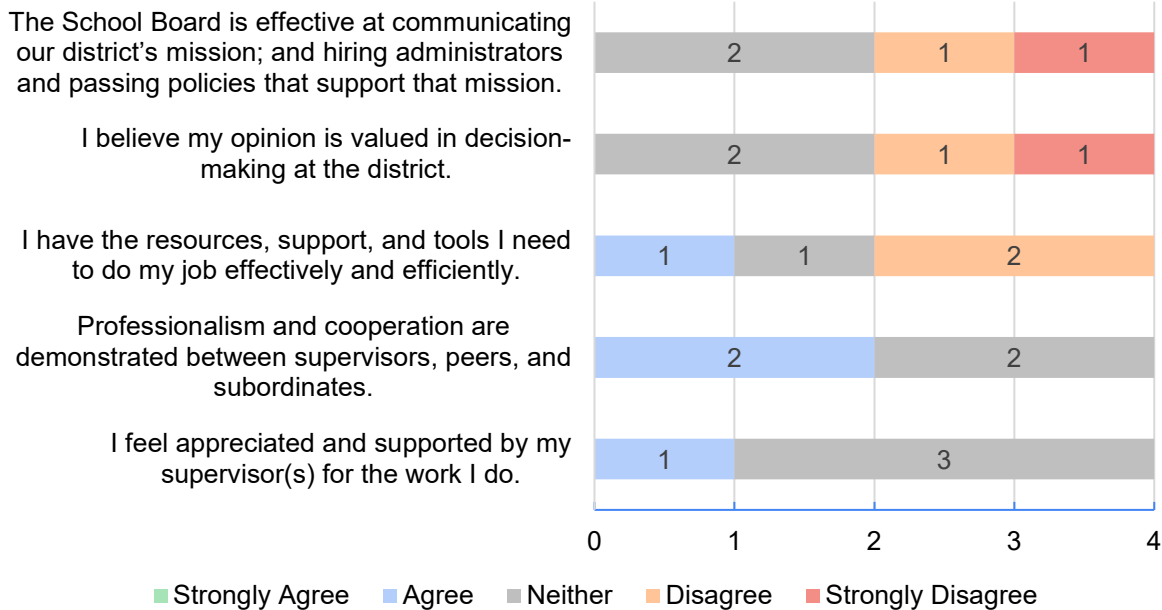
Other 13 Responses



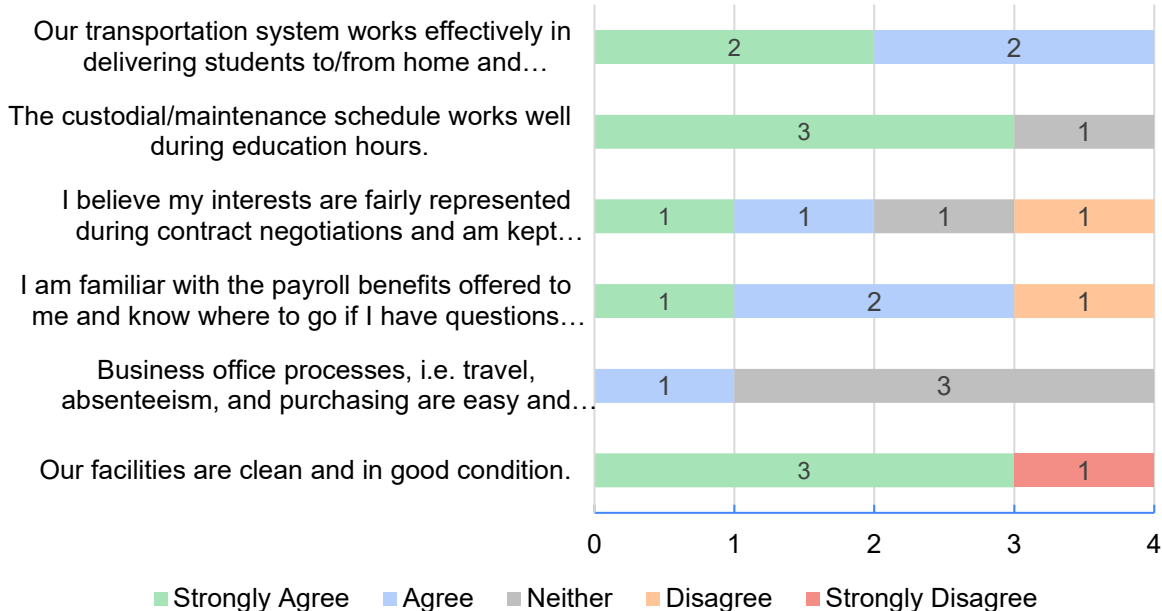


OTHER LOCATIONS: CERTIFIED STAFF

**Work Environment
4 Responses**

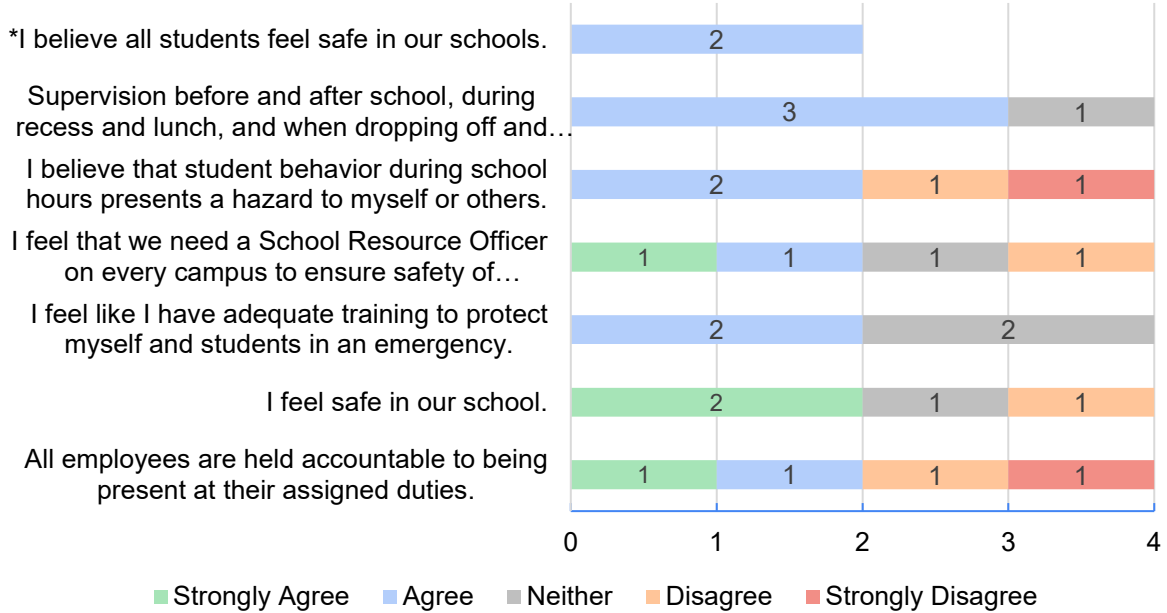


**Processes & Procedures
4 Responses**

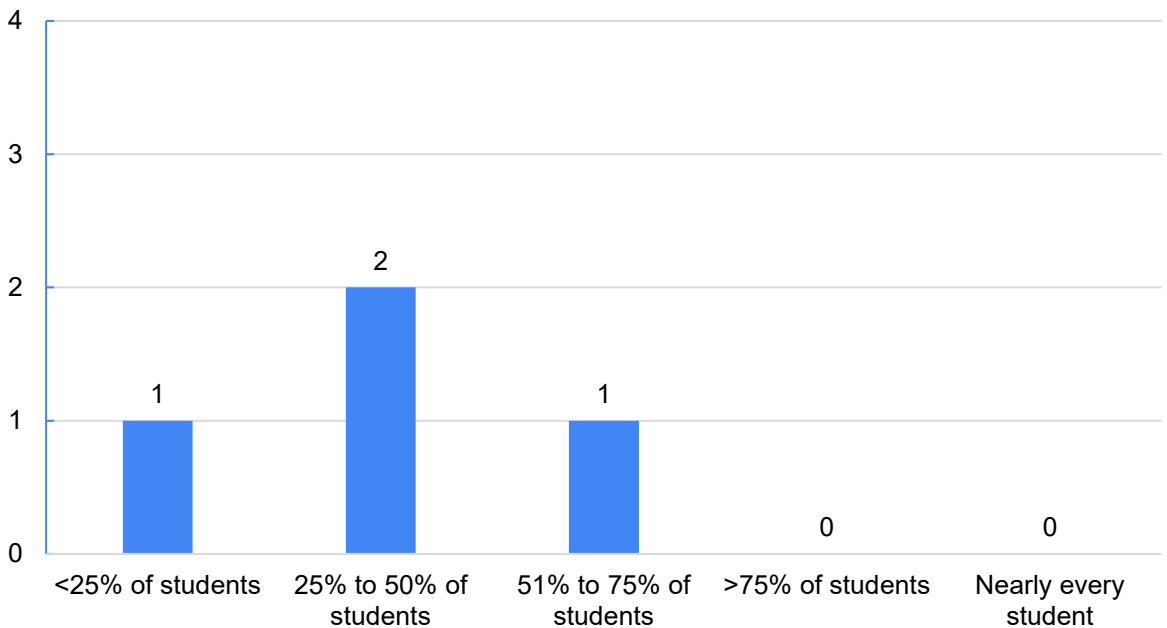




Safety & Security 4 Responses*

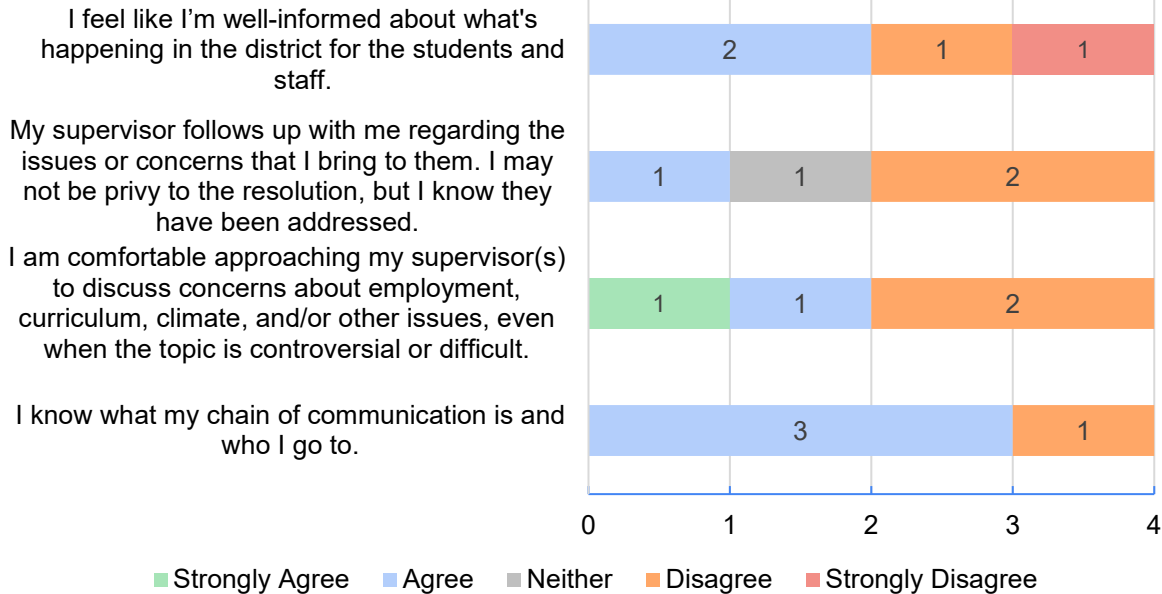


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

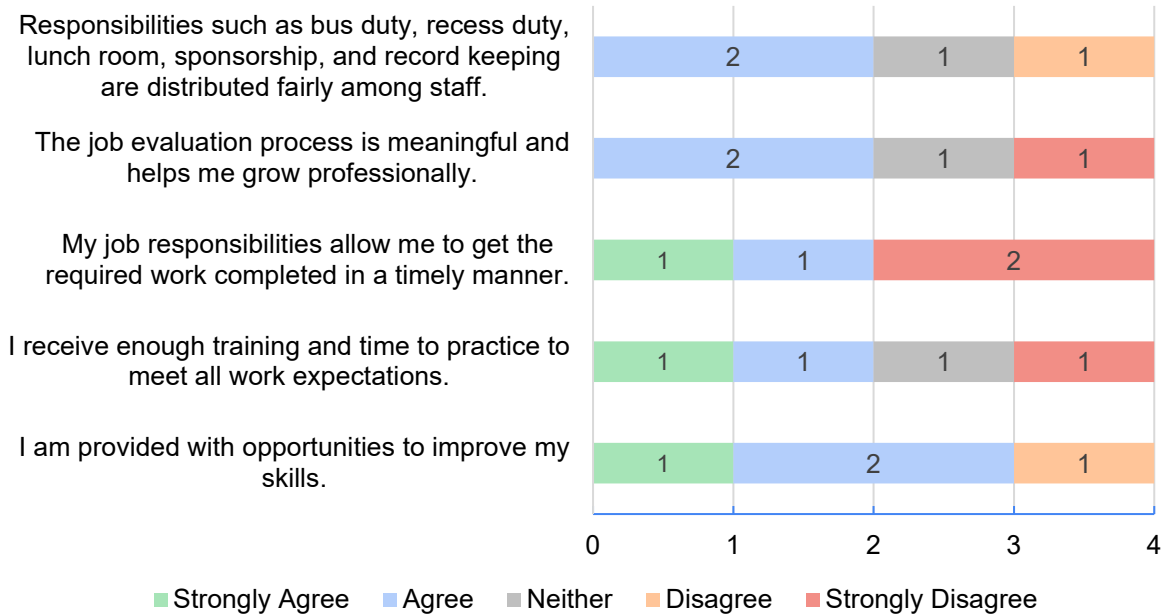




Chain of Communication 4 Responses

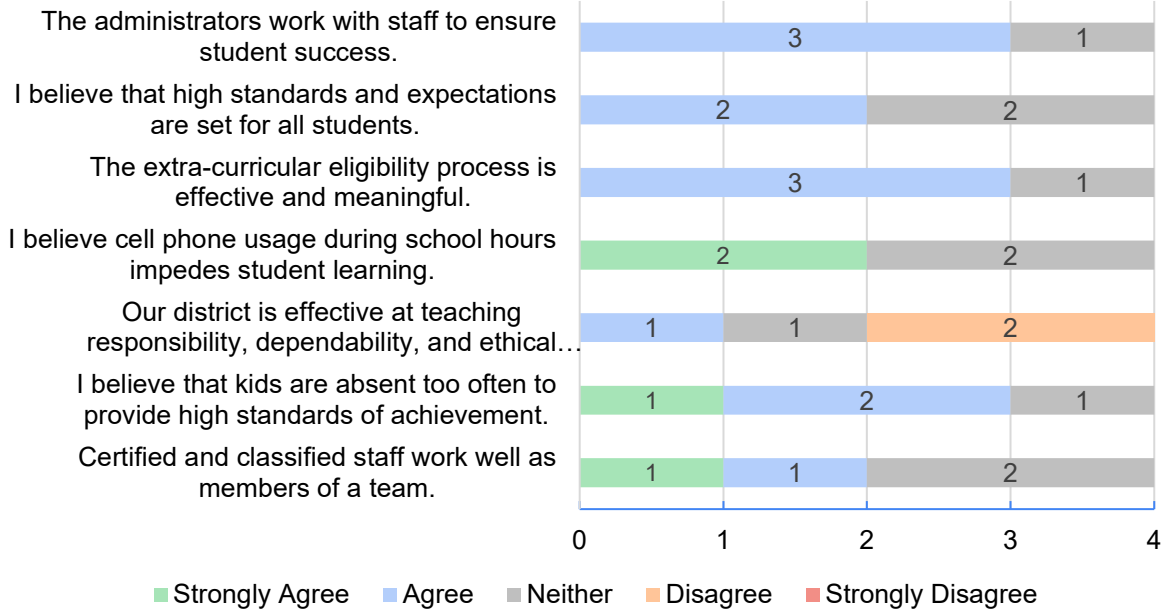


Job Responsibilities 4 Responses

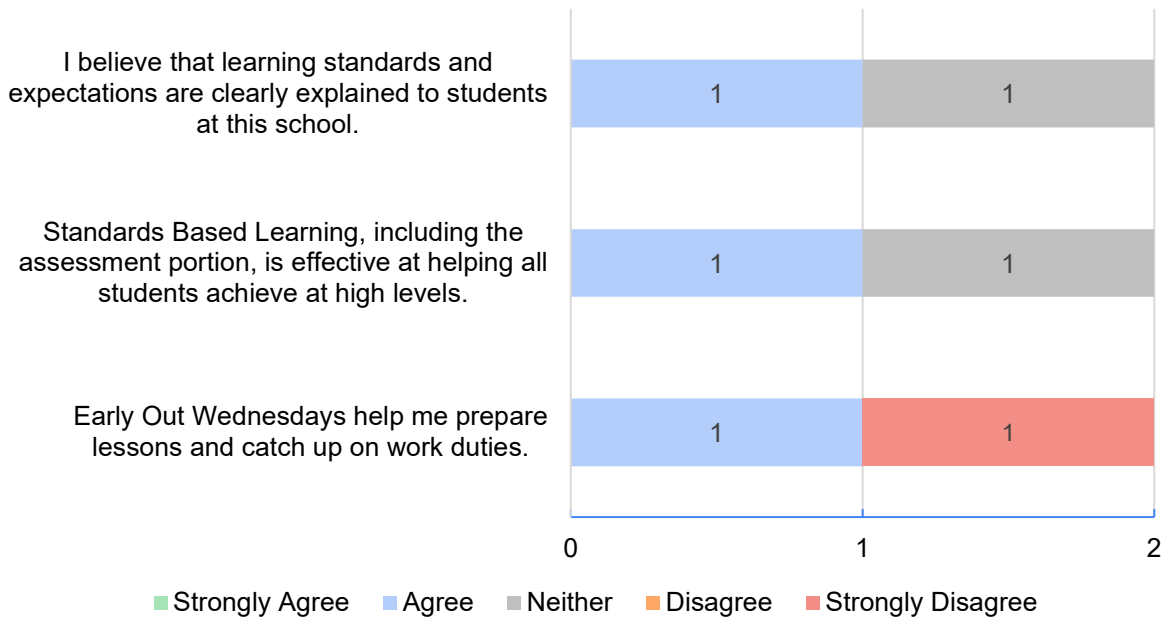




Curriculum & Instruction 4 Responses

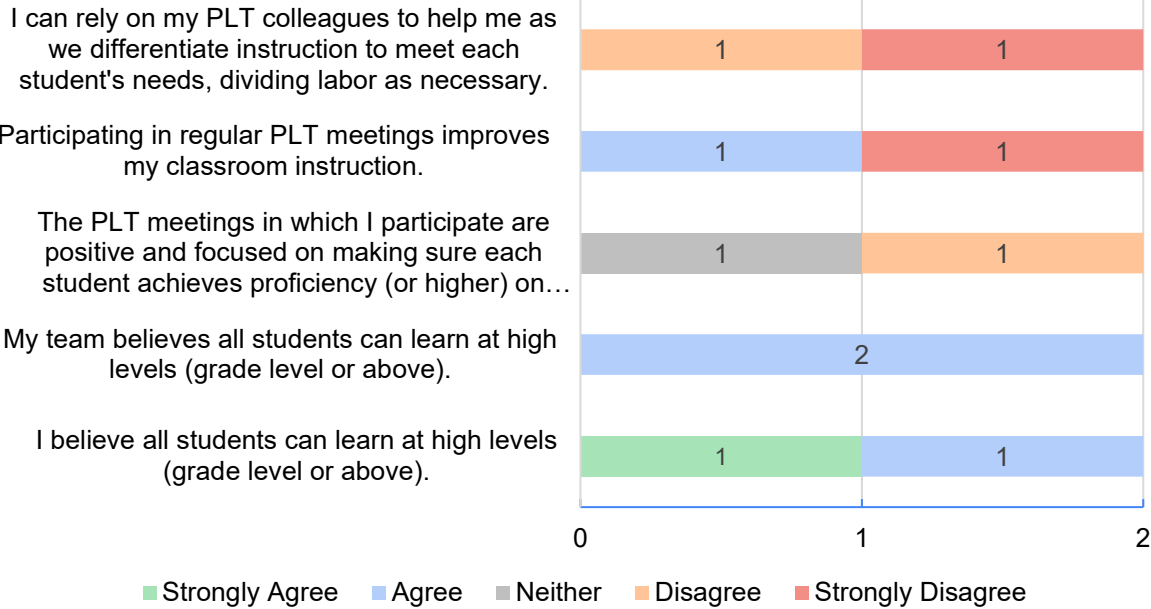


Curriculum & Instruction 2 Responses

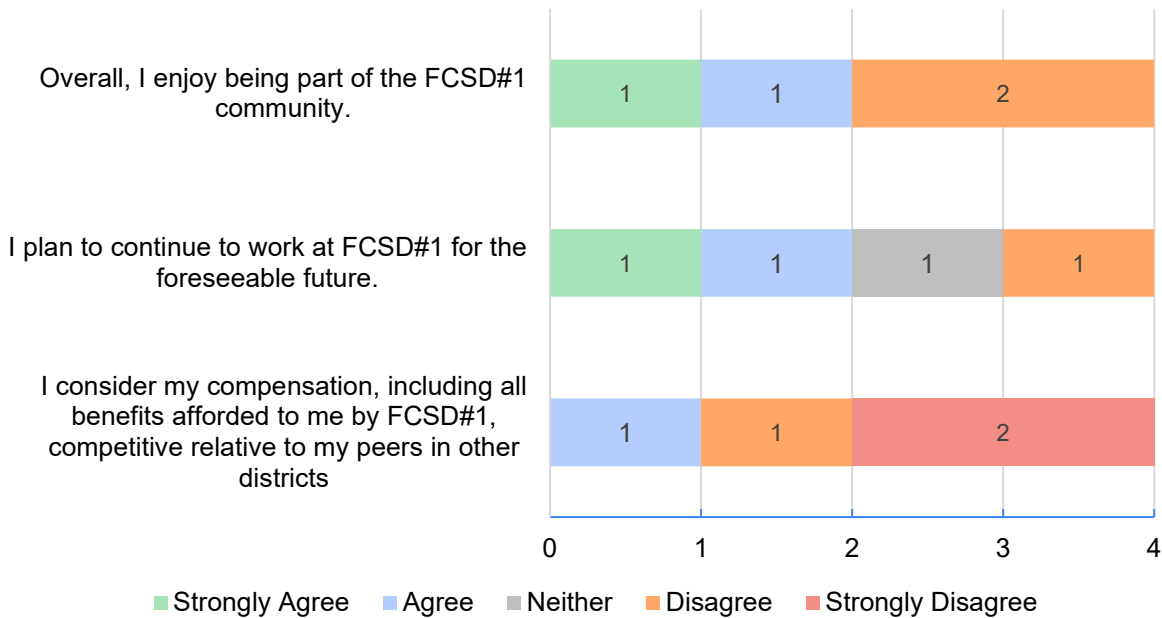




PLC 2 Responses



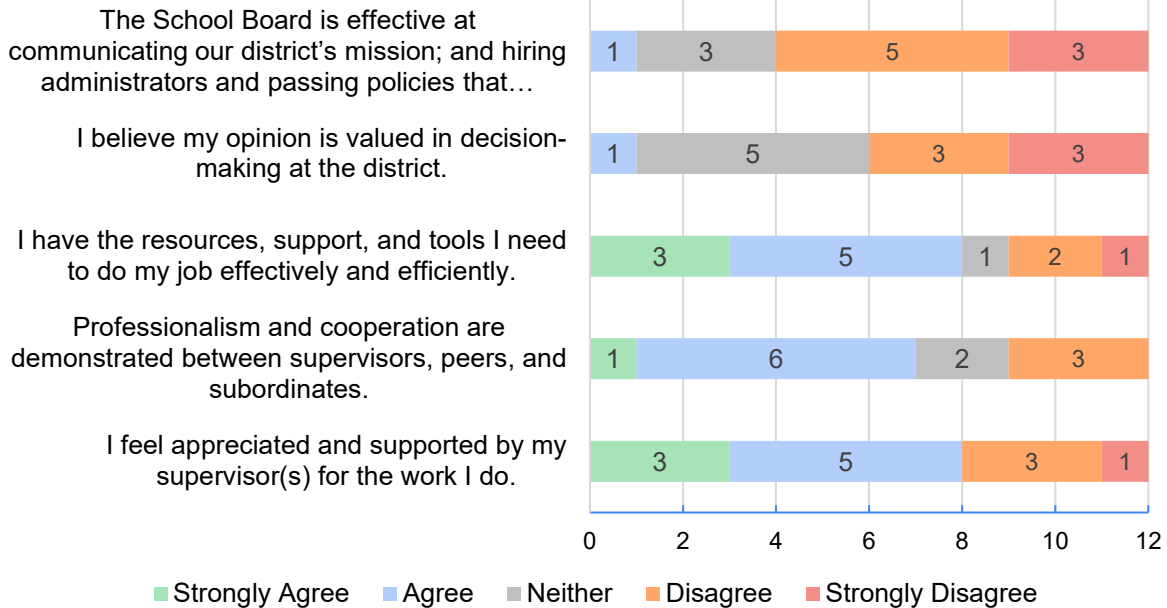
Other 4 Responses



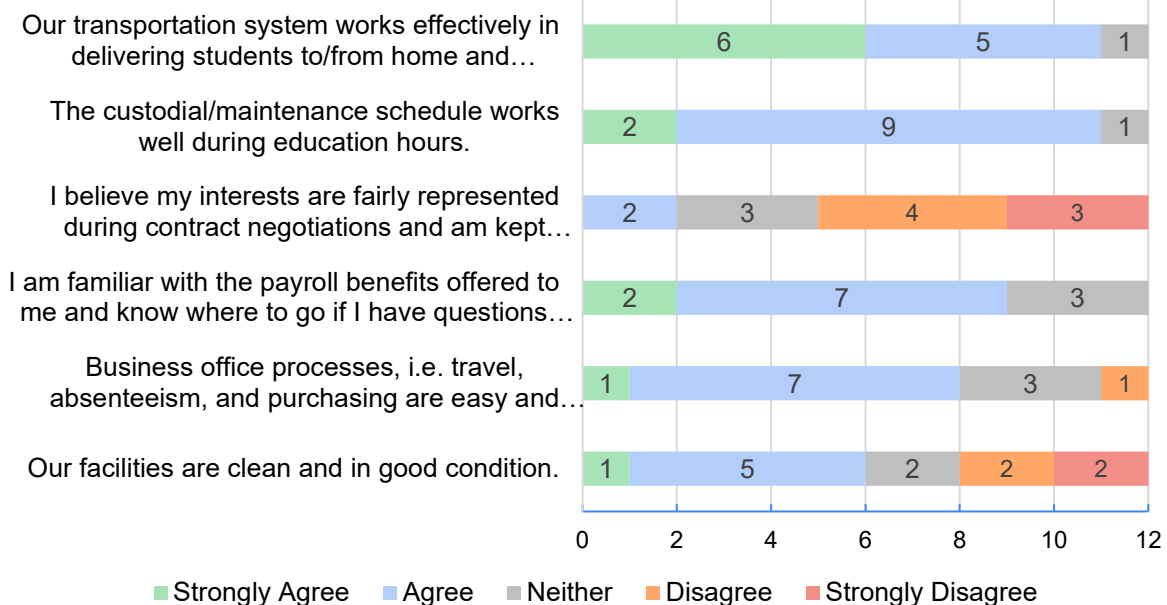


OTHER LOCATIONS: CLASSIFIED STAFF

**Work Environment
12 Responses**

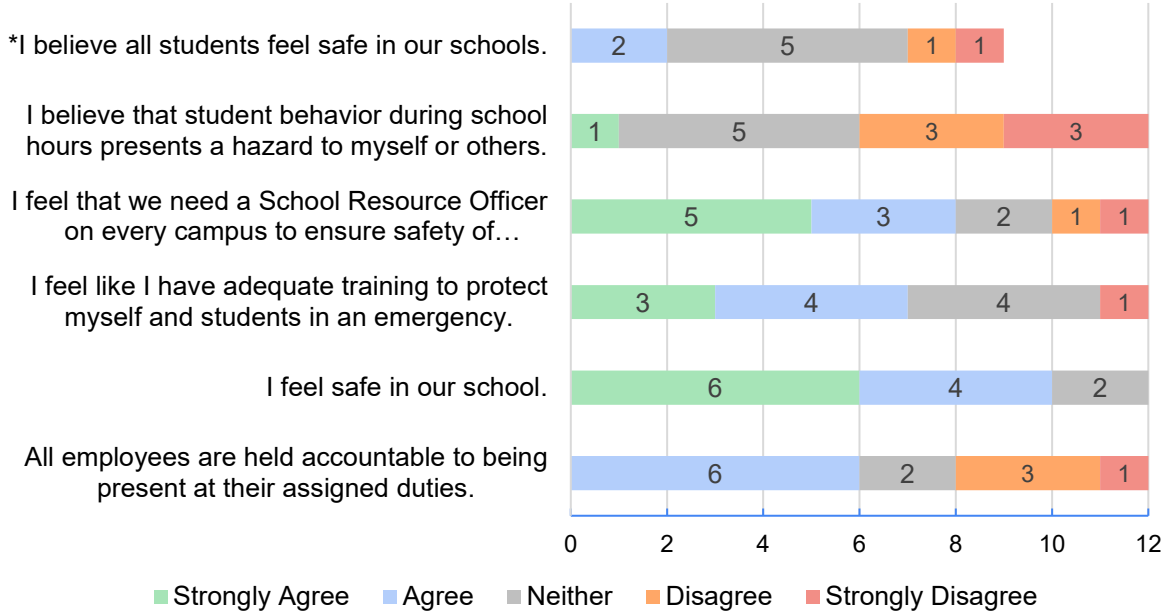


**Processes & Procedures
12 Responses**

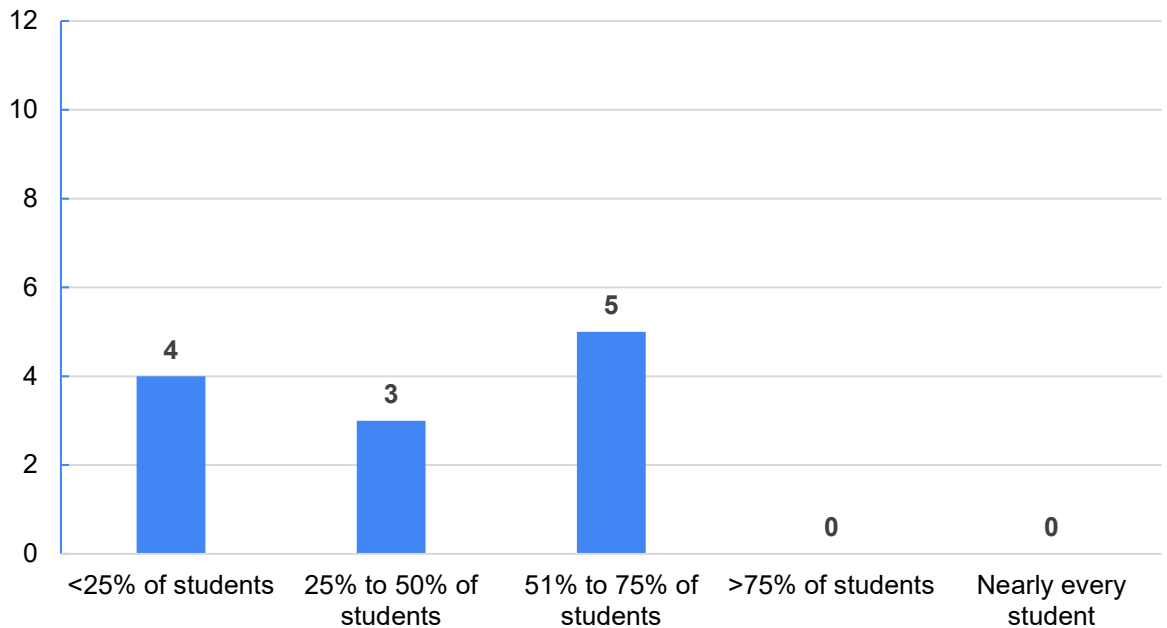




Safety & Security 12 Responses

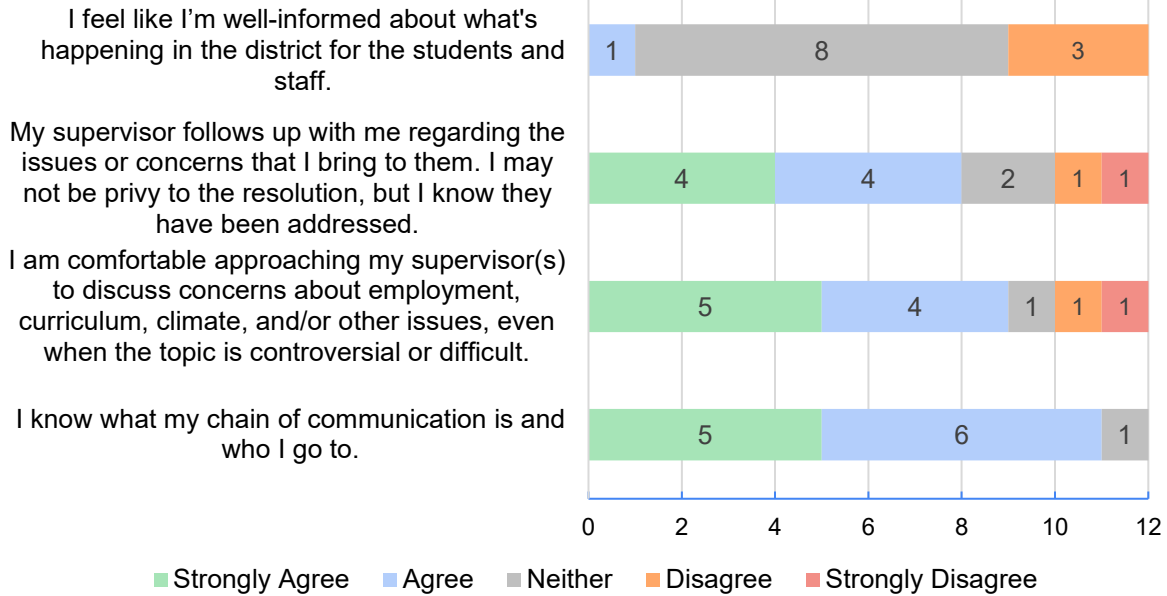


I believe that drug use, including alcohol, vaping, marijuana and/or other substances, occurs among:

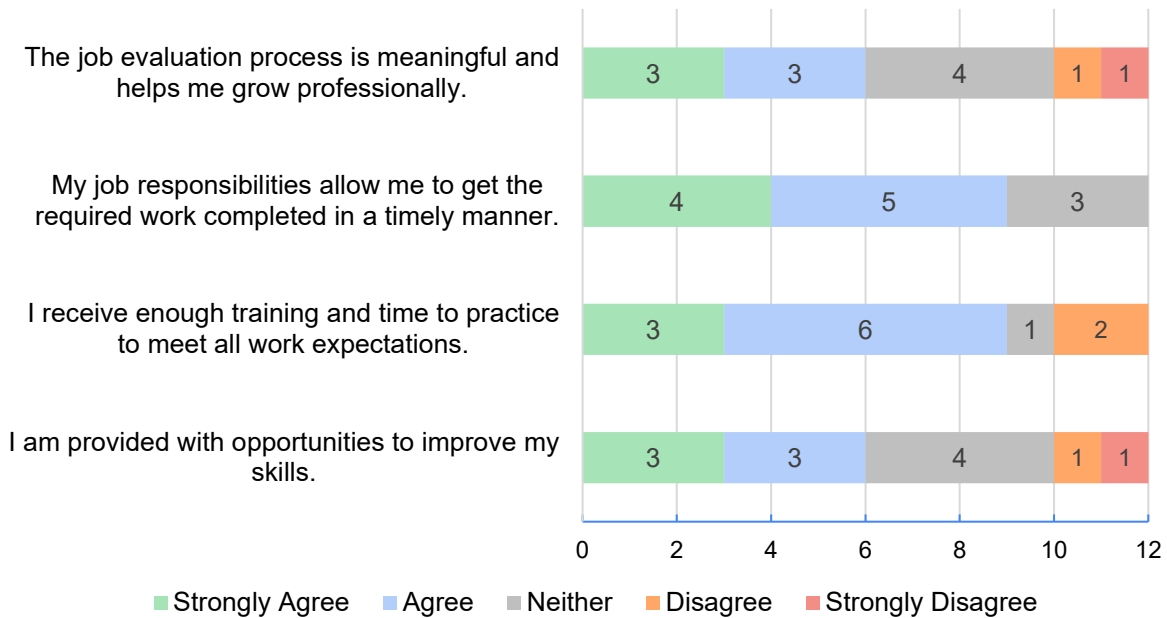




Chain of Communication 12 Responses

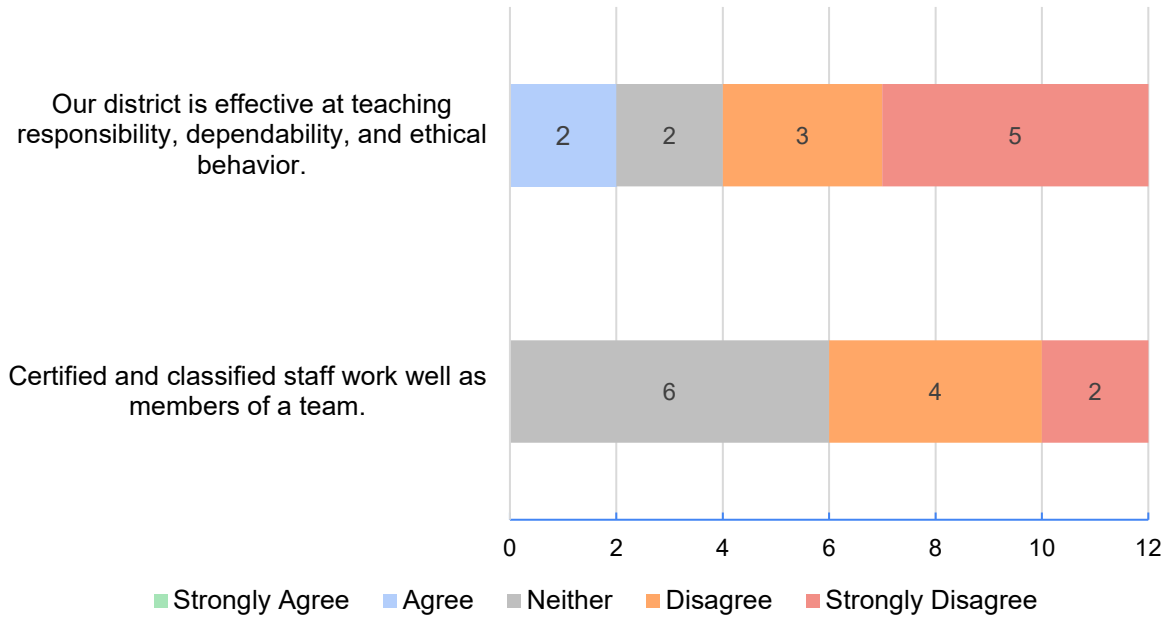


Job Responsibilities 12 Responses

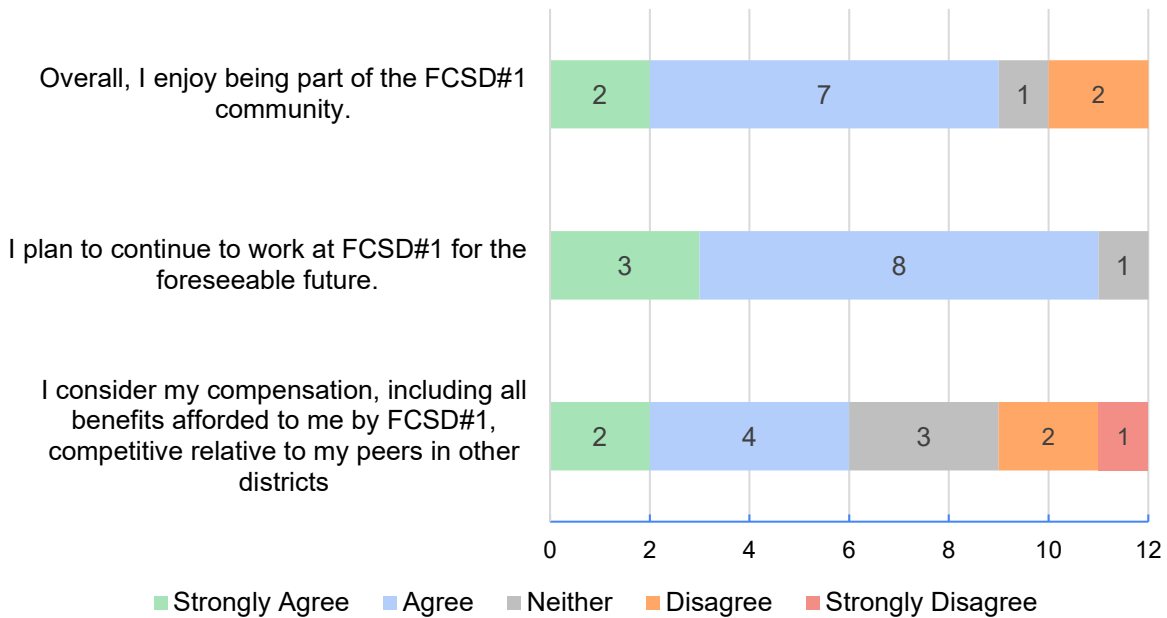




Support for Learning 12 Responses

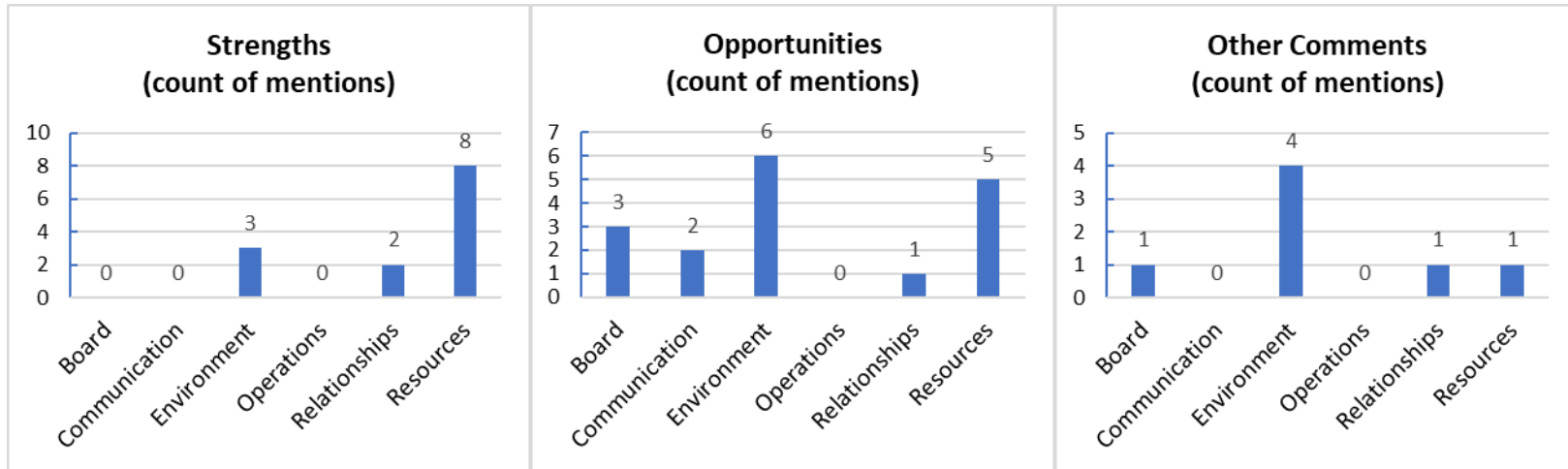


Other 12 Responses

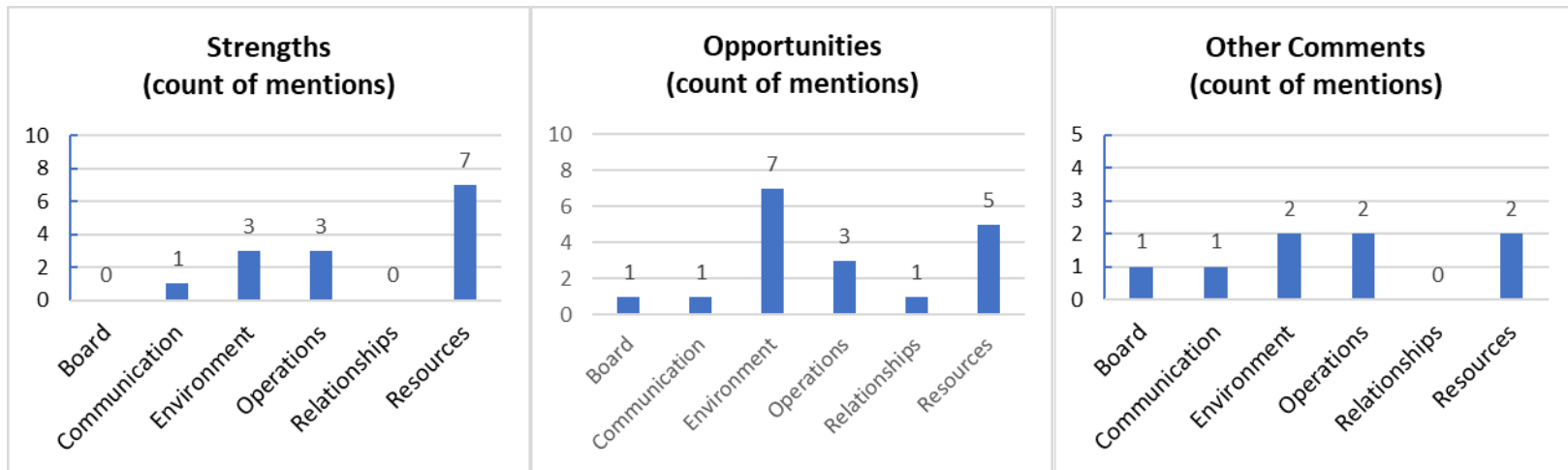




CENTRAL ADMINISTRATION: CERTIFIED STAFF

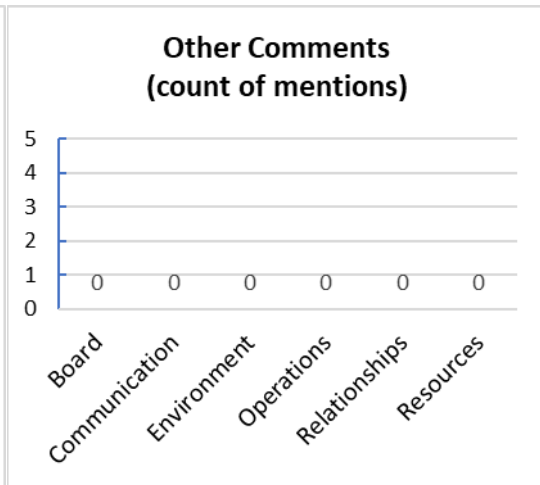
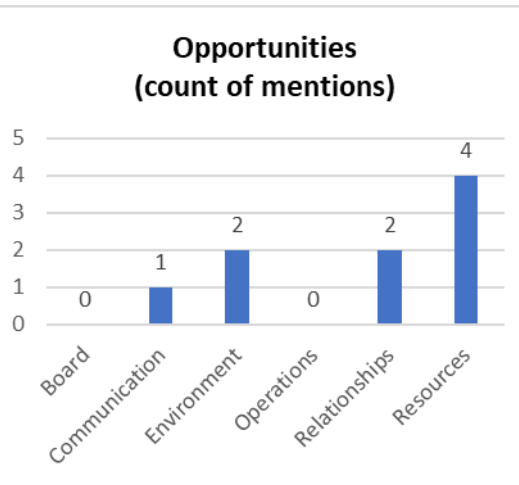
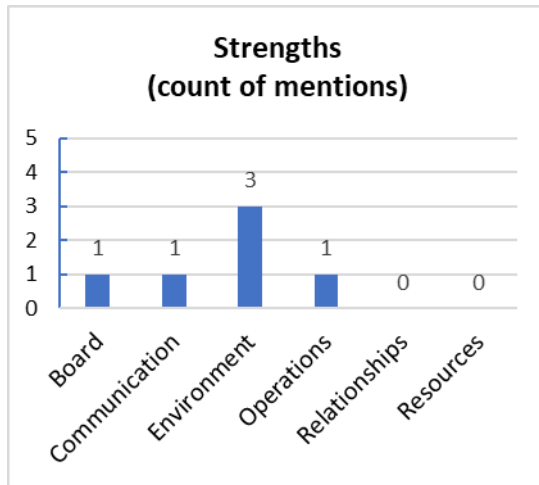


CENTRAL ADMINISTRATION: CLASSIFIED STAFF

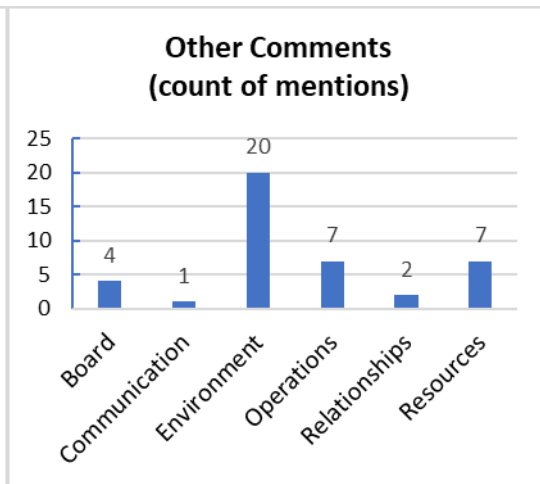
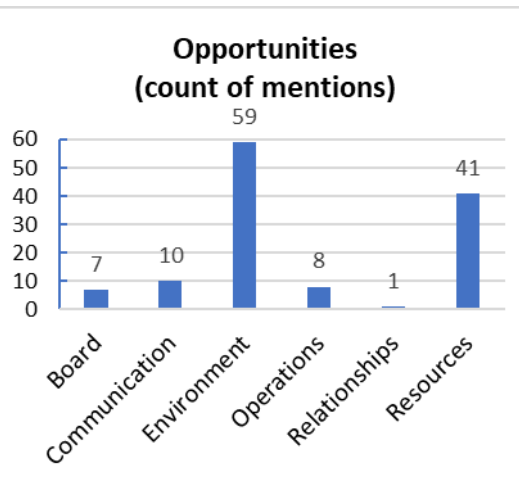
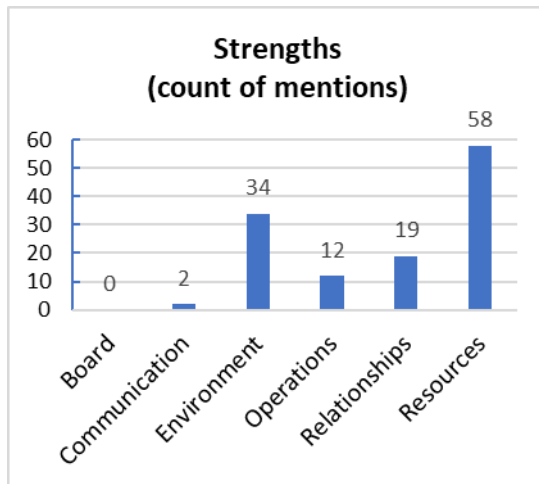




CENTRAL SERVICES: CLASSIFIED STAFF

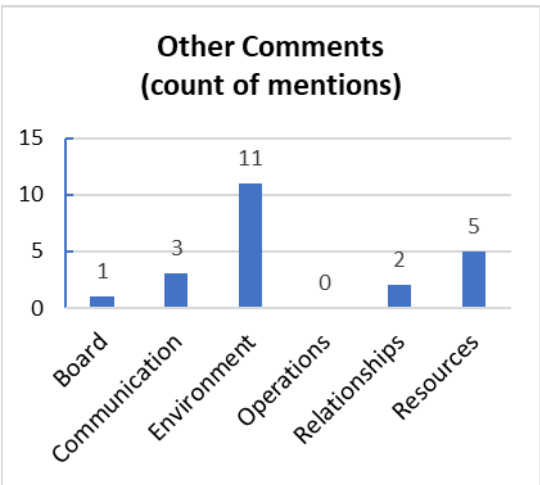
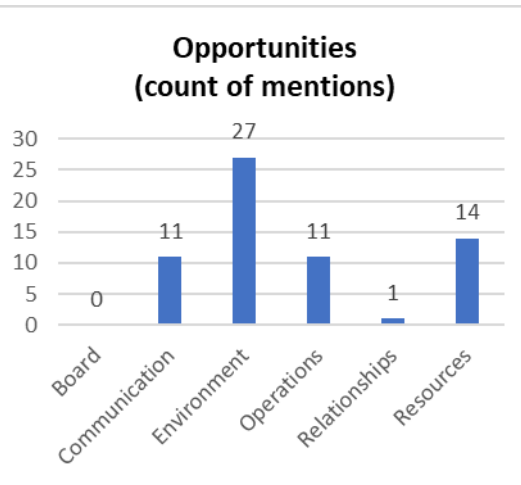
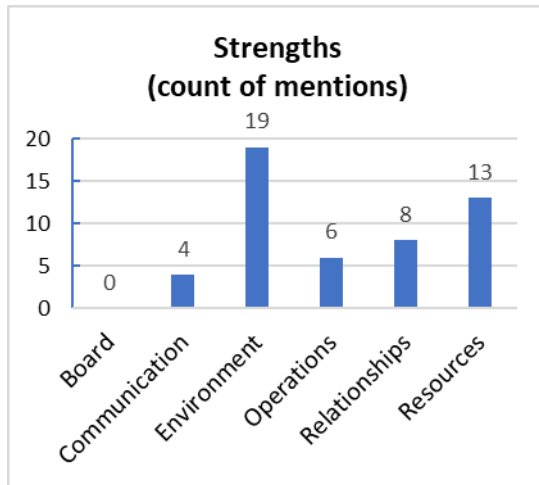


LANDER VALLEY HS: CERTIFIED STAFF

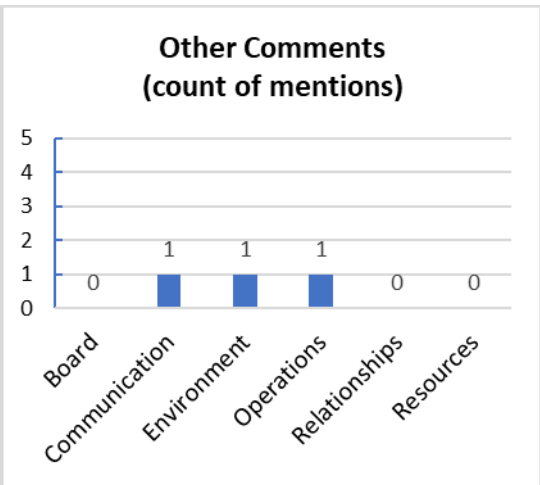
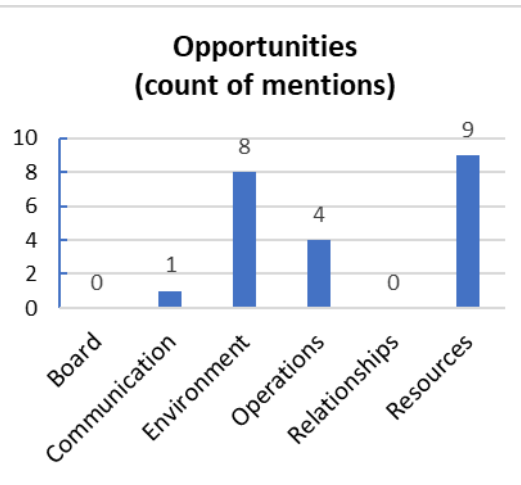
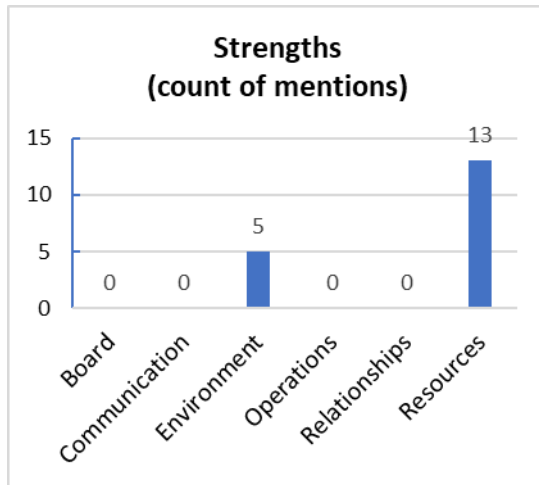




LANDER VALLEY HS: CLASSIFIED STAFF



PATHFINDER HS: CERTIFIED STAFF





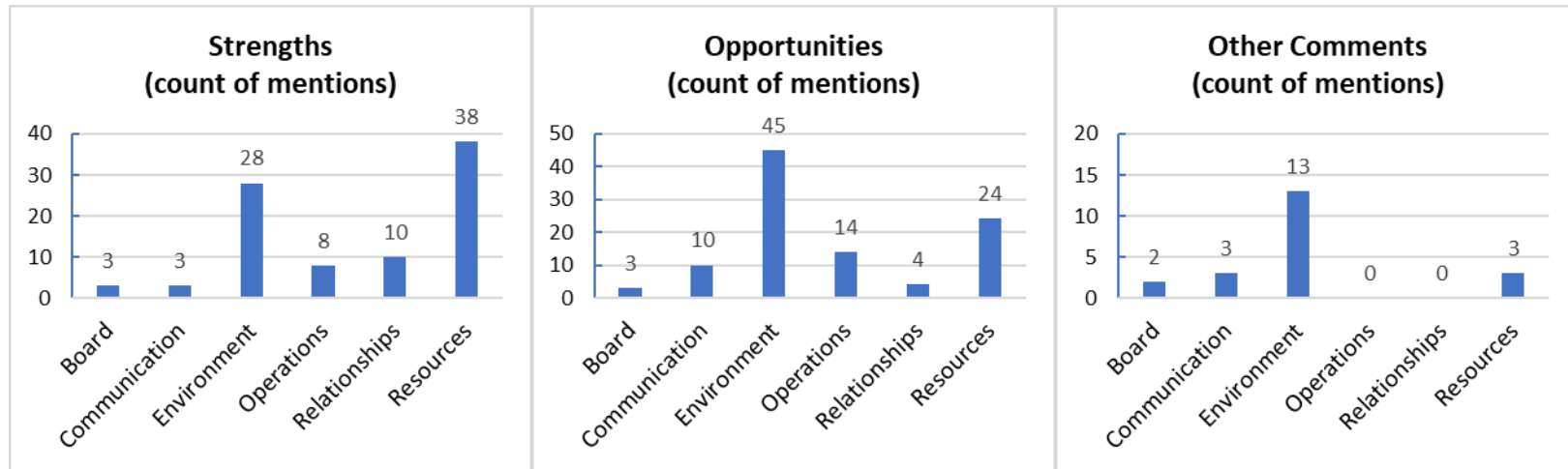
PATHFINDER HS: CLASSIFIED STAFF

The low number of respondents in this category may compromise the anonymity of individual participants; therefore, their response data is not included in this report.

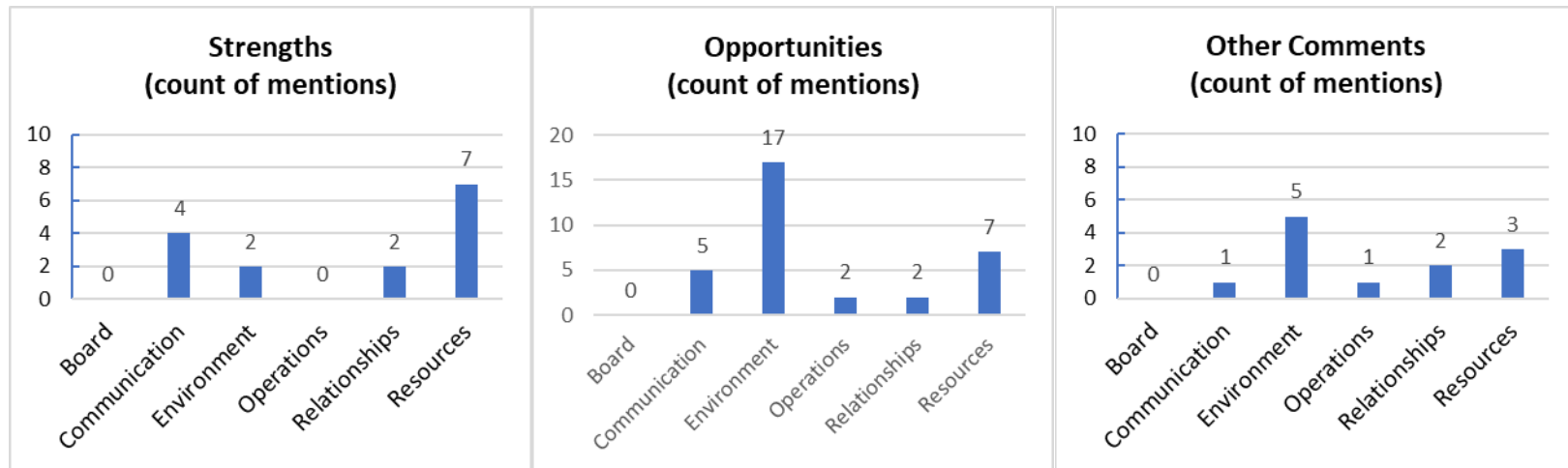
Charts continued on next page



LANDER MIDDLE SCHOOL: CERTIFIED STAFF

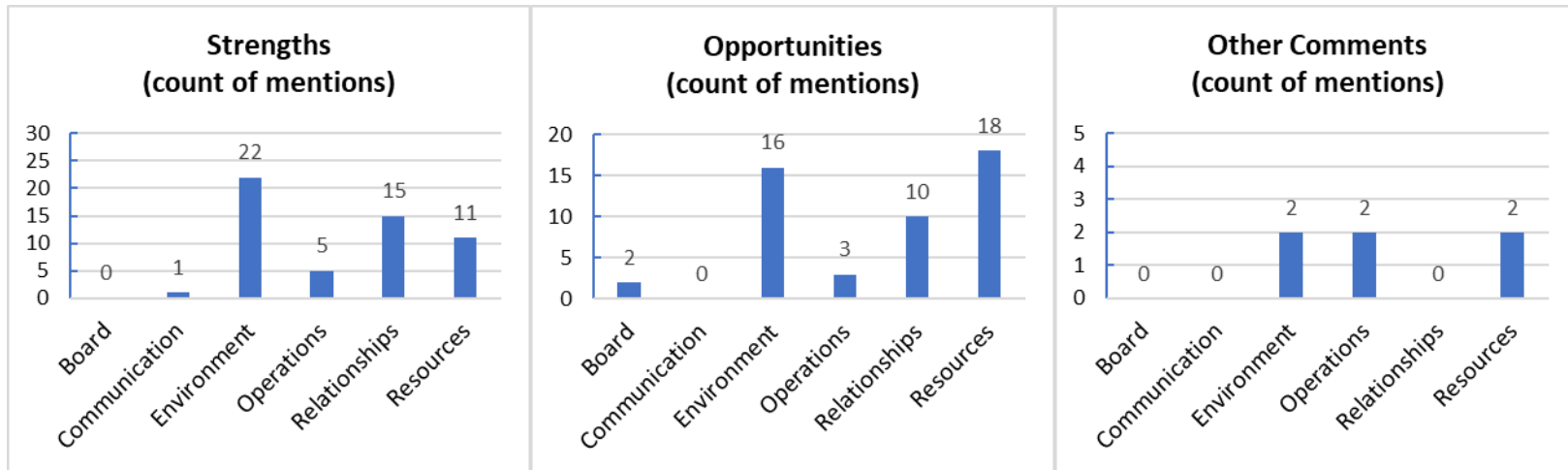


LANDER MIDDLE SCHOOL: CLASSIFIED STAFF

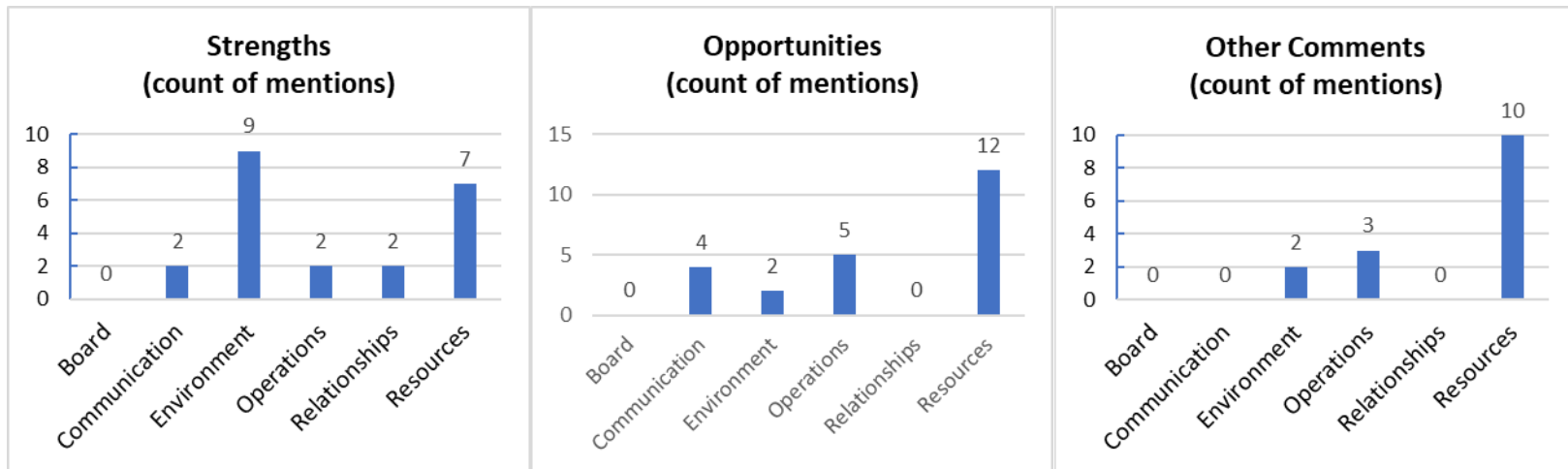




BALDWIN CREEK ES: CERTIFIED STAFF

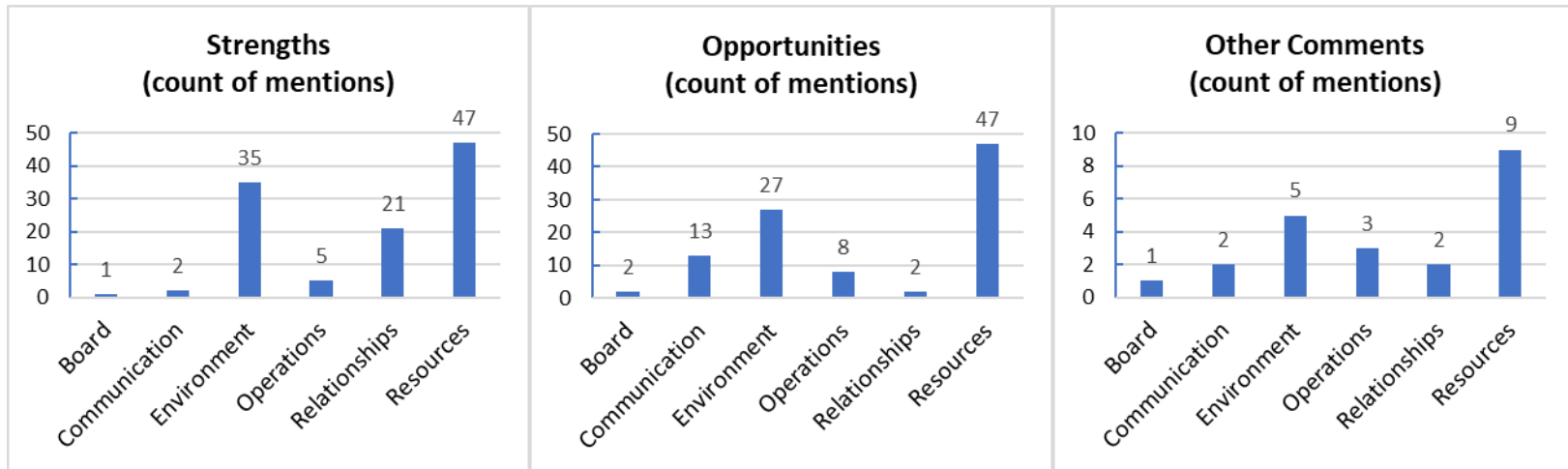


BALDWIN CREEK ES: CLASSIFIED STAFF

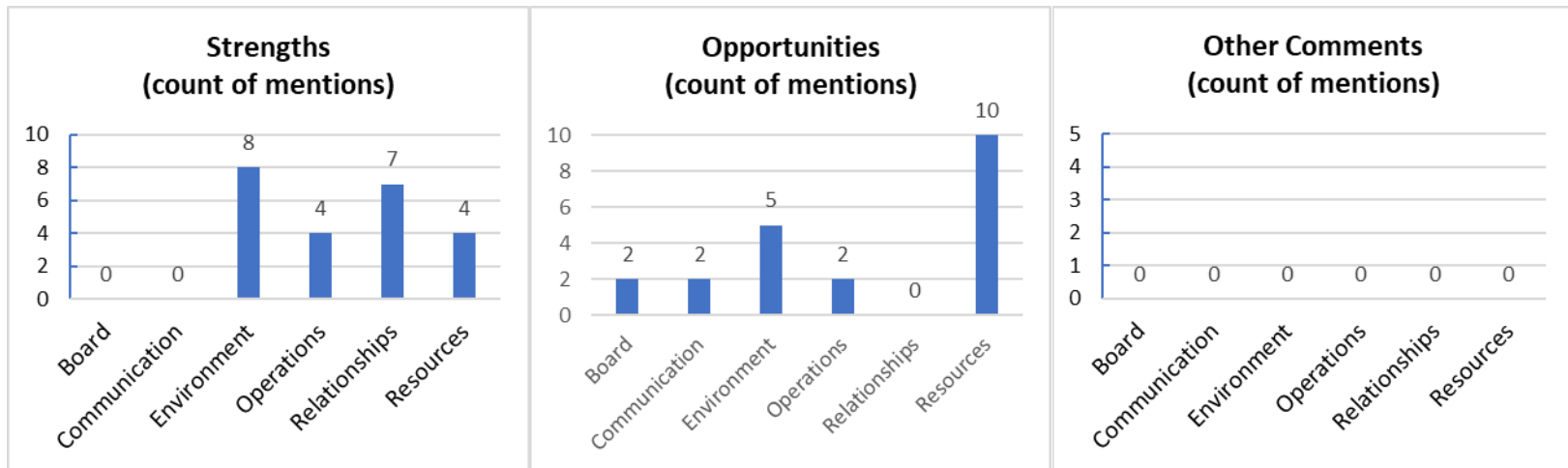




GANNETT PEAK ES: CERTIFIED STAFF

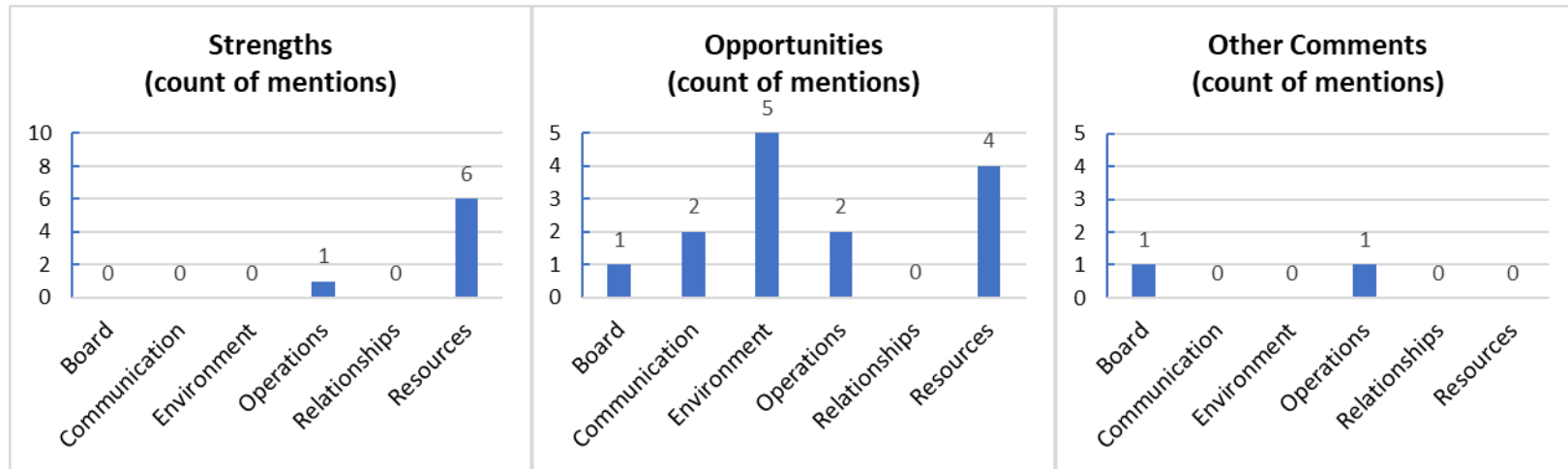


GANNETT PEAK ES: CLASSIFIED STAFF





OTHER LOCATION: CERTIFIED STAFF



OTHER LOCATION: CLASSIFIED STAFF

