

December 17, 2014

Mr. Doug Schwartz
Waterford Graded School Board
819 W. Main Street
Waterford, WI 53185

Dear President Schwartz,

In response to the Board's offer of augmentation to the school survey and focus group results, I'd like to express my appreciation for the opportunity to offer feedback on the documents.

The Board used the focus groups and survey processes to gain deeper insight into the climate/morale concerns of staff. Through the focus group process many staff members (past and present) were able to respond to a series of questions and offer subjective, as well as objective feedback, which has been recorded in the document. It is important to realize that at times, things are said and/or done in a school system for reasons which the general staff may not understand because people are not privy to all the information. In a close-knit district like WGSD, that degree of the "unknown" becomes uncomfortable, despite the need to protect privacy and implement other well-intended actions.

Student learning is a top priority. Supporting the staff which fosters the rich learning environment is also a priority. Within the past 18 months, three subcommittees were formed to address concerns articulated by the staff related to salary, evaluation and morale. These subcommittees included representatives from each school building and have been wonderful at providing insight and input into pieces that are currently in various stages of implementation. It is with this ongoing dialog about these topics, and others, that the staff, administration and Board can continue to move forward to sustain its reputation for being a great school district not only for the students, but the employees, as well.

Respectfully,


Chris Joch