

Cochrane-Fountain City School District
2022-23 Staff Survey

Respondent Information

At which location do you spend the most time?

Elementary School Junior/High School District-wide Choose not to answer
Other _____

What best describes your position?

Classroom Teacher Educational Specialist Paraprofessional Support Staff
 Administration Choose not to answer

Including the current year, how many years have you worked for this district?

1-2 years 3-5 years 6-10 years More than 10 years
 Choose not to answer

Do you have a child(ren) younger than school age who will be attending Cochrane-Fountain City schools?

Yes No

To what extent do you agree with each statement below?

	Strongly agree	Agree	Disagree	Strongly disagree	Doesn't apply
The amount of work I am asked to do is reasonable/manageable.					
Information important to my work is shared with me in a timely and effective manner.					
The District seeks input from a broad group of staff members					
I feel comfortable sharing input and concerns with my supervisor/administrator.					
I feel supported by my supervisor/administrator when I make a decision.					
Our staff does a good job of educating our students.					
Our staff handles student discipline in a consistent manner.					
Our school's student discipline practices and policies are effective.					
Most days, I look forward to going to work.					

To what extent do you agree with each statement below?

	Strongly agree	Agree	Disagree	Strongly disagree	Doesn't apply
I feel safe at work.					
I am recognized when I do a good job.					
In the last year, I received useful feedback to help improve my work.					
I have opportunities for training/professional development to improve my work.					
I have training and support to work with students from different backgrounds.					
All students in our school are respected for their values and beliefs.					
District administration is doing what it takes to make our district successful.					
The school board is doing what it takes to make our district successful.					
The District is heading in the right direction.					

To what extent do you agree with each statement below?

	Strongly agree	Agree	Disagree	Strongly disagree	Doesn't apply
I have the materials and supplies I need to do my job well.					
I have the technology I need to do my job well.					
I have access to the technology support I need.					
I have healthy working relationships with my coworkers.					
Staff input is valued.					
The District's pay practices are fair.					
Our parents and community support the school district.					
All students in our school are given equal opportunities to learn and experience success.					
Our school has a process to ensure every student has a connection with at least one adult in the school.					

Our school supports equal opportunities for:

	Strongly agree	Agree	Disagree	Strongly disagree	Doesn't apply
All genders					
Different economic backgrounds					
Different racial backgrounds					
Different cultural backgrounds					

The Cochrane-Fountain City School District has not received any additional funding on a per-student basis in the past two years.

In addition, over the next three years, we are anticipating several financial challenges as a result of the following.

- **Inflation:** State aid has not kept up with increasing costs (such as transportation, utilities, technology, and services for special education).
- **Declining enrollment:** Our student enrollment has declined approximately 22% over the last 15 years. State funding is tied to enrollment. Thus, the fewer students we have, the less money we receive.
- **Revenue Limits:** School districts in Wisconsin have a cap on the amount of revenue we are allowed to receive.

To address these challenges, schools across the state seek funding through an operational referendum. This type of referendum asks local voters to approve additional funding above the revenue limit to maintain class sizes, recruit and retain staff, and continue to provide current programs and services.

The next state budget will likely be finalized late summer or mid-fall. There is a great deal of uncertainty about how the state will fund schools. As our expenses continue to rise, we predict our savings will be exhausted within the next two years. Therefore, we may need to consider an operational referendum for Cochrane-Fountain City in the near future.

What comments, questions, or suggestions do you have about Cochrane-Fountain City pursuing an operational referendum?

Many families in our community struggle to find care for their preschool children.

To help address this issue, we expanded our partnership with Headstart, a federal program that provides funding for infant and toddler care. In spring 2024, this program will serve 16 children.

We could expand this infant and toddler program to serve more families. However, this would require either renovating an area of our school or building a separate facility.

To pay for these updates, we would need to secure funding through a capital referendum. This type of referendum asks voters to approve a district taking out a loan (issuing debt). Like a home mortgage, this would be financed over many years.

Would your family use this childcare service if available?

Yes No Not sure/need more info Does not apply.

Would you support Cochrane-Fountain City exploring a capital referendum to pay the building projects needed to expand an early childcare program?

Yes No Not sure/need more info

Comments/questions/suggestions: