

Appendix G

Summerbridge Dayton

2007 Staff Survey

1. What were your expectations for yourself and the program this summer?

I didn't know what to expect of the program, maybe a little more instruction and materials, but I had high expectations of myself. I wanted to be always prepared, on time, enthusiastic, motivated, and a positive role model.

Teach the students, create an energetic environment, and make students feel comfortable and allow them to have fun.

I expected to teach to the best of my ability and to prepare my students for the upcoming school year. I expected to meet lots of cool teachers!

To teach new lessons and improve on the ones used before. I expected the program to be improved from years past.

To grow as a teacher by working on my planning and organizing skills.

My expectations for myself and for the program this year were that I would gain additional experience in teaching, the students would learn their academic subject and study skills, and that I would have a good time with the program.

My expectations for myself were to create a fun learning environment for my students and provide an informative, thought-provoking curriculum. My expectations for the program included the students being exposed to new knowledge and experiences while having a fun time.

My expectations were to do my best and strive to improve from last year. Also, I hoped to use new or modified lessons.

I expected this year to be a year with learning and leadership. I expected all teachers to teach, learn from each other, and display leadership.

My goal in Summerbridge has always been to reach at least one student. To change someone's life.

My expectation of myself was to develop/improve a method of explanation that was understandable and knowledgeable to 9th grade students.

Were they met?

For the most part (maybe not the on-time part), every expectation was met.

I think that they were accomplished.

Yes!!

In my classes, they were better than I expected. My students were great and allowed me to teach what I wanted to teach. The program – no I was disappointed with the move of the staff. There was too much discord and drama.

Not really! By no fault but my own!

Yes, they were.

For the most part, all expectations were met.

Yes, I think I modified my lessons while adding new lessons. I think I improved from last year (socially and mentally) but there is more room for improvement.

Somewhat. I feel not all teachers displayed teaching and leadership. This affected the students.

Absolutely!

Yes.

2. What did you enjoy most about your job this summer?

The students and my co-workers (usually)

I loved working with the students.

Teaching Spanish. The kids were very eager and motivated.

Being able to work with a class of students that were well behaved and mannered. It allowed me to teach lessons that were creative and innovative.

Teaching my elective.

I enjoyed getting to know and interacting with new and returning students.

I loved, loved, loved the students! I had such a positive experience with my students in class and out. I learned so much from them all and want nothing but the best for their futures.

The morning meetings, themed weeks, and teaching the kids.

I enjoyed working with the students the most. They are a bright bunch of kids. I feel they have taught me as much as I have taught them.

I always enjoy meeting new kids. They inspire me, and I inspire them.

As always, the kids.

And the least?

Early mornings, haha, and tension between a few of the staff.

Lack of time in electives.

Nothing. I love SBD!!

The discord and drama with some of the staff members. It caused tension and unneeded stress.

Worrying about not knowing if the other teachers would be there. Not knowing if I would have to teach more than one class at a time.

Working in the Creative Arts Center.

I was disappointed with the lack of commitment and attitudes presented by some co-workers that made cohesion difficult as a whole staff. I was looking to learn from colleagues more than I did.

The stress among the teachers. I believe we fell apart at the beginning of the program. If there isn't a strong group of teachers, the consistency and main goal is lost. Students need positive role models.

Lack of staff unity.

No activities.

Staff drama.

3. What new insights did you acquire about teaching/education/children you didn't have prior to this experience?

Well, I am now CERTAIN that this is the field for me. I know how I am in the actual classroom setting and I know I can come up with fun/exciting/creative lessons.

I learned to be flexible with the material that I cover in my class. I learned how to handle respect issues and discipline problems.

It's important to create an open environment full of hands-on activities to keep students motivated.

The need to always have a plan B, C, and D. Be ready to change the lesson plan whenever it is needed.

Don't make friends with one particular student/group of students; be friends with all of them. On the flipside, don't alienate or berate students who don't do their work because they are the ones who need the most help!

That teaching is more than just reciting information to students, but is about really communicating with students to understand their needs and to give them a lifelong interest in learning.

I attempted to use new methodology in my class at Summerbridge that gave more power to the students. They did an unbelievable job taking their responsibilities and running in my classes. I was very pleased.

Students are from different backgrounds. I knew this but with some major events that happened with students, it really changed my idea.

I learned every child is different and learns differently. I learned that it is good to have a plan, but it is also okay to change that plan to accomplish your goals more effectively.

The one thing I learned is one can't assume Summerbridge students home school teachers have taught them well.

Each year the personality and character of a class changes.

4. What could/should schools do to improve the teaching of middle schoolers?

More tutoring programs, HIGHER expectations of students, funds need to be spent on the students, and a self-interest in each child is important.

Not just teach OGT material, but enable students to be independent and critical thinkers. Be more creative in lessons.

Take more interest in their students' lives. Don't downplay their intelligence; they are smarter than you think?

Being more innovative with the lesson plans. Allowing the students to have a more active role in the creativity of lessons and be able to express themselves when needed.

More/better diversity training.

Lower teacher to student ratios, remove the OGT (Ohio Graduation Test), and remove No Child Left Behind.

I feel teachers should know that students would like a more active and responsive role in the classroom. Teachers all too often teach and talk to the students rather than with the students.

Try harder to communicate with parents. Try to spend extra time to guide and help students succeed (after school programs, helping before school, etc.).

They need to have more compassion and understanding for students' home lives and economic class.

First of all TEACH THEM! Some can't even spell or write a sentence.

Smaller ratio of students to teachers (smaller classes).

5. If you were the SBD program director, what changes would you make?

I'd be a little stricter with the staff and their expectations. I'd observe each classroom at least once to make sure the teachers were on task. I'd create more afternoon programs if some were canceled due to weather.

Make strict rules (more than they already are); be a little more organized.

I would require the staff members to fulfill their duties to the fullest extent possible. Teachers need to be here as much as physically possible. If you sign a six-week contract, you're dedicated to the six weeks. Each teachers needs to put forth an equal amount of time and effort.

Staff would be reprimanded for excessive absence and insubordination issues. All changes to classes and/or electives would be approved by me and only me. What I say goes; if there are issues they would be addressed in confidence and not "on the floor". All visitors would be approved/disapproved by me. Mediation would be in place for staff in order to be and stay on one accord.

I would be more selective in who I hire (or rehire). One person can ruin another person's entire summer.

The only thing that I would do is to move classrooms closer together and closer to Millett (Hall). Other than that, which is outside the scope of control of the program director, I don't think that there is anything else I would change.

More consistency for electives (we barely met for Monday/Wednesday electives). We should be more prepared for rainy days/extra time – have large group activities or games for students rather than herding them into a room with nothing productive to do.

I would leave the structure of the program since I believe it's a good program. I would enforce more discipline with the teachers regarding the attendance and their responsibilities.

I would work on team building and staff togetherness. I would want all teachers to teach and grow as teachers. I would make a point of letting everyone, staff and students, know that we're all here to learn and make new friends.

I would first make bids to more schools in Dayton. This is an enrichment program and if the students don't want to be here they should be sent home and held accountable for their actions. I would also listen to the kids more. If they have concerns about teachers, students, or the program, they should be handled quickly. I would only hire Wright State students.

Staff – be more selective during the hiring process. If someone is going to be gone for a week, then they should at least leave lesson plans like a normal teacher so that others do not have to baby sit their students.

6. Please evaluate your program director.

She is one of those people who can be your best friend and your worst enemy – which is a good thing. She does her best to provide an environment that induces learning while still having fun. But she takes her job seriously and nips all problems in the bud before they get out of hand.

Ms. Pat is a great director. I think that she is a little unorganized at times and needs to be more straightforward with the students and staff.

Miss Pat is the bomb! She is kind, caring, a good role model, and a wonderful person!

She is great in making sure the kids have what they need, but I think she should be more aggressive in dealing with certain people and situations.

Pat does a wonderful job! She is there to know some sense (not literally) into the staff and the students. She is also a great mediator when people (students and/or teachers) have problems.

Pat is a very caring, easy going, outstanding director. She is tolerant and accepting/receptive to the needs of teachers, students, and the program. A+

Ms. Pat does a great job with Summerbridge. Her obvious commitment to the kids shines through her efforts. The field trips were wonderful and the program overall a success!

Pat does a great job running this enrichment program. She sincerely cares for students, teachers, and others that contribute to the program. She works hard finding and applying for grants and informing the community about SBD.

My program director is an amazing person. She is patient, kind, understanding, and intelligent. She puts her life on hold so she can make Summerbridge a success. She is an inspiration for the students and the staff.

Pat Jones is a great director.

You seem to be more lenient with staff members. Many drink pop at lunch and seem to come and go as the please.

7. Please provide a brief self-evaluation of your performance this summer.

Minus my ability to sleep through four alarms and be extra tired on certain days, I think I've done a great job. I've attempted to encourage, motivate, and show individual attention to each student. I've never missed a class and I am always prepared to teach. Plus, I really love this job and the students.

I think that I did very well for the experience that I had. I think that I need to have more creative exercises in my classroom. The activities that I had were good, but need more of them.

I feel that I did a good job of educating the students and making the summer fun.

I believe that I did a better job of teaching this year. I was more calm and I used my time more wisely. I am still not a morning person, so getting to the wall on time was an issue, better from before though.

My performance, to me, has been sub par. There were too many times when I let my emotions get the best of me and made me want to give up altogether.

My performance this summer was good. I could have been a little more organized but I think I accomplished what I set out to accomplish.

My time in the classroom involved a lot of discussion and activities to introduce new ideas. I committed myself to listening to and encouraging my students in thought and application. I brought my personality into the class to bring enthusiasm not only for social studies but for learning. I could not have asked for a better group of kids.

I believe I worked hard educating the kids while trying to make math fun. I communicated with other teachers to gain ideas and suggestions to improve my teaching.

I feel that my performance as a teacher gets better every year. I feel I grow and learn as the students grow and learn. I feel I bring a lot to the program and I have contributed to the program's success.

I feel this is my best year to come. I feel I have really made an impact on kid's lives.

As always, there is room and growth for any teacher, so personal development always occurs. I feel I meet the requirements of the students and the state standards.

Please tell us your thoughts and ideas about Summerbridge Dayton. If there are any suggestions you have concerning this program (i.e. what we forgot, what we left out, what we could have done better), let us know in the space provided).

I've already stated my opinions. SBD is a great program.

I love Summerbridge. It is a great opportunity and experience. I learned so much about dealing with students and how to conduct my classroom. I will take many experiences that I had here and apply them in my classroom later on.

Everything is awesome! (Staff needs to be 100% dedicated. I know things will come up occasionally, but there should be a limit).

More elective time would be great. More field trips.

More selective hiring process. Be more strict with people who need time off – make sure they are held accountable for having somebody cover them. Taking a week vacation from a six-week program is too much time off. That's all I have to say about that. Hire WSU students only (if possible).

The only thing that I would suggest is to make sure that staff members are serious about their commitment to the program.

Summerbridge Dayton is an amazing opportunity for students to receive extra exposure to knowledge and experiences not allotted before. I think we could remember more often that these are just 8th and 9th grade students that don't need to be so stifled but encouraged and led by example. I felt we as a staff spent too much time trying to quiet the group, which created less of a "fun" experience and promoted their same-ol' school experience. The students were fabulous with a thirst for fun and experience. The opportunities associated with Summerbridge are terrific! I am appreciative of this wonderful opportunity!

I think Summerbridge is an excellent program. The only concern I have is that I don't feel all students and staff take the program seriously.

We need more things to do! I would not schedule trips on elective days. I would allow the kids to rotate electives.

I feel the field trips were both educational and fun for the students. It is something they rarely get to do in or during the school year. The only thing is that they could have been more spread out so that instruction time was not so limited. Also, we could have the field trips on Fridays so that we did not interrupt the electives.