

## OVERVIEW:

Between the dates of 2/20/18 and 2/28/18, NPSD employees, assisted by the New Plymouth Education Association, circulated a survey intended to reach all employees. The intent of the survey was to determine if Mr. Kevin Barker continuing to serve as Superintendent would have a positive or negative impact on teacher and employee retention in the district. Survey Monkey was used to conduct the survey.

## SURVEY PROCESS:

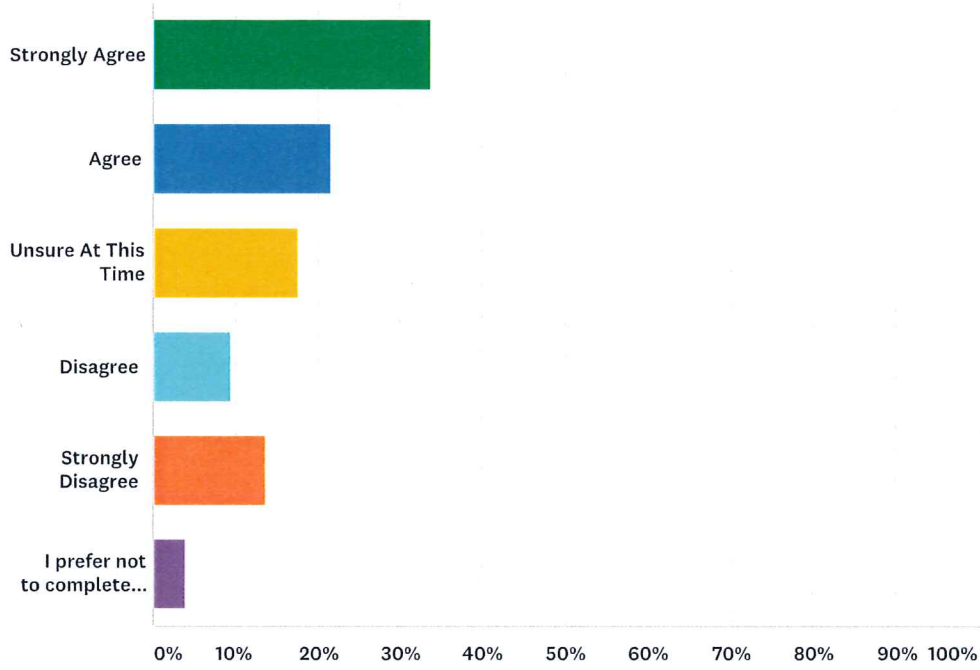
A good faith effort was made to ensure that every employee in the district was aware of and had the opportunity to complete a survey. Employees either provided a personal email address where a unique, one-time use survey link was sent, or had the opportunity to complete a hard copy of the survey. Forty-three (43) surveys were completed online and thirty-one (31) were completed with hard copies, totaling seventy-four (74) responses. The results of the hard copy surveys were mass uploaded into the Survey Monkey system on two separate occasions, once on February 24<sup>th</sup> and again on March 6<sup>th</sup>. Verbatim comments from the hard copy surveys were also uploaded.

## RESULTS SUMMARY:

- Overall, regardless of whether the respondent is considering or seeking employment elsewhere, **75% (56/74)** affirmed the following statement: "I would be more likely to stay in the New Plymouth School District if Superintendent Barker were gone."
- Of the 74 respondents, **55% (41/74)** "Strongly Agree" or "Agree" that they are considering or already actively seeking employment outside of the district. An additional 13 respondents were unsure at the time.
- Of the 41 respondents who "Strongly Agree" or "Agree" that they are considering or already actively seeking employment outside of the district, **97% (40/41)** affirmed that: "I would be more likely to stay in the New Plymouth School District if Superintendent Barker were gone." One individual did not respond.
- Of the 13 respondents who are "Unsure At This Time" regarding next year's employment, **85% (11/13)** affirmed that: "I would be more likely to stay in the New Plymouth School District if Superintendent Barker were gone."
- Of the 74 respondents, only **3% (2 individuals)** indicated that they would be less likely to stay in the New Plymouth School District if Superintendent Barker were gone.

# Q1 Currently, I am either considering or am already actively seeking employment outside of the New Plymouth School District for next year.

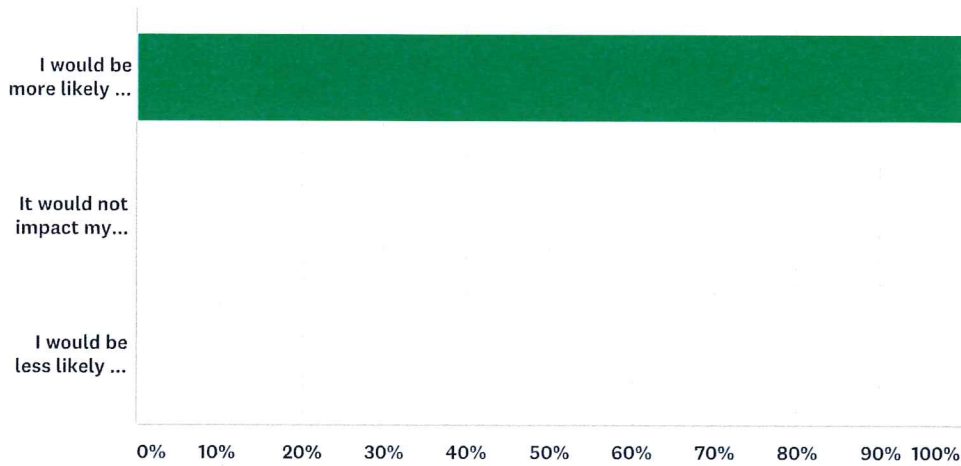
Answered: 74 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	33.78%	25
Agree	21.62%	16
Unsure At This Time	17.57%	13
Disagree	9.46%	7
Strongly Disagree	13.51%	10
I prefer not to complete this survey	4.05%	3
<b>TOTAL</b>		<b>74</b>

**Q2 For those who answered "Strongly Agree" or "Agree" to seeking different employment for next year: If Kevin Barker was no longer the Superintendent, which statement best represents your view:**

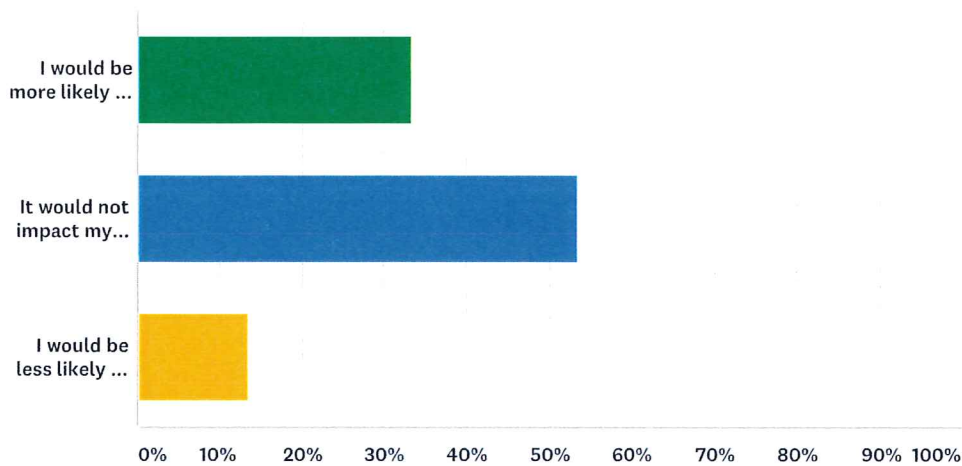
Answered: 40 Skipped: 34



ANSWER CHOICES	RESPONSES	
I would be more likely to stay in the New Plymouth School District if Superintendent Barker were gone.	100.00%	40
It would not impact my decision to stay or leave.	0.00%	0
I would be less likely to stay in the New Plymouth School District if Superintendent Barker were gone.	0.00%	0
<b>TOTAL</b>		<b>40</b>

### Q3 For those who answered "Disagree" or "Strongly Disagree" to seeking different employment for next year: If Kevin Barker was no longer the Superintendent, which statement best represents your view:

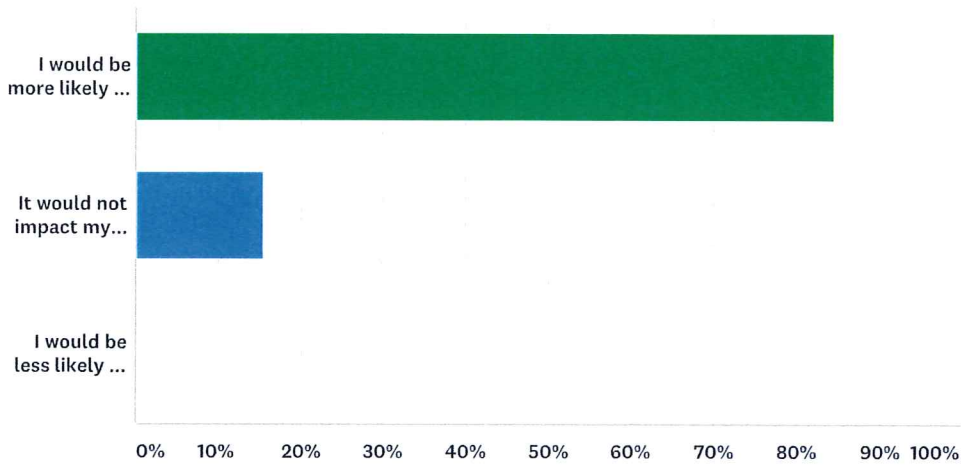
Answered: 15 Skipped: 59



ANSWER CHOICES	RESPONSES
I would be more likely to stay in the New Plymouth School District if Superintendent Barker were gone.	33.33% 5
It would not impact my decision to stay or leave.	53.33% 8
I would be less likely to stay in the New Plymouth School District if Superintendent Barker were gone.	13.33% 2
<b>TOTAL</b>	<b>15</b>

### Q4 For those who answered "Unsure At This Time" to seeking different employment for next year: If Kevin Barker was no longer the Superintendent, which statement best represents your view:

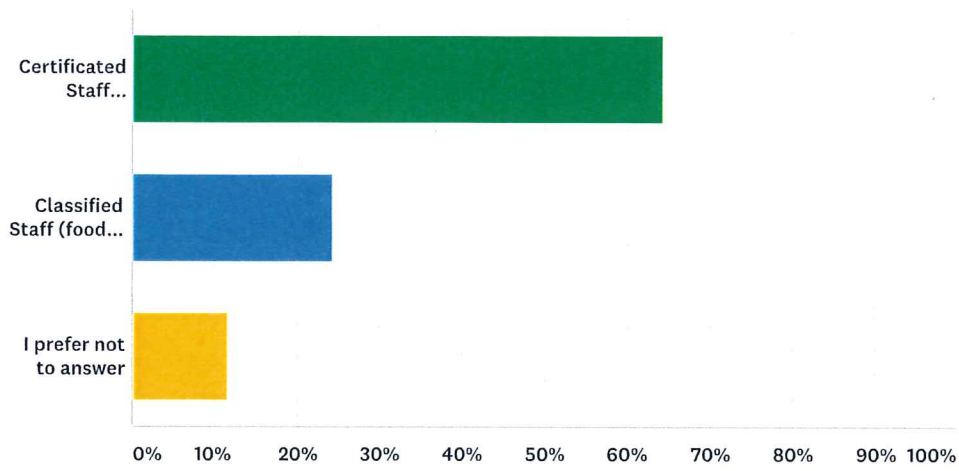
Answered: 13 Skipped: 61



ANSWER CHOICES	RESPONSES	
I would be more likely to stay in the New Plymouth School District if Superintendent Barker were gone.	84.62%	11
It would not impact my decision to stay or leave.	15.38%	2
I would be less likely to stay in the New Plymouth School District if Superintendent Barker were gone.	0.00%	0
TOTAL		13

### Q5 Pick the option that best describes your position in the district:

Answered: 70 Skipped: 4



ANSWER CHOICES	RESPONSES	
Certificated Staff (Classroom teacher, administrator, counselor, etc.)	64.29%	45
Classified Staff (food service, bus driver, coach, administrative assistant, etc)	24.29%	17
I prefer not to answer	11.43%	8
<b>TOTAL</b>		<b>70</b>

**Q6 Please share any comments you would like the School Board or community members to hear.\*Please note that while your name is not attached to this survey, we will be sharing these comments directly with the School Board and they will be made available to the public.\***

Answered: 40 Skipped: 34

#	RESPONSES	DATE
1	<p>First, I would like to comment on the quality of the survey. If I strongly disagree that I am seeking employment somewhere else, how can Mr. Barker's presence @ NPSD "impact my decision to stay or leave" since I have decided not to decide? Continuing to work @ NPSD is a non-decision since it is what I intend to do regardless of administrators. Also, if Mr. Barker "were gone" what does "were gone" mean? Gone in the sense that he is on vacation like "gone fishing"? Gone as in gone to the legislature to work on education issues? Gone as in Tony Soprano made him gone? Since the survey is questionable, please consider my comments: According to Idaho State Code (Title 33 chapter 5), school boards of trustees are given the power to hire and fire professional employees that include teachers, principals, and superintendents. School boards are also entrusted to make and enforce policy. This means that school boards give directives to superintendents who give directives to principals who then give directives to teachers. Teachers DO NOT give directives to school boards! School districts cannot be run efficiently if every decision is made and approved by a teacher committee based on that committee's agenda. This scenario would be exactly like having a vote among students in a sixth grade class regarding the day's lesson and the amount of homework that is included with the lesson. The teacher's decision based on what is best for students' learning would be overthrown by a student vote to do whatever was easy. If a teacher has a problem with how they are treated by administration or with how the board enforces policy then that teacher should file a grievance to solve the problem. Unhappy or disgruntled teachers should discuss problems and solutions amongst themselves but not forego grievance procedures in favor of forming a mob and resorting to witch-hunt tactics. If teachers or groups of teachers do not want to follow directives given to them by administrators then perhaps those teachers should move on. Employees in most private jobs do as their boss tells them or the employee is fired. Teachers do not work under the same standards as superintendents. Teachers do not have access to all the information that superintendents and school board members have because of confidentiality related to employee rights and "executive sessions". As part of their job, administrators have to deal with teachers who continually perform poorly, do not teach at all, or behave inappropriately. The administrator must decide whether to defend against patron lawsuits or discipline the teacher. Teachers have no right telling board members and superintendents who to hire/fire or how to discipline staff when the complaining teacher does not have access to sensitive information. When teachers form a mob based on gossip and hearsay rather than factual information the teacher mob makes all educators look bad! Kevin Barker has been and is currently working on solutions to various problems that occur in all school districts. Mr. Barker has enlightened me regarding other "issues" that were never problems (except among groups of "I want it my way" teachers). Let Mr. Barker continue to do his job. At the same time I would like to encourage teachers to get back to doing their best every day for students and students' learning at New Plymouth School District.</p>	3/6/2018 12:51 PM
2	Please listen to the community and staff.	3/6/2018 10:43 AM
3	New Plymouth School District is by far the best place I have worked. I have had other employment where employees were bullied and harrassed; I have not witnessed this under the current administration. New Plymouth School District is a great place to work. However, I am fed up with the behavior of the current NPEA and have resigned my membership. It is time for all employees to get back to educating students.	3/6/2018 10:43 AM
4	I have never had any dealing with Mr. Barker, I enjoy working in the New Plymouth School District, and people need to stop looking for/causing problems.	3/6/2018 10:41 AM

5	The board needs to talk to the stakeholders. Anytime there is an issue it seems that the board only gets information from the superintendent. Staff does not feel that they are listen to. When board members say that no one has shared their concerns it is because we watched how the board handled Mrs. Aguas' complaint and feel that there would not be any help from the board. The way the superintendent treats people is at best rude/inconsiderate and at worst criminal.	3/6/2018 10:38 AM
6	I am sad to see so many co-workers leaving, who I am working with.	3/6/2018 10:35 AM
7	Mr Barker is putting a lot of stress, anxiety & constraints onto administrators, in turn they are not able to answer questions or guide staff appropriately. The District Office & Mr Barker will not answer emails or questions principals & staff have. School has been very stressful for staff & that is not fair to students.	2/24/2018 11:43 AM
8	I feel that Kevin Barker has overstayed his welcome and it is now become a negative impact on our children. It has impacted the work environment to the point as to where we are losing good teachers and other employees. I know the work place has become not a positive place any longer. I do wish that the board would do the job of being objective and not just listen to Kevin Barker but actually listen to other employees and community members and school kids. We need new board members and a new superintendent.	2/24/2018 9:28 AM
9	I feel we need communication from our superintendent.	2/24/2018 9:17 AM
10	My frustration comes from not getting the complete story. If a employee or a school district has done something wrong the wrong doing should be known by all. I believe Mr. Barker is doing the best he can with what he has been left with. He's not perfect, I'm not perfect. We learn from our experiences and move on.	2/24/2018 9:16 AM
11	My concern is how the employees have risen against each other over this. We need to value each other as friends and colleagues rather than how they feel or don't feel about a particular issue. Everyone has their own opinion and we need to value and respect that. That's why I would consider leaving.	2/24/2018 9:14 AM
12	I don't like the things I've heard about Mr. Barker. Whether or not they are true, the controversy is not healthy for students, teachers, staff as well as the community. He should step down & allow the school district the chance to heal & flourish.	2/24/2018 9:12 AM
13	Mr. Barker is not trying to lead this school district & has lost all decency. He has become a ruler.	2/24/2018 9:09 AM
14	The work environment has become stressful and exhausting. There has become a tremendous lack of trust.	2/21/2018 9:59 PM
15	New Plymouth used to be a great place to work. Since Kevin Barker was placed in the role of Superintendent, things have continually gotten worse. There is an ever present fear that permeates our daily work life that has changed everything for me. It is the fear-based tactics that Mr. Barker uses to push procedures through instead of using effective forms of communication with employees to do what is best for students. The lack of communication and disrespect are what have become our new "normal" in this district under the leadership of Kevin Barker and that is no where near acceptable for me and what I want to see the district accomplish. Students and the success of this district are not forefront on his agenda which he continually proves by his actions. His behavior inhibits success on all levels!	2/21/2018 8:03 PM
16	I feel like I'm in a sinking ship. Mr. Barker has wronged us on so many levels. He has lied, cheated, and manipulated his way to this position, and I can't continue to work under these conditions.	2/21/2018 6:51 PM
17	Although Mr. Barker says he has an open door policy, if his opinion does not match yours it is closed quickly. He scolds you as if you are a child. His stories change depending on who he is talking to.	2/21/2018 4:27 PM
18	This is my home and generations of my family have been through New Plymouth schools. The power given to the current superintendent through the last 2 1/2 years has led this district into an inconceivable mess! For those on the outside looking in, or those who simply take Barker's word as truth (board members) without coming into the schools and visiting with staff, shame on you! This has gone on too long!	2/21/2018 4:17 PM



19	Since Kevin Barker has been superintendent the work environment at New Plymouth has deteriorated beyond recognition to what it once was. Staff members feel discouraged, unsupported, unheard, disrespected, and threatened. I have to deal with this depressive environment daily, and it is difficult to be an effective teacher while this environment remains and we have no administrator. While the thought of leaving this wonderful community makes me sick, I will do what I must to escape a toxic work environment so that I can find joy and fulfillment in my job again. If Kevin Barker steps down or is removed I will reverse my position and recommit myself to staying and building us back up from the damage that has been done.	2/21/2018 11:03 AM
20	In the current state of how the district is being ran, I do not believe that the environment created is the best for my professional growth and long term health. I think it would only be wise to explore other options. I am not "out for blood" and don't want anyone to lose their jobs, but unfortunately people already have. I am also concerned about the divisiveness within the community and how that may impact my job/career moving forward.	2/21/2018 9:29 AM
21	For family reasons, I will be at NP next year unless a perfect fit for me becomes available at a neighboring district. I will actively search employment elsewhere for the 2019-2020 school year if a change is not implemented.	2/21/2018 7:17 AM
22	I am so disappointed that our district leader is not leading in a way that inspires staff to be the best we can be. A good leader leads by example and encouragement instead of intimidation. I keep waiting for him to come to us and let us know that he values the staff and the students. Instead we have absolutely no communication with him. I would like the board to know that the educators love this district and our students. We want only what is best for them. I understand that the students are the most important component of this equation. We value them and love them and even through all this turmoil the students are of the utmost importance.	2/20/2018 10:47 PM
23	The atmosphere at the New Plymouth School District is one of fear and anxiety. As a long time employee for the district, I am very disheartened by the way things are going. I have heard and experienced first hand the negative way that Mr. Barker often treats staff members. As principal and superintendent, Mr. Barker frequently did/does not respond to e-mails which can directly effect the educational process. Staff members have been reprimanded for not getting Mr. Barker's permission to make decisions but yet Mr. Barker often does not respond to staff members' questions via e-mail. This puts the staff members in a difficult position as they need his input but can't get it. It seems Mr. Barker wants to micromanage the school by not allowing principals to make decisions for their building staff. It seems as if he does not trust his principals. I wonder why building principals are not allowed to give reports at school board meetings. Is it because Barker is afraid of what they will say to the board? Why aren't the school board members insisting they hear reports from the building principals? Students at the high school have expressed their dislike for what is going on at school. They know there is not a principal on staff full time and their behavior reflects that. I would like the board to hold Mr. Barker accountable for his treatment of staff as described in countless e-mails and meetings. Why is he allowed to treat staff like this? Clearly, this type of behavior is bullying. When I see the anti-bullying posters at the high school it makes me very sad because that is what is happening here. I call on the school board members to listen to and trust the amazing staff that have been a part of this district for many years. How could this many people be wrong?	2/20/2018 10:22 PM
24	I have never felt this way about a job. I loved my job until last year. I was told things would be better. That was a lie. I stay for my kids. The kids need me. That is why I stay. I worry about my job every single day.	2/20/2018 9:49 PM
25	There is no transparency with Mr. Barker, there is no opportunity to give input at board meetings, and he is running our schools into the ground. Staff use to be involved in the decision making process and now we are not. He does not interact with the principals or the teachers and acts like a dictator.	2/20/2018 8:56 PM
26	Equality is important in any position one holds. Being part of a team means treating others with respect and allowing everyone a voice.	2/20/2018 8:22 PM
27	Bully	2/20/2018 8:05 PM
28	Everyday is hard to come to work. I don't understand why Mr barker has done nothing to try to resolve hard feelings with in the staff of the district. Ever! He takes no responsibility for mistakes, he lies, and he is not for the best interest of our students!	2/20/2018 7:27 PM
29	Communication needs to improve	2/20/2018 6:14 PM

30	The stress of working in this hostile work environment is not helping staff or students. I do not want to leave this job, but I cannot stay where I do not feel safe. I also believe that our students need to come first, and with the environment that has been created, especially at the high school, the students are the ones suffering. We are doing the best we can as teachers to give the students what they need to be successful.	2/20/2018 5:28 PM
31	To my knowledge neither Mr. Barker or the school board have done anything wrong. And would welcome any staff members who are not happy with their leadership to please go elsewhere so that those of us whose primary concern is the education of the students can continue to do their jobs without distraction from staff members whose main objective is a selfish desire to get their way and undermine the current administration when they don't. Let's end the whining and complaining, the backbiting and gossiping and move on. That is what the district needs.	2/20/2018 5:20 PM
32	Money is nice and necessary but that is certainly not the main reason I do my job. I happen to genuinely care about students and I thoroughly enjoy helping them find success in the classroom and in extra-curricular activities. In normal circumstances this is a difficult task to accomplish day in and day out because teenagers are complex and difficult to deal with at times. It's easy to stay positive and focused on students when circumstances are "normal". The atmosphere in the New Plymouth district has not been normal for more than a year. As the leader of this district, I hold Mr. Barker responsible for the obvious decline in the morale of teachers and staff. We are trying so hard to stay positive for the students and serve them well but Mr. Barker's seemingly vindictive behavior and decisions are making my and my colleague's jobs unnecessarily difficult. I implore the members of the school board to put the students first by removing Mr. Barker from the superintendency immediately.	2/20/2018 5:06 PM
33	As a native of this town and school, it is disappointing to see the changes we have gone through. From such a highly recommended and distinguished School to one I no longer enjoy coming to each day.	2/20/2018 4:44 PM
34	I am so saddened that I feel I can no longer work in the NP school district. I used to absolutely love my job. But I no longer feel that Kevin Barker nor the school board is putting our student's education first and I refuse to work for a district that doesn't put the students first. I also very vastly under appreciated and unsafe in this district. If given the opportunity to obtain employment right now I would gladly ask to be released from my contract. I find everyday that I have to walk into my building is taxing, I literally dread having to come to work and often find myself physically ill due to stress and anxiety.	2/20/2018 4:27 PM
35	I can,t continue to work in a district where I'm not supported and have to pay for School and lab supplies out of my own pocket even though there is plenty of money(from what we are told) Also the constant fear of who will be the next target to be singled out to try to be force out or fired is too stressful for my health and family.	2/20/2018 4:21 PM
36	I will not work in this district if Barker stays and I have a difficult to fill position. He stays I go.	2/20/2018 4:11 PM
37	I would like to continue to work for this district, but that becomes harder to imagine everyday. This environment is hostile and unhealthy. Professional growth is denied, which deprives is of advancing career-wise and directly impacts the growth mindset of the classroom. Not being able to grow as a professional is detrimental to our careers, students, and district. This district should encourage teachers to grow, not stifle them.	2/20/2018 4:11 PM
38	We are in dire need of a solution. Losing teachers is not the answer. I do not see anyway that we can fix anything by replacing staff. Turnover is not the answer. I want to stay here and fight to fix NP. I have been trying to convince everyone to do the same. At this point in time if Barker stays I don't really see any options except to leave.	2/20/2018 4:08 PM
39	I do not like the current environment at the school but I have invested all my money to come here and have no other options available to me	2/20/2018 4:07 PM
40	I have confidence in the administration under Mr. Barker.	2/20/2018 4:00 PM