



CBO MENTOR WORKSHOP
January 9-10 2009
Evaluation Survey

How would you rate the "Budget Crisis Response" session?

Unsatisfactory		0	0%
Poor		0	0%
Average		0	0%
Above Average		8	44%
Excellent		10	56%




Please give us examples on how we can improve the "Budget Crisis Response" session.

no comment - was not there
It would have been enlightening to hear how our leaders would recommend tackling the real problems at our districts...
I think the exercise was very timely and helpful. However, for any participants who were already dealing with the "real life" of budget cuts, it might have been helpful to have the option to share the actual actions taken at home districts without creating additional work during a pressing time.
Nothing I can think of.
I thought it was a good overview of the current situation. Maybe taken just a few more minutes to get an idea of exactly what districts were doing, finding out where they were making their cuts, if any.
After the presentations Mr. McGuire asked if we thought we had done better than our cafeteria presentation. It seemed most of us thought we did no different. With as many presentations as we are asked to do we should receive feedback from the instructors on each. This would be really helpful. An individual critique of each presentation I think would be beneficial.
The discussion regarding the current status of the budget added some clarity to information we are receiving on a daily basis. Although not part of the regularly planned evening, I thought this discussion was very useful. It provided some substance to assist us with our discussions regarding the budget and a chance for all to share what they are dealing with in their districts.
Due to the nature of this issue, a little more time would have been appreciated. I felt that we had to cut it short.
Developing a CBO level response to the real world was very helpful. It was valuable for me to note how the responses varied depending on the District's numbers - Bill and Francie touched on it some but I would find a more detailed discussion on how the message is tweaked depending on the good or poor financial condition of the District - for example, when do you need a budget committee and when is it better not to have one, in your experience where does a CBO start with cuts (cherry picking) and what is the progression to more serious cuts etc..
Given the current budget crisis that we are in it was very valuable.
Very informative (if depressing :-) , topical. Nice that we have an opportunity to ask questions and get feedback, both with Bill and Francie and with the other participants.

Maybe just clarify how formal of a presentation is expected.

No comment to improve.




How would you rate the "Special Education" session?

Unsatisfactory		0	0%
Poor		0	0%
Average		1	6%
Above Average		4	22%
Excellent		13	72%

Please give examples on how we can improve the "Special Education" session.

no comment - was not there
More info on how many aids they really need in those special ed classrooms?
Had there been time, I think it would be helpful to have additional time on how to operate Spec Ed most efficiently while still meeting students needs.
Good the way it was presented.
This is a lot of information to present and digest. Given the staffing and financial concerns of this program it might be worth lengthening the presentation.
I thought this was a very informative overview. For those who don't deal with special education, it may be helpful to define more the programs offered, ie. SDC vs. RSP, and high-cost programs, ie. low-incidence.
Pass on a few common over spending mistakes that districts make. I know this stuff is expensive, but as CBO's it is hard to know where we can say 'no'.
Good tip about not using the terms "encroachment" and "regular education" in presentations.
Likewise as with the Budget Crisis section, very informative, a lot of basic information was covered in a short amount of time, but yet easily digestible.
The presentation was great. It gave me more insight about special ed.
No comment on improvement. Francie rocks!




How would you rate the "Transportation" session?

Unsatisfactory		0	0%
Poor		0	0%
Average		1	6%
Above Average		7	39%
Excellent		10	56%

Please give examples on how we can improve the "Transportation" session.

I thought it was covered very thoroughly.
A little more discussion on CNG vs diesel vs gasoline.
I thought this was a good session. Informative and entertaining.
A good overview with a "heads-up", you may have to deal with this . . . I can relate to some of your stories. . .spending time with the bus drivers in their lounge, suspending a driver testing positive, drivers backing into redwood trees, a driver sharing her "enhancement" results. . .and I felt the presentation painted a realistic picture and provided resources.
Good general overview with great stories from the both of you.
I like the tips regarding presenting a good image for transportation to the public.
The presentation was great. It gave me more insight about transportation.
I don't have a comment for improvement. I think the information provided combined with stories of what has really happened made for a very entertaining session. Good information as well.




How would you rate the "Maintenance & Operations" session?

Unsatisfactory		0	0%
Poor		0	0%
Average		1	5%
Above Average		9	47%
Excellent		9	47%

Please give examples on how we can improve the "Maintenance & Operations" session.

1	More information on how the actual finances work in Maintenance. Information about should the custodians report to the principal or someone else. Doing performance evaluations for custodians, Grounds and Maintenance. How to determine if you need to have skilled trades. The importance of having a policy of what types of jobs are done internally and what should be done by an outside contractor.
2	Like Facilities, this area was pretty overwhelming for one session . . .so much varying information!
3	The staffing formula info was helpful. I would have liked a little more discussion on what staffing levels have worked best for the represented districts.
4	This was good as well. I learned some things i was not aware of.
5	Good information that reminded me how we try to do much with little. Possibly have each participant do a FIT survey of a site before attending the class. I found it to be very informative and the staff knew I cared about their work environment. Great visibility and PR.
6	Same as above. some very good nuggets of information.
7	I also liked the tips for creating a good public image for our facilities.
8	The presentation was great. I often wondered what was considered "deferred maintenance".
9	No comment on how to improve. I enjoyed the session and hearing different strategies that are being used to manage people and cost.




How would you rate the "Good to Great" session?

Unsatisfactory		0	0%
Poor		0	0%
Average		5	26%
Above Average		9	47%
Excellent		5	26%

Please give us examples on how we can improve the "Good to Great" session.

<p>This was good discussion at our tables...</p>
<p>The statement that Bill made really stayed with meYou can't have a blameless environment without someone taking the blame, and we have to be that person.</p>
<p>We could have used a bit more time for the last two sections.</p>
<p>We got alittle behind schedule, would have liked to finish the exercise.</p>
<p>I thought this was a good opportunity to get into the "softer" skills required for the CBO job. But the session really did not lend itself to that. I think if we had made each section we discussed in groups 10 minutes, this would have helped with that.</p>
<p>Target the assignment to get the participant thinking how certain concepts fit into their current situation with the initial written response.</p>
<p>seemed short, there are some very good ideas in the book like: stop doing what does not work, create culture of discipline, the bus, and the Hedgehog are areas where CBO's can make a difference.</p>
<p>Contrary to most of the class, I would find the distribution a few days before class of the combination of all of our comments to be helpful.</p>
<p>It seemed a little rushed. I would have like to talk more in depth about defining the core mission for school districts in the 3 circles.</p>
<p>I wish we had less reading of our comments, and more discussion about what kind of managerial characteristics we should focus on to affect change, GIVEN THE EXISTING CULTURE in public education. Still, it was certainly enjoyable.</p>
<p>It was unfortunate that we didn't have enough time to go over the whole exercise.</p>
<p>Just give a few more minutes for group discussion.</p>
<p>Don't change how this session was presented. I like the fact that in groups we discussed and provided feedback based on how we interpreted the book</p>



How would you rate the "Enrollment Projections" session?

Unsatisfactory		0	0%
Poor		0	0%
Average		1	5%
Above Average		8	42%
Excellent		10	53%

Please give us examples on how we can improve the "Enrollment Projections" session.

awesome tool
One of the best sessions and most important but the hands on activity was not very useful.
Appreciate having the spreadsheet resource. I thought we might have discussed demographer info a little more thoroughly.
I think, ultimately, the SWAG is the only thing that really works, but it was helpful to learn how to actually calculate the other trend methods. A sudden downturn or upturn in new housing seems to be the biggest factor on growth.
This was very interesting. I liked the different calculations presented and finding the one that will work best for our district.
The variety of choices to share the enrollment will help immediately. No suggestions.
A little fast, will take some time to digest the formulas, tables and application to my data.
The exercise of backing into the spreadsheet numbers took longer than necessary. A quicker way of getting there may be to simply show the formula - most of us have a lot of experience with excel formulas and therefore can assimilate it much quicker than having to follow finger pointing on the screen and verbal explanation.
It was a lot of math for the end of the day on Saturday, but the worksheet that you will be sending should make it a lot clearer.
Again, very helpful, and the links to other resources were excellent. Thanks.
Great presentation. I often wondered where the data comes from. I enjoyed the "hands on" exercise.
I thought this session was informative. I am looking forward to receiving the spreadsheet Michael put together to put in our District #'s.
Where's my copy of the spreadsheet?

**How would you rate the Session: Mid-Year Meetings with "Each" Participant?
 Answer only if you completed the Mid-Year meeting on Friday, January 9, 2009.**

Unsatisfactory		0	0%
Poor		0	0%
Average		0	0%
Above Average		3	50%
Excellent		3	50%

**Please give us examples on how we can improve the Mid-Year Meeting with "Each" Participant.
 Answer only if you completed the Mid-Year meeting on Friday, January 9, 2009.**

I wouldn't recommend having some on Friday. It was too long from the presentation to the evaluation.

Mine was in November...



Good feedback.

From talking with my other team members it seems you had more information to give them on the Friday session as opposed to the November session. I was just recommend that the same material is presented to each participant at their mid-year evaluation.

I wasn't sure what to expect. I thought of several questions after our brief meeting that I wish I had asked. Mary took part and I found that I would have liked to get Mary and Francie's perspective on the demands of larger sized districts and business services. Also, with their experience, what strengths do they see I have and what areas should I focus on to make me a better professional.

One suggestion is to have the evaluation form given at this meeting. This way each participant can track their progress from mid-year to the end evaluation.

What is your overall rating of this session?

Unsatisfactory		0	0%
Poor		0	0%
Average		0	0%
Above Average		5	26%
Excellent		14	74%

Other comments

Thank you...
The information and experience i have received through the program have been invaluable and well worth the time and effort involved. Thank you.
I really liked this session. Special Ed, transportation, and M&O are some of the main areas I need to grow and learn in. This was very informative and helpful to me...the real nuts and bolts of a CBO position.
A lot of good things were presented and discussed. It's the clock we are always fighting.
I did not have any improvement suggestions for any of the topics since the situations will continue to change each session and you allowed the class members to ask their specific questions. The sessions were perfect for our current situation and each individual situation
I, again, felt I took away from our meetings ideas worth implementing in our district. Also, everyone seems to be enjoying spending time with each other. I feel I expanded my professional contacts greatly and made good friendships. Thanks.
Make sure Bill gets invited for a drink Friday nights.
Good to Great as it relates to school district leadership needs to be a half day session.
Much as it kills me to have to acknowledge something really great about Bill M. (: -) , I nevertheless have to say that over the course of this training Bill and Francie consistently provide the most useful, relevant and engaging presentations. In my opinion there have been only a few presenters (Lori Ranieri (sp?) would be one) that have been both as engaging AND as informative as our own folks. In the future it might be worth considering having Francie and/or Bill do even more presenting, especially in cases where you don't have someone on the level of Terry Bradley or Lori Ranieri.
I always enjoy it when both of you present a session. It's not only the way you present the materials, but you incorporate group exercises and lots of true stories that break the "monotony" of the presentation.
No additional comments.