

Q2 What are the most significant challenges facing the Kalispell School District at this time?

Answered: 136 Skipped: 0

#	RESPONSES	DATE
1	Mental health is absolutely number one. Maintaining a positive work environment for teachers that attracts and fulfills skilled and passionate employees. Rapid growth without the infrastructure to support it.	4/8/2023 9:55 AM
2	I believe the most significant challenges are equity among schools. There is a sense of this in the community that this school or that school is better.	4/7/2023 9:22 PM
3	SPACE and management of current facilities with growing population	4/7/2023 6:34 PM
4	Providing better pay and affordable benefits for teachers and support staff	4/7/2023 6:07 PM
5	Community does not support education	4/7/2023 6:06 PM
6	Staffing, we will not be able to hire or retain staff given stagnet wages compared to housing and other cost of living indicators.	4/7/2023 5:48 PM
7	The overwhelming existence of parents not allowing experts and professionals to teach because they have an offside agenda	4/7/2023 4:55 PM
8	Overcoming the problems with growth is important. We have increased populations in all of our schools and there may need to be hard decisions to change neighborhood school boundaries. Student Well-Being is also important. Students need great classroom teachers, but they also need great bus drivers and para-educators. We need to make sure that we address the increasing addiction to technology and the increase in mental health problems.	4/7/2023 3:53 PM
9	Like schools everywhere, we are being presented with students who have significant social and emotional challenges. Resources for those students have not significantly increased; instead the burden on existing staff and our time has increased to manage those issues as well as our teaching duties. Instead of finding ways to allow teachers to do our jobs, central administration seems determined to make our jobs harder by giving us more to do. So many things get introduced and dropped, it makes us weary and wary. It was especially concerning when we realized that we had been lied to about transformational learning money that was supposedly coming, when the OPI website showed that wasn't true. Our pay is too low for our beginning teachers and perhaps even more so for our substitutes and classified staff. For goodness sakes, the district doesn't even pay enough to attract a print shop employee, causing even more work for teachers.	4/7/2023 3:09 PM
10	funding, community support	4/7/2023 1:48 PM
11	Lack of parent involment	4/7/2023 1:31 PM
12	We are trying to push this personalized competency based education. turns out this is what teachers are already trying to do they just don't have enough time in a payed contract day to implement these new ideas. We are already doing our best work. If we are not given more time nothing will actually change in the classroom. The second thing is that teachers are not paid enough to keep up with the cost of living in Kalispell MT. You are going to start losing teachers and it is going to become harder and harder to replace them.	4/7/2023 11:25 AM
13	The most significant challenge facing our district are parents trying to make decisions for ALL students based on what they want for their own children. They believe that because their voice is the loudest, it is the most correct. Our area has a history of quality public education and it helped us develop into the fantastic community that we are. Our next superintendent needs to inspire our community to be energized and vocal about public education.	4/7/2023 11:23 AM
14	Affordable housing for our students, their families, and our employees (keeping new talent in the school district) AND community funding for our schools	4/7/2023 10:34 AM

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15	Significant challenges include passing a levy, fending off challenges to indepednent and free thinking in the classroom at the local and state level, low starting pay for young teachers, lack of female leadership in the district, lack of diversity in the district, and lack of FTE to keep class sizes manageable.	4/7/2023 10:24 AM
16	Funding, recent law suits, current politics and gender-affirming initiatives and anti-gender-affirming sentiments.	4/7/2023 10:16 AM
17	Growth, Kalispell and MT in general losing their identity.	4/7/2023 10:15 AM
18	Overcrowding	4/7/2023 9:12 AM
19	-Political divisiveness in the community spilling into the schools (e.g., extremists attempting to be on the school board) -Youth mental health crisis impacting effort, attendance, and ultimately learning	4/7/2023 8:44 AM
20	Growth , funding, navigating new experiences while keeping high academic standards.	4/7/2023 7:19 AM
21	I feel that teachers can hardly afford to live here and it will be hard to maintain and recruit. Want my kids to have a well rounded education. I also want my kids to be safe from bullying.	4/7/2023 4:18 AM
22	Right-wing extremists' attacks on our educators and superintendent that resulted in failed levies.	4/6/2023 9:01 PM
23	Underfunding / passing a levy / teacher pay and the increasing cost of living / teen mental health and substances	4/6/2023 8:55 PM
24	The current 5 year strategic plan is missing some key factors, including; developing literate learners, it focuses too much on personalized learning and behaviors. One way to decrease behavior is to ensure students are academically prepared and can see themselves as successful.	4/6/2023 8:52 PM
25	Teacher burnout, pressure to limit independent thinking and exploring both sides of controversial topics within education/history, funding	4/6/2023 8:33 PM
26	Growth and related facilities and staffing challenges, funding, teacher compensation (with high cost of living)	4/6/2023 8:27 PM
27	Drugs and Alcohol	4/6/2023 8:05 PM
28	Dealing with anti "wokeness" parents and public, keeping kids safe.	4/6/2023 6:07 PM
29	Growth which impacts physical space for students/staff as well as services we will need to provide. We will need to serve more Special Education and EL students with continued growth.	4/6/2023 9:40 AM
30	Drugs, violence and our curriculum is in need of attention. Nearly every time my kids have a substitute for a class, they watch a movie. It's high school not day care. Kids who disrupt class and disrespect teachers should be punished accordingly. If that means they don't graduate, that is the choice they made.	4/5/2023 10:01 PM
31	Keeping teachers/staff in the district while also hiring new staff. Dealing with the availability of housing for new staff moving to our district as many cannot afford to live her and subsequently leave.	4/5/2023 5:56 PM
32	I think a lack of funding coupled with the growth we are facing is a significant challenge for the school district. I think our desire for excellent teachers needs to be reflected in teachers salaries.	4/5/2023 4:17 PM
33	It feels like there is a significant number of people in our state, including our community, that do not support PUBLIC education and they are very loud about sharing that opinion.	4/5/2023 1:27 PM
34	Vaping is a Huge problem in not only the two high schools but the Middle Schools as Well!	4/5/2023 12:25 PM
35	budget (as always) ... keeping up with the high rising costs of living for the school's costs and staff salaries. If a new teacher can't afford to live here, then we have a big problem.	4/5/2023 12:21 PM
36	You know, teacher keep demanding for more prep time but when I worked as a Para, on early out days, most the teachers were just sitting around talking more than prepping for class so a system that they actually are held accountable for spending their time wisely. More support for homeless teens, better anti-drug education and programs. Incentives for being drug free. We need to keep our children off tic-toxic and off drugs and off the streets. Ban tic-tok from	4/5/2023 12:08 PM

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schools and devices while on school grounds. Explain how bad social media is especially tik-tok. Another thing is the problem of cell phones in classes. It should never be a thing. It should be a district wide rule banning cellphones in classes because if you leave it up to the individual teacher, some teachers don't enforce it or seem to care. That was a huge problem when I was a sub. Kids are playing games during classroom instruction or work time and getting away with it. They enter the work force and have NO work ethic. It's sad. They are lazy and unable to make decisions and complacent and just want to get paid to be in their phone. It was never like this when I was a kid. Grew up 80s and 90s and we worked hard. We didn't have a nose in a phone all the time and more of us worked and did our best. I really think letting this GenAO (always on) go on this long has really made a huge impact on our world/economy and society. Either you have Bots do everything for you and all the dangers of that or you equip tomorrow's leaders to LEAD!

37	Passing a levy, teacher shortage, teacher morale community support	4/5/2023 10:24 AM
38	Trying to manage and unify students and parents which span a wide range of values and beliefs.	4/5/2023 8:53 AM
39	Growth, we are bursting at the seams. Our bonds have failed, we need new representation to be CLEAR about where the money is needed and will go. No teaching teachers that they are racist, no teaching kids that they are victims. Stick with the numbers, keep kids in school through the 12th grade. Engage with parents, stop listening to the 1%. Majority rules.	4/5/2023 8:27 AM
40	Keeping and recruiting qualified staff to continue the high standard of education past students have benefited. How to educate increased student numbers due to increased population without adding more resources/staff be it due to not having qualified applicants or funds to make possible.	4/4/2023 9:33 PM
41	Legislation, community members who don't value the public school system, funding sources and the financial situation of the city of Kalispell -meaning jobs and homes	4/4/2023 7:27 PM
42	Not sure.	4/4/2023 7:18 PM
43	Funding, having substitutes and mental health	4/4/2023 5:10 PM
44	Conspiracy theorists, extremists, science deniers	4/4/2023 4:40 PM
45	Budgeting, Funding, Transformational Learning	4/4/2023 3:46 PM
46	Probably the political polarization of our community and that seeping into the school system. Also students falling behind academically, the struggle of meeting the needs of children with vastly different abilities and challenges.	4/4/2023 2:41 PM
47	Bending to the woke ideology. Teach kids that they were born the sex they are and it is a temple to be honored, protected and cherished. Anything else is anti christ. Christ brings love and light. Satan brings self hate, division and unrest. Teach them to stand tall and be a beacon to everyone around them.	4/4/2023 2:28 PM
48	Restore staff confidence in administration. After the last couple of years, admin has eroded their relationship with the people who work for SD5	4/4/2023 2:04 PM
49	I think it's social media and society pushing agendas on our children. Allowing kids to be the adults and not the adults. Consequences are not being pushed and everyone's worries about hurting people feelings.	4/4/2023 11:20 AM
50	Lack of public support/understanding of 21st Century Education Passing bonds/levies Challenges of transition periods (move to personalized learning competency-based education) Cost of living for staff	4/4/2023 11:19 AM
51	Vaping, vandalism, cell phones, ect.	4/4/2023 10:52 AM
52	Enrollment -students from areas where there is no high school (Somers/Lakeside) aren't given any priority to attend elementary/middle school in Kalispell Teacher retainment In school resources for children's mental health Budget restrictions Size of school/space for elementary students	4/4/2023 10:38 AM
53	Staff continually being asked to do more, often with less resources. Student attendance and incentivizing school while balancing staff burnout/well-being.	4/4/2023 9:57 AM
54	Politics in our community, valley, state, nation impacts our schools and the way we do our jobs	4/4/2023 9:46 AM

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and in the way we are perceived. Our community is strife with opposition to our public schools and education. We have parents who tell us we cannot discipline their student when they have done something wrong to others while in school. People are telling us we can't talk about social emotional learning. Being an educator in our community can be difficult. Teachers are afraid to talk to/teach students about what's right from wrong, students are being sexually harassed, targeted with "hate" type speech (swastikas, "n" word, homosexual slurs) and staff are afraid of saying the "wrong" thing when trying to teach their students why this behavior is wrong. We have students who have distributed marijuana and amphetamines to other students on campus and we cannot expel these students, even when other students have od'd or had to go to the hospital due to the negative side effects of consuming these during school hours. How do parents of the students who received the hateful, derogatory statements or who took the drugs and experienced horrible side effects feel about our schools and how well we are keeping their student(s) safe?

55	Mental challenges and maybe some relationship issues.	4/4/2023 9:44 AM
56	Growth that could outpace budget, staffing and pay for staff, division in the community.	4/4/2023 9:09 AM
57	I think that it's at lunch when it's really loud and the people can't hear the ladies who are talking	4/4/2023 9:00 AM
58	Crowded hallways	4/4/2023 8:49 AM
59	Running in the halls or crowding in the halls	4/4/2023 8:48 AM
60	Having to wake up so early every day of the week.	4/4/2023 8:46 AM
61	waking up so early	4/4/2023 8:46 AM
62	Well, kids cuss too much, and it's very frustrating and distracting.	4/4/2023 8:40 AM
63	Kalispell middle school has poor admin who don't use their money correctly and are down right not good for the job	4/4/2023 7:46 AM
64	1) Few / disproportionate women in leaderships (administrative) roles. Women and girls in the district need to see women in leadership roles to feel more comfortable and like they have growth opportunities. After seeing multiple highly qualified women apply for administrative roles and not get hired and a man got hired is discouraging to me as a woman in the district. It makes me feel like even if I seek out leadership positions in the district, I will likely not get them. 2) New teacher salaries: Montana is 50th in the nation for new teacher salaries. I have seen almost every new teacher in my circle quit their job here because they simply cannot afford rent, their car payment, and groceries. The district needs to do something more to support new teachers financially, especially since it is so expensive to live in the valley. 3) English as a Second Language resources / teachers: The district NEEDS to train all employees on what accommodations ELL students need. We need English classes for them as well.	4/4/2023 7:44 AM
65	Wages are not at a level to compete with the private sector.	4/4/2023 7:32 AM
66	Early outs, class size, teacher burn out, lack of education/quality learning for kids	4/4/2023 6:31 AM
67	State politics which aim to decrease educational content that is diverse and founded in fact, not a political agenda. And a growing sense of public thought that they are not responsible for paving the way for children in the state and community to have the best education in the country, free, in the public schools.	4/3/2023 9:38 PM
68	Unexpected growth and limited resources to provide for students at the rate of growth as well. Low(relative) teach pay for incoming, new teachers.	4/3/2023 8:23 PM
69	I feel that some of the most significant challenges facing our school district at this time are meeting all the kids' needs, and ensuring that there are many alternative ways to earn a high school diploma or equivalent diploma. I feel that Transformational Learning is a super wonderful way to reach all our kids, according to their unqique selves, and family circumstances. I also feel that one of the biggest challenges we have is mental health and wellness, and having adequate staffing to meet those needs. It would be wonderful to have a full time social worker, full time nurse, and full time school psychologist in each of the high schools!	4/3/2023 8:14 PM
70	Shortage of school teachers and bus drivers Bullying	4/3/2023 7:16 PM
71	The retention of staff within the district and addressing mental health needs among students.	4/3/2023 6:49 PM

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Also, keeping good relationships with legislatures to ensure helpful budget discussions to meet Kalispell School District's needs.

72	Funding that is going to the wrong places. Teachers not receiving enough recognition . The school district is not putting parents at the heart of their decision making.	4/3/2023 6:24 PM
73	- racism - sexualization - bullying	4/3/2023 6:03 PM
74	Safety and connecting with the youth	4/3/2023 5:38 PM
75	1. Convincing the greater valley that out school system can be trusted. We have a lot of push back against public schools. We need an advocate for the teachers and their process of educating the children of our community. Being able to pass a levy in the high school district is impossible without the trust of the rural school district families. 2. Adding on to GHS. Glacier is bursting at the seams and in order to continue to grow, they need more classroom space. 3. Working to incorporate the rural schools into our district	4/3/2023 5:28 PM
76	Teachers transitioning in the way we instruction (transitional learning), student behavior challenges, and soon we will need to add new facilities due to increasing student numbers (& housing boom) which also requires funding (ability to pass levies/bonds)	4/3/2023 5:24 PM
77	Liberal agenda being inserted into the school	4/3/2023 5:23 PM
78	Over spending, too much overhead, not enough workers.	4/3/2023 4:20 PM
79	high suicide rates, overcrowded middle school,	4/3/2023 4:14 PM
80	Systems of support for mental health, professional development for teachers, cost of living (Socio-economic impact) for students and staff	4/3/2023 3:45 PM
81	Under funded and lack of community support to change that.	4/3/2023 3:44 PM
82	1. Community trust in and the support of our public school system. 2. Navigating the impact of COVID and our recent suicide clusters. 3. Supporting the diverse needs of our students and community.	4/3/2023 3:41 PM
83	Staff retention, staff recruitment, annual budget shortfalls	4/3/2023 3:36 PM
84	Half days on Wednesdays. Please please make them stop. Our kids aren't ready to be home, we have behavioral issues with the routine change. Late start Monday or early out Friday seems like the best option for families, especially with working parents.	4/3/2023 3:30 PM
85	High class sizes, increase in behaviors	4/3/2023 3:27 PM
86	Staffing, wages, housing for recruitment, school safety (what are our school shooter plans? How do I know my kids are safe when attending KPS?)	4/3/2023 3:15 PM
87	Growing with the community. We need new middle and high schools, more staff, and compensation that is competitive. We have lost teachers and paraeducators to other jobs and communities where their compensation will better match the cost of living. We need a superintendent who is sufficiently assertive to market this reality of the need for more funding through levies and bonds.	4/3/2023 3:05 PM
88	Religious extremists, budgeting issues, teacher turnover due to low pay and hostile parents. And limited resources for special education.	4/3/2023 2:57 PM
89	Leadership on PCBE, recruitment & retention of staff, staff morale	4/3/2023 2:36 PM
90	Inadequate public funding for the needs of the students and facilities. Lack of staff to meet the educational and behavioral needs in the schools. The politicization of public education in the minds of community members and parents that trickles down through students in the form of bullying and hate language in the hallways.	4/3/2023 2:34 PM
91	Growth. Absent parenting and no extra room or energy or resources to share with those who really need it!	4/3/2023 2:31 PM
92	Lack of continuity across schools with SEL learning, sensory needs/different learning styles integration, and common language for preventative measures being incorporated	4/3/2023 2:24 PM
93	Unsure	4/3/2023 2:23 PM
94	Growth, Pay for Teachers, Passing Levies, Overcrowded Schools, Money for updating current	4/3/2023 2:20 PM

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schools, Transportation for school-sponsored events.

95	Attendance!!! Student drug/tobacco use, lack of parental involvement, poverty, overcrowded schools (esp. middle school), low to no support from the community	4/3/2023 2:08 PM
96	Internal challenges for KPS are a lack of transparency from Central Office to the teachers. We are told certain buzzwords about transformational and competency based learning but have very little direction. Teachers do not feel respected or trusted to do our jobs and strive to serve student needs the best way we can.	4/3/2023 2:03 PM
97	Rising student numbers, increased need for ESL services, strong support for research-based policies, cultivating an attitude of kindness, addressing student mental health issues	4/3/2023 1:58 PM
98	the amount of bullying in the school.	4/3/2023 1:56 PM
99	A lack trust in school (specifically high school) administrations. Cover up numerous repeated scandals. School administrators not standing strong in support of coaches and teachers in the community. Admin continuing to receive pay increases while teachers are left out especially with the state of living expenses in the valley continuously on the rise.	4/3/2023 1:49 PM
100	Teacher and support staff shortages; it's impossible to move here and get quality teachers from out of the area, but it's also impossible for current staff to buy a house. Inconsistent leadership is also a challenge.	4/3/2023 1:46 PM
101	People get left out and pushed away for being themselves and shunned by social media.	4/3/2023 1:46 PM
102	TWO THINGS: Academic poor results globally and keeping out Leftist anti Constitutional propaganda.	4/3/2023 1:44 PM
103	Homelessness, safety, bullying, critical race theory and transgender (woke) teachings	4/3/2023 1:39 PM
104	Low teacher pay, growing needs of special education students, and those with mental health struggles.	4/3/2023 1:38 PM
105	Sub shortage, maintenance staff shortage	4/3/2023 1:35 PM
106	Growing number of students without the infrastructure or school staff to support it.	4/3/2023 1:34 PM
107	We need a new location for high school with better parking for flathead high school students and staff.	4/3/2023 1:34 PM
108	Changing education system.	4/3/2023 1:33 PM
109	Funding, mental health of students, teacher retention and affordable housing	4/3/2023 1:32 PM
110	Mental health, depression and suicide	4/3/2023 1:28 PM
111	retaining quality teachers throughout the grade levels. Holding the students accountable for their actions. Giving each student equal time with instruction.	4/3/2023 1:27 PM
112	Academic Support (providing intervention support to so many below grade level students).	4/3/2023 1:23 PM
113	Population growth projections/uncertainty.	4/3/2023 1:23 PM
114	Admins abusing power, admins not caring about the school, admins not listening to the teachers, admins making the school a horrible place and ruining it for students, not recognizing teachers enough for the stuff they have to deal with, not giving the teachers any ability to discipline disrespectful students and not helping situations between students properly.	4/3/2023 1:20 PM
115	Lack of taxpayer support for funding and the new mix of students/parents who are not committed to Montana community or values.	4/3/2023 1:19 PM
116	The current anti- teacher, conservative, and censoring legislature going through the government is very problematic and concerning. Also, I worry that KPS will roll out PCBL too quickly without properly preparing schools, teachers, students, and parents. There is a current lack of communication on PCBL from the KPS central office to KPS schools/ employees that has left teachers and administrators confused and stressed.	4/3/2023 1:17 PM
117	I believe teacher retention and pay is a huge factor right now. Teachers are not making enough to live here, many teachers are taking on 2nd and 3rd jobs to supplement their income and cannot afford to stay in their roles if pay along with cost of living continue to rise. We have large class sizes without enough support. We are also seeing a huge need for mental health	4/3/2023 1:16 PM

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support and that should not be placed on educators who are not trained in that field, we should not be cutting mental health support but expanding it. We also are seeing a lack of community support due to a lot of false information in the media around the country so we need to see someone who is relatable to the community but honest in what is truly going on at KPS. Morale among staff and the need for mental health support with staff is lacking.

118	Rapid population growth, aging facilities (safety/security, drinking water lead testing results etc.), addressing current concerns about student safety.	4/3/2023 1:15 PM
119	Cellphone culture has decimated the attention spans of students across the board. Our low achievers are more unreachable than ever and our high achievers are less capable than they used to be. Phones also facilitate a lot of bad behaviors and distractions. Getting phones out of schools is the single biggest and easiest thing we could do to improve learning outcomes and improve the ways students socialize with each other.	4/3/2023 1:14 PM
120	The bullying and hazing going on at kms and the high schools	4/3/2023 1:12 PM
121	Staff morale, lack of support staff, teacher pay, teacher burnout	4/3/2023 1:10 PM
122	Funding, public support for levies, recruiting and retaining quality staff, maintaining civil dialogue in the community regarding school issues, maintaining facilities, school safety.	4/3/2023 1:08 PM
123	The ability to recruit and retain quality employees given the astronomical cost of housing relative to salaries; the political climate of the valley and the schools in the wake of the pandemic. I worry about the far right's organized efforts to attain school board positions and create issues that don't exist in our schools but that fit their narrative of parental oversight and control in education.	4/3/2023 1:07 PM
124	Mental health is a huge challenge for our valley, especially for our younger generation and in school settings. I see way too many situations where adults including teachers and staff that are reactive in how they deal with situations rather than stepping back and getting to the root of the issue and they are not held accountable. Bullying is not addressed as it should be which is a huge contributing factor to suicide in our youth.	4/3/2023 1:07 PM
125	Student safety, accountability for safety issues, lack of public support for education, and teacher shortages.	4/3/2023 1:06 PM
126	Students around the valley choosing to do drugs and do things not benefiting their education.	4/3/2023 1:04 PM
127	The district seems corrupt and bias. I say this coming from personal experiences. Parents who express there opinions are looked down upon, and they seem more concerned about aims web scores then anything else.	4/3/2023 1:03 PM
128	School safety - kids need to feel protected, safe, and that their teachers and coaches are their advocates, not suppressors. Teachers need to teach HOW to think, NOT WHAT to think. Teachers need to feel valued.	4/3/2023 1:03 PM
129	Poor long term planning. Weakness is key leadership positions. Lack of accountability and no transparency with the district	4/3/2023 1:03 PM
130	Extreme beliefs in any direction that will be a roadblock to our children getting the chance to be exposed to facts and ideas that will challenge them and prepare them for the next phase of their lives.	4/3/2023 1:03 PM
131	To many liberals on the school board	4/3/2023 1:00 PM
132	schools keeping rapists in their building without expelling them.	4/3/2023 12:59 PM
133	The scandals in high school sports.....	4/3/2023 12:58 PM
134	There are definitely some, but we have a great school district with mostly supportive families. I'd love to see us reach out to the partner districts more to get their families to see the value they get from us.	4/3/2023 12:57 PM
135	Bullying! And safer and tighter rules on entering schools! With what's happening on today's society and school shootings I'd like to know exactly what we are doing in the event that something like this took place? As a mother with 5 children ranging from 12 to 6 in this district I'd like to know what further actions we can take to ensure the safety of our children.	4/3/2023 12:57 PM
136	Funding	4/3/2023 12:56 PM