



3905 STATE STREET, #7-407
SANTA BARBARA, CALIFORNIA 93105
(805) 364-2775
WWW.LEADERSHIPASSOCIATES.ORG

ERIC ANDREW ♦ KENT BECHLER ♦ MARC ECKER ♦ RICHARD FISCHER ♦ SALLY FRAZIER ♦ JUAN GARZA ♦ PEGGY LYNCH ♦ MIKE MILLER ♦ PHIL QUON ♦ DENNIS SMITH ♦ RICH THOME ♦ SANDY THORSTENSON ♦ FRED VAN LEUVEN ♦ DAVID VERDUGO

ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT
Executive Summary
Board and Stakeholder Input and Online Survey (August 20-September 10, 2021)
September 11, 2021

This report presents the findings from Board and stakeholder input zoom sessions facilitated by Leadership Associates consultants David Verdugo and Fred Van Leuven. Themes were captured from: 1) the online surveys, which were posted on the District website and 2) over 53 separate Zoom meetings with the Antelope Valley Union High School District (AVUHSD) community members.

Data collected is foundational to the development of the AVUHSD Superintendent Position Profile, for development of the interview questions and in discussion with applicants.

Outreach:

The AVUHSD Board of Trustees provided opportunities for extensive outreach to stakeholders of the District. Outreach included email distribution lists including staff, families, community partners, municipalities, and general public; postings on district website; information from school sites, and word of mouth. The Board's direction was to ensure access to input sessions was as convenient as possible.

There were 53 separate Zoom sessions with district/community stakeholders held from September 1-3, 2021. The Board's initial input session was conducted on August 20, 2021. Stakeholders provided important information that will be useful in recruitment efforts throughout the superintendent search process.

This summary is based on an online survey from a total of 2,115 unduplicated respondents to the surveys, in addition to the Zoom Conference interviews. A stakeholder report of all input gathered is attached. Key themes from the online survey and input sessions are reflected in this summary report.

A special appreciation is extended to Rachel Oroasco who was enormously helpful in assisting us with the organization of the days, preparing schedules and aiding with the flow of meetings. Gary Allen provided the much needed and appreciated technical support for our Zoom conferences! District office staff supported requests to ensure the needs of stakeholders were met, including rescheduling, or determining the best method to receive input.

Input Sessions Focus Questions:

The input sessions and online surveys asked for responses to the following key areas:

1. *What leadership qualities, characteristics and experiential background are you seeking for in the next superintendent?*
2. *What do you believe are the strengths of the District? Why would someone want to be the next leader?*
3. *What challenges do you see in the next few years for the District?*

Unduplicated Survey Participation:

Survey respondents could choose more than one category. The following is the unduplicated number of participants. (Complete survey results are included with this report.)

English	2076
Spanish	39

Survey respondents classified themselves as follows:

	<u>English</u>	<u>Spanish</u>
Parents/ Guardian	1001	33
Student	579	9
Community Member	328	4
Teacher	438	3
Classified Employee	232	2
Administrator	63	1
Certificated, Other	115	0
School Volunteer	73	3
Public Official	15	1
Business Owner/Partner	43	0
Nonprofit Staff/Board	29	0
Other	34	0

Desired Characteristics

Stakeholders had common themes regarding the following three areas: professional experiences, professional leadership characteristics and personal characteristics. The most commonly emphasized desired characteristic across all stakeholder groups was to find an experienced, proven leader who has led or held a high-level position in a complex, diverse organization. The leader must value the District's diversity, its culture, its students and their varied needs, and care about good relations within its community.

Respondents listed the following priorities from the choices offered in the survey instrument:

Professional Experiences

1. Experience in California public education
2. A proven track record of growing academic achievement for all students, including special needs children, second language learners, and children experiencing
3. Experience at an executive cabinet level position (assistant superintendent or superintendent)
4. Experience in oversight of school district finances, budgets, and business management

Professional Leadership Characteristics

1. Is a strong instructional leader who will maintain and improve the student achievement gains made in the District
2. Will place the highest priority on safe environments for students and staff
3. Will bring the entire community together toward a strong vision of student achievement

Personal Characteristics

1. Accountable
2. Empathetic and a good listener
3. Equity-minded
4. Collaborative
5. Visionary

Common Themes:

In addition to survey responses, stakeholder groups consistently mentioned the following qualities and characteristics. (Full stakeholder input data report is submitted with this report.) Stakeholders told us they want someone who:

1. Has experience in a comparable District with like demographics
2. Has been a classroom teacher, high school principal and executive cabinet leader, superintendent experience desirable

3. Has a strong instructional background with a background of increasing secondary student academic achievement
4. Has compassion and empathy for others
5. Has experience building strong and or productive relationships with the Board
6. Knows organizational management and fosters a positive, servant leadership culture in the District Office and throughout an accountable organization
7. Has effective communication skills, understands the importance of communication at all levels of the organization, with parents, students, community partners, and with the general public
8. Is visible, approachable, and authentically involved in the schools and in the community; knows the history of the Antelope Valley and has done research on the District
9. Has a proven track record of growing academic achievement for all students, including challenging opportunities for gifted, effective programming for special needs children, second language learners, and children of poverty
10. Is a decisive educational leader who has experience effectively collaborating with community leaders and other stakeholders by clearly communicating district objectives and goals
11. Has experience in establishing effective systems and structures around equity, diversity, and inclusion to improve the educational experiences of all students and staff
12. Has experience and understands the importance of establishing business partnerships for the benefit of the students served
13. Can build a culture of teamwork, trust, openness, and honesty
14. Can provide strong, effective leadership and management when dealing with crisis
15. Has experience in providing social/emotional support systems to help students achieve success
16. Is a courageous leader able to make clear and difficult decisions
17. Will appreciate, build upon, and enhance the tradition and culture of AVUHSD

Communication and Collaboration:

The stakeholders want an individual who values two-way communication and has a collaborative leadership style, which includes Board, staff, parents, institutes of higher education, the local and State government officials, community-based organizations, and other stakeholders in the decision-making process when appropriate. The new leader must seek to strengthen and build new relationships and partnerships throughout the District.

District Strengths:

Dedicated Staff

Teachers, Administrators and Support Staff were consistently viewed as a District strength. Stakeholders held high regard for the dedication and compassion of the District staff in efforts to meet the needs of the students.

Diversity of the District

Stakeholders overwhelmingly indicated that the diversity of the District is an important strength of the District. The new superintendent must embrace diversity and continue to work to engage the voices of the various diverse populations within the District. In particular, there is a desire to be inclusive of ethnic groups, varied levels of socio-economic groups, second language learners, homeless and foster youth, and gifted students. The successful candidate must know and understand the District, both its historical and contemporary tensions. There was discussion about options for both college bound students and those aspiring to follow a career pathway even at the elementary level.

Focus on Opportunities for Students

Stakeholders were proud of the rich variety of electives, programs, and pathways available to students, e.g., music, art, dance, and CTE pathways, etc.

Community in Support of the School

The AVUHSD Community supports their schools. Many community members, parents, teachers, business owners were raised in the Antelope Valley. The community was seen to be highly engaged, vibrant, vocal, passionate, supportive, and committed to the success of the District.

District Challenges:

The impact and return after COVID

The return to school from COVID is a major concern for stakeholders and will be a major challenge for all. Lost opportunities for learning and interaction, has created the need to reinvest in existing and develop new social emotional support mechanisms for students and staff.

Achievement Gap and Equity Goals

Although student achievement has improved, more work is needed. COVID has increased this status for students, creating a learning disruption for many. This gap and the focus on equity will continue to be a challenge. The changing demographics of the District and growth are trends noted as an important condition to acknowledge and to address.

The Transition of the New Superintendent-Building and Sustaining a Cohesive Governance Team

The new superintendent will need to be skilled in working with the Board, fosters cohesiveness within the Governance Team and builds a strong, shared District vision that is clearly articulated with stakeholders

Impact of AV's Location

Many compared the Antelope Valley to an island, standing alone and geographically isolated. This has impacted the district in securing resources, inclusive of recruiting and retaining staff at all levels and particularly in many entry level, substitute and classified positions was commonly noted. The impact of COVID on employee turnover was mentioned as a significant challenge as well. The new superintendent will need to continue efforts to secure business partnerships, resources and create new employee support and recruiting strategies.

Helpful to Know About the Community

Respondents are proud of being a diverse, desert community with historic roots. There is energy that exists in the district and a desire to fully tap into those possibilities.

Along with that diversity, each high school and their surrounding communities are different. The new superintendent will need to learn about each school community to better understand their needs.

With pride voiced for the value of what diversity brings, there is a counter point of concern when it comes to application of equity issues for students.

Submission of Summary Report

There is a wealth of information from the community input sessions, and online surveys. In terms of what a candidate should know about AVUHSD, comments in this regard echoed much of what has been captured in other components of stakeholder input commentary. Clearly a consummate professional who is honest, personable and who possesses effective communication skills is desired. The diversity, size, and complexities of the District must be acknowledged and embraced by its next superintendent **and** in partnership with the Board as a Governance Team unit.

Leadership Associates Consultants appreciate the opportunity to have gathered this important information to develop the AVUHSD Superintendent Position Description, which will be available for your review and comment. We look forward to the next critical phases of the superintendent search process.

Respectfully submitted,


David Verdugo, Ed. D
Leadership Associates


Fred Van Leuven, Ed. D



**ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT
SUPERINTENDENT SEARCH
COMMUNITY INPUT SESSIONS
August 20; September 1-3, 2021**

GROUP 1: Board of Education (August 20)

WE DESIRE A SUPERINTENDENT WHO:

1. Has integrity
2. Has clear decisions making skills
3. Can delegate
4. Is a listener
5. Has control of the room
6. Has HS experience
7. Will work with equity for all
8. Has outstanding leadership qualities
9. Has a minimum of masters degree
10. Experience as an administrator
11. Compassion toward others
12. Has cabinet level experience or previous superintendent experience
13. Has compassion and patience
14. Is a forward thinker
15. Communicates well with community
16. Will be outside the box- nontraditional roles
17. Can work from a perspective of unified school district to assist in transitions
18. Is inclusive in a measurable manner
19. Is willing to work with labor organization
20. Has worked with disadvantage students
21. Understand the traditional ranks
22. Will lead from a trauma informed leadership
23. Be inclusive and mindful of communities we work with
24. Is visionary and can support existing programs and opportunities for students
25. Is not afraid to deal with the turnaround situation
26. Will make sure students have opportunities for success after school
27. Will bring the healing of our district

DISTRICT STRENGTHS:

1. Wonderful teachers and classified staff
2. Knight High Program and Soar HS
3. AVID national recognition
4. Our Career academies
5. Our students are resilient
6. Our Cabinet level expertise
7. Our diversity

8. We are family
9. Our families in our district- parents believe in public education
10. Our students
11. Our programs
12. The spirit and soul of our students in our district
13. Our kids show up
14. Proud that we have individuals that want the best for our kids

DISTRICT CHALLENGES:

1. COVID- changes daily
2. Recovering from the impact of the virus
3. Need to lower suspension/expulsion rates
4. Fractured board currently
5. Mental health issues for student and staff
6. Making sure kids and staff are getting support
7. Contentious board relations
8. Social/emotional issues
9. Meeting staff needs
10. Issues of nepotism and cronyism
11. Deep rooted racism in the community
12. Not taking advantage of the Promise for Community College
13. West and east side mentality
14. Need universal grading practices- equality of access
15. Retaining qualified educators

GROUP 2: District Office Management Staff

WE DESIRE A SUPERINTENDENT WHO:

1. Has integrity and ethics
2. Is empathetic
3. Has excellent communication skills
4. Has a vision of district and community
5. Is a forward thinker
6. Will make everyone's opinion valid
7. Is a good listener
8. Is courageous
9. Is visible in the school community
10. Is trustworthy within the system and community
11. Is a consensus builder
12. Will trust the people to do the work
13. Will work with our 8 feeder districts
14. Will be an advocate for our schools with the community

DISTRICT STRENGTHS:

1. Progressive with high expectations, technology, academies
2. We remove a lot of barriers
3. Strong sense of community
4. Diversity of knowledge and experience of staff
5. Staff has been homegrown and live in our valley

DISTRICT CHALLENGES:

1. Our board's behavior has a distraction
2. COVID
3. We have 8 feeder districts and coordinating efforts
4. The growth of our population and keeping up
5. Size of the district and covering 1200 square miles
6. We are an island
7. Demographics have changed and meeting needs
8. Community perception of the expectations of our kids
9. Being part of LA County but different in terms of needs and support

GROUP 3: Service Clubs (No participants)

GROUP 4: District Office Classified Staff (No participants)

GROUP 5: School Site Councils

WE DESIRE A SUPERINTENDENT WHO:

1. Will have a backbone to stand up against issues regarding CRT
2. Will listen to the parents
3. Will understand the challenges of the students
4. Will have a past volunteer experience with the District
5. Should know the community
6. Has been involved with their own family
7. Knows how to get parents involved
8. Will understand and support non college students' options

DISTRICT STRENGTHS:

1. Schools care about student well being
2. Schools does a fantastic job for student safety
3. Great communication to families in times of safety issue

DISTRICT CHALLENGES:

1. Board behavior and integrity
2. Need greater parent involvement
3. Student discipline intervention with peer counseling is not working

4. More offerings/opportunities for non-college bound

GROUP 6: School Site Councils (No participants)

GROUP 7: Principals

WE DESIRE A SUPERINTENDENT WHO:

1. Can command the room and respect
2. Has integrity and shows respect back to others
3. Is knowledgeable and previous cabinet level experience
4. Knows how a school site works as well as the district and board
5. Knows our district and valley
6. Knows developing high school students
7. Knowledgeable of demographics prior work that has been
8. Is politically savvy to capitalize teaming with community support
9. Will live in the district
10. Will focus on what's right and best even if not popular
11. Will keep the focus on vision and mission- to best serve our kids
12. Has had site leadership understanding and experience

DISTRICT STRENGTHS:

1. Schools offer different program and has specialties
2. CTE Programs and opportunities for students
3. Consistent leadership team and teachers
4. Many employees are product of this district
5. We are very progressive and prepared for future- we are ahead of the game
6. We have a close relationship, family feel

DISTRICT CHALLENGES:

1. Rumors of nepotism with teacher and classified because of family ties
2. Size of the district- similar to an island
3. Finding qualified staff
4. Meeting the needs of our diverse population
5. Contentious board
6. COVID impact and return
7. Need to improve communication with all departments and sites
8. Substitute and teacher shortage
9. Externally based social issues and creating conflicts on campus
10. Racial tension since return of COVID-a great deal of division

GROUP 8: Student Group 1

WE DESIRE A SUPERINTENDENT WHO:

1. Has communication skill as represent the district
2. Will be organized and confident decisions and open to all ideas

3. Is a visionary and committed
4. Has teaching and cabinet level administrative experience

DISTRICT STRENGTHS:

1. Student recognition programs
2. AVID College Field trips

DISTRICT CHALLENGES:

1. Make sure all parents and students are happy
2. Board and administration: COVID implementation- having trust in your decisions
3. Student social emotional status from COVID

GROUP 9: Student Group 2

WE DESIRE A SUPERINTENDENT WHO:

1. Has a background with teenagers and High school
2. Was a teacher and principal or superintendent
3. Is from the community
4. Has a good relationship with teachers
5. Knows students need

DISTRICT STRENGTHS:

1. CTE Pathways
2. ASB and Club activities
3. Programs that help students stem out
4. Access to technology
5. Teachers are opening and welcome

DISTRICT CHALLENGES:

1. Student facilities
2. Bathroom needs locks
3. Vending machines breakdown and not repaired
4. Student security-student harassment- need similar gender for reporting
5. COVID Precautions are concerns
6. COVID disruption
7. More of a spotlight on clubs and AVID
8. Every school needs a student ID Printing machine
9. Issues with site WIFI

GROUP 10: Assistant Principals Group 1 (No participants)

GROUP 11: Teacher Association Executive Board

WE DESIRE A SUPERINTENDENT WHO:

1. Will evaluate and review past practices before changing
2. Will come from the inside
3. Has some site experiences
4. Will learn about the differences between each school
5. Will think outside of the box
6. Will take risks for students
7. Will have a vision for our district
8. Will see the lay of the land before changes
9. Can build commonality with everyone

DISTRICT STRENGTHS:

1. Unique relationship with the teaching union
2. Teachers are a strength and top notch
3. Our teachers to take more responsibility for students
4. CTE pathways
5. IB program
6. Diverse student and teacher population
7. Strong co-curricular programs
8. AVID
9. Homegrown teachers and administrators
10. Teachers want to work more than increase union membership

DISTRICT CHALLENGES:

1. Recruiting qualified staff
2. Perception of nepotism
3. COVID
4. Recruiting/filling the personnel slots
5. Add more classified support to assist the district office more nimble
6. Dysfunctional board and its impact on our district

GROUP 12: CSEA Executive Board

WE DESIRE A SUPERINTENDENT WHO:

1. Can think independently
2. Is approachable and friendly
3. Will have a good education
4. Has educational experience
5. Will make everyone feel important
6. Is an excellent listener
7. Will be upfront with all employees

DISTRICT STRENGTHS:

1. Excellent staff member
2. Diversity of staff and students

3. Pretty good at looking at the future
4. We all care about the safety of the students
5. We make sure our students get what they need
6. We are family
7. Programs recognized at State and National level
8. Special Ed students learned how to navigate technology

DISTRICT CHALLENGES:

1. Diversity of students and staff
2. School security/SRO support
3. COVID return/impact
4. Special Education
5. Disrespect and unruliness of students and parents
6. Recruiting and retaining staff

GROUP 13: City Officials (No participants)

GROUP 14: Business Partners (No participants)

GROUP 15: Neighboring District Superintendents (No participants)

GROUP 16: Antelope Valley School Board Association (No participants)

GROUP 17: Business Partners. (Other)

WE DESIRE A SUPERINTENDENT WHO:

1. Will have a thick skin and push back against board
2. Will create unity on the board
3. Has integrity and strong resolve
4. Will be subject matter experts helping the board
5. Will need to help the district develop a mission
6. Can assist the future redirect private and public entities

DISTRICT STRENGTHS:

1. There are centers of excellence at each of the schools
2. State and national recognition for many programs
3. Strong executive leadership
4. Teachers are dedicated

DISTRICT CHALLENGES:

1. Continuity from a long-standing superintendent
2. There is not a lot of cohesion between the schools
3. Challenges in engaging students with poverty
4. Student behavior, fights etc. Needs to get under control

5. Graduation rates are low
6. Board relations creating distractions

GROUP 18: Community Leaders (No participants)

GROUP 19: Booster Groups (No participants)

GROUP 20: Management Staff

WE DESIRE A SUPERINTENDENT WHO:

1. Has integrity, regardless of the situation
2. Will lead with a clear purpose and vision
3. Will have a servant's heart
4. Will remember who we serve
5. Has an education background, at least cabinet level
6. Is creative and solution driven

DISTRICT STRENGTHS:

1. Communication has improved, using multiple methods
2. We have been creative in finding solutions
3. Prioritizing/beefing up social emotional support
4. Offering our families resources
5. Unified staff through adversity
6. All it takes added to campuses this year

DISTRICT CHALLENGES:

1. Equity for students and understanding the needs of our community
2. Student discipline
3. Sometimes our roll outs aren't very well organized
4. Volatility of the community

GROUP 21: Certificated Staff Group 1

WE DESIRE A SUPERINTENDENT WHO:

1. Has integrity
2. Is approachable and transparent
3. Has excellent communication skills
4. Is thoughtful about how being perceived by the public
5. Is a visionary with a clear direction
6. Is a transformational innovative leader
7. Has experience in all parts of the operational school
8. Has knowledge of our district
9. Has local experience
10. Can pivot quickly with outside influences
11. Can unify our school board

DISTRICT STRENGTHS:

1. Diversity
2. Longevity of staff
3. Innovative
4. Our student services department in meeting student needs

DISTRICT CHALLENGES:

1. High mobility both in and out of the district- economics
2. Employee turnover
3. Shuffling administrators at sites
4. Attracting and retaining teachers
5. Divisive board
6. We are an island creating issues
7. At the beginning of teacher crisis
8. Campus infrastructure. Schools need critical work
9. Need more maintenance staff

GROUP 22: Classified Staff Group 1

WE DESIRE A SUPERINTENDENT WHO:

1. Will keep the student first attitude in all decisions
2. Will have calm and focused leadership
3. Is honest and has integrity
4. Will care about employees
5. Has cabinet level experience
6. Will know our district

DISTRICT STRENGTHS: (None provided)

DISTRICT CHALLENGES:

1. Board disfunction

GROUP 23: Business Partners Group 2

WE DESIRE A SUPERINTENDENT WHO:

1. Is transparent
2. Will be committed to students to safety and education
3. Will be open to hearing the other side
4. Will care about students need
5. Will be able to manage board contention
6. Will stand strong
7. Will be homegrown in our AV

DISTRICT STRENGTHS:

1. Homegrown employees

2. Dedicated teachers
3. Great academics and specialty academies
4. Strong and creative in creating our own social programs

DISTRICT CHALLENGES:

1. Difficult to recruit employees in all fields
2. We are an island
3. Under resourced by LA County
4. As population continue to grow, meet social programs
5. Community safety
6. Consideration of charter school opportunities

GROUP 24: Antelope Valley College/Univ. of Antelope Valley, Brandman (No participants)

GROUP 26: Foster Youth, Social Workers

WE DESIRE A SUPERINTENDENT WHO:

1. Will understand the structure of the school district
2. Will be able to evaluate and make change as necessary
3. Has financial/budget background
4. Will make necessary changes for future
5. Will understand the staff development needs
6. Has cabinet level experience
7. Has experience in similar community
8. Has experience in managing change
9. Will be a bridge builder
10. Has awareness, sensitivity in working with different factions
11. Has experience working in our district
12. Will get our district to a stable position
13. Will be creative to do something different
14. Knows how to manage change in an organization
15. Has servant leadership
16. Will be visible in the community
17. Will demonstrate transparency

DISTRICT STRENGTHS:

1. Student safety
2. Supports work done in our partnership
3. Continuity of communication throughout the district
4. Collaboration, caring, communication and thoughtfulness of students of color
5. Committed and caring teachers and administrators
6. Desire for district to improve

DISTRICT CHALLENGES:

1. Dynamics of population changes in our valley
2. Perception of students of color not taken care as should be
3. Staff may need more tools for working with changing populations
4. Students need to know they have a positive future
5. Taking advantage of underutilized resources in the Antelope Valley
6. Overdependence on the sheriff department
7. Lack of restorage justice
8. Inside vs outside to make change

GROUP 27: Business Partners Group 3 (No participants)

GROUP 28: Certificated Staff Group 2 (No participants)

GROUP 29: Business Partners Group 4 (No participants)

GROUP 30: Business Partners Group 5

WE DESIRE A SUPERINTENDENT WHO:

1. Can effectively partner with the high-tech businesses
2. Northrop, NASA, etc.
3. Can reach out to our community for additional resources
4. Has a great personality
5. Can consider providing students more technology rich educational opportunities
6. Can push for excellence in Antelope Valley
7. Has run a top performing school districts

DISTRICT STRENGTHS:

1. Effort made to establish IB Program
2. Aerospace Programs

DISTRICT CHALLENGES:

1. Hunger for excellence perception that needs to be realized
2. Wide range of need to service our community's diversity
3. Non-Engaged Parents
4. Motivating the community to support our schools

GROUP 31: Antelope Valley School Boards Assoc. (No participants)

GROUP 32: School Site Council (No participants)

GROUP 33: Assistant Principals Group 2

WE DESIRE A SUPERINTENDENT WHO:

1. Has an open-door policy
2. Is a mentor and coach

3. Can work with people as a team
4. Is visible
5. Understands the needs of each site
6. Understands our community
7. Understands the diversity of our community
8. Understands the culture of each school
9. Likes to work with all stakeholders
10. Likes to visit and listens to stakeholders
11. Has High School experience
12. Has a diverse background of jobs
13. Has teaching classroom experience
14. Can be a unifying force
15. Can help bring together our stakeholders

DISTRICT STRENGTHS:

1. Professional Development
2. Support of Technology
3. C & I Stressed
4. Student engagement
5. Diversity as an asset
6. Employees are products of School District

DISTRICT CHALLENGES:

1. Board relationship challenges
2. COVID learning loss
3. Diversity issues that need attention
4. Personnel recruitment
5. Shortage of staff classified and certified

GROUP 34: Student Group 1 (No participants)

GROUP 35: Student Group 2 (No participants)

GROUP 36: Antelope Valley School Boards Assoc. Group 1 (No participants)

GROUP 37: Confidential Employees

WE DESIRE A SUPERINTENDENT WHO:

1. Is forward thinking as it relates to Technology
2. Is progressive thinker
3. Is visible
4. Will listen to other department and division heads

DISTRICT STRENGTHS:

1. Leadership is strong
2. Teaching core

DISTRICT CHALLENGES:

1. Diversity
2. Changing Demographics

GROUP 38: Ministerial Group

WE DESIRE A SUPERINTENDENT WHO:

1. Has integrity
2. Is honest
3. Understands the strength of relationships with the clergy
4. Has a moral compass
5. Has people skills
6. Understands the differences in cultures of our community
7. Has humility
8. Has a vision and direction
9. Can work with others as a team
10. Has a genuine care of people
11. Is organized
12. Can raise leaders from within
13. Has experience as a cabinet member
14. Is a servant leader

DISTRICT STRENGTHS:

1. Good teachers
2. Good Administrative Team
3. Athletic Programs

DISTRICT CHALLENGES:

1. COVID issues
2. Social Emotional needs of students
3. Drug and Alcohol problems
4. Social Media effect on students

GROUP 39: Business Partners (No participants)

GROUP 40: Neighboring District Superintendents (No participants)

GROUP 41: Antelope Valley School Boards Assoc. Group 2

WE DESIRE A SUPERINTENDENT WHO:

1. Can articulate with feeder districts
2. Has a realist view of our population who need CTE

3. Has an experience with CTE
4. Understands our diverse voices
5. Can stay firm
6. Has stability and longevity
7. Can maintain a strong and good relationship with Board members
8. Can be neutral on various factors and personalities
9. Has a doctorate
10. Is outgoing to learn about the elementary districts
11. Will be in classrooms
12. Will go slow to go fast
13. Can create a relationship with AV college

DISTRICT STRENGTHS:

1. Robotics Team
2. Soar HS on campus of AV College
3. Good facilities
4. Adult Education
5. Administrator stability

DISTRICT CHALLENGES:

1. Must establish more CTE opportunities
2. Articulation
3. Board Members
4. Morale issues
5. Make people feel valued
6. CTE facilities
7. Diversity in community
8. Liberal to conservative issues

GROUP 42: Cabinet

WE DESIRE A SUPERINTENDENT WHO:

1. Understands the AV
2. Understands the rural aspect of our community
3. Understands the section 8 housing
4. Is NOT an outsider
5. Is a local leader
6. Understands the broader community
7. Can work with several Business
8. Can develop and maintain relationships
9. Understands the dynamics of the Prison in town
10. Know about the high volume of diversity
11. Has a strong character
12. Is well grounded

13. Understands to make decisions that benefit kids
14. Has large district experience
15. Can take the time to understand the many cultures in community
16. Understands the uniqueness in demographics
17. Clone David Viera
18. Is a forward thinker
19. Can anticipate issues
20. Is experienced in High School District

DISTRICT STRENGTHS:

1. Strong industry partnerships
2. CTE program
3. AVID Thriving Programs
4. AP Test opportunities
5. Removed barriers to AP exams
6. High expectations for students
7. Soar Program
8. Fiscal Stability
9. Staff
10. Knowledgeable Administrators

DISTRICT CHALLENGES:

1. Rural vs Urban
2. Growing Armenian population and meet needs
3. Cultural competence
4. Board relations
5. Regulatory environment

GROUP 43: Assistant Principals Group 3

WE DESIRE A SUPERINTENDENT WHO:

1. Will bring stability
2. Has a record of longevity
3. Is someone from this area
4. Understands our community culture
5. Is experienced with foster youth needs
6. Understands the diversity of folks who live here
7. Has cabinet experience
8. Has classroom experience

DISTRICT STRENGTHS:

1. C & I experience

DISTRICT CHALLENGES:

1. Foster Youth population
2. Crime in community
3. Social Emotional environment
4. Discipline
5. Respectfully toward staff

GROUP 44: Assistant Principals Group 4

WE DESIRE A SUPERINTENDENT WHO:

1. Is a forward thinker
2. Is progressive in improving our district
3. Can work collectively
4. Has integrity
5. Is firm in their beliefs
6. Is a respected leader
7. Has resilience
8. Has stability
9. Can navigate the district in the correct direction

DISTRICT STRENGTHS:

1. Desire to right by the community
2. Support of community
3. Alternative means to support students
4. Good leadership at certain sites

DISTRICT CHALLENGES:

1. Conservative vs Liberal
2. Demographic shift
3. How to best support students with diverse backgrounds
4. Cultural Dynamics of our community

GROUP 45: DELAC Group 1

WE DESIRE A SUPERINTENDENT WHO:

1. Has a strong understanding of the community
2. Is Bi-lingual
3. Is very visible
4. Gets involved with the parents of community
5. Has a plan or vision for all students
6. Understands that parent engagement
7. Is approachable
8. Can help all our students

DISTRICT STRENGTHS:

1. Technology
2. DELAC groups
3. Communication in Spanish

DISTRICT CHALLENGES:

1. Students garnering their A-G requirements
2. Transition Rates or Reclassification Rates
3. Need more assistance and tutoring for students

GROUP 46: DELAC Group 2

WE DESIRE A SUPERINTENDENT WHO:

1. Is a true leader
2. Has strong communication skills
3. Has strong decision-making skills
4. Has a clear vision for the district
5. Understands the community of AV
6. Is a person who is a continuous learner
7. Understands our changing community
8. Is adaptable
9. Can stand strong while facing different opinions
10. Is a great listener
11. Can represent all the cultures
12. Can take risks that benefit kids
13. Can inspire our district and community
14. Is from our community

DISTRICT STRENGTHS:

1. COVID adaptability
2. Capability of working together as team members
3. Teachers and staff
4. Administrators
5. Teamwork

DISTRICT CHALLENGES:

1. Size of classroom
2. Poverty levels we face
3. Family factors that students face
4. Social Emotional needs of students
5. Technology that is changing
6. Bullying
7. Parent Involvement
8. Motivating parents

GROUP 47: DELAC Group 3 (No participants)

GROUP 48: DELAC Group 4 (No participants)

GROUP 49: Antelope Valley School Boards Association (No participants)

GROUP 50: Business Partners

WE DESIRE A SUPERINTENDENT WHO:

1. Understands the community
2. Understands the States politics
3. Understands the diversity of the community
4. Is someone who can change the perception of the Valley

DISTRICT STRENGTHS:

1. Teachers
2. Positive Staff
3. Amazing Schools
4. Specialized Schools

DISTRICT CHALLENGES:

1. High number of Foster Students and the challenges
2. Perception problem with our community as a whole
3. Special Education encroachment
4. COVID issues
5. Social Emotional needs of students

GROUP 51: Current and Past Feeder District Board Members

WE DESIRE A SUPERINTENDENT WHO:

1. Has experience as a Superintendent
2. Has experience in a similar size and background district
3. Has experience with a district with no police on campus
4. Comes from a diverse background
5. Has experience with college readiness as a priority
6. Is committed to stability
7. Has a high school background or experience
8. Is committed to longevity
9. Has a doctorate degree
10. Has a background in dealing with community issues and school issues
11. Experience dealing with declining enrollment related to Charters
12. Is a California based leader

DISTRICT STRENGTHS:

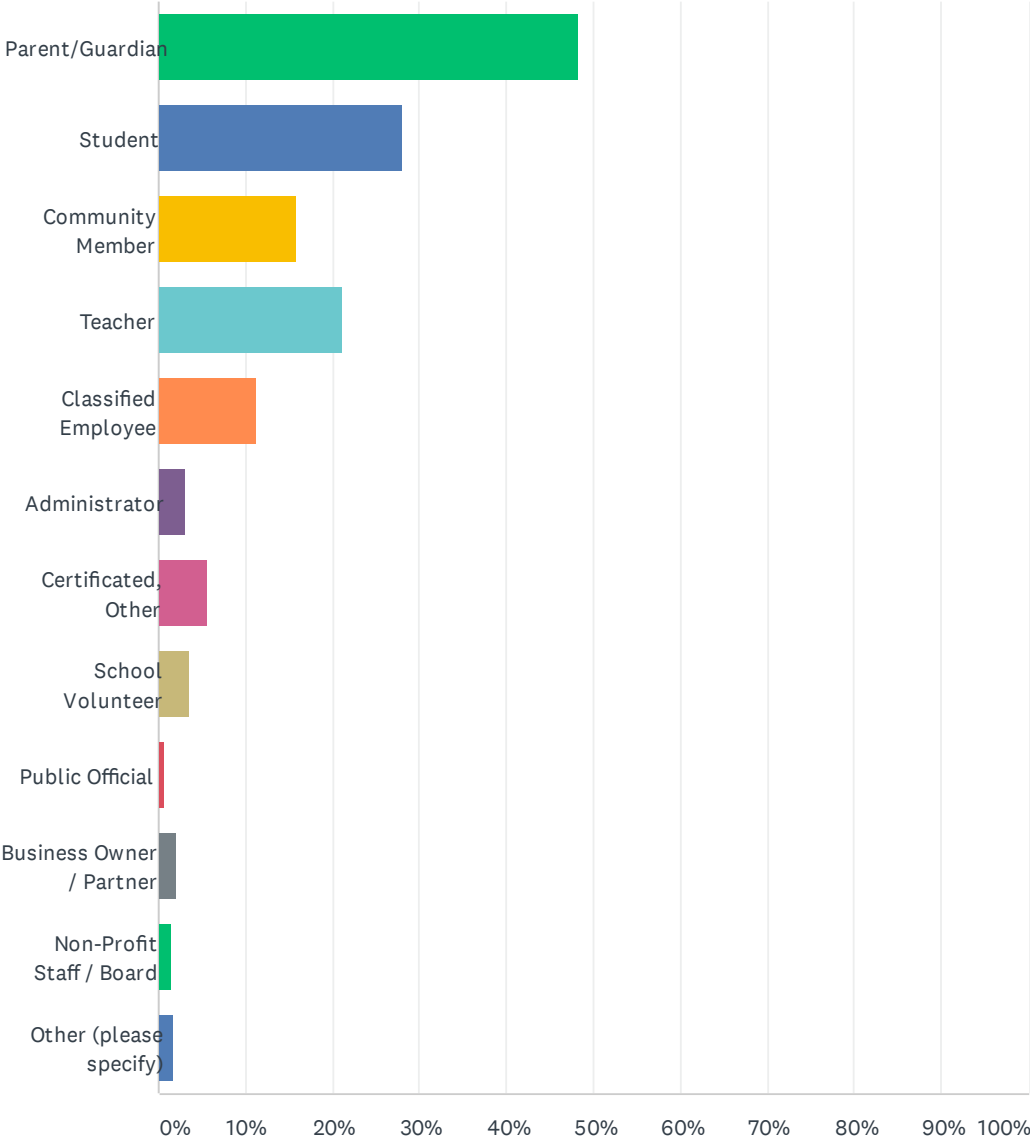
1. Fiscal Solvent
2. Depth with Executive Cabinet
3. Excellent Facilities
4. Excellent Faculty and Classified
5. Academies in District
6. Well managed schools
7. Growth opportunities

DISTRICT CHALLENGES:

1. Nepotism is a concern
2. Law Enforcement in schools is an issue
3. Staff should be more reflective of the students we serve
4. Social Emotional needs of students
5. Prison parents and meeting their needs
6. Declining enrollment because of COVID
7. Charter schools at the elementary school level

Q1 My perspectives come from being a (check all that apply):

Answered: 2,069 Skipped: 7



ANSWER CHOICES	RESPONSES	
Parent/Guardian	48.38%	1,001
Student	27.98%	579
Community Member	15.85%	328
Teacher	21.17%	438
Classified Employee	11.21%	232
Administrator	3.04%	63
Certificated, Other	5.56%	115
School Volunteer	3.53%	73
Public Official	0.72%	15
Business Owner / Partner	2.08%	43
Non-Profit Staff / Board	1.40%	29
Other (please specify)	1.64%	34
Total Respondents: 2,069		

#	OTHER (PLEASE SPECIFY)	DATE
1	Agriculture Advisory Committee Member	9/8/2021 6:41 PM
2	Mayoral Candidate/Educational Consultant	9/8/2021 8:45 AM
3	Sr. Invstg Children Law Center	9/7/2021 9:57 PM
4	I have multiple relatives working in the District	9/7/2021 11:24 AM
5	Confidential Employee	9/7/2021 8:23 AM
6	coach	9/3/2021 10:33 AM
7	independent contractor	9/3/2021 7:37 AM
8	Grandparent	9/3/2021 7:27 AM
9	Teacher at another district	9/2/2021 8:07 PM
10	School Counselor	9/2/2021 11:57 AM
11	A 23 year veteran teacher	9/2/2021 9:33 AM
12	Counselor	9/2/2021 8:08 AM
13	I am a parent/teacher	9/1/2021 9:05 PM
14	The past vice mayor and mayor from 1990 to 2008	9/1/2021 6:17 PM
15	Cabinet member	8/31/2021 11:21 AM
16	Retired Classified Employee	8/27/2021 12:51 PM
17	☺ a1 ,,e	8/26/2021 11:32 AM
18	Mexican-American	8/26/2021 8:48 AM
19	Certificated management	8/26/2021 8:37 AM
20	Former employee	8/26/2021 7:03 AM
21	School Counselor	8/25/2021 2:52 PM

22	Clerk for the County	8/25/2021 8:10 AM
23	Other	8/25/2021 7:46 AM
24	Counselor	8/25/2021 7:22 AM
25	Former employee	8/24/2021 11:17 PM
26	Department of Corrections employee	8/24/2021 8:00 PM
27	Awesome Individual	8/24/2021 7:29 PM
28	Professor	8/24/2021 7:22 PM
29	Athlete	8/24/2021 7:22 PM
30	Shop Steward/Association President	8/24/2021 6:41 PM
31	Former School District Emoloyee	8/24/2021 6:26 PM
32	And community leader	8/24/2021 6:25 PM
33	Former Administrator	8/24/2021 6:09 PM
34	School Counselor	8/24/2021 6:03 PM

Q2 What do you see as the strengths of the District?

Answered: 486 Skipped: 1,590

#	RESPONSES	DATE
1	Great support programs for EL students	9/10/2021 2:40 PM
2	I see the district as growing in a community that is expanding not only geographically but in the sense of accomodating students of all SES levels.	9/10/2021 2:33 PM
3	Innovation and team work.	9/10/2021 2:28 PM
4	We are a group of educators who value collaboration and communication to ensure that we provide the most valuable and relevant education and support for our students.	9/10/2021 2:20 PM
5	Community feel, everyone is doing everything they can do to provide the best they can for our students.	9/10/2021 2:18 PM
6	Equal Opportunity Employer	9/10/2021 2:14 PM
7	Dedication to serve all students and continually growing all aspects of a well rounded education	9/10/2021 2:05 PM
8	The district's present strengths were built upon a superior superintendent who sincerely cared about the best interest of students. The multiple programs and academies which were built with a direct impact on student achievement are valuable. Furthermore, ongoing staff and faculty supports and positive relationships are vital as a strength to continuing high morale and employee satisfaction.	9/10/2021 2:02 PM
9	Keeping parents and students informed, sports, COVID and policies	9/10/2021 2:00 PM
10	Their ability to improve on the best education for students. Make changes from the current to either something that worked better or a new strategy that conveys the lesson in a better format.	9/10/2021 11:15 AM
11	I currently can not list any strengths I see of the district.	9/10/2021 11:08 AM
12	it is encouraging and understanding	9/9/2021 6:19 PM
13	Lots of good STEM projects for students	9/9/2021 9:34 AM
14	I believe the teachers employed by this district are dedicated professionals who are passionate about helping our students learn academic content and good citizenship. I believe we have wonderful students who are capable of learning and growing into amazing citizens.	9/8/2021 1:34 PM
15	Having a strong connection with students	9/8/2021 9:42 AM
16	A planned approach to education without undue concentration on one specific ethnic group,	9/8/2021 9:11 AM
17	They meet on a regular basis.	9/8/2021 8:54 AM
18	There is lots of help that is being provided to students.	9/8/2021 12:40 AM
19	There is a great opportunity to provide quality education to a diverse community whose demographics are rapidly changing.	9/7/2021 8:46 PM
20	Diversity	9/7/2021 8:45 PM
21	Helping disadvantaged people with higher education	9/7/2021 8:27 PM
22	Organization and communication to the community.	9/7/2021 8:15 PM
23	Good teaching	9/7/2021 7:20 PM
24	This district has lots of community involvement and does awesome work within the community.	9/7/2021 7:16 PM

25	Community involvement	9/7/2021 7:11 PM
26	Committed staff	9/7/2021 7:01 PM
27	Some strengths of the district include encouraging students to do their best for college.	9/7/2021 6:05 PM
28	The district is very organized and manages to keep everybody informed.	9/7/2021 5:59 PM
29	Teaching staff	9/7/2021 4:54 PM
30	Our diversity and a willingness to always do better.	9/7/2021 1:18 PM
31	This district has great facilities, as in technical resources, computer labs and libraries.	9/7/2021 11:33 AM
32	the ability to listen to what the students need and want	9/7/2021 11:29 AM
33	Schools work hard to be better and improve.	9/7/2021 11:25 AM
34	I see a good environment that is good right now, but I can see potential growth.	9/7/2021 11:25 AM
35	Give students lots of resources	9/7/2021 11:23 AM
36	They focus a lot in technology and making sure everyone has the right supplies we need to succeed.	9/7/2021 11:23 AM
37	Lots of opportunities.	9/7/2021 11:21 AM
38	None.	9/7/2021 11:21 AM
39	The district is understanding of the students needs.	9/7/2021 11:21 AM
40	The district gives us helpful resources that assist us with where we go to get help and they give students many lunch options.	9/7/2021 11:21 AM
41	Technology	9/7/2021 11:19 AM
42	Free Mouse/headphones	9/7/2021 11:19 AM
43	Schooling and orderly calm	9/7/2021 11:19 AM
44	Schooling and education for all	9/7/2021 11:18 AM
45	Resourceful	9/7/2021 11:16 AM
46	Equitable	9/7/2021 10:54 AM
47	Small community so strong bond.	9/7/2021 10:52 AM
48	I think that the district is good at providing students with the resources that they need to succeed.	9/7/2021 10:50 AM
49	Some strengths of the District that I see is being good with keeping up with the students and providing good sources for education and mental health.	9/7/2021 10:48 AM
50	The strengths of the District are its rich resources for students, the district is also very welcoming.	9/7/2021 10:47 AM
51	I live nearby.	9/7/2021 10:47 AM
52	I would say proviing people with the things they need.	9/7/2021 10:46 AM
53	We have nice resources.	9/7/2021 10:45 AM
54	Providing students with needed help.	9/7/2021 10:45 AM
55	I'm not sure how to answer this.	9/7/2021 10:44 AM
56	The district is open-minded and willing to help its students in more ways than one.	9/7/2021 10:44 AM
57	Provides technological resources.	9/7/2021 10:44 AM
58	technology	9/7/2021 10:42 AM
59	It has some programs for kids interested in different fields of careers.	9/7/2021 10:42 AM

60	Their ability to provide in class technology.	9/7/2021 10:42 AM
61	Math	9/7/2021 10:42 AM
62	nothing	9/7/2021 10:42 AM
63	I see that they care deeply for the education of students and want to continue doing that.	9/7/2021 10:42 AM
64	I like the amount of schools there are here.	9/7/2021 10:41 AM
65	Taking many college courses and getting college level degrees	9/7/2021 10:40 AM
66	The districts adherence to L.A. County guidelines for health safety.	9/6/2021 6:39 PM
67	Technology infusion in the curriculum Broad choices for academic interests Strong co-curricular offerings	9/5/2021 11:22 PM
68	wesfdw	9/5/2021 5:46 PM
69	They understand the needs of the school.	9/5/2021 4:28 PM
70	Communication	9/5/2021 10:59 AM
71	College Career readiness Social emotional supports Innovative district compared to others	9/4/2021 10:26 AM
72	A	9/4/2021 9:11 AM
73	Some sense of structure and uniformity. Strong effort to communicate.	9/4/2021 7:04 AM
74	Support of athletics	9/4/2021 7:03 AM
75	Communication Supporting	9/3/2021 6:52 PM
76	This district has very qualified and caring teachers and staff.	9/3/2021 5:33 PM
77	Variety of excellent programs for students Teachers and staff that care about students first	9/3/2021 4:11 PM
78	innovative	9/3/2021 2:08 PM
79	They have good school programs.	9/3/2021 11:58 AM
80	Adapting technology, having a thorough textbook review process, communicating with families, access to free tutoring and PSAT/SAT tests.	9/3/2021 10:45 AM
81	Caring community members in leadership positions	9/3/2021 10:40 AM
82	The district is great a promoting professional development and encouraging new evidence based methods of instruction.	9/3/2021 10:21 AM
83	Have goals Want to catch up Trying to help achieve students academic level	9/3/2021 9:29 AM
84	The district provides a broad spectrum of programs and services that meet the needs of the diverse population it serves.	9/3/2021 7:45 AM
85	Commitment to the education of our children/students	9/3/2021 7:41 AM
86	Not really sure! Their communication with the students and parents.	9/2/2021 10:50 PM
87	SOAR	9/2/2021 8:10 PM
88	Diversity	9/2/2021 7:23 PM
89	The District has many excellent teachers, who plow through even in these troubled times.	9/2/2021 6:51 PM
90	Resources that help all students, from counselors, social workers, outside organizations that help communities, and use of technology to enhance student learning.	9/2/2021 6:42 PM
91	They offer high school	9/2/2021 6:34 PM
92	Many honors, AP classes and programs	9/2/2021 6:23 PM
93	They are taking positive covid cases seriously.	9/2/2021 6:13 PM
94	Safety	9/2/2021 6:10 PM

ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT SUPERINTENDENT SEARCH, ONLINE SURVEY
 OPEN AUGUST 23 - SEPTEMBER 10, 2021

95	So many wonderful opportunity for my student at Eastside.	9/2/2021 5:58 PM
96	Salaries are very competitive	9/2/2021 4:05 PM
97	Being an effective communicator.	9/2/2021 3:36 PM
98	The strengths of the district include the leadership under Dr. David. Vierra and his staff which include his assistant, Ms. Shandlyn Williams. They developed educational curriculum and emotional and social support for the students and their parents.	9/2/2021 3:19 PM
99	Excellent staff and teachers willing to adjust to changes. Diverse campuses which reflects the community.	9/2/2021 12:13 PM
100	The focus on caring for students through the many programs at each site which are deeply supported by the district is wonderful. Even as a teacher, I feel supported and care for as a person first and professional second. With this level of care, concern and love, not only do teachers and personnel rise to their potential, but in turn students can rise to much higher level of academic and life long success.	9/2/2021 11:24 AM
101	Lots of opportunity for professional development	9/2/2021 11:10 AM
102	Providing many opportunities for students (but pushes college too much and ignores other possibilities for students after high school) Strong supporter of the arts	9/2/2021 10:55 AM
103	various academies and programs across the district	9/2/2021 10:37 AM
104	Diversity among students and staff.	9/2/2021 10:16 AM
105	Communication with families; structured programs (middle school charters and SOAR High)	9/2/2021 9:51 AM
106	We're still here after a lot of chaos on the Board & with COVID. We take care of all our kids.	9/2/2021 9:45 AM
107	Very good at acquiring funding for various resources.	9/2/2021 9:39 AM
108	High graduation rates, caring teachers, professional and dedicated admin.	9/2/2021 9:35 AM
109	Instructional programs	9/2/2021 9:18 AM
110	Strengths include: -The district allows autonomy among educators in the classroom -The district has a competitive pay and benefits package that's attractive to new teachers -The district embraces collaboration among all stakeholders	9/2/2021 9:06 AM
111	diversity in teachers, students, and administration	9/2/2021 8:59 AM
112	The district offers a lot of opportunities for students to succeed at all levels: AP, Academies, SPED, etc. Any student can get the education they want and need here for graduation and college.	9/2/2021 8:16 AM
113	Pay	9/2/2021 8:14 AM
114	Committed teachers	9/2/2021 8:01 AM
115	Have a wide range of experience.	9/2/2021 7:53 AM
116	Willingness to provide opportunities for the evolution of best practices	9/2/2021 7:51 AM
117	The teachers largely care about the students.	9/2/2021 7:44 AM
118	We focus on providing an education for all students.	9/2/2021 7:42 AM
119	It is large and has a very diverse population.	9/2/2021 7:39 AM
120	Investment in technology. Diversity in admin and teachers	9/2/2021 7:09 AM
121	It is a center of the community. Much of the community still revolves around the activities of the school district.	9/2/2021 6:56 AM
122	Always making strides to improve.	9/1/2021 9:09 PM
123	Professional Support	9/1/2021 9:03 PM
124	Lending a sense of community to students who are involved with their schools.	9/1/2021 7:22 PM
125	Responsive to the community and supportive of the teachers	9/1/2021 7:17 PM

126	The push for academies at each campus. Diversity in class offerings and school options (DWHS, IS, Virtual academy, etc.). Site-level control and acknowledging that each school/site is different with unique needs. One size does not fit all. Also, lack of intrusion from DO with benchmarks, common testing, etc. Mostly respectful of instructional time and entrusts us with the education of our students. Avoiding canned units/curriculum.	9/1/2021 7:09 PM
127	The kids. They go through more at home, on campus, and in the classrooms than any of us have ever had to put up with.	9/1/2021 6:52 PM
128	doing what's best for students	9/1/2021 6:37 PM
129	Most of the Veteran teachers at QHHS.	9/1/2021 6:34 PM
130	We have a lot of caring, hard working teachers.	9/1/2021 6:31 PM
131	lots of technology	9/1/2021 6:16 PM
132	Student services, CTE support, community information	9/1/2021 6:16 PM
133	Technology	9/1/2021 6:04 PM
134	The district provides excellent technology access to students and teachers. The district takes good care of teachers through negotiated salaries and working conditions. The district has been wise with financial expenditures and usage.	9/1/2021 5:56 PM
135	It's diversity amongst teachers, staff and especially the students.	9/1/2021 5:43 PM
136	Diverse staff, willingness to explore new technologies and strategies.	9/1/2021 5:40 PM
137	The district is doing great on providing technology to those who do not have access to it, as well as providing other resources on school sites.	9/1/2021 5:39 PM
138	Few Administrator leaders are instructional leaders	9/1/2021 5:33 PM
139	I feel they are working really hard on updating our teaching practices and they way students learn.	9/1/2021 5:24 PM
140	The care about students and employees. The openness to comments.	9/1/2021 5:06 PM
141	Not many at the moment. The Board has been a mess. Admins are all about knee-jerk reactions. There seems to be very little thought-processing. And schools are an absolute mess. Security has to break up fights almost every day, there are no stated rules kids follow, there are no tardy sweeps, it's chaos. None of my students know who any admin is. It's all disappointing.	9/1/2021 4:43 PM
142	Diversity	9/1/2021 4:35 PM
143	Innovative, Leadership	9/1/2021 4:30 PM
144	The district is diverse, forward thinking, and community driven.	9/1/2021 4:28 PM
145	A lot of schools, diverse faculty and students, great programs	9/1/2021 4:26 PM
146	There are some good programs like the medical academy.	9/1/2021 3:02 PM
147	Sufficient technology security and student representation	9/1/2021 2:52 PM
148	The district has excellent STEM programs (i.e. robotics), relationships with local employers such as aerospace, and other workforce development initiatives. The district has many deeply dedicated educators and administrators who have ensured that the district is an essential partner in the community.	9/1/2021 2:10 PM
149	The District is involved and truly does want us all to succeed.	9/1/2021 1:26 PM
150	Diversity, employment fairness, & community.	9/1/2021 11:18 AM
151	Diversity, strong community history, dedicated staff	9/1/2021 11:07 AM
152	My students' experience has been seemingly routine through the changing times. This is to say that navigating through my students' high school experiences has never really been surprising. COMMUNICATION with us has always been thorough & readily available through many sources.	9/1/2021 10:23 AM

153	Great academies and opportunity for my kids.	8/31/2021 6:00 PM
154	The size	8/31/2021 3:07 PM
155	My daughter has a couple of good teachers.	8/31/2021 2:41 PM
156	CTE programs	8/31/2021 1:25 PM
157	High quality educational program for students. Multiple opportunities for teacher and staff professional development Open lines of communication with Labor groups	8/31/2021 11:26 AM
158	I think the strengths I see in this district is how confident you guys are about opening up school again/	8/30/2021 8:36 PM
159	Community support from stakeholders in industry and government Strong career technical education programs that include state and national recognition Integration of technology and wide range of professional development opportunities for all staff	8/30/2021 9:44 AM
160	Student-centered, forefront in tech, care for employees	8/30/2021 8:57 AM
161	Interesting programs for the kids, academic and athletic.	8/29/2021 12:02 PM
162	Diversity	8/28/2021 2:34 PM
163	We have lots of good kids that want to learn.	8/28/2021 12:00 AM
164	I really don't see any strengths. In particular, we have had numerous issues of being ignored by the faculty/security regarding my son.	8/27/2021 8:40 PM
165	Keeping my kid safe	8/27/2021 6:30 PM
166	Networking with colleges and community partners.	8/27/2021 4:33 PM
167	None	8/27/2021 2:12 PM
168	I think they are alright.	8/27/2021 1:57 PM
169	We have a network of committed educators that are actively seeking to provide educational opportunities and life skills to students.	8/27/2021 12:41 PM
170	Willing to spend \$ on supplies.	8/27/2021 12:29 PM
171	The ability to take such an diverse group of students and keep them moving in the right direction.	8/27/2021 7:45 AM
172	So far I see transparency and good communication with students and parents.	8/27/2021 6:10 AM
173	The wide verity of choices you are given.	8/26/2021 11:21 PM
174	The district is very considerate and patient. These are strengths that bring us together as a community.	8/26/2021 6:23 PM
175	I've seen schools in the district take a better approach to the equality of all students.	8/26/2021 2:12 PM
176	Continued focus on student needs. Social Emotional as well as academic.	8/26/2021 2:10 PM
177	This question is vague as it does not specify how to the term "district" is being defined by the creator of the survey. Does it incorporate the district office as well as school sites? Does it include the school board? The following response assumes that the term "district" includes the district office and school sites, but not the school board. * Our district serves a community of students that is very diverse. * The majority of the teachers in this district genuinely care about students.	8/26/2021 1:24 PM
178	Highland specifically is sort of accepting	8/26/2021 1:21 PM
179	Innovation Community and industry involvement Technology integration Home grown approach to employment	8/26/2021 1:01 PM
180	Great financial health to acquire resources needed for our students and staff.	8/26/2021 12:56 PM
181	The district is innovative and progressive in certain areas and there are some really dedicated educators.	8/26/2021 11:47 AM

182	Acceptance and use of technology, efforts to ensure equity, and a changing demographic.	8/26/2021 11:36 AM
183	Being able to handle or accomplish what you want to do or where told to do.	8/26/2021 11:18 AM
184	Diversity; technology in as many student hands as possible; giving students as many opportunities as possible for success; giving staff opportunities to grow through PDs, etc.	8/26/2021 10:48 AM
185	We are large and diverse. We strive to meet the needs of many types of students, from those who are struggling to those who are gifted. The academies are especially attractive.	8/26/2021 10:13 AM
186	The district has multiple programs that support students of varied interests and needs. These include but are not limited to AVID, Academies, and CTE. In addition, the district strives to support its comprehensive high schools and charter institutions with an abundance of resource so that those who need them can have access. With regards to staffing, the district ensures that professional development is always to support the skillset of teachers. PD sessions are mostly held after school during which teachers are paid for their attendance. The district also offers tutoring to students who need to bolster their skills and provide technology needed for the workplace in their classrooms.	8/26/2021 10:04 AM
187	They support their employees	8/26/2021 9:59 AM
188	I believe that there are a great variety of programs available. From early-college high school to all the academies. I like that there are also alternative and virtual programs. Those need to be strengthened.	8/26/2021 9:58 AM
189	Keeping students safe in the event of an emergency	8/26/2021 9:35 AM
190	Autonomy of each school sites teaching staff	8/26/2021 9:21 AM
191	Great teachers	8/26/2021 8:59 AM
192	Being inclusive	8/26/2021 8:58 AM
193	Technology, teacher training opportunities. College track system.	8/26/2021 8:57 AM
194	Strong academic programs. Highly qualified teachers. Financially and Fiscally responsible.	8/26/2021 8:53 AM
195	I have worked at every comp. site over the last 22 years and I can say that each site possesses its own unique strengths and challenges. There are a ton of awesome programs and "common office practices" that go on each site. Realistically, we cannot implement these practices at each site, but they are what make each site unique and amazing. I love working here!	8/26/2021 8:53 AM
196	They make a lot of effort to collaborate and work with parents and students.	8/26/2021 8:52 AM
197	Diverse student population.	8/26/2021 8:47 AM
198	Many opportunities for students outside of academics	8/26/2021 8:03 AM
199	Varies program offerings at each school site	8/26/2021 7:40 AM
200	Dedicated employees	8/26/2021 7:12 AM
201	Their willingness to be transparent	8/26/2021 5:39 AM
202	I've never seen any strengths. Most are spineless human being who are greed driven.	8/25/2021 8:04 PM
203	El distrito es el que mantiene a las escuelas academicamente al nivel de los estándares . Es quien guía a los alumnos , padres y maestros hacia un buen futuro.	8/25/2021 6:00 PM
204	Diversity, challenging clientele, talented educators and administrators, for the latter, particularly at the comprehensive schools	8/25/2021 5:47 PM
205	Communication	8/25/2021 5:07 PM
206	Clear and transparent communication	8/25/2021 4:31 PM
207	College pathway opportunities, extra curricular opportunities, commitment to athletics	8/25/2021 4:23 PM
208	Potential for growth	8/25/2021 3:06 PM
209	Resourceful and supportive of students and families.	8/25/2021 2:30 PM

210	It inclusivity.	8/25/2021 2:29 PM
211	the help and money they put towards the schools so we can have the stuff we need to learn	8/25/2021 1:43 PM
212	Competence and student centered.	8/25/2021 1:40 PM
213	commitment of the staff to servicing students	8/25/2021 1:30 PM
214	Communication	8/25/2021 1:26 PM
215	Communication & the resources available	8/25/2021 1:02 PM
216	Unity across HS sites while still allowing the sites to be somewhat autonomous. Offerings of PD are numerous.	8/25/2021 12:41 PM
217	The teachers and staff, you can tell they genuinely care for your education and are trying to help you become successful in both school, and in your future.	8/25/2021 12:35 PM
218	Tries to be relevant and sensitive to the Antelope Valley's unique history, culture and demographic. Agriculture, aerospace, etc.	8/25/2021 12:32 PM
219	Various academies offered are strengths of the District; also weakness. These academies (in my experience) are not well organized and do not fully support students.	8/25/2021 12:29 PM
220	nothing really all AV schools are the lowest rated schools. As parents we hope that the student makes a difference in their environment and tries to learn as much as possible using outside tools.	8/25/2021 12:14 PM
221	Passionate teachers, and a committed board, as well as strong academic offerings in a variety of areas.	8/25/2021 12:12 PM
222	Over all it's ok for all categories	8/25/2021 11:52 AM
223	Transparency and keeping parents/students informed	8/25/2021 11:50 AM
224	One of our biggest strengths is our employees and their dedication to our students. Most of the people who work here have a vested interest in our District. We also have many great career paths and programs for students who are interested. I feel like we have a very strong District and we care about what's best for our students and our employees.	8/25/2021 11:37 AM
225	Love , patience, honest transparent and a godly fear way	8/25/2021 11:18 AM
226	They seem to make sure we're notified when there is a covid case on my child's campus	8/25/2021 11:03 AM
227	Unity	8/25/2021 10:59 AM
228	Our district still has the feel of a smaller district. The people at the district office seem to still be in touch with the needs of the schools, students, teachers, and parents.	8/25/2021 10:58 AM
229	Inclusivity, the opportunity for Promotion, in-service education, leadership	8/25/2021 10:43 AM
230	Representation of minorities in staff	8/25/2021 10:37 AM
231	None.	8/25/2021 10:29 AM
232	Does the best they can with their means.	8/25/2021 10:25 AM
233	Diverse programs that are offered.	8/25/2021 10:16 AM
234	-A focus on pursuing college and ensuring all students have contact with a counselor. -Teacher training. -An effort to pursue fair compensation packages for employees. -Hiring people who genuinely care about students and their job. -Encouraging special programs like AVID and academies.	8/25/2021 10:08 AM
235	Strong relationships built amongst all stakeholders.	8/25/2021 10:02 AM
236	We have excellent processes in place to deal with regular business such as purchasing, payroll and payments to vendors. Our employees for the most part are here for the benefit, well-being and success of our students which is where our focus should remain.	8/25/2021 9:51 AM
237	Administration all the way	8/25/2021 9:48 AM
238	Continuity. Maintaining great programs for all students, CTE, Special Education Services, A-G	8/25/2021 9:34 AM

	requirements, AG programs, Engineering Programs. Strong relationships. Support vision and goal of the District.	
239	Caring about the safety of our children and their educational success.	8/25/2021 9:23 AM
240	Putting students first	8/25/2021 9:22 AM
241	None, due to the fact that it almost don't seem like you guys care about anyone.	8/25/2021 9:12 AM
242	We have money and some really good teachers. The district has kids that are overwhelmingly good and want to do well.	8/25/2021 9:07 AM
243	Stability.	8/25/2021 9:06 AM
244	None, I it see weekness.	8/25/2021 9:06 AM
245	We are widely spread out and have a diverse racial population.	8/25/2021 9:04 AM
246	We can come together in times of need	8/25/2021 8:59 AM
247	Teachers get paid well.	8/25/2021 8:57 AM
248	Parent , teacher communication	8/25/2021 8:56 AM
249	Our resolve to empower our students with staff, items, and opportunities available for their success.	8/25/2021 8:53 AM
250	Providing a positive learning experience for students. Offering a variety of programs, clubs and sports to prepare students for their futures.	8/25/2021 8:46 AM
251	The commitment of parents, students, and staff to continue to put education first despite the most recent challenges such as the pandemic, systemic racism, and political polarity facing our communities.	8/25/2021 8:44 AM
252	Care for the students and staff.	8/25/2021 8:40 AM
253	I think the District has made a good effort toward supporting foster youth who attend at their campuses.	8/25/2021 8:37 AM
254	community, commitment to staff needs and well-being, student centered learning environments	8/25/2021 8:31 AM
255	Managing a lot of schools.	8/25/2021 8:27 AM
256	The strengths of the district is that you welcome diversity in your schools. Your open to different cultures and we hope children are your fist priority.	8/25/2021 8:24 AM
257	innovation, site leadership, grad rates, program offerings	8/25/2021 8:23 AM
258	Easy access to contact info. through web sites. Placing deputies on campuses to protect children and staff.	8/25/2021 8:21 AM
259	The care that all employees have for the students and the lengths the service providers go to, to ensure the students receive their necessary services.	8/25/2021 8:15 AM
260	I see friendly and capable staff, I see new and old teachers.	8/25/2021 8:13 AM
261	Our forward thinking, trying to be ahead of educational changes in particular with technology	8/25/2021 8:09 AM
262	That's a very difficult question to answer...	8/25/2021 8:09 AM
263	Diversity, program inclusion, the many pathways offered throughout the school sites.	8/25/2021 8:06 AM
264	Our district has always allowed for each site to develop autonomy in so far as it represents our students, staff and community. This freedom to be creative and develop the strengths of an individual site while growing their challenges.	8/25/2021 8:05 AM
265	Willingness to provide services for students that need them, either in special education or mental health.	8/25/2021 7:55 AM
266	Our ability to adapt and change with anything that comes our way.	8/25/2021 7:55 AM
267	The community and the variety of programs offered to students.	8/25/2021 7:55 AM
268	Cultural Diversity	8/25/2021 7:53 AM

269	Efficient Timely Professional Well organized Working together	8/25/2021 7:50 AM
270	I see our district as having a positive climate and culture. We also have academic programs and staff that set high expectations, while offering support for students and staff.	8/25/2021 7:46 AM
271	spending money on the Do not in the classrooms	8/25/2021 7:45 AM
272	Diversity, technology integreation, program development, sports, extra curricular activities, AP Programs	8/25/2021 7:45 AM
273	1	8/25/2021 7:37 AM
274	j;jf;ljl	8/25/2021 7:37 AM
275	Still small enough to be responsive to the community. Strong elective programs.	8/25/2021 7:33 AM
276	The district has been a very collaborative one in the past.	8/25/2021 7:32 AM
277	You have employees that work hard	8/25/2021 7:24 AM
278	Serving a diverse population with a variety of pathways.	8/25/2021 7:23 AM
279	Various instructional options	8/25/2021 7:21 AM
280	Serving the needs of a disparate population, and doing a commendable job providing unlimited opportunities for families who want to learn.	8/25/2021 7:20 AM
281	Lots of dedicated and talented teachers	8/25/2021 7:18 AM
282	Various instructional options.	8/25/2021 7:16 AM
283	Collegiality, caring for students and families, commitment to high achievement	8/25/2021 7:16 AM
284	Some of the staff are welcoming.	8/25/2021 7:16 AM
285	Compassion for the kids	8/25/2021 7:10 AM
286	That it really does care for the individual needs for the students and parents for educational success.	8/25/2021 7:06 AM
287	Progressive and innovative in looking ahead at educational trends to better prepare our students for the future.	8/25/2021 6:59 AM
288	student focused, future prepared, fiscally responsible	8/25/2021 6:57 AM
289	Servicing a very large, diverse community. The medical benefits offered to employees. Being an economic leader in the community by employing large amounts of locals.	8/25/2021 6:45 AM
290	Relatively manageable size of schools under the District.	8/25/2021 6:41 AM
291	Technology in education	8/25/2021 6:40 AM
292	Government funding	8/25/2021 6:33 AM
293	The diversity and placing of students' needs at the forefront of all decisions. The district always seems to be thoughtful, efficient, and proactive in facing challenges and the future.	8/25/2021 6:19 AM
294	Diverse students/community.	8/25/2021 6:07 AM
295	The District is very diverse and our students are smart and talented.	8/25/2021 6:07 AM
296	Special education, friendly personnel/staff, desire for up to date technology	8/25/2021 5:42 AM
297	Unknown	8/25/2021 4:22 AM
298	Feeling of community	8/25/2021 1:05 AM
299	Commitment to student success.	8/24/2021 11:31 PM
300	Caring teachers and students with diverse backgrounds coming together.	8/24/2021 11:14 PM
301	Lots of money available for certain groups of students.	8/24/2021 11:08 PM
302	Sports	8/24/2021 11:02 PM

303	Common sense, commitment to underprivileged youth, inclusivity, low teacher turnover.	8/24/2021 10:51 PM
304	Great teachers and subjects. Great in communicating important information to parents	8/24/2021 10:44 PM
305	I think for the bad wrap AV HIGH gets the kids aww a lot more wholesome than other schools. I really feel the teachers and staff are extremely attentive and they work well with the kids	8/24/2021 10:39 PM
306	Stem activities	8/24/2021 10:38 PM
307	Following up with parents	8/24/2021 10:36 PM
308	We are united	8/24/2021 10:26 PM
309	Makes efforts to provide different activities for everyone	8/24/2021 10:21 PM
310	they are determined to give you service	8/24/2021 10:12 PM
311	The district gives students the opportunity to excel.	8/24/2021 10:07 PM
312	None none	8/24/2021 10:07 PM
313	Good elective classes. Some great teachers	8/24/2021 10:06 PM
314	A lot of programs for college bound kids	8/24/2021 10:06 PM
315	I'm new don't know yet	8/24/2021 10:01 PM
316	?	8/24/2021 9:59 PM
317	The district has a lot of supports for students. The many staff graduated from and now work for the district. Low turnover of district leaders.	8/24/2021 9:54 PM
318	Our Student Services department is the major strength and backbone of our district. They are guided by a singular question: What is best for all students? Employees in student services feel valued. Leadership in this area of the district has put the right people in place to make this one of our district's bright spots. They work hard to make sure that the 23,000 plus students' needs are met.	8/24/2021 9:45 PM
319	Hdjddj	8/24/2021 9:36 PM
320	I don't see any strengths- the district has completely failed our children.	8/24/2021 9:35 PM
321	Safety safe learning process	8/24/2021 9:32 PM
322	nothing the class are not 6 feet apart	8/24/2021 9:29 PM
323	Communication	8/24/2021 9:01 PM
324	na	8/24/2021 9:00 PM
325	Good teachers & support staff	8/24/2021 8:52 PM
326	we dont get a ton of homework	8/24/2021 8:51 PM
327	A large number of students and resources	8/24/2021 8:40 PM
328	Communication	8/24/2021 8:39 PM
329	Good Leadership	8/24/2021 8:39 PM
330	The district provides various programs to help students find their passion.	8/24/2021 8:38 PM
331	We're getting better at valuing outside opinions and allowing more to be a part of the conversation.	8/24/2021 8:37 PM
332	Inclusivity. Innovative programs for students. Educators that care about student success.	8/24/2021 8:34 PM
333	Communication	8/24/2021 8:31 PM
334	Yet to see true strength, too much main stream . pandemic is not priority. Safety is not priority. School cleanliness has NEVER been a priority. Racism openly exists and is tolerated!!!! How on earth is that still a thing in this day and age!!! Elitism is apparent. Where are the strengths? In opposite of what is needed?	8/24/2021 8:30 PM

335	The teaching staff	8/24/2021 8:19 PM
336	People work together when needed	8/24/2021 8:17 PM
337	Honestly, I see a lot of strengths. We have excellent professional development opportunities covering many different areas. We have strong support for our new teachers thanks to top notch mentors. We are more proactive than reactive, especially compared to other districts. We communicate with staff, parents, students and community members mores so than other districts.	8/24/2021 8:17 PM
338	Respect, ethics, morals, values, leadership, dignity, and appreciation for staff and students' success.	8/24/2021 8:17 PM
339	This is a very unfair question. I sent think the staff not students have been in the class setting long enough to be asking questions pertaining to the district. It should be reinforce that all parent have different economic and social expectations according to one's beliefs. It is important that the superintendent is wholistic undemanding towards the situations that our children are being g faced with.. inclusive towards students. Understanding that we all have been violated due to a experimental viral experiment that should never have taken place! The superintendent needs to understand that his children. Will need leadership a stealthily mindset that can overcome any obstacles in the best way humanly possible. Leaving the students as well as parents in awe over the human spirit that we all seem to be defending.	8/24/2021 8:14 PM
340	Unity	8/24/2021 8:12 PM
341	Communication with parents and students. Fair hiring practices for all staff. Diversity in what each high school campus offers to students. Quality certificates staff in the SPED departs of the high schools.	8/24/2021 8:11 PM
342	A variety of career focuses are coming to our AV schools. Some schools have counselors and teachers who care and are guiding students into real world careers and/or college or world readiness.	8/24/2021 8:11 PM
343	Inclusive	8/24/2021 8:06 PM
344	Teachers	8/24/2021 8:05 PM
345	none	8/24/2021 8:04 PM
346	Teachers have strong relationships with their students. There are various types of programs (college bound and non-college bound) offered to students.	8/24/2021 8:03 PM
347	Not much... it's a big employer in the Valley. Scores are low, morale is lower, salaries are ok . A few excellent teachers but mediocrity is the standard. Good kids for sure. They deserve better...	8/24/2021 8:00 PM
348	Attempts to provide a wide variety of academic opportunities	8/24/2021 7:58 PM
349	Offers variety o fspecialized programs at different locations	8/24/2021 7:58 PM
350	Not many strengths.	8/24/2021 7:57 PM
351	Teachers	8/24/2021 7:57 PM
352	Diversity in schools and programs	8/24/2021 7:54 PM
353	Honest, factual communication with the public	8/24/2021 7:54 PM
354	Well trained staff	8/24/2021 7:54 PM
355	I don't see many strengths. More programs need to be available at a variety of schools (such as a law program not only specific to Highland High School)	8/24/2021 7:51 PM
356	Security	8/24/2021 7:47 PM
357	N/a	8/24/2021 7:47 PM
358	Unity and support	8/24/2021 7:45 PM
359	Who are the morons that chose these idiotic questions?	8/24/2021 7:43 PM
360	because it it can adapt quickly	8/24/2021 7:42 PM

361	Communication	8/24/2021 7:41 PM
362	Great education. Large range of electives. (Mostly) supportive staff that allows students to express themselves during discussions.	8/24/2021 7:39 PM
363	Communication with parents and staff.	8/24/2021 7:36 PM
364	Not much. Too much union influence on poor teacher performance decisions.	8/24/2021 7:33 PM
365	Longevity.	8/24/2021 7:32 PM
366	The district seems to be very robust in terms of infrastructure and staffing. For students, I think the elective/non traditional courses being offered are amazing. I also like the push for sports in the schools.	8/24/2021 7:31 PM
367	Diversity	8/24/2021 7:28 PM
368	Good Leadership from the administration and 3 out of 5 Board members.	8/24/2021 7:27 PM
369	Excellent teachers	8/24/2021 7:22 PM
370	That our District Admin work with Special our Special Education program. I have been in some District, where the two them don't communicate well. Offerring Ms. Williams the Intermin position was a great move!	8/24/2021 7:21 PM
371	Varied student oppotunities	8/24/2021 7:19 PM
372	Communication	8/24/2021 7:14 PM
373	The staff that has been working in the district for 25 plus years. The roots in the community, with the parents and students, as some of the students parents were in the same classroom with the same teacher.	8/24/2021 7:08 PM
374	Tone of supports for students to be successful	8/24/2021 7:07 PM
375	Diversity of culture with faculty and student body. Also the district has a strong sports program.	8/24/2021 7:07 PM
376	Children are going to school..	8/24/2021 7:02 PM
377	Giving access to technology and creating a 21st century learning platform. Communication with staff and parents.	8/24/2021 7:01 PM
378	Diversity, great schools, quality teachers, willingness to listen and change campus attitude and social climate.	8/24/2021 7:00 PM
379	Resources available to our students at each school site. Funding for the different academies Sports programs.	8/24/2021 7:00 PM
380	diversity of students	8/24/2021 6:59 PM
381	Caring for students and pathway to college	8/24/2021 6:58 PM
382	Security and excellent teachers	8/24/2021 6:56 PM
383	Not sure	8/24/2021 6:55 PM
384	Commitment to education and students.	8/24/2021 6:55 PM
385	Constant communication	8/24/2021 6:55 PM
386	Unity	8/24/2021 6:54 PM
387	Leadership, pace setters, endurance, resilient, fiscally strong, great communication, employee friendly.	8/24/2021 6:54 PM
388	Very good teachers	8/24/2021 6:54 PM
389	Moving towards Student Centered Values Seeking staff who are friendly and capable	8/24/2021 6:53 PM
390	Education	8/24/2021 6:53 PM
391	Although some liberal tendencies, they also have conservative tendencies. I thinking that there are people at the DO that do listen to teachers and parents and care about what we think	8/24/2021 6:52 PM

392	None	8/24/2021 6:51 PM
393	The District is forward thinking, considering all aspects of education, curricular activities, and the well being of students overall.	8/24/2021 6:51 PM
394	Getting information to people and updating parents	8/24/2021 6:50 PM
395	We're geographically in Los Angeles County but our district frequently follows different pathways than LAUSD (thank goodness). Family-oriented, encouraging, and stands behind employees.	8/24/2021 6:50 PM
396	Activities, curriculum	8/24/2021 6:49 PM
397	Student oriented	8/24/2021 6:48 PM
398	I seen parents and board members stand up to the norm and demand transparency and accountability from the long-term board members and superintendent.	8/24/2021 6:48 PM
399	General Education	8/24/2021 6:47 PM
400	Working with diverse populations and multiple resources available for classrooms.	8/24/2021 6:47 PM
401	Honesty, being diverse No nepotism Hiring personnel based on qualification Transparency	8/24/2021 6:45 PM
402	The number of programs offered throughout the district	8/24/2021 6:45 PM
403	Highly qualified teachers, proven sustainability, experienced personnel, and flexibility.	8/24/2021 6:44 PM
404	We are away from la metro that has other pressing issues such as poverty, crimes, violence, homeless, and many more	8/24/2021 6:43 PM
405	[REDACTED]	8/24/2021 6:42 PM
406	The district has "looked out for its classified staff during hard times, such as the pandemic.	8/24/2021 6:42 PM
407	Don't know. I'm new here.	8/24/2021 6:41 PM
408	Dedicated employees.	8/24/2021 6:41 PM
409	Diverse, strong district	8/24/2021 6:40 PM
410	Good teachers	8/24/2021 6:40 PM
411	Each and every campus offers different academies and pathways that give our students choices and opportunities for success upon graduation. No matter where anyone lives in the valley, students have options.	8/24/2021 6:40 PM
412	Community inclusive, diverse, emphasis on equity, safe (deputy's at each school),	8/24/2021 6:39 PM
413	Committed educators, strong union	8/24/2021 6:39 PM
414	The students are the whole of the district, without them the district is pointless.	8/24/2021 6:38 PM
415	Professionals committed to educate and improve the lives of the community of the Antelope Valley.	8/24/2021 6:36 PM
416	Committed Staff, both at the District level and at the sites.	8/24/2021 6:34 PM
417	None	8/24/2021 6:31 PM
418	Offering different options for students	8/24/2021 6:31 PM
419	Opportunities for kids to choose from	8/24/2021 6:31 PM
420	I am challenged in answering this question.	8/24/2021 6:31 PM
421	Keeping open communication with staff,parents	8/24/2021 6:29 PM
422	Very bad services first at all	8/24/2021 6:28 PM
423	A	8/24/2021 6:27 PM
424	i dont know	8/24/2021 6:27 PM

425	Giving all students opportunities, students leave college, career, or military ready.	8/24/2021 6:27 PM
426	The District have made good choices with all there planes they have.	8/24/2021 6:26 PM
427	I am undecided about that.	8/24/2021 6:24 PM
428	Diversity, Our leadership is "home-grown" which allows for a better understanding of the unique strengths and needs of our schools and the community at large.	8/24/2021 6:23 PM
429	Programs	8/24/2021 6:22 PM
430	Providing teachers with the technology they need.	8/24/2021 6:22 PM
431	It has a diverse student population.	8/24/2021 6:22 PM
432	A lot of good teachers (not all, but most); strong college prep with the balance of trades skills (though not quite enough of the trades); AMAZING Academy courses that can help students fall in love with a field of study they may not have considered before.	8/24/2021 6:21 PM
433	Diversity, opportunities	8/24/2021 6:19 PM
434	Providing a good education, protecting the students while on campus, providing free meals to the students, and the variety of sports and extra curricular activities offered.	8/24/2021 6:19 PM
435	Opportunity for advanced classes	8/24/2021 6:18 PM
436	More recently communication is much better.	8/24/2021 6:18 PM
437	Innovative leaders Caring teachers Excellent programs for students	8/24/2021 6:18 PM
438	Information getting our to families.	8/24/2021 6:17 PM
439	There does not seem to be any kind of strengths when it comes to certain matters everything seems like they are done at an average level	8/24/2021 6:17 PM
440	Noting	8/24/2021 6:17 PM
441	Consistency of available educational opportunities	8/24/2021 6:16 PM
442	Communication via emails for information	8/24/2021 6:16 PM
443	The district supports its staff and teachers very well, creates safe schools	8/24/2021 6:16 PM
444	1. The way in which the district has adapted the learning opportunities of its students. 2. The diversity of its students. 3. The close knit community of the Antelope Valley	8/24/2021 6:16 PM
445	Commitment to teaching a diverse student population and ensuring the best quality education.	8/24/2021 6:15 PM
446	The fact that it is not too big, meaning that it can better focus on each individual school, is a strength of the AVUHSD.	8/24/2021 6:15 PM
447	Help availability	8/24/2021 6:15 PM
448	It has plenty of room to grow.	8/24/2021 6:15 PM
449	The staff.	8/24/2021 6:14 PM
450	Security are on point	8/24/2021 6:14 PM
451	Specialized programs in robotics and agriculture	8/24/2021 6:14 PM
452	Parent involvement seems to be pretty strong within the district. Also, teacher involvement is strong as well. Communication has also been key.	8/24/2021 6:14 PM
453	It's a pretty tight knit community	8/24/2021 6:13 PM
454	Our schools offer great programs and choices for our students that prepare them for college. M	8/24/2021 6:13 PM
455	There is a strong sense of community.	8/24/2021 6:13 PM
456	Idk idk	8/24/2021 6:11 PM
457	Strong Teachers	8/24/2021 6:11 PM
458	None! They only pick and choose what to support	8/24/2021 6:11 PM

459	Timely and consistent communication, student safety, athletics, clubs, courses offered	8/24/2021 6:11 PM
460	Leadership	8/24/2021 6:10 PM
461	Allowing children of employees to get away with absolutely anything including drugs, bullying, harassment, etc.	8/24/2021 6:10 PM
462	Many schools means choice for parents and students and variety of programs offered	8/24/2021 6:10 PM
463	CTE	8/24/2021 6:10 PM
464	We have caring teachers and qualified staff who go above and beyond to reach all students.	8/24/2021 6:10 PM
465	Following guild lines	8/24/2021 6:09 PM
466	Trying to bring back normal to the schools.	8/24/2021 6:09 PM
467	Not to much so far this is are first year	8/24/2021 6:09 PM
468	Community outreach	8/24/2021 6:09 PM
469	You finally opened up so our kids can be with their peers.	8/24/2021 6:09 PM
470	I like the number of special academy options offered	8/24/2021 6:09 PM
471	Communication	8/24/2021 6:09 PM
472	My family sees the Academy opportunities as a strength. The teachers have been pretty great.	8/24/2021 6:09 PM
473	Many choices/options for students to be successful.	8/24/2021 6:08 PM
474	Teacher Strength	8/24/2021 6:08 PM
475	We used to be a family. I know that a strength is that we can hopefully get back to that.	8/24/2021 6:08 PM
476	Health careers, Academy offering, the ability to study more than just the standard curriculum.	8/24/2021 6:08 PM
477	Communication	8/24/2021 6:07 PM
478	They have great supportive teachers and a good work environment	8/24/2021 6:07 PM
479	Communication has been excellent this year. As a parent, that is much appreciated.	8/24/2021 6:07 PM
480	Our CTE felt. And our many Academies.	8/24/2021 6:07 PM
481	Academic options, extra-curricular access, Graduation course cntent	8/24/2021 6:06 PM
482	Communication on a weekly basis with families regarding what's going on campus	8/24/2021 6:06 PM
483	Being able to not make hasty decisions	8/24/2021 6:05 PM
484	i think we have a great district. but i do wish to see more actions in place for COVID-19	8/24/2021 6:05 PM
485	The ability to overcome severe adversity.	8/24/2021 4:33 PM
486	Great leaders, staff and teachers. They really do try hard and look out for the best for all students	8/24/2021 1:53 PM

Q3 What do you see as the major challenges which will confront our new superintendent?

Answered: 514 Skipped: 1,562

#	RESPONSES	DATE
1	The Covid -19 regulations	9/10/2021 2:40 PM
2	I believe that major challenges are making sure that all parents and guardians as well as community members feel heard, valued and represented. Special attention should be placed in the minority community ,those with low SES, and making sure we promote inclusivity and the SAME programs, resources, funds to students in ALL areas. No school should be "better" than others or provide students with opportunities based on their SES.	9/10/2021 2:33 PM
3	Board members animosity toward each other and discrimination of students and staff members based on the color of skin.	9/10/2021 2:28 PM
4	We have strong opinions and ways of doing business as our district and site leadership have longevity in their positions. Change is good, but hard for many folks.	9/10/2021 2:20 PM
5	Working with Covid protocols and the social/emotional well being of our students. Meeting the needs of this valley - we are growing and classroom sizes are already a problem. The next few years will be a challenge.	9/10/2021 2:18 PM
6	The only challenge that person will have is what the world is challenged with and that is all the issues from Covid and viruses to come.	9/10/2021 2:14 PM
7	The current school board environment and knowing that all the negativity from one person is not the voice of the community	9/10/2021 2:05 PM
8	A major challenge will be understanding the district's culture and community. If someone is hired from outside of this area, it will take much time to learn and appreciate the extreme diversity of a district of this size both in student population/demographics and geographic size. Overall, there are extremely large shoes to fill.	9/10/2021 2:02 PM
9	[REDACTED]	9/10/2021 2:00 PM
10	Filling Dr. Vierra's shoes.	9/10/2021 11:15 AM
11	I see lack of diversity as a challenge. The district is culturally incompetently skilled which I then question the role as the new superintendent.	9/10/2021 11:08 AM
12	im not sure but when people dont communicate with them	9/9/2021 6:19 PM
13	Allowing teachers to teach at the students' level. The district still offers no remedial math classes, despite the average student coming in with about a 4th grade math education. I challenge you to get a straight answer from someone in the district about why that is.	9/9/2021 9:34 AM
14	1. Community relations are not good between school administrations and parents/guardians. Administrators need to make more of an effort to hold consistent community outreach programs to make parents aware of school policies and expectations for students. Often parent contact information is not updated or correct which means any teleparent messages or email communications are not getting through. 2. Student behavior is out of control. Administrators are afraid of disciplining students and holding them accountable for their actions for fear of being labeled racist. 3. The diversity training provided to employees by the district is antiquated and ineffective. 4. School safety plans are unrealistic in its design and more problematically unenforced. From morning traffic with students being dropped off in the morning to how staff would respond to an active shooter on campus. We need better security measures to keep staff and students safe.	9/8/2021 1:34 PM
15	Violence in schools, drugs, and covid	9/8/2021 9:42 AM
16	I think the new suit. Will need to be able to deal with the emerging fringe groups that will need	9/8/2021 9:11 AM

to be handled. Gender issues, racism, honesty, relevant education programs, issue that come from the community etc.

17	Division among School Board members. Lack of representation for students of color. Willful negligence in meeting students needs by dismissing Cancel the Contract where funding can be reappropriated to offer better resources and opportunities to our youth.	9/8/2021 8:54 AM
18	Some challenges would be the la I of information that is being sent out.	9/8/2021 12:40 AM
19	The old gaurd of thinking and school board leadership which is outdated and neglects to serve our entire community.	9/7/2021 8:46 PM
20	Budgets	9/7/2021 8:45 PM
21	Hiring teachers that want to work with our students and their families.	9/7/2021 8:27 PM
22	The inability to stay focused on major issues and research the true challenges faces by our students.	9/7/2021 8:15 PM
23	Nothing	9/7/2021 7:20 PM
24	It's time to diversify to fit the needs of all members of the community.	9/7/2021 7:16 PM
25	Equity	9/7/2021 7:11 PM
26	Low academic rigor	9/7/2021 7:01 PM
27	Instructing teachers and staff how to properly manage a situation with students that involves their mental health.	9/7/2021 6:05 PM
28	Being able to adapt to the new environment may come with lots of challenges.	9/7/2021 5:59 PM
29	Policy on suspensions. Finding substitute teachers under current conditions and pay structure.	9/7/2021 4:54 PM
30	The division that seems to exist between the District and the community. The previous board had some negative impact on the district that needs to be corrected.	9/7/2021 1:18 PM
31	Student absences due to Covid-19, whether that be because the student was around a person infected or infected themselves. There is a lot they miss because of the two week quarantine.	9/7/2021 11:33 AM
32	the amount of changes people want or will want to see in the future or now	9/7/2021 11:29 AM
33	Facing a school board that often contradicts the actual wishes and perspectives of the community.	9/7/2021 11:25 AM
34	I say to ease her into her work, don't give her too much at one time.	9/7/2021 11:25 AM
35	updates on status. Example, if a students wants a change in the school and the school agrees, where are the updates.	9/7/2021 11:23 AM
36	Making the campus feel safer.	9/7/2021 11:23 AM
37	Trying to include more programs for success in our schools.	9/7/2021 11:21 AM
38	Leaving politics out of the classroom, and making a safe place for everyone, not just the people that think one way.	9/7/2021 11:21 AM
39	Getting used to th eposition.	9/7/2021 11:21 AM
40	The superintendent will face the challenges of parents who want them to change certain rules or make hard decisions if whether or not to give students second chances.	9/7/2021 11:21 AM
41	Being fair to all	9/7/2021 11:19 AM
42	Our voice	9/7/2021 11:19 AM
43	Safety	9/7/2021 11:19 AM
44	safety	9/7/2021 11:18 AM
45	Communications between parents and the schools	9/7/2021 11:16 AM
46	Needs to be open-minded	9/7/2021 10:54 AM

47	Having to deal with expenses since the economy is inflating.	9/7/2021 10:52 AM
48	I think it will be challenging for the new superintendent to meet the needs of the students.	9/7/2021 10:50 AM
49	Major challenges that will confront the new superintendent may be things like lowering school fight rates.	9/7/2021 10:48 AM
50	The major challenges which the new superintendent will confront are hearing the concerns from every person in this district, although many, I think it is possible to genuinely solve concerns and think deeply about questions from the students, parents, and staff.	9/7/2021 10:47 AM
51	Getting used to the change.	9/7/2021 10:47 AM
52	I don't know	9/7/2021 10:46 AM
53	Other peers who are disrespectful and won't actually try in school.	9/7/2021 10:45 AM
54	Cleanness, rule following for students, students reaching out for help when needed.	9/7/2021 10:45 AM
55	It's not of concern to me.	9/7/2021 10:44 AM
56	It may take some time for them to get used to the job since it heavily reliant on the community	9/7/2021 10:44 AM
57	A tough work environment for people with learning challenges and disabilities.	9/7/2021 10:44 AM
58	I don't know	9/7/2021 10:42 AM
59	The right treatment of people with disabilities.	9/7/2021 10:42 AM
60	N/A	9/7/2021 10:42 AM
61	I don't know who the superintendent is	9/7/2021 10:42 AM
62	i don't know who the superintendent is	9/7/2021 10:42 AM
63	Maybe getting different perspectives from those in the community who don't speak up.	9/7/2021 10:42 AM
64	I don't know any of the major challenges	9/7/2021 10:41 AM
65	Taking more difficult classes	9/7/2021 10:40 AM
66	School safety; campus security; equity; teacher retention and support; support for students	9/7/2021 9:00 AM
67	The uncertainty of the future of public education.	9/6/2021 6:39 PM
68	Insuring staff and student health and safety during the Covid pandemic - not occurring now.	9/5/2021 11:22 PM
69	wesfw	9/5/2021 5:46 PM
70	The new superintendent may not take to account what the students believe should be changed since they are the ones attending.	9/5/2021 4:28 PM
71	These kids and their fights. Some of our schools are having up to 20 fights a week. Our parents blaming the schools for their kids behavior	9/5/2021 10:59 AM
72	Keeping our children safe during COVID, being able to provide emotional support for those who needed it because of damages caused by the isolation during COVID.	9/5/2021 8:50 AM
73	Academic achievement in the areas of Math and English	9/4/2021 10:26 AM
74	B Political wokeness. Hoping that traditional school values stay in place. Not adopting extreme left ideology's, ie CRT.	9/4/2021 9:11 AM
75	1. Covid protocol-masking and social distancing as well as ensuring staff is complying with LACounty mandates for vaccination and testing. 2. Safety in schools-fighting, bullying, proliferation of drugs, vaping 3. Quality instruction for ALL students-not just the gifted-Equity 4. Issues of race and the LGBT-Q community 5. Issues of poverty and lack of basic necessities 6. Foster Youth 7. Disproportionately in SPED 8. Suicide Prevention	9/4/2021 7:04 AM
76	Unity in a diverse community where everyone just aims to divide groups instead on unite them.	9/4/2021 7:03 AM
77	Working with the board members	9/3/2021 6:52 PM
78	The most important work is to reject curriculum (& hires) intent on indoctrinating students with	9/3/2021 5:33 PM

political ideology and ensure students are taught how to learn, study, and think critically, with an emphasis on mastering core subjects (reading, writing, arithmetic). The Superintendent should also convey the importance of high expectations for students both academically and behaviorally.

79	Continue to work towards equitable education for all students while also balancing the need for safe campuses	9/3/2021 4:11 PM
80	Student from this district are not educated with good core values. We really need to be strict with school rules and have parents be more involved with their kids activities.	9/3/2021 11:58 AM
81	COVID-19 safety measures, addressing diversity and equity issues in a way that puts our students first, dealing with increases in homelessness and food insecurity as a result of the national economy, far-right extremism	9/3/2021 10:45 AM
82	Coordinating more with both cities in the AV and the business community	9/3/2021 10:40 AM
83	There are known issues of nepotism, specifically with promoting non qualified candidates based on who they know.	9/3/2021 10:21 AM
84	Students Fighth Parents not following safety guideline	9/3/2021 9:29 AM
85	A lack of resources to meet the social emotional and mental health needs of the students as well as the potential for high staff turnover given the increased workload as a result of understaffing from the pandemic.	9/3/2021 7:45 AM
86	The expectation that their ideas and "mode of operation" will be the same as has been our previous experience; which has been exemplary. They will have big shoes to fill.	9/3/2021 7:41 AM
87	Keeping the good students safe and enviroment for leaning.	9/2/2021 10:50 PM
88	Race, gender, and COVID issues	9/2/2021 8:10 PM
89	Dealing with state and county mandates.	9/2/2021 7:23 PM
90	Unity. It seems like all society wants to do is drive wedges between people and groups. This spills out into our district. We need a superintendent who is willing to listen to and works with all groups.	9/2/2021 6:52 PM
91	Equality being demonstrated for all ethnicities.	9/2/2021 6:51 PM
92	Technology, the pandemic and changing work environment are major issues that must be addressed.	9/2/2021 6:51 PM
93	Leading our district through the trying times of COVID to ensure we continue to educate the students in preparing them for the workplace/adulthood/higher education.	9/2/2021 6:42 PM
94	Drugs on campus, fights, bullying	9/2/2021 6:23 PM
95	How many teachers have not been following mask mandates in their classes, allowing their students to not follow the mandate. Thus, causing entire classes to be placed on quarantine.	9/2/2021 6:13 PM
96	Use the title one money for the good of the kids NOT the teachers.. have after school classes like in the past, shop class kids need other choices than college mother wrong in learning a TRADE	9/2/2021 6:10 PM
97	The challengers of families causing problems with our kids.	9/2/2021 5:58 PM
98	Hiring procedures. They say that interviews are a formality, and people are chosen way before interviews are even held.	9/2/2021 4:05 PM
99	Collaborating units, and addressing changes if needed.	9/2/2021 3:36 PM
100	The challenges I see are the the COVID 19 pandemic as it relates to the reopening of our schools and the school board dynamics.	9/2/2021 3:19 PM
101	The new superintendent needs to be aware of the nepotism that has been rampant in this district. This is a problem within the AVHSD. In addition, the shuffling of administration every couple of years does not assist schools in establishing a consistent environment conducive to learning.	9/2/2021 12:13 PM
102	The COVID situation has gotten students out of academic mode as well as created a higher	9/2/2021 11:24 AM

level of mental health issues among students and staff. Also, the discrepancies in achievement among the schools is quite stark and alarming.

103	Class size and class caps	9/2/2021 11:10 AM
104	Covid and quarantine, digital classes, parents, more students with low skills and who cannot think and make decisions for themselves.	9/2/2021 10:55 AM
105	We aren't out of the pandemic even though we have gone back to school as "normal". We need to rethink public education and find innovative ways to prepare our students for careers and college.	9/2/2021 10:37 AM
106	Promotion of our district as a positive safe environment at all schools.	9/2/2021 10:16 AM
107	Aligning a vision that motivates and encourages staff and families and is student focused Including a balance of state mandates, equity, and inclusion Keeping transparency	9/2/2021 9:51 AM
108	Our kids are largely poor and behind grade level. Money has not been spent wisely at the District. Choices often get made at DO and at sites that hurt the kids and staff.	9/2/2021 9:45 AM
109	The culture of poverty that pervades our community.	9/2/2021 9:39 AM
110	attendance, and discipline	9/2/2021 9:35 AM
111	Dealing with specific Board Members and their pre-set agendas.	9/2/2021 9:20 AM
112	Dealing with the confusion in the District Office	9/2/2021 9:18 AM
113	Challenges include: -Nepotism and cronyism continues to be a major concern as this keeps some people from being transparent about the real problems due to having concerns of retaliation. -The district also sweeps issues under the rug instead of dealing with them head on.	9/2/2021 9:06 AM
114	diversity in teachers, students, and administration	9/2/2021 8:59 AM
115	Frankly, the same challenges that confront education in general: there are more students attending a school in the district that qualify for free/reduced lunch than when I attended here -- so dealing with the issues that arise from poverty; we still base our educational system that emphasizes factory and office work which is outdated due to automation and computers; the need for a college degree has never been so clear yet we have a population that largely doesn't go to college; and we don't offer enough for students to do in order to be prepared for the dwindling number of high paying and in demand jobs that don't require degrees; the field of education is less and less attractive to both potential new hires, and veteran teachers -- I haven't taught a single year with a full roster of teachers one time yet -- we have students "learning" biology from a tele-teacher, SPED caseloads are exploding due to a lack of hires, etc.; admin at sites seem very ok with status quo -- we need to find some people who we can name a building after due to all that they've done -- I'm not seeing it.	9/2/2021 8:16 AM
116	Pay	9/2/2021 8:14 AM
117	Student behavior	9/2/2021 8:01 AM
118	Attracting and hiring qualified teachers.	9/2/2021 7:53 AM
119	Providing training for teachers in a way that is efficient and is implemented in a way that understands the time constraints that we face Transparency. Showing that politics is not more important that doing the right thing.	9/2/2021 7:51 AM
120	Faculty burnout and stress, teacher recruitment, confronting the role of race in our students' achievement, a large population of misinformed citizens that values conspiracy over reasoning.	9/2/2021 7:44 AM
121	Changing social and political climate.	9/2/2021 7:42 AM
122	State education and Federal education guidelines and values that do not always align with our local needs in the Antelope Valley.	9/2/2021 7:39 AM
123	Overall school discipline and the lack of accountability of the actions of a small percentage of students who refuse to follow school rules.	9/2/2021 7:09 AM
124	Dealing with the LA county politics and the Covid issue. Uniting the teachers, staff, students	9/2/2021 6:56 AM

and parents in the regard of safety in the classroom, masks, and mandated testing. Additionally there are board members who want to create race issues when none exist and want to blame the administration for perceived issues.

125	Covid	9/2/2021 6:08 AM
126	Equity issues, student behavior issues, and vaccination issues.	9/1/2021 9:09 PM
127	People working job positions that are not qualified for and Admin doesn't seem to get the concept of Seniority or experience; ageism is visible and felt at the school sites. Teachers without the appropriate credentials get promoted due to age or looks.	9/1/2021 9:03 PM
128	The different needs of our campuses. Some are wealthy and others full title one. There needs to be an understanding that one size fits all Does NOT WORK in this district. Pop	9/1/2021 8:43 PM
129	Education in the face of an ongoing pandemic, changing demands from students and parents.	9/1/2021 7:22 PM
130	Keeping what is good in the district while changing what may need to be changed. I worry about throwing out the baby with the bath water.	9/1/2021 7:17 PM
131	A post-2020 world is demanding change and that needs to start with educating our young people. Our district has a reckoning with our students and communities of color and how/what we are teaching and what we are doing to support them. Our superintendent needs to be onboard with making changes in this direction. Also, the evolving nature of education in the 21st century. Covid changed things and forced us to have a grand experiment last year. We need to debrief as a district and really look at our takeaways from it. Business as usual doesn't acknowledge how our kids have changed and how our schools should change, as well. How can and should high school education look today and into the future. I think our superintendent needs to lead this charge and they must be forward-thinking and believe in bespoke education (education tailored to the needs of individual students) I	9/1/2021 7:09 PM
132	Dealing with two board members who are going to be suspicious of anyone that isn't hand picked by them trying to undermine them by doing literally the dumbest things that any elected official could do.	9/1/2021 6:52 PM
133	rampant nepotism	9/1/2021 6:37 PM
134	Staffing Special Ed.	9/1/2021 6:34 PM
135	Making all stakeholders happy and satisfying the needs of all stakeholders.	9/1/2021 6:31 PM
136	low performing schools; nepotism; un-inspired leaders; great teachers burn out; student bullying	9/1/2021 6:16 PM
137	School culture, managing socioemotional struggles of students after the pandemic. Creating community trust and buy in at all sites	9/1/2021 6:16 PM
138	Nepotism	9/1/2021 6:04 PM
139	Clear vision that embraces both the past practices within the district and a path forward that is aware of the culture and needs of all stakeholders. The district has been traditionally conservative to moderate in it's policies.	9/1/2021 5:56 PM
140	Major challenges that confront our new superintendent is the radical left's agenda including Critical Race Theory, offering classes that will splinter students like Ethnic Studies, forced acceptance of alternative life styles and gender reassignment.	9/1/2021 5:43 PM
141	Helping students who have missed a year of growth--personal, social, and academic--as well as threading the needle between public expectations and campus security.	9/1/2021 5:40 PM
142	Handling COVID cases.	9/1/2021 5:39 PM
143	Married People in the District that have special privileges' such as health insurance and position held	9/1/2021 5:33 PM
144	I feel that our district hires leadership based on their friends and their family. I feel that so many of the principals are related to other principals if you are not in the inner circle or the "old boys" club then you are not in this group.	9/1/2021 5:24 PM
145	Economic and racial disparities	9/1/2021 5:23 PM

146	Equal concern for staff, teachers and students. Doing away with CTR.	9/1/2021 5:06 PM
147	We need common sense. That's totally gone by the wayside. We need admin and security to be more present in students' school day. It would be cool for the superintendent to make regular appearances too. Stop hiring family members and buddies. Perhaps hire people who are right for the job instead. Right now, the DO is SO far removed from what actually happens in today's classroom yet they make policies and mandates and testing windows and curriculum choices that make teachers' lives and students' experiences in the classroom miserable. No one up at the DO knows what it's like to be a teacher today. You've been gone too long. Perhaps the new SI could change this a bit. Maybe it's time to shake up the DO?	9/1/2021 4:43 PM
148	Unifying the board	9/1/2021 4:40 PM
149	School principals.	9/1/2021 4:35 PM
150	Ever changing rules about a lot of different topics	9/1/2021 4:30 PM
151	The district is diverse, forward thinking, and community driven.	9/1/2021 4:28 PM
152	██████████ Poor administration. Lots of people who aren't good at their jobs and only were hired because of nepotism.	9/1/2021 4:26 PM
153	School dress codes are disturbing and MUST be addressed. The superintendent must also provide equity to ALL students.	9/1/2021 3:02 PM
154	Handling covid restrictions, balancing student and staff activities to align with covid protocols	9/1/2021 2:52 PM
155	The region's relatively high poverty rate offers a unique set of challenges for any educator. A child's basic needs must first be met to enable him/her to be able to truly focus on school. Deep divisions within the existing board also present challenges.	9/1/2021 2:10 PM
156	A challenge that will confront our new superintendent is adapting to the new environment.	9/1/2021 1:26 PM
157	All the challenges that come with COVID-19 School Closure/Opening, Employee issues regarding vaccination/testing & outside challenges; i.e. meaning issues that arise outside the district that tend to try to influence the district that are problematic.	9/1/2021 11:18 AM
158	Bringing together a toxic Board. Balancing effective education and safety while maneuvering pandemic requirements. Recruiting and retaining quality personnel post-pandemic. Uplifting employee and student morale and motivation in today's environment.	9/1/2021 11:07 AM
159	The AV has many schools that fall under this Superintendents responsibilities. DIVERSITY & INCLUSION would seem to be the most difficult (IMO). I feel we, as a community, are more aligned with Kern County demographics than LACo.	9/1/2021 10:23 AM
160	The lack of respect from the kids.	8/31/2021 6:00 PM
161	The crazy school board! What a joke. They need to get it together for the sake of our children. Make educated decisions not just for a political stance of social justice.	8/31/2021 3:07 PM
162	The safety of our child at school. From my daughter's experience as a freshman, your schools are not safe. There are students roaming around all day. There are fights everyday. The fire alarms are pulled at least once a week (3 times in 1 day this week alone). Teachers don't even react to fire alarms because they are pulled so frequently. There are no consequences for disrespectful children. She has one class that's so loud, she can't even hear her teacher even when he uses a microphone. She has witnessed students disobeying security and other staff daily on campus. The use of inappropriate language (e.g. cussing and sexual content) is so disturbing.	8/31/2021 2:41 PM
163	Equity, inclusion/access, student achievement; student attendance, student discipline (high suspension rates).	8/31/2021 1:25 PM
164	A new Superintendent following a very popular Superintendent of 20 years. Political and community pressure attempting to pull Superintendent in different directions. Continuing the quality educational programs the District has. Engaging parents in their students' education.	8/31/2021 11:26 AM
165	I think the major challenges would be covid and all of the fights.	8/30/2021 8:36 PM
166	The lack of teamwork, respect and collaboration of the Board of Trustees that distracts from moving forward on areas to focus on for improvement and growth. Board members unprepared prior to meeting	8/30/2021 9:44 AM

167	Creating multiple viable learning options that support all family's needs.	8/30/2021 8:57 AM
168	Removing armed deputies from campus. Inclusivity awareness. Campus maintenance.	8/29/2021 12:02 PM
169	Acknowledging and implementing the change needed in how Brown and Black youth are treated compared to their white peers.	8/28/2021 2:34 PM
170	Quality learning environment. East Lancaster and Pete Knight have security issues that go along with poor learning environment	8/28/2021 12:00 AM
171	Getting parents to believe the faculty of whatever school their child may attend have their students success and best interest at the forefront.	8/27/2021 8:40 PM
172	Too many people in the hallways. Too close for comfort	8/27/2021 6:30 PM
173	Communication with students and parents.	8/27/2021 4:33 PM
174	Police remaining on campus Appropriate the correct funding to right demographics	8/27/2021 2:12 PM
175	Nothing.	8/27/2021 1:57 PM
176	They must be against the mandate. Also there is not enough effort put into sport programs to keep kids in-gaged in school and out of trouble. The district doesn't put enough attention on the future of our children. Kids need rationales and goals that make since to them.	8/27/2021 1:11 PM
177	Lack of cultural relevant curriculum and a handful of educators are not committed to providing learning opportunities to students. These educators are in the field to "collect a paycheck" as students communicate. More hands on, career technical opportunities or life skills type curriculum needed to address 21st century skills.	8/27/2021 12:41 PM
178	The completion of Lancaster, Highland, Littlerock, and Eastside athletic stadiums with press boxes, bath rooms, and snack bars.	8/27/2021 12:29 PM
179	General apathy toward education by students and parents. Hesitation to discipline, perhaps because fear of backlash by parents.	8/27/2021 7:45 AM
180	Keeping the community and students safe and informed in this political climate. Honesty and transparency seems to be difficult for many right now. Always remembering we are here for the students as opposed to other motivations.	8/27/2021 6:10 AM
181	If they are willing to communicate with and understand someone's perspective. If they will do something about any upcoming problems.	8/26/2021 11:21 PM
182	notifying staff of covid exposure ASAP, morale is excessively low	8/26/2021 7:20 PM
183	No input.	8/26/2021 6:23 PM
184	There is still more work that needs to be done concerning students in the LGBTQ+ community and other minority group students.	8/26/2021 2:12 PM
185	Current political climate and push for political opinions to work there way into the classroom.	8/26/2021 2:10 PM
186	- the sexism shown in the dress code - students doing drugs - gun safety and overall security - covid-19 and it's variants - getting used to being back at school	8/26/2021 1:36 PM
187	* Extremely low teacher morale * Teacher shortage * A divided school board * Lack of clear communication between DO and boots on the ground (teachers) * School administrative teams who do not accurately represent their school communities (teachers, staff, and students) and who communicate their own biased opinions to DO staff rather than communicate the will of their school community members.	8/26/2021 1:24 PM
188	The unfairness of dress code, the threat of school shootings, the use of fentanyl and other drugs, gender equality, the acceptance of minorities, COVID-19 and it's variants, the mental health of students and teachers, etc.	8/26/2021 1:21 PM
189	The contentious school board. School board members that use their position as a platform for other agendas and not to support the goals and vision of the district. Impact of the pandemic on the system and maximizing opportunities to think differently	8/26/2021 1:01 PM
190	Political agendas. Defund/remove the deputies on our campuses; easier on discipline of children, particularly those of minorities; gender fluidity and modification of activities and	8/26/2021 12:56 PM

	facilities to accommodate those students; COVID and return to classrooms	
191	The district is not as innovative and progressive when it comes to student discipline.	8/26/2021 11:47 AM
192	Adapting staff at all levels to the changing demographic of the Antelope Valley, addressing historical/current social issues most notably issue that center on race and ethnicity, and ensuring equitable distribution of resources.	8/26/2021 11:36 AM
193	Non cooperation or to different ideals.	8/26/2021 11:18 AM
194	School board members who are out to get anyone who does not think as they do; Need more opportunities for students in the trades/ "blue collar" industry	8/26/2021 10:48 AM
195	There is sometimes a disconnect between what students want and what much older and more powerful community members expect from their local schools. The new superintendent will have a responsibility to meet the needs of the current student body, and not cater to those who pine for the "good ol' days."	8/26/2021 10:13 AM
196	Our new superintendent will face challenges that have occurred as a result of the pandemic. Distance learning appears be an intrinsic part of schooling as attendance to school becomes more sporadic in nature. The superintendent will need to spearhead a culture and mindset that fosters flexibility among staff and students so that all parties can adapt to uncertainty and change. The new superintendent will need to asses the equity needs of each school site. He or she will have to probe deeply to see the issues that prevent certain groups from achieving. Site leadership must be held accountable for student performance and lead in the areas of motivating and incentivizing teachers and students. Site leaders who are not willing to adhere to district goals and objectives should consider other employment options.	8/26/2021 10:04 AM
197	Covid protocols, vaccinations and testing.	8/26/2021 9:59 AM
198	The transition back to in-person learning. Adequate staffing and clear protocols for dealing with the ongoing COVID pandemic. Quarantining of students and staff is a huge challenge to continued learning. Adherence and follow through with all the guidelines-changing/unclear guidelines.	8/26/2021 9:58 AM
199	the dress code (students like to wear short skirts, crop tops, ans torn jeans/shorts)	8/26/2021 9:35 AM
200	-standing up against the unnecessary state and county mandates with Covid, Curriculum, and things that have NOTHING to do with education like CRT -ensuring students and staff are safe by increasing security and law enforcement presence on all campuses -fixing the horrible lack of communication teaching staff receives from the District Office -District wide lack of discipline one campuses	8/26/2021 9:21 AM
201	A lot of fragmentation in our society in general	8/26/2021 8:59 AM
202	being inclusive as well as navigating those that refuse to accept the current state of needing to have have mandates regarding masks to reduce covid exposure	8/26/2021 8:58 AM
203	Engaging students still in COVID learning mode and attendance, distance learners, classroom size, teacher and staff retention, parent engagement, operational budget after 2021-2022. Support of extracurricular activities and athletics.	8/26/2021 8:57 AM
204	Race and Equity in teaching staff, student/parent confidence, culturally relevant teaching strategies, disproportionate disparities in discipline, Race Relations and adult to student racial harm without consequence.	8/26/2021 8:53 AM
205	Covid, Salaries, Safety, staffing (we need more!)	8/26/2021 8:53 AM
206	Nepotism Reforming accountability with employees.	8/26/2021 8:52 AM
207	Student inequities.	8/26/2021 8:47 AM
208	COVID recovery and plans moving forward, the mental health of students, the mental health of TEACHERS/staff. Racial injustice among the community and the effects on the students, graduation rates, drop-out rates	8/26/2021 8:03 AM
209	Safety issues in schools and un motivated teachers	8/26/2021 7:40 AM
210	Higher up Leadership that is disconnected from the staff. Large school populations. Fights on campuses. Lack of serious and effective social emotional learning post pandemic. Disconnect and broken emotional staff members returning from a pandemic with intense grief and loss.	8/26/2021 7:12 AM

211	The Pandemic poses a great challenge.	8/26/2021 5:39 AM
212	forcing discipline among the problem kids who use the system to their benefits. Challenging teachers to be passionate educators.	8/25/2021 8:04 PM
213	Pues principalmente saber que cada uno trae su manera de trabajar, pensar, resolver dificultades,etc.	8/25/2021 6:00 PM
214	adjusting to the post-covid school system... It appears things will never be the same. I expect teacher shortages to continue as demands on the job figure to only increase. The simple fact is there are considerably more requirements for the job than three decades ago.	8/25/2021 5:47 PM
215	Handling Covid outbreaks. School security	8/25/2021 5:07 PM
216	Maintaining a vision of students first - not board or staff	8/25/2021 4:31 PM
217	Student engagement, teacher shortage and morale issues, communicating frequently with staff at sites	8/25/2021 4:23 PM
218	Lack of inclusiveness with diversity	8/25/2021 3:06 PM
219	Corruption	8/25/2021 2:50 PM
220	Meeting the needs of the diverse student population.	8/25/2021 2:30 PM
221	Ensuring safe return to campus in the midst of a pandemic.	8/25/2021 2:29 PM
222	keeping track of what is necessary	8/25/2021 1:43 PM
223	Teacher quality. Teachers who are willing to become fluent in 21st century learning. Involving parents/families.	8/25/2021 1:40 PM
224	discipline concerns, implementing positive approach to handling discipline	8/25/2021 1:30 PM
225	Schools violence	8/25/2021 1:26 PM
226	COVID-19 cases identified on campus and vaccination status of students & staff	8/25/2021 1:02 PM
227	Leading so many employees, parents, and students in a meaningful and personal way.	8/25/2021 12:41 PM
228	Drama, it's my first year on campus as a sophomore, and from what I've heard and seen, there have been fights almost everyday.	8/25/2021 12:35 PM
229	Covid response. Student & staff safety from weapons brought on campus. Student fights. Too many students at each site. Security's hands are tied as far as any kind of discipline of students caught out of class, and/or causing trouble on campus.	8/25/2021 12:32 PM
230	Proper attention Black student needs; academic, social, emotional, cultural. This has already plagued the district, as indicated by academic success rates and suspensions and expulsions. The challenge will be in the fact that this is an adult problem, not a child problem.	8/25/2021 12:29 PM
231	Making sure all schools are safe. Teachers need to step up not just show up. All sports, clubs, music programs are just dead with no support from the district. the new person will be confronted with many challenges that need immediate attention in order to save our future "children" if that does not matter to anyone in your school district then we are all just showing up hoping for the best we can no longer continue like that.	8/25/2021 12:14 PM
232	COVID is going to be a long-term issues, and we must figure out how best to meet students' academic and social emotional needs for the long term. I think equity is going to be a major issue too. I have noticed a stark contrast in offerings at wealthier/whiter schools, which have many languages offered and more advanced courses, versus other schools like Lancaster.	8/25/2021 12:12 PM
233	COVID out blake in the district	8/25/2021 11:52 AM
234	COVID issues; trying to keep students in school, budget, etc...	8/25/2021 11:50 AM
235	The chaos that is our world and the negativity about all things. It seems people will turn a positive into a negative whenever and wherever they can. Dr. Vierra has been a great leader and helped us all to learn how to keep the world in proper perspective.	8/25/2021 11:37 AM
236	COVID-19 safety protocols, acknowledging all diversity on every campus, effectively.	8/25/2021 11:27 AM

237	Loving kindness and godly fear transparency	8/25/2021 11:18 AM
238	Contact tracing for covid	8/25/2021 11:03 AM
239	Complexity of the needs of the families and creating a welcoming community	8/25/2021 10:59 AM
240	Recruiting, hiring, and retaining qualified staff. Helping teachers, students, and parents (Student families) adjust to in-person learning. Implementing COVID-19 protocols while maintaining a positive learning and working environment.	8/25/2021 10:58 AM
241	Again inclusivity, some members of the board, Covid, element of some employees not wearing masks. Doing Covid test ON CAMPUS to ensure the validity of the test. Making sure our students don't fall through the cracks.	8/25/2021 10:43 AM
242	There are many challenges: poverty, latch key kids, crime, foster children	8/25/2021 10:37 AM
243	Educators unqualified and unwilling to enlist parents in assistance with academic success. Apathy is the enemy on all fronts.	8/25/2021 10:29 AM
244	Hiring enough staff to meet the needs of the students.	8/25/2021 10:25 AM
245	Current board members who are not willing to put the students first before their own benefit. for example [REDACTED]	8/25/2021 10:16 AM
246	-Disparities between the performance outcomes of students across the various schools. - Meeting the social/emotional needs of students in lower income areas. -Increasing student buy-in of things that are important but that they may not have been truly exposed to like community service and the ability to communicate with others in a safe and effective manner. - Staffing for impacted areas and impacted times of classified employees! (IS clerks, guidance during registration, etc...) Sometimes employees work without compensation because they care about their jobs and students. There should be compensation measures or additional staffing during these times.	8/25/2021 10:08 AM
247	Continuity of education through difficult times such as COVID, campus safety.	8/25/2021 10:02 AM
248	We still have issues with disproportionality in our discipline and treatment of students. I feel we need to put more tools in the hands of our administrators who are working with students.	8/25/2021 9:51 AM
249	Covid, new administrators, especially at the DO, and board members that are not for the community or students.	8/25/2021 9:48 AM
250	Divided Board of Education. Individual will need to building relationships with board and leadership. Knowledge and understanding District community and culture. Politics and COVID-19.	8/25/2021 9:34 AM
251	New curriculum that promotes political agendas rather than molding kids to think for themselves and best prepare them for college. Making sure this new gene therapy is not issued to children if there are know adverse side affects.	8/25/2021 9:23 AM
252	Leadership that will not put students first.	8/25/2021 9:22 AM
253	The major challenges is trying to get our kids an education.	8/25/2021 9:12 AM
254	1. How to hold off the crazy radicals that want to burn the district and community to the group in the name of social justice and "equity." 2. How to implement Sacramento and LACO laws & regulations without completely destroying any hope of a decent education and community to live in. 3. Just because Sacramento wants to implement an awful program doesn't mean the district needs to adopt said awful program even before the deadline. If the superintendent won't stand up for what's right then you all deserve Ruffin because at least she's forthright about her intentions.	8/25/2021 9:07 AM
255	We must find an individual that will have an open door to all stakeholder groups.	8/25/2021 9:06 AM
256	Learning how to lie well enough to hide the real reasons why California is ranked 49th in the country k-12 academics. Protecting inept teachers and decisions, following politics regardless if it harms students and bowing down to the TU. There is no real purpose for a superintendent they are overpaid puppets. Tax payers like myself want change in schools, to the curriculum, to the nonsense that has overshadowed our common sense.	8/25/2021 9:06 AM
257	We need better communication in all levels of staff. Many administrators do not know what many classified staff have to deal with on a daily basis.	8/25/2021 9:04 AM

258	School staff feel undervalued by the district. We just spent over a year doing virtual learning and what did we receive for keeping the ship afloat? Nothing. We just worked what could be argued as the most difficult year in education within the past few decades and got zero appreciation.	8/25/2021 8:59 AM
259	Being compared to previous superintendent.	8/25/2021 8:57 AM
260	NA	8/25/2021 8:56 AM
261	Dealing with negative or wrong information about what our district actually offers our schools, staff, students in their education and extra curricular activities.	8/25/2021 8:53 AM
262	Pushback from certain board members. Lack of parent involvement and discipline issues from low socioeconomic students.	8/25/2021 8:46 AM
263	Our new superintendent will be challenged to unify our school communities, assure parents and students of school safety, and manage unprecedented budget and program challenges.	8/25/2021 8:44 AM
264	COVID, vaccines, restrictions, etc. Also, following in the shoes of a previous beloved superintendent.	8/25/2021 8:40 AM
265	COVID Response and achievement gaps for foster youth, students at continuation schools, probation youth, EL students etc. Also sensitivity and awareness of the population in the AV, the community, racial/social justice issues.	8/25/2021 8:37 AM
266	Covid protocol, social emotional well-being of students and staff, continued staff concerns	8/25/2021 8:31 AM
267	CRT inclusion, Poor test scores	8/25/2021 8:27 AM
268	The challenges will be the education part of the pandemic. Because it hurts our community and students. Meaning the low-income communities, which is usually the Spanish speaking, or English learning communities. In addition, not forgetting the safety of our students on a day-to-day basis. Also focusing on the faculty community and showing diver's faces, as restructuring the hiring process and leaving out nepotism, discrimination and favoritism. And allowing the real qualities of an individual to supersede landing the job.	8/25/2021 8:24 AM
269	quality of teachers, lack of subs, negative effects of not suspending & expelling students (fights & drama on campuses), concerns about COVID, negative effects of distance learning (students behind in credits, gaps in learning), need for increased mental health supports	8/25/2021 8:23 AM
270	The liberal ideology that is pushed through all the world and especially of Los Angeles County. To gain the hearts and minds of our vulnerable youth by propagandizing our students in the religion of Secular Humanism and countless ungodly agendas. We need a superintendent that will fight well against evil.	8/25/2021 8:21 AM
271	A post-pandemic world and the lingering fear. The lack of care and concern by many parents of our students.	8/25/2021 8:15 AM
272	The major challenges I see are high stake testing, curriculum, and instruction; funding, and many more.	8/25/2021 8:13 AM
273	Navigating the board and filling HUGE awesome shoes taking Dr. Vierra's place.	8/25/2021 8:09 AM
274	Crazy board members and parents...	8/25/2021 8:09 AM
275	Learning loss due to Pandemic; increase rigor; college acceptance rates; social and emotional health; changing/altering expectations of student success and student behavior	8/25/2021 8:06 AM
276	PERSONALITIES! So many long standing relationships, alliances and passionate people can make for a challenging take over.	8/25/2021 8:05 AM
277	Helping our students meet standards so they are prepared for college both academically and socially.	8/25/2021 7:55 AM
278	Covid, making up for loss of education during distance learning.	8/25/2021 7:55 AM
279	Being able to connect to all stakeholders and continue to create bonds in the community with our educational institutions.	8/25/2021 7:55 AM
280	COVID time and Vaccine issues	8/25/2021 7:53 AM

281	I do not see any major challenges for the next Superintendent, I believe that the next Superintendent will be the best and will deal with everything as perfect and as efficiently as possible.	8/25/2021 7:50 AM
282	Based on the above answer, I do not see an major challenges moving forward. As our nation and state are not out of the Covid pandemic, this is one area that we require a Superintendent to remain flexible while maintaining our districts positive outlook.	8/25/2021 7:46 AM
283	lack of cleanness in the rooms and campuses	8/25/2021 7:45 AM
284	Teacher shortages, class size, competitions of charter schools,	8/25/2021 7:45 AM
285	aljsflsdjfljs	8/25/2021 7:37 AM
286	AVID run amuck. Racial "equity" creating systemic racism. Woke-ism	8/25/2021 7:33 AM
287	The major challenge for a new superintendent will be to unite the different factions on the board and steer the district towards a post covid future.	8/25/2021 7:32 AM
288	I'd like for him or her to review and analyze all departments, especially HR and it's hiring processes. There is a lot of blatant nepotism in this District.	8/25/2021 7:24 AM
289	Special Ed issues. Infighting from the Board.	8/25/2021 7:23 AM
290	Lack of support for SPED staff.	8/25/2021 7:21 AM
291	There is an insidious presence within our system that will roil just beneath the surface, causing continuous disruption to genuine leadership.	8/25/2021 7:20 AM
292	Teacher shortage, non-compliance with public health and safety guidelines	8/25/2021 7:18 AM
293	The divided board.	8/25/2021 7:16 AM
294	Fragmented lines of communication, some apathy (particularly post-pandemic)	8/25/2021 7:16 AM
295	Leadership does not always know the legal aspects of everyone's job. Refusal to obtain appropriate personnel to best meet student's needs in special education and with service providers. There is lack of discipline for students who are not in class and for inappropriate behaviors such as fighting, speaking to adults disrespectfully, using inappropriate language etc.. One of the administrative staff openly stated that he didn't want to leave a meeting even though it was over because he didn't want to have to break up any fights in between passing period. This individual stated that he would stay and pretend to work. This is concerning and does not make me feel like our students and staff have adequate leadership. Staff trainings/meetings are not always used for the purpose they are intended. I've been in department meetings where the topic veered towards nothing that had to do with the agenda and purpose of the meeting (e.g., complaints about students/parents/staff, personal matters that should not be discussed at work etc...)	8/25/2021 7:16 AM
296	Dealing with racial tensions, safety issues, and teacher resources	8/25/2021 7:06 AM
297	Board politics and false narratives surrounding the blaming of the schools themselves for existing racial inequities and the way we address the needs of all our students.	8/25/2021 6:59 AM
298	2 board members	8/25/2021 6:57 AM
299	- Honoring SEL and meeting the needs or BIPOC and the LGBTQ+ community - the board not making decisions that reflect the needs or desires the community - lack of resources	8/25/2021 6:45 AM
300	Recruiting and retaining the best-qualified teachers, especially, more experienced student counselors.	8/25/2021 6:41 AM
301	Changing demographics	8/25/2021 6:40 AM
302	Pandemic related problems	8/25/2021 6:33 AM
303	I truly believe a major challenge will be the bridging the rift/separation between all demographics and groups that seems to be growing within our community and society. This challenge saddled with education of parents of how to raise, set expectations, and hold themselves and their students accountable for their children/students education.	8/25/2021 6:19 AM
304	Blatant and subtle racism; continuous nepotism	8/25/2021 6:16 AM

305	The number of under achieving black and hispanic students.	8/25/2021 6:07 AM
306	The attitudes of teachers, the conditions of our schools and adjusting to COVID protocols.	8/25/2021 6:07 AM
307	Vaccine mandates, employee compensations, educators needing/ wanting more of a voice about pay/ protocols/ time off	8/25/2021 5:42 AM
308	Not getting caught up in the ever-changing politicizing of education and focus on enabling the teachers and staff to educate students so that they can contribute to society, regardless of whether they go directly into the work force, community college, or a four-year university.	8/25/2021 4:22 AM
309	Need to bring up the overall quality of schools in the area. High quality academic instruction... as a parent, I looked up the school scores on Greatschools.org.. and this area doesn't show highly.	8/25/2021 2:16 AM
310	Lack of accountability for bad parents and problem students	8/25/2021 1:05 AM
311	Balancing the needs of students against 1) Board members who have personal agendas, 2) marginal employees, 3) pressure from constituent groups.	8/24/2021 11:31 PM
312	Finding ways to provide meaning, relevant programs in today's fast paced world that will engage young learners. Managing COVID Creating a culture of trust	8/24/2021 11:14 PM
313	Students far below grade level. Students disengaged. Inability to get quality teachers in math/special ed/science. Large class sizes.	8/24/2021 11:08 PM
314	Mandating masks. Don't	8/24/2021 11:02 PM
315	Multiculturalism is not up to par as of yet.	8/24/2021 10:51 PM
316	Overcrowded classrooms. Terrible drop off and pick up traffic. Not enough security on campus.	8/24/2021 10:44 PM
317	dealing with COVID 19	8/24/2021 10:39 PM
318	Campus atmosphere/ safety	8/24/2021 10:38 PM
319	Focusing on rules and instructions	8/24/2021 10:36 PM
320	Covid 19 or delta variant due too none testing on campus	8/24/2021 10:26 PM
321	The country is divided, the city is divided he or she is going to have a hard time uniting opinions	8/24/2021 10:21 PM
322	the children in schools	8/24/2021 10:12 PM
323	It's in the Antelope Valley	8/24/2021 10:07 PM
324	Better autism flexibility	8/24/2021 10:07 PM
325	Poorly executed Covid protocols which puts our children at risk when teachers don't enforce masking.	8/24/2021 10:06 PM
326	Not much care for the kids that are not college bound - unrealistic expectations that everyone is going and at the same time giving the kids at the bottom nothing they can use.	8/24/2021 10:06 PM
327	COVID	8/24/2021 10:01 PM
328	Racial disparities. COVID-19 and the political conflict behind masking and vaccinations. Lack of equity for special education and Black students.	8/24/2021 9:54 PM
329	Liberal LA county Agenda, against most parents values	8/24/2021 9:49 PM
330	There is a shortage in all areas of education. From district offices to school sites. Our new superintendent will be challenged with putting the right teams in place to make our district appealing to new management, certificated and classified employees.	8/24/2021 9:45 PM
331	Jejjd	8/24/2021 9:36 PM
332	Getting the teachers back to teaching instead of forcing the kids to learn on their own- just like in Zoom school.	8/24/2021 9:35 PM
333	Communication relations	8/24/2021 9:32 PM

334	dealing with teenagers not learning the right way	8/24/2021 9:29 PM
335	Funding for sports programs; handling federal ideals such as critical race theory, which we do not support; not blindly aligning with popular beliefs or the "thought of the day" when it doesn't benefit the students.	8/24/2021 9:01 PM
336	na	8/24/2021 9:00 PM
337	Being able to get rid of unqualified teachers or staff & administrators.	8/24/2021 8:52 PM
338	we dont have any mobility to go to classes faster than walking	8/24/2021 8:51 PM
339	Academic downfall re: closure	8/24/2021 8:40 PM
340	Political stance	8/24/2021 8:39 PM
341	Drawing a line in the sand and sticking to it. Let too many Special Education Parents dictate how things are going to be. They mention the word lawyer and they are given anything they want.	8/24/2021 8:39 PM
342	The challenges that a new superintendent will face, will be challenges with race, gender, and economic inequalities.	8/24/2021 8:38 PM
343	The political pressures of Covid mandates and CRT. The superintendent must lead by example, not conform and bow. If they make a decision, it should be based on fact, common sense, and good judgement.	8/24/2021 8:38 PM
344	The shuffling of administrators. Please stop. It's so ineffective to have a new admin team every other year. And all of our sites and programs should be valued. Admin, teachers, staff, and STUDENTS should not feel less than just because they go to a certain school.	8/24/2021 8:37 PM
345	A divided school board. The social and political climate of this Valley, this state, and this country.	8/24/2021 8:34 PM
346	The many fights taking action at school	8/24/2021 8:31 PM
347	too much main stream politics . pandemic is not priority. Safety is not priority. School cleanliness has NEVER been a priority. Racism openly exists and is tolerated!!!! How on earth is that still a thing in this day and age!!! Elitism is apparent. Make a difference. Get more kids to college! Raise the bar. Promote health. Be a leader. Health first! Not hugs & kisses & pleasing ppl.	8/24/2021 8:30 PM
348	Nepotism among the administrators and an absence of people of color in teaching positions.	8/24/2021 8:19 PM
349	Our board	8/24/2021 8:17 PM
350	Diversity. Many of our leaders, especially principals, are white males. Although excellent in their jobs they do not reflect our student body. Our students could be served better if they have leaders who look like them and can relate to them.	8/24/2021 8:17 PM
351	Dealing with others personal agenda Maintaining fairness Finding ways to make something work for students that can be challenged by others, politics, and finances.	8/24/2021 8:17 PM
352	Answering questions that we don't have the answers to?	8/24/2021 8:14 PM
353	Unsanitary schools including staff	8/24/2021 8:12 PM
354	Issues over race and dealing with the victim mentality, keeping schools open during COVID, and dealing with parents who do not want to be responsible for their students behavior. Keeping police officers on each campus which is vitally necessary.	8/24/2021 8:11 PM
355	Addressing and preparing teachers to accept, teach, & understand diversity. Acknowledging, appreciating, and encouraging children from minority backgrounds. Managing racial unjust. Making sure students are given rigor as to be able to compete w/other students academically outside of this area.	8/24/2021 8:11 PM
356	Lack of innovation and funding	8/24/2021 8:06 PM
357	Not enough supervision in the schools, they're a lot of fights in the schools everyday.	8/24/2021 8:05 PM
358	covid	8/24/2021 8:04 PM

359	Schools are overflowing with students and not enough experienced qualified teachers to reduce overcrowding and lack of one-on-one technology.	8/24/2021 8:03 PM
360	Nepotism cronyism...it's been a "good ol boys" district for too long. My Principal hired her husband after telling other teachers to help her get rid of a teacher so she could do so...then gave him all the extra-pay assignments.. NO other district would tolerate this... our contract was not negotiated.. it was signed over lunch by high school buddies in power now.. the district needs a complete overhaul	8/24/2021 8:00 PM
361	Supporting freedom of choice, nepotism, retaining students as other opportunities for education arise.	8/24/2021 7:58 PM
362	Lack of parental involvement, lack of student motivation	8/24/2021 7:58 PM
363	Being able to separate politics from education.	8/24/2021 7:57 PM
364	Communication with parents	8/24/2021 7:57 PM
365	Covid and students safety	8/24/2021 7:54 PM
366	Logistics in juggling misinformation and maintaining regular class curriculums	8/24/2021 7:54 PM
367	The prevailing pandemic situation	8/24/2021 7:54 PM
368	Updating the schools. Many schools are dirty and dated looking that could easily be fixed with a paint job. AV High and Quartz Hill show the lack of pride throughout the district.	8/24/2021 7:51 PM
369	How to deal with COVID.	8/24/2021 7:47 PM
370	The Covid outbreak. As a parent I don't feel safe. My whole family got Covid from my daughter attending school her first week. It has been such a battle trying to fight this sickness.	8/24/2021 7:47 PM
371	Inequality and a whole lot of nepotism	8/24/2021 7:45 PM
372	managing schools during COVID. Setting up Short term independent study for students. Keeping teachers and students safe.	8/24/2021 7:45 PM
373	Being surrounded by incompetent support/ having to deal with the trash that believes in critical race theory	8/24/2021 7:43 PM
374	Parents and the inability to think outside the box.	8/24/2021 7:42 PM
375	You pass high school kids on with dismal grades. It's horrible	8/24/2021 7:41 PM
376	Covid restrictions set by LA County. Possibly over enrolled due to student excitement from distant learning.	8/24/2021 7:41 PM
377	Severe lack of ethnic and racial diversity amongst staff, ESPECIALLY teachers despite the large diverse community of students. Extremely unrealistic dress code enforced to the fullest degree by teachers with preconceived bias and stereotypes. We live in the desert. It's hot and unrealistic for anyone to believe students are not going to dress accordingly. On top of that, teachers whom enforce the dress code make students feel uncomfortable about their appearance while doing so. History classes are taught from the white perspective. Students are not being educated on other important aspects of history, only on the historical events that Europeans/white people partook in.	8/24/2021 7:39 PM
378	COVID19, addiction among students and offering emotional support to student as well.	8/24/2021 7:36 PM
379	Covid impact to daily operations	8/24/2021 7:33 PM
380	Continuing issues with school safety (maintenance is poor-, not enough desks, books, laptops, broken lights, not enough bathrooms, class sizes), too much change year from year in terms of pedagogy. We seem to keep looking for the next best thing and it fails to deliver.	8/24/2021 7:32 PM
381	I believe there is a new law stating that high schools can no longer start before 8:30am. This will be interesting to see how this change is handled. I think it would benefit students immensely, so I hope it is successful.	8/24/2021 7:31 PM
382	Covid learning loss, massive teacher shortage, low employee morale, high student mobility.	8/24/2021 7:28 PM
383	2 out of the 5 Board members and the Cancel the Contact group in the Community.	8/24/2021 7:27 PM

384	Smaller class sizes, better salaries and benefits for teachers.	8/24/2021 7:22 PM
385	Meeting Staff and Students needs in Special Education. Providing more staff in this area. Better pay for classified staff in Special Education with Associate Degrees, so they stay and are not looking for the next best thing. This may encourage many of them to stay, want to be Special Education Teachers. Let build them up so they want and can afford to stay with us. I think many of them don't feel valued. For Teachers keeping classified for the extra hour in the classroom is a huge support. However, many of my co-workers don't even have an aide or at least full time aide. Please help us so we don't all burn out!	8/24/2021 7:21 PM
386	Effective communication, entitlement, size of district, equity	8/24/2021 7:19 PM
387	Drugs in schools/fights	8/24/2021 7:14 PM
388	Status quo. The hostility between the board members. The inability to fix personally problems.	8/24/2021 7:08 PM
389	There are a lot of political pressures that don't necessarily reflect our actual community, yet groups are trying to draw our district into the dysfunction. We need a leader who is a good listener, but that doesn't entertain myths unrelated to us	8/24/2021 7:07 PM
390	I feel that having enough teaching staff and some schools need major facility improvements.	8/24/2021 7:07 PM
391	People being hired by who they know.	8/24/2021 7:05 PM
392	Learning loss. Low graduation rates. Access to classes across schools are not equitable.	8/24/2021 7:03 PM
393	COVID-19 crisis.. Keeping our children safe	8/24/2021 7:02 PM
394	Addressing the concerns of teachers and support staff.	8/24/2021 7:01 PM
395	We have a majority latino and black population and we need the negative stereotypes left at home. Its time to teach true history and empower children if color to be great.	8/24/2021 7:00 PM
396	Cultural inclusivity and awareness of diversity for students, staff and community stakeholders. After effects of the pandemic and distance learning. Impact to mental health of students and community due to pandemic. Keeping up the technology demands. Addressing needs of our diverse learners in special needs programs.	8/24/2021 7:00 PM
397	■■■■ teachers and disorganized site leadership	8/24/2021 6:59 PM
398	Demographics, poverty in certain areas, foster youth.	8/24/2021 6:58 PM
399	Classes and work?	8/24/2021 6:56 PM
400	Not sure	8/24/2021 6:55 PM
401	Pandemic and it's affect on all parts of edu system, student, teacher, and employee morale.	8/24/2021 6:55 PM
402	Lack of parental involvement and Student Apathy. Students and Parents shifting blame of all their issues to " institution" of education, meaning, school, teachers etc. Instead of taking responsibility.	8/24/2021 6:55 PM
403	Staying up with the increasing demand for more applicable student technology in the classrooms	8/24/2021 6:54 PM
404	Scrutiny from certain board member(s). Political attacks. Inherited civil rights accusations.	8/24/2021 6:54 PM
405	Students trying to recover from virtual school years.	8/24/2021 6:54 PM
406	Student equity Funding Good retention of effective employees...a good combination of new and old staff	8/24/2021 6:53 PM
407	Parking spaces or places for parents to stay while dropping off and picking up kids. Especially kids with disabilities. Their should be designated parking space for disabled kids parents to park.	8/24/2021 6:53 PM
408	Safety for the students on and around campus.	8/24/2021 6:52 PM
409	communication between the district and teachers. Teachers seem to be the last to know new information. Being more timely in making decisions and getting information from parents Selecting principals who know what they are doing and are not afraid to make decisions	8/24/2021 6:52 PM

410	Covid19 and keeping staff and students safe. Curriculum to serve the minority student population. Highly qualified staff and staff that is motivated to work and work together. Having more courses for students that are not A through G.	8/24/2021 6:51 PM
411	The major challenge that will confront our new superintendent is the issue of race and equal treatment of all students. There is a battle taking place between many parents and certain board members, and everyone else. While I do not dispute the fact that some black students are unfairly treated, it is not a reason to refer to the District as "racist". These individuals are using the treatment of some black individuals as reason to brand others as "racist" in an unjust manner.	8/24/2021 6:51 PM
412	Reaching those parents who don't have internet / phones/ etc the information they need for those students	8/24/2021 6:50 PM
413	Deciding when to follow county and LAUSD mandates that make sense for us and when to apply reasoning given we're geographically and politically separate from them. Communication with employees and families has improved in the past year and must continue to get even better.	8/24/2021 6:50 PM
414	COVID, community	8/24/2021 6:49 PM
415	The superintendent needs to make students accountable for their actions in a political environment that wants to allow students to get away with too much. He/she needs to "hold a line" that should be the SAME for everyone. Students need to know that there are consequences for actions in order to set them up for success in life.	8/24/2021 6:49 PM
416	Moral within the staff and some administrators seem negative	8/24/2021 6:48 PM
417	Accountability and Transparency	8/24/2021 6:48 PM
418	COVID / racism	8/24/2021 6:47 PM
419	Nepotism and Favoritism in Hiring Practices	8/24/2021 6:47 PM
420	Replacing a president that destroyed the trust on campus .	8/24/2021 6:45 PM
421	How to keep the students engaged in the learning process with all the technology at their disposal	8/24/2021 6:45 PM
422	To stay non-political and teach academics And not be involved with critical race theory and other racist policies	8/24/2021 6:45 PM
423	The biggest challenge I see is improving the support for Quartz Hill HS school counselors. They seemed to be extremely stressed with the student to counselor ratio. The front-end staff is amazing, but seem to struggle getting the support from counselors to assist parents.	8/24/2021 6:44 PM
424	Two members with personal agendas that outweigh district and student success.	8/24/2021 6:44 PM
425	Ability to concentrate on educating children in the District rather than political indoctrination.	8/24/2021 6:43 PM
426	Unprecedented rise of fights, threats, rumors of threats, social media, victims of school bullying and physical assaults, delayed response from school personnel in breaking fights, lack of or poor security in campus, lawsuits from parents of victims of school violence, decline in trust of school officials, schools negligence to protect the lives of children, decline in preserving the reputation of schools as "safe schools", daily reoccurrence of fights, inappropriate use of cellphones to send inappropriate images in school, pressure from community, and violations of minor children privacy rights in all schools right now,	8/24/2021 6:43 PM
427	██████████	8/24/2021 6:42 PM
428	Keeping the district united.	8/24/2021 6:42 PM
429	Police on campus	8/24/2021 6:41 PM
430	Bridging the gap and offering a school system that both challenges those on the upper end and reaches out to those on the lower end is critical.	8/24/2021 6:41 PM
431	Covid policy, transfer regulations, inclusion	8/24/2021 6:40 PM
432	There is so much nepotism and cronyism in this school district. Each school is filled with Instructional Partners and coordinators who enjoy period releases and do little to nothing.	8/24/2021 6:40 PM

433	The current politically charged climate with the current board of trustees, community members and other organizations. Our next superintendent needs to know our community and build from within.	8/24/2021 6:40 PM
434	Constant equity battles with out very diverse population	8/24/2021 6:39 PM
435	The service/achievement gap, discrepancies with black students,	8/24/2021 6:39 PM
436	Politics	8/24/2021 6:38 PM
437	Bringing real libraries back after Dr Viera's pompous notion that he never used a library so our students didn't need them and turned the libraries into student lounges. Also putting up with the board after what it turned into.	8/24/2021 6:38 PM
438	Keeping the bar high while fighting off the obstacles preventing in-class learning and valuable extra curricular activities.	8/24/2021 6:36 PM
439	1. Past Board issues and problems that are affecting us currently. 2. COVID Issues. 3. Safety on school campuses. 4. How hiring in our District is sometimes based on who you know, not what you know. Many unqualified people are hired in this District for a variety of jobs and they only get hired because their relative works for the District. Then when they don't perform up to standards, people look the other way. It happens on all levels, from Custodians up to Admin Staff. We all know it happens and everyone talks about it, but nothing seems to ever change.	8/24/2021 6:34 PM
440	COVID protocols Bullying in person and online Homelessness Foster youth challenges Prejudice within the schools	8/24/2021 6:31 PM
441	Violence in schools, discipline issues, student safety from other students in the school, teacher retention	8/24/2021 6:31 PM
442	Covid variants, frustrated everyone, high potential kids being mentally checked out, balancing the impact on federal funding with doing the right thing if the time comes	8/24/2021 6:31 PM
443	Breaching the gap between parents/students and administration as well as between teachers and parents/students.	8/24/2021 6:31 PM
444	COVID information, student well being	8/24/2021 6:29 PM
445	You need to have people who's really want to work with the parents to the schools	8/24/2021 6:28 PM
446	C	8/24/2021 6:27 PM
447	Providing an environment for kids to succeed and grow and stay focused	8/24/2021 6:27 PM
448	Working with 2 contentious board members who do not care about the best interests of our students.	8/24/2021 6:27 PM
449	Make sure you do good work for are district and you will be just fine but you have to make sure you make the right choices and make sure they are good. And if not then change the plan and make a different one until it best fits everyone in the office.	8/24/2021 6:26 PM
450	The constant complaints about racism.	8/24/2021 6:24 PM
451	The shifting needs of our district in this current phase of the pandemic and the aftermath which we will be coping with for years to come.	8/24/2021 6:23 PM
452	No mandatory vaccinations, (my body my choice) The non vaccinated need to be heard. For instance my children have already had the covid flue and already naturally have an immunity to it. Getting vaccinated can cause harm to them.	8/24/2021 6:23 PM
453	Dirtiness of schools. That needs to be addressed.	8/24/2021 6:22 PM
454	Critical Race Theory, providing teachers and students with a safe and ideology free environment, so we can do what we love, teaching our area(s) of expertise.	8/24/2021 6:22 PM
455	The ability to lead fairly and equally in terms hiring and promoting faculty and staff members without nepotism and favoritism.	8/24/2021 6:22 PM
456	Getting parents more involved, while understanding that we are a commuter valley. Getting more qualified teachers who love teaching and understand how to reach the diverse student population we have in the AV.	8/24/2021 6:21 PM

457	The racism in the schools	8/24/2021 6:20 PM
458	Health concerns	8/24/2021 6:19 PM
459	Safety in our schools.	8/24/2021 6:19 PM
460	Managing the DEI distractions. Stick to educating children and not on creating social change agents.	8/24/2021 6:18 PM
461	Continuing COVID regulations, under funded schools, politics, and infighting.	8/24/2021 6:18 PM
462	Trying to rebuild community after it's been decimated by negative board members.	8/24/2021 6:18 PM
463	Don't have enough information to say.	8/24/2021 6:17 PM
464	Tackling the issues of Covid-19 impacting schools	8/24/2021 6:17 PM
465	School COVID Safety and student disputes.	8/24/2021 6:17 PM
466	Administration in upper echelons of district that are disconnected from overall goals of district educational outcomes	8/24/2021 6:16 PM
467	The Relationship he will need to have with staff families community	8/24/2021 6:16 PM
468	Consistently adapting to new policies and changes in the education system; addressing budgetary issues and expenditures to help ensure funds are spent responsibly and effectively; creating an alluring environment to bring in new teachers and substitutes to address the upcoming shortage.	8/24/2021 6:16 PM
469	1.Covid 2.Funding as a result of Covid 3.Cultural divisiveness 4.Following a GOAT in Dr. Vierra 5. Rewarding the devoted educators while recognizing the ones that should consider a career change.	8/24/2021 6:16 PM
470	██████████	8/24/2021 6:15 PM
471	It will be hard for them to manage all the things they have to do if they are not used to such a commitment.	8/24/2021 6:15 PM
472	New problems arising	8/24/2021 6:15 PM
473	It would be excellent if they could reach out to parents in regards to questions or concerns. I'll impossible for them to ever call back.	8/24/2021 6:15 PM
474	N/A	8/24/2021 6:14 PM
475	Equity	8/24/2021 6:14 PM
476	Mostly dealing with the COVID issue. How to navigate to make sure that he/she is serving the needs of the majority.	8/24/2021 6:14 PM
477	Covid problems, the safety of our children from drugs, gangs, crazy people in the streets near the schools	8/24/2021 6:13 PM
478	Working in a charged political environment where personal agendas are more important than the students.	8/24/2021 6:13 PM
479	Acceptance, having open communication with the board as well as Union members and all staff.	8/24/2021 6:13 PM
480	Covid	8/24/2021 6:11 PM
481	Nepotism within the district. Poor hiring standards. A non-unified school board	8/24/2021 6:11 PM
482	Mask mandates	8/24/2021 6:11 PM
483	Proper and adequate staffing, changes in COVID protocols, student one to one devices	8/24/2021 6:11 PM
484	The same kind of supportive leadership and visionary	8/24/2021 6:10 PM
485	Making education a priority	8/24/2021 6:10 PM
486	Many schools means many students and staff to think of making decisions.	8/24/2021 6:10 PM
487	COVID vaccine requirements	8/24/2021 6:10 PM

488	Representing students and parents that don't look like him or her. (Demographics)	8/24/2021 6:10 PM
489	There are many pockets of favoritism and cliques within each site and in leadership, creating unequal access to favorable positions and a lack of discipline/correction measures for staff who feel as though the rules do not apply to them. The history of nepotism in the district will be difficult to overcome.	8/24/2021 6:10 PM
490	Being honest with all the families to keep our children safe	8/24/2021 6:09 PM
491	Family relationships (employees) throughout this district	8/24/2021 6:09 PM
492	Kids are still going sick to school when they should stay home.	8/24/2021 6:09 PM
493	Certain schools not getting the same attention as others	8/24/2021 6:09 PM
494	Staffing shortages; distrust of parents that we are keeping their children safe	8/24/2021 6:09 PM
495	COVID-19	8/24/2021 6:09 PM
496	Those students who have no focus on their future career need more help from the school system to find their path	8/24/2021 6:09 PM
497	Changes	8/24/2021 6:09 PM
498	Safety and inclusion.	8/24/2021 6:09 PM
499	Large schools	8/24/2021 6:08 PM
500	Keeping everyone happy	8/24/2021 6:08 PM
501	Employees and Parents	8/24/2021 6:08 PM
502	1. Nepotism. 2. Increasing staff competence. 3. The need to implement more anti-racist and inclusive policies and directives to educators.	8/24/2021 6:08 PM
503	AVID is removing elective opportunities.	8/24/2021 6:08 PM
504	Fights and students altercations	8/24/2021 6:07 PM
505	They need to not be related to anyone currently working in the district	8/24/2021 6:07 PM
506	I think the major challenges will involve school safety as well as keeping the school clean and upkeep such as AC vents, paint, etc.	8/24/2021 6:07 PM
507	Covid	8/24/2021 6:07 PM
508	Maintaining those academies while expanding more career focused opportunities for our students.	8/24/2021 6:07 PM
509	Corona virus pandemic in person learning	8/24/2021 6:06 PM
510	Raising graduation rate and quality education for all students	8/24/2021 6:06 PM
511	If we do online school again or not	8/24/2021 6:05 PM
512	I see that we have a lot of challenges with COVID-19 and students adjusting to change.	8/24/2021 6:05 PM
513	Continued attacks by Board members on equity in the district.	8/24/2021 4:33 PM
514	Currently COVID, if outside then learning the culture of each high school.	8/24/2021 1:53 PM

Q4 What is important for our next superintendent to know about our community?

Answered: 492 Skipped: 1,584

#	RESPONSES	DATE
1	It is a diverse community with a large Hispanic population and African American and needs to employ more staff that can connect with these groups	9/10/2021 2:40 PM
2	Our community is diverse, ever growing and changing. Special attention should be placed to allocating funds to SPED students, STEM, ELL, and LGBTQTI+ students. There should be curriculum that teaches history from the marginalized point of view, places minorities and LGBTQTI+ in a positive light. There should be more trainings for teachers in order for them to spend less time correcting behavior and more time in instruction via collaborative, hands-on projects with a student-centered approach. There should be more positive relationships in students between other schools rather than rivalries and divides.	9/10/2021 2:33 PM
3	We are resilient and demographics have changed since the 90's, time for our administrators and faculty and staff to resemble the community served.	9/10/2021 2:28 PM
4	That we are fierce in our commitment to each other and our community as we are a very "small" big town. Most of us grew up out here and continue to serve and work in our educational community. Our schools are close to our hearts as we went to them as kids.	9/10/2021 2:20 PM
5	We want to do what is best for our students. This isn't the only district I have worked for, and the overall sense of "we are in this together" isn't just spoken here, it was proven in Dr. Vierra's every action. We are all treated as equals, with every person being appreciated for what they contribute.	9/10/2021 2:18 PM
6	We are strong and supportive.	9/10/2021 2:14 PM
7	That our schools have strengthen in opportunities for all students during the past 20 years and need to keep expanding into our current labor market	9/10/2021 2:05 PM
8	As stated in #3 above, a huge learning curve will exist for a newcomer to this district and the local community. It is large in geographic size, student population, and demographic diversity. If this question is referring to the local community of the AV, it is vital that a new hire from outside the area recognize all of this along with the historical pride of the AV dating back many years.	9/10/2021 2:02 PM
9	We want to be involved.	9/10/2021 2:00 PM
10	Feel your way and get to know the area, the great accomplishments the District has accomplished and don't come in like a bull to make the District conform to their ideas and standards.	9/10/2021 11:15 AM
11	What is important is the residents in the community need to be heard. not only one fraction of the community but all. The community wants to see actions behind words.	9/10/2021 11:08 AM
12	be observant and understanding	9/9/2021 6:19 PM
13	Student apathy is disturbingly high. Students' basic skills are deficient (on average), and we are doing nothing to address the issue that will have any effect; no remedial classes, 35 students per class. Admin expect a repeat Algebra class (a class of students who've failed Algebra at least once) to have the same pass rate as a freshman Algebra class, completely ignoring the fact that most of those students don't have the basic skills, motivation, or both to pass that class without extreme support. In short, admin are completely out of touch. Admin will punish teachers for disagreeing with them (even privately).	9/9/2021 9:34 AM
14	Our next superintendent needs to be recognize the diversity in our community and that certain portions of the community may need more outreach and assistance than is currently being offered. Administrators need more professional development opportunities to learn how to lead and be effective communicators with faculty, staff, and community members. Workshops for	9/8/2021 1:34 PM

parents to help support their students and expand their own educational opportunities. Our community needs consistency from the top down. Each school has its own community and culture, but the leadership needs to be consistent in what it asks of each school.

15	We need to be very informed and honest	9/8/2021 9:42 AM
16	He first should have been a classroom teacher. This is crucial to understanding staff problems, He should be familiar with the geographical ethnic makeup of the district, He should be willing to engage with members of the community.	9/8/2021 9:11 AM
17	A person who has lived in the community and who understands the needs of our students. Someone who will fight for our children and not be a willful part of a regime to ignore the needs of students of color. A leader who will not be afraid to stand alone.	9/8/2021 8:54 AM
18	Our community is very diverse, it's important that we are all in touch.	9/8/2021 12:40 AM
19	It is important for them to know that our academic achievement has been curtailed because of the limited thinking from leadership in terms of hiring teachers and administrators that have a desire to teach all of our students. Hopefully they embrace the critical reality that the nepotism in this school district must stop immediately. It is hurting the quality of education we provide.	9/7/2021 8:46 PM
20	Prime care about the community	9/7/2021 8:45 PM
21	We are diverse and we are ready to work together as one for the betterment of all.	9/7/2021 8:27 PM
22	They need to understand the underlying racial issues and inequalities that still plague our students.	9/7/2021 8:15 PM
23	We as one with the community. Good character	9/7/2021 7:20 PM
24	There are many student from many backgrounds with lots of different financial, mental, and educational challenges. You will need to understand everyone's perspective and make a choice that best suits those who need it most.	9/7/2021 7:16 PM
25	Equality for all	9/7/2021 7:11 PM
26	Big divisions	9/7/2021 7:01 PM
27	That our community is diverse and there are many needs that need to be attended to.	9/7/2021 6:05 PM
28	What allows for us to join together and how it can help it out.	9/7/2021 5:59 PM
29	Make decisions based on student learning and community health as the highest priority. Make the tough calls even if unpopular.	9/7/2021 4:54 PM
30	Knowledge of the community, the schools, and the important programs that exist in our community and schools. This is a very large district with a vast diversity. I think I would be very difficult for an outsider to be an efficient leader. With that being said, we need someone with a vision and tools to see it through.	9/7/2021 1:18 PM
31	N/A	9/7/2021 11:33 AM
32	we like change that makes everyone have the same treatment and equal opportunity, we speak out on stuff we don't find right or fair	9/7/2021 11:29 AM
33	Well, we all are connected individuals, we all have each other's backs in a way.	9/7/2021 11:25 AM
34	na	9/7/2021 11:23 AM
35	Communication is key to having a organized community.	9/7/2021 11:23 AM
36	SOAR need more resources and funding (we lack lots of funding for school dances and such).	9/7/2021 11:21 AM
37	People are annoyed and fed up.	9/7/2021 11:21 AM
38	I think it is important fr them to know that we voice our opinions and that if theres an issue we try ti get it fixed.	9/7/2021 11:21 AM
39	It is important to know that our community will not agree with someone if they do something wrong just because they are an adult. If they do something wrong they will be called out for it and would also have to face consequences like anybody else.	9/7/2021 11:21 AM

40	To know that we are here.	9/7/2021 11:19 AM
41	We don't need excessive amounts of incomprehensible work	9/7/2021 11:19 AM
42	Everyone should have the respect to be heard	9/7/2021 11:19 AM
43	everyone deserves to be heard	9/7/2021 11:18 AM
44	It is really diverse and there are a lot of low-income students.	9/7/2021 10:54 AM
45	We have strong diversity.	9/7/2021 10:52 AM
46	I think it is important for them to know about the resources we need.	9/7/2021 10:50 AM
47	It is important for the super intendent to know not all students have a strong support system.	9/7/2021 10:48 AM
48	It is important for the superintendent to know that we are a very diverse community with many people who have difficult economic situations. This is to include workshops or resources which students or guardians can easily access and understand when their native language or dominated language is English.	9/7/2021 10:47 AM
49	Not sure. really	9/7/2021 10:47 AM
50	Is that we are capable people.	9/7/2021 10:46 AM
51	Not everyone is nice.	9/7/2021 10:45 AM
52	Our community is not the best.	9/7/2021 10:45 AM
53	I'm not the person to ask this.	9/7/2021 10:44 AM
54	Knowing that the community is very tight will be important. They will not stand down to any inequality or any unfairness to one of their own	9/7/2021 10:44 AM
55	We are very diverse and many students have many different issues that need to be dealt with in the correct manner.	9/7/2021 10:44 AM
56	I'm not sure	9/7/2021 10:42 AM
57	We are a community of a lot of POC and that is important.	9/7/2021 10:42 AM
58	We all stick together and ask for help if needed.	9/7/2021 10:42 AM
59	That the majority of the students have depression and struggle a lot mentally	9/7/2021 10:42 AM
60	im not sure	9/7/2021 10:42 AM
61	I think it is important to know what the community feels about certain topics.	9/7/2021 10:42 AM
62	Academics isn't the only thing, making connections and having some fun in the right times is needed for all.	9/7/2021 10:40 AM
63	To understand that each site has unique demographic differences.	9/6/2021 6:39 PM
64	It's diversity. Different needs and community expectations exist across the curricular spectrum.	9/5/2021 11:22 PM
65	wsqf	9/5/2021 5:46 PM
66	He should try to take the students opinions into account.	9/5/2021 4:28 PM
67	We are close knit. Most of us have known eachother all our lives	9/5/2021 10:59 AM
68	Our Community comes with a wide variety of cultural diversity and economics. Our children having great ease at getting their hands-on marijuana and a lot of children are using it, I would like to know the district will do something to educate our children in finding better outlets for anxiety, stress, or depression.	9/5/2021 8:50 AM
69	Our community relies on our schools for basic needs.	9/4/2021 10:26 AM
70	C That traditional and conservative values are important.	9/4/2021 9:11 AM
71	Many of the same problems mentioned above are plaguing our communities. And the community must be enlisted to help solve them	9/4/2021 7:04 AM

72	There is little to no support in our community for our high schools. This is a big area in which there really is no loyalty to high schools especially our newer ones. Finding community help is next to impossible, and the average person doesn't care about schools.	9/4/2021 7:03 AM
73	Our community is always looking for more opportunities for our children, our community will appreciate if you can facilitate more resources for our children, our children could benefit if you provide transportation so our children can attend different programs at different schools. Make it accessible for all, regardless of income.	9/3/2021 6:52 PM
74	We are nothing like LA and should not be run anything like LAUSD!	9/3/2021 5:33 PM
75	The community supports our schools. We are one team.	9/3/2021 4:11 PM
76	it is diverse	9/3/2021 2:08 PM
77	Not to many parents are interested in being involved with their kids education. Therefore a lot of our kids loses interest in doing good in school.	9/3/2021 11:58 AM
78	Our community is changing. I think for far too long certain groups have been relegated to the margins and the community was only working on meeting the needs of white middle-class students and their families. Equity is long overdue. We have to start addressing the inequalities that exist in our society, and there is no longer going to be complacency and silence by those people most affected. Students and their families are going to rightly demand justice and we must listen first, then act.	9/3/2021 10:45 AM
79	We are very self-sufficient and do not wait for other outside agencies to solve community problems - we attempt to address issues on a local level	9/3/2021 10:40 AM
80	We are an aerospace community that should provide more opportunities to all students to support possible careers within the aerospace industry.	9/3/2021 10:21 AM
81	Lots of challenging With student and parents	9/3/2021 9:29 AM
82	It is important for our next superintendent to be aware of the educational and social emotional needs of our students as well as increase collaboration with community resources to provide the necessary supports and services. Although it is important to ensure that students are provided with a free and appropriate public education, I believe our next superintendent should also be cognizant of the social issues that are faced within the community in order to address or combat them in the school setting.	9/3/2021 7:45 AM
83	All of our children/students are just that children in developing adult bodies. All of our parents entrust us with their children and with the task of continuing to teach and prepare them for work in the real world. They need to read, write, and think critically (math). They need to understand how our world works. Real life skills like balancing their checkbooks, budgeting, getting to work on time, having integrity...	9/3/2021 7:41 AM
84	That there are certain groups of people in this valley that get preferential treatment. They get away with everything and aren't held responsible for any of their actions.	9/2/2021 10:50 PM
85	We are a wide variety of individuals who need to feel included on the school campus along with feeling safe (physically and emotionally).	9/2/2021 8:10 PM
86	That we are here for the kids.	9/2/2021 7:23 PM
87	Our community is diverse. Our schools are very different. The community is vast and community members are different depending on not only where they reside, but where they send their kids to school. I feel the best person for the job would be someone who has lived or worked in our community and knows it intimately.	9/2/2021 6:52 PM
88	That this is a diverse community.	9/2/2021 6:51 PM
89	The community has changed dramatically over the years in terms of the racial makeup and focus. Dr. Vierra was short-sighted and thought every student was going to a four year university thus stripping vocational education throughout the years.	9/2/2021 6:51 PM
90	It is very diverse with many different communities with the cities of Palmdale/Lancaster and the many smaller outlying communities spread over many miles.	9/2/2021 6:42 PM
91	Not very many college graduates because kids don't see the point in trying.	9/2/2021 6:34 PM

92	That we value education and discipline	9/2/2021 6:23 PM
93	We have a big issue with bullying and it starts in middle school and it trickles to HS. This is more common than administrators like to believe. There is a lot of bathrooms on QHHS that are "smoking" bathrooms. Security ignores them and they are used for drug usage daily.	9/2/2021 6:13 PM
94	Only about 30% of the students want to go to college and become a doctor or a lawyer	9/2/2021 6:10 PM
95	Want more middle school option in eastside.	9/2/2021 5:58 PM
96	A variety of ethnic people live here.	9/2/2021 4:05 PM
97	Diversity needs to be addressed in all stakeholder groups. Equal voice and representation needs to be sought after to create balance and equity of voice in the programs.	9/2/2021 3:36 PM
98	I believe what the next superintendent should know the demographics of the Antelope Valley, the locations of each school and the large homeless population among our students. They need to consider economic differences and be ready to address them.	9/2/2021 3:19 PM
99	The new superintendent should be aware of the diverse students present in this community and some of the challenges on each of the campuses.	9/2/2021 12:13 PM
100	The community thrives when the education system thrives. All demographic studies show this. This community wants to be proud of its schools. The school district must work tirelessly to build bridges and connections to the community, its business apparatus, and local governments.	9/2/2021 11:24 AM
101	They are demanding	9/2/2021 11:10 AM
102	We are diverse but have a strong sense of community, of caring for others.	9/2/2021 10:55 AM
103	Diversity across the valley and within the schools. The success of strong programs/academies is great for those small populations of students being served but more students need those opportunities.	9/2/2021 10:37 AM
104	Biggest differences among students are the home lifestyles and how it affects them.	9/2/2021 10:16 AM
105	There are some feelings of distrust between the teachers and board members Some community members also do not feel as though some board members are truthful and honest in their decisions The community does care about its students and want ALL students to feel they are heard and empowered	9/2/2021 9:51 AM
106	The kids' skill levels and goals range from 1st grade to college level and there is less effective support every year to help teachers deal with the range. Teachers can't do K-university in one classroom simultaneously.	9/2/2021 9:45 AM
107	Education and the relationship with the school are not high priorities for the majority of our families. The next superintendent will either ignore this, as was done in the past, or choose to see that changing culture, raising school/education as a priority in the homes of our community is the only way to make a difference here.	9/2/2021 9:39 AM
108	We need students to stay in school and graduate. There still needs to be real consequences for disruptive and illegal behaviors. Not everything can be solved by counseling students.	9/2/2021 9:35 AM
109	I do not think we should hire anyone that is an "outsider". It is very important to know about our background as a community and district. Even better if they have been a part of the district and are aware of the issues that we are currently facing and have faced in the past years.	9/2/2021 9:20 AM
110	The Antelope Valley has changed drastically within the last 25 years. This change needs to be considered when managing the schools. What may have worked years ago is outdated.	9/2/2021 9:06 AM
111	diversity in teachers, students, and administration	9/2/2021 8:59 AM
112	It seems as though you can break the district up into 3 parts of unequal sizes. The eastside which thought [REDACTED] was an ok choice which, at best, demonstrates the perceived racial tensions within the district; the Westside which is affluent, influential, home to many district employees, and trumpety enough to storm any board meeting maskless; and the great majority of our district who, for a variety of reasons, don't seem to care or are unable to be involved.	9/2/2021 8:16 AM
113	Keep teachers 1/6th	9/2/2021 8:14 AM

114	there is tremendous variety in our community and in our district, each site has unique needs	9/2/2021 8:01 AM
115	The diverse background of our community.	9/2/2021 7:53 AM
116	We are struggling with students that do not value or respect the education process to the degree that is should be valued. These children are good natured but they need more vocational training because that's when they get involved most.	9/2/2021 7:51 AM
117	They feel disconnected from us, and therefore distrustful. They are incredibly diverse. They want more from us.	9/2/2021 7:44 AM
118	High foster youth numbers	9/2/2021 7:42 AM
119	Many of the families/students are part of state and federal assistance programs. The families rely on Government Support for many of their needs to be met.	9/2/2021 7:39 AM
120	Teacher/onsite Admin and student burnout due to all things covid related.	9/2/2021 7:09 AM
121	Our roots in the community are founded in agriculture and small town business. However, our community has changed in that we have many people who have moved here for Aerospace, many who have been moved here from areas of poverty within the county on Section 8 housing and a significantly large portion of foster youth.	9/2/2021 6:56 AM
122	That the community is obviously diverse, and leadership should reflect the community.	9/1/2021 9:09 PM
123	The community is actively promoting and creating connections with youth programs for our students at risk.	9/1/2021 9:03 PM
124	The AV is diverse and segmented, do not try to treat it like it is one place, get to know the different communities and their individual needs and strengths.	9/1/2021 8:43 PM
125	There are students of every kind at our school, and they all have varying needs. Especially those with less.	9/1/2021 7:22 PM
126	Each school has a distinct personality and culture.	9/1/2021 7:17 PM
127	We are a very diverse community. Our leadership and staff must reflect our community. We are a bedroom community and many of our parent commute.	9/1/2021 7:09 PM
128	Its diversity, its passion, and the fact that there are so many nut jobs out there who are just plain crazy and stupid.	9/1/2021 6:52 PM
129	the rampant nepotism	9/1/2021 6:37 PM
130	That we are a bedroom community and so many parents commute to LA each day.	9/1/2021 6:34 PM
131	We have a very diverse community and we need to remember that we have a variety of needs that need to be met.	9/1/2021 6:31 PM
132	it is very different site to site	9/1/2021 6:16 PM
133	We are a diverse community that requires different strategies to manage, not one size fits all. We are close knit, information travels quickly, and we appreciate knowing more sooner, rather than later.	9/1/2021 6:16 PM
134	The high numbers of students in Foster Care.	9/1/2021 6:04 PM
135	The community is diverse and not as divided as the current culture would imply. I see students who embrace all individuals without drawing attention to differences or using that as a card that is played. The parents and teachers are predominately of the same mindset.	9/1/2021 5:56 PM
136	Parents/guardians don't live in the same local area that is covered by AVUHSD. The adults in the home often travel "down the hill" and can be separated from home due to a major, tragic event such as the MLK earth quake of 1994 that separated the high desert from the rest of the county.	9/1/2021 5:43 PM
137	We often act like we're still a small town district; we are not.	9/1/2021 5:40 PM
138	Most student in the AV district learn better in person.	9/1/2021 5:39 PM
139	Constantly Changes	9/1/2021 5:33 PM

140	We care about what is going on with the Districts.	9/1/2021 5:06 PM
141	We have great kids and parents overall. They expect and deserve a high-quality education. They need supports. They need real expectations that can actually be met. They love good communication.	9/1/2021 4:43 PM
142	Money from aerospace but lots of blue collar. High levels of anger. Lots sent to this part of LA County from the city	9/1/2021 4:40 PM
143	That we have hard working students despite the circumstances into which they are put.	9/1/2021 4:37 PM
144	Be transparent with the student performance.	9/1/2021 4:35 PM
145	Safety of students and staff. There's a lot going on and although we don't want security on our campuses that needs to be considered. Also the economics of the communities. The current climate within our nation towards racial tension.	9/1/2021 4:28 PM
146	It's not LA or LA Unified. We shouldn't copy everything they do.	9/1/2021 4:26 PM
147	The dress code is a form of slut-shaming and harms students self-perception and education more than it protects them.	9/1/2021 3:02 PM
148	We are majority Latino/ lower-income population of dedicated members and students	9/1/2021 2:52 PM
149	The region served by AVUHSD has nearly half a million people, but it's still a "small-town feel" and close-knit community. Talent attraction can be a challenge for local employers. There is significant opportunity for AVUHSD to amplify its "cradle-to-career" offerings, as homegrown talent is often the most stable/has the greatest longevity for employers such as Northrop Grumman, Lockheed Martin, local manufacturers, and more. Ensuring that these major wealth-inducing sectors of our local economy have a steady stream of qualified candidates looking for a long-term career is key to their success and future expansion in the Antelope Valley.	9/1/2021 2:10 PM
150	It is important for our next superintendent to know that our community likes to be involved and stay in the loop of everything going on.	9/1/2021 1:26 PM
151	Our district is a family-orientated community that promotes connectivity with staff as well as promote education.	9/1/2021 11:18 AM
152	Diversity, many different subcommunities and viewpoints, originally a farming and aerospace community, now a large percentage of commuters	9/1/2021 11:07 AM
153	In a times of need, I still witness people come together as one for a common goal. Day to day, there are lines "drawn in the sand" but, during a crisis, I've witnessed blurred lines for the common good.	9/1/2021 10:23 AM
154	We need someone who supports our schools and gets the kids with troubles out.	8/31/2021 6:00 PM
155	The academic challenges	8/31/2021 3:07 PM
156	The community faces a lot of homelessness and poverty.	8/31/2021 2:41 PM
157	The AV is a diverse community with deep racial tensions.	8/31/2021 1:25 PM
158	It's political, social, economic, demographic diversity.	8/31/2021 11:26 AM
159	The AV is a mediocre community and it'll be challenging to start off at first but you will get the hand of it.	8/30/2021 8:36 PM
160	Elements of a small tightly knit community Changing demographics and make-up Importance of the aerospace industry to the economic vitality and growth of region Balancing the needs of the cities that are within the 1200 square miles of the district's boundary which covers rural and suburban areas	8/30/2021 9:44 AM
161	Students are in need of re-establishing rules and boundaries as they transition. Parents/families may also need additional support.	8/30/2021 8:57 AM
162	It is diverse!! And teachers need help and training to stay engaged.	8/29/2021 12:02 PM
163	We are diverse and that diversity needs to be celebrated.	8/28/2021 2:34 PM
164	A dear family of mine moved to Bullhead City AZ. He got thanked from his son and said it was the best thing he ever did. Why you say, he felt safe and at a school where everybody wanted	8/28/2021 12:00 AM

to learn. There was no fights. East Lancaster High has a fight every day and some fights are on campus and several are out front and or in the surrounding neighborhood streets. It's always something. This needs to change.

165	Our community has struggles. Many students are homeless be it traditional or non traditional (living with others not your house), kids suffering from mental health etc. instead of ignoring it, it needs to be brought to light.	8/27/2021 8:40 PM
166	I don't know what "community" you're talking about. My daughter Kelly enjoyed going to school, she was on the swim team placed 1st place as a sophomore. Everything got shut down, 1 of our girls left for the Navy, and 2 months later 1 of our girls committed suicide. Is that what you want to know? Like you care? My daughter Kelly made Principal list, I was told she'd get her award in the mail. Did she? NO! This is dumb! Highland high, is failing.	8/27/2021 6:30 PM
167	A lot of students think they don't care, but they do. Keep them engaged.	8/27/2021 4:33 PM
168	That police do not belong on campuses	8/27/2021 2:12 PM
169	Nothing.	8/27/2021 1:57 PM
170	We are a diverse community with individual needs at each high school. We cannot continue in a one size fits all type mentality when educating students. Each student comes from a diverse environment although they all need to attain practical life skills that will provide career readiness.	8/27/2021 12:41 PM
171	The dynamics of the racial and financial make-up	8/27/2021 12:29 PM
172	Parents have other interests besides their children's educations.	8/27/2021 7:45 AM
173	It is very diverse but basically most want safety, care and success for their children	8/27/2021 6:10 AM
174	Our community is no longer an empathetic, friendly, small-town community.	8/26/2021 7:20 PM
175	No input.	8/26/2021 6:23 PM
176	I believe that Highland is pretty diverse but there is still harassment going on.	8/26/2021 2:12 PM
177	We are a diverse community with many different cultures who should feel respected, encouraged and supported.	8/26/2021 2:10 PM
178	Everyone is struggling with going back to school and students have developed mental illnesses so our work will not be as good as previous years.	8/26/2021 1:36 PM
179	This question is vague as it does not specify how the term "community" is being defined by the creator of the survey. Does it incorporate the district office as well as school sites? Does it include the school board? The following response assumes that the term "community" includes the school sites and their surrounding neighborhoods only. The majority of the communities that our district serves is very diverse ethnically, socio-economically, and culturally. When making decisions, this should be considered. Our communities consist of families who have faced extreme challenges over the course of this pandemic. The effect of these challenges have been felt deeply by students who come into our classrooms. Community outreach programs provided by our district are simply insufficient as they currently stand to address their needs. Stronger and more partnerships with other organizations who are better equipped to bridge existing gaps of need must be built. For the most part, community members want to see students succeed.	8/26/2021 1:24 PM
180	Students have been struggling with the adjust from online to in person school, mostly because during online school, many students developed depression and other mental illnesses, so we just ask the school district to be patient with us and keep our mental health in mind.	8/26/2021 1:21 PM
181	The demographics of the area, the nuances of Palmdale and Lancaster governing structure and how they operate, the labor market and education level of the population	8/26/2021 1:01 PM
182	We are a diverse community. The teachers I know love our children and want the best for them. Many of our children come from homes that have less than desirable conditions be it physically, emotionally/mentally and/or socially. Students want to stay in school rather than stay home during holidays and breaks because they get fed. Teachers are tight knit and will stand for what is right and best for all.	8/26/2021 12:56 PM
183	That the community is very diverse economically and ethnically with a wide variance in needs	8/26/2021 11:36 AM

to support academic success. That there are historical aspects to the relationship between the greater community and people of color that continue to not be acknowledged or resolved.

184	That the community has a say in things or opinions.	8/26/2021 11:18 AM
185	We tend to have some narrow-minded individuals that attempt to overshadow the open-minded folks; commuter area so not enough parent interaction w/students or involvement w/ the schools	8/26/2021 10:48 AM
186	Our students face economic, social, (sometimes racial), and academic challenges, but they really do rise to the occasion when they have caring teachers and challenging curriculum. We do have some really awesome teachers and programs in this district, and students who have overcome a lot to be very successful. Our new superintendent will need to further invest in recruiting great teachers (from far and wide if needed), and more staff like counselors, foster youth liaisons, etc., so that our students have the support they deserve.	8/26/2021 10:13 AM
187	Our superintendent should understand the makeup of the community along the spectrum of socio-economics. He or she should regularly visit and be known in various circles to develop an understanding of who our clientele is. Visibility will be important among our various subgroups to develop an understanding of the families we serve.	8/26/2021 10:04 AM
188	The COVID pandemic affected students, staff and faculty, differently. I read an analogy that makes perfect sense. "We are not all in the same boat, we're in the same storm. Some of us have yachts, some of us have paddle boats, some only have umbrellas." I think this perfectly encapsulates what we have been facing. Parents have to make tough decisions, I do believe we need to push the state government to reinstate funding for virtual options. People of color-students, faculty and staff- have been disproportionately affected. We have higher rates of infection and deaths.	8/26/2021 9:58 AM
189	many of the students don't listen to the rules or stay in their classes as told.	8/26/2021 9:35 AM
190	-each school site has a unique and different culture from the others - the district is not one size fits all -the AVUHSD is NOT LA Unified. Make decisions for OUR district, don't just follow LA Unified/LACOE's decisions/lead	8/26/2021 9:21 AM
191	It's diverse. There is a large immigrant population.	8/26/2021 8:59 AM
192	not all communities are the same and a cookie-cutter school model does not work. school programs and courses should be 60/40: 60 percent local need and 40 percent district aligned. Schools in one community may need more high-end academic courses, while others need access to the same academic rigor but may need fewer sections and more CTE-type programs/courses. Athletics and other extracurricular activities play a major role in the physical, social and emotional well-being of our students.. They need to be supported.	8/26/2021 8:57 AM
193	We are racially divided. The long history of white rule and Christianity elitism exists.	8/26/2021 8:53 AM
194	Cultural differences as they relate to each school site.	8/26/2021 8:53 AM
195	It has a lot of people of color and they need to be represented by multi cultural teachers, principals, secretaries and other staff especially in leadership positions.	8/26/2021 8:52 AM
196	Understand how class impacts a student's learning, for good or ill. Also to understand how personal identity contributes to a student's learning experience.	8/26/2021 8:47 AM
197	It's a changing demographic and we do not have the proper responses to help and monitor. we have so many homeless and Low-Socio Economic families and need ways to support them.	8/26/2021 8:03 AM
198	This community is diverse and has varies needs because of the diverse population	8/26/2021 7:40 AM
199	We are not the community from the early 2000's. We are a community of homeless, foster, latch key- section 8 kids. Mixed with blue collar workers striving to make ends meet. Every campus is diverse and struggling in some socio-economic way. And on campus violence is very real for real for these students. Many of our students don't know where each meal comes from. Many of them deal with some type of violence around them and need a way out. It's time to stop burying out heads.	8/26/2021 7:12 AM
200	That parents have a voice.	8/26/2021 5:39 AM
201	There are all walks of life within our community.	8/25/2021 8:04 PM

202	Necesita principalmente contactarse con el superintendente antiguo para saber cómo es que trabajaba el, y así saber que funcionó bien y que no, y en qué hacer cambios.	8/25/2021 6:00 PM
203	The Antelope Valley is the epicenter of the tensions inherent in the American Dream. Long commutes, too many workhours, absentee parents, too much debt, under-employed parents, they are all here in abundance. My guess is the turnover rate is bit higher too among the certificated staff.	8/25/2021 5:47 PM
204	These kids need more to do after school. They need guidance in how to act now that lockdown is over	8/25/2021 5:07 PM
205	It is diverse, it is political, it can have opposing opinions	8/25/2021 4:31 PM
206	Diversity is important and each high school has specific culture and needs	8/25/2021 4:23 PM
207	We are growing	8/25/2021 3:06 PM
208	We have a very diverse community. We also have a large amount of children in foster care.	8/25/2021 2:50 PM
209	Most parents and education staff want what is best for the children/students. Always keep in mind, that with any community (or subgroups/family) they can only want what they think is best, and the aims are not always a consensus.	8/25/2021 2:30 PM
210	The diversity of our community.	8/25/2021 2:29 PM
211	that it isn't really a pleasant community due to the fights	8/25/2021 1:43 PM
212	The dynamism of the demographics in the area.	8/25/2021 1:40 PM
213	diversity of the community, needs and challenges	8/25/2021 1:30 PM
214	We can come together to raise awareness and make positive changes	8/25/2021 1:26 PM
215	It's very diverse and cultural sensitivity is required	8/25/2021 1:02 PM
216	It is diverse, but it is not LA. We should fight to not be viewed like the rest of LA County (e.g. COVID restrictions that were placed on us simply because we were inside the lines of LACo).	8/25/2021 12:41 PM
217	We're still childish despite us being close to adulthood, we're still learning, and it takes us time. Be patient with us and be understanding, doing these will help us hold respect for you.	8/25/2021 12:35 PM
218	A lot of foster children from group homes. A lot of low income families.	8/25/2021 12:32 PM
219	It is important for the next superintendent to know/realize that he NEEDS to know the community. He/she cannot preside over a district without having intimate knowledge of the communities the District serves.	8/25/2021 12:29 PM
220	we are hard worker commuters leaving our children for long periods of time not because we don't care about them but because we want to live the so promised American dream, we want to be involved but when the individual schools are set in their ways about not communicating enough how can a parent make a difference	8/25/2021 12:14 PM
221	Many of our families are facing economic hardship and have moved to our area because it's inexpensive.	8/25/2021 12:12 PM
222	Lack of resources	8/25/2021 11:50 AM
223	We have a very diverse community, which is wonderful, but can also be a challenge. We also have a very large homeless community and the largest concentration of foster kids reside in our area.	8/25/2021 11:37 AM
224	How much the Antelope Valley has grown and the specific needs of our population in the high desert.	8/25/2021 11:27 AM
225	Stop violence crime of any kind included gang related activities, graffiti, sexual immorality and drug alcohol crime	8/25/2021 11:18 AM
226	Keeping the kids safe making sure they have all the necessary to keep the school clean and safe	8/25/2021 11:03 AM
227	A lot	8/25/2021 10:59 AM

228	It is important that our next superintendent know that our community appreciates effective, consistent, and clear communication. Our community is family-oriented.	8/25/2021 10:58 AM
229	Again Inclusivity, that most of kids are transplants from Los Angeles. We need to keep in mind the title one challenges and continue to support the low-income families and fosters.	8/25/2021 10:43 AM
230	I think the new superintendent needs to be in contact with all stakeholders to understand their backgrounds and different needs. It is not a one-size-fits-all.	8/25/2021 10:37 AM
231	Parents care. Educators appear to be primarily concerned with their job and not doing their job.	8/25/2021 10:29 AM
232	There is community support when things are needed.	8/25/2021 10:25 AM
233	We have a very active community full of members who are active at board meetings and board issues. Our children always come first.	8/25/2021 10:16 AM
234	-Parents often commute and many work paycheck to paycheck, making it difficult to take time off for the needs of their students. -Many parents are not computer literate and need extra help. This includes the online registration process which often takes a one-on-one walk through.	8/25/2021 10:08 AM
235	Its diversity both culturally and socioeconomically.	8/25/2021 10:02 AM
236	We have a close community with a good heart. However, the students need more encouragement and less barriers to the opportunities we offer	8/25/2021 9:51 AM
237	We are diverse with respect to race and social-economic. Our kids are often latch key kids whose parents commute down below, so leave early and get home late. But we are still a small community, a wonderful community.	8/25/2021 9:48 AM
238	We have a diverse community that is growing, we are building future leaders, aerospace industry, northern Los Angeles County area.	8/25/2021 9:34 AM
239	We are diverse and caring people. We trust those who care for our children and are transparent about where the money/funds are going.	8/25/2021 9:23 AM
240	We are diverse and everyone matters.	8/25/2021 9:22 AM
241	Our community does need to know that we service a lot of black and brown kids. We need to hire or make an initiative to hire more black and brown teachers to relate with the kids. Maybe paying for kids college and in turn that they work for the district for a minimum of 7 years or something. We also need more CTE schools. If we can turn Phoenix into a CTE school it would change the trajectory of these kids path.	8/25/2021 9:12 AM
242	It is definitely changing but most people just want their children educated well and protected. While it is divided there could be common group, but people just want honest discussion and communication.	8/25/2021 9:07 AM
243	This was once upon a time a "White" area, it is now minority White. "Our" needs to stop acting as if English Language Learners are in intrusion to our way of life.	8/25/2021 9:06 AM
244	A very diverse community with many different demands and we have those who care about our students and those who do not.	8/25/2021 9:06 AM
245	We want our student to be prepared for their future in the workforce. Not everyone in this valley needs to go to college. We need craftsmen classes back. Wood shop, auto shop and consumer math.	8/25/2021 9:04 AM
246	It is diverse. And sometimes the loudest voices are not the majority. Do what is best for all students, not some. Do what is equitable for each school and listen to the concerns of everyone equally	8/25/2021 8:59 AM
247	Most of the parents do not care. They are too busy with life to really get involved	8/25/2021 8:57 AM
248	That we have a great district in the Antelope Valley	8/25/2021 8:56 AM
249	Offering not only students, but our families job skills to further empower sustainability in life and work.	8/25/2021 8:53 AM
250	The diverse population and needs.	8/25/2021 8:46 AM
251	That the effects of the pandemic on our community and budget had deepened the gap between	8/25/2021 8:44 AM

at-risk students, the more socio-economically challenged families, and our more stable, affluent students and their families. In addition, students who have never been considered "at-risk" are now facing fears and changes that will challenge their stability and potentially put them at risk.

252	Struggles, demographics of the population. But, in many areas we are a supportive community.	8/25/2021 8:40 AM
253	The Antelope Valley is especially unique in terms of it's foster youth population. Kids in care are placed here from all over LA County and other near by cities at a very high rate.	8/25/2021 8:37 AM
254	community first	8/25/2021 8:31 AM
255	We value academics and athletics	8/25/2021 8:27 AM
256	The superintendent should know and understand his community. Someone that is also raised in the Antelope Valley and attended the AVUHSD would be ideal. You are only as strong as your weakest player, meaning as strong as the high school that needs the most resources and support. I would personally see a bridge program from our high schools to the college system.	8/25/2021 8:24 AM
257	diverse community, do not bring CRT into our schools	8/25/2021 8:23 AM
258	There is a high number of Christian and/or conservative parents that do not want ungodliness to reign on our public school campuses. Some disruptive, lawless children and their parents that attend local schools need very strong, extremely strict principals and personnel that will hold families accountable for their poor actions. (To protect the rights of others to get a decent education.)	8/25/2021 8:21 AM
259	The Antelope Valley has become a highly transient community. That brings poverty, homelessness, and a large foster student population.	8/25/2021 8:15 AM
260	It's important for the superintendent to know that we are well respected and kind to others.	8/25/2021 8:13 AM
261	Tight knit within the HS district, we want what is best for our kids, listening to his/her teachers/administrators/parents/students	8/25/2021 8:09 AM
262	They're not very bright...	8/25/2021 8:09 AM
263	Diverse, both demographically and socio-economically; lots of parents commuting; challenges of urban schools in a suburb; large town, but "small" feel	8/25/2021 8:06 AM
264	We are a funny bunch. severely loyal, defenders of ALL kids and throw down to take care of our kids. Ask people what they need, don't demand they bend to a new will. Change is a great challenge that humans struggle to deal with, no matter where they are from. Be patient, we may surprise you. Numbers and data are important but only to drive growth and improvement for ALL stakeholders.	8/25/2021 8:05 AM
265	It is a big community with a small-town feel. The parents are involved in their children's education and also may need support due to their work schedules.	8/25/2021 7:55 AM
266	We will support you in whatever you need.	8/25/2021 7:55 AM
267	The over 100 years of traditions of the Antelope Valley High School District. Keep an open mind to continue to work with all units to teach our students.	8/25/2021 7:55 AM
268	Being a servant leader for all	8/25/2021 7:53 AM
269	It is important that they know we are diverse and everybody wants to be included and heard. It is also important for them to know they do not need to feel bad for not getting to everyone, it is okay to get back to them whenever they can with their busy schedule, also take time for your family. This is a very busy/hustling job and you need to take time for you and your family.	8/25/2021 7:50 AM
270	It is one thing to know about our community, it is another to understand and appreciate our strengths and weaknesses.	8/25/2021 7:46 AM
271	Diversity, community needs such as homelessness, health problems	8/25/2021 7:45 AM
272	alkjfdlajsflj	8/25/2021 7:37 AM
273	All students need to learn.	8/25/2021 7:33 AM
274	That we are a diverse and engaged community that will hold him/her accountable.	8/25/2021 7:32 AM

275	There is a lot of diversity and we need more employees that reflect that	8/25/2021 7:24 AM
276	Special Ed and homelessness are growing.	8/25/2021 7:23 AM
277	Staff cares about students but feel unsupported and ignored.	8/25/2021 7:21 AM
278	Know that there are dedicated members of the community (both within and outside of the AVUHSD proper) who dominate the educational landscape. Don't allow the noisy, lunatic fringe to impose their insanity on your work day, as well as on the system.	8/25/2021 7:20 AM
279	The AV community is diverse with a wide variety of views, but there is a history of coming together and working toward common goals.	8/25/2021 7:18 AM
280	We are very diverse, but also divided.	8/25/2021 7:16 AM
281	Supporting but not always informed about our work, strong opinions across different spectrums	8/25/2021 7:16 AM
282	We have a low socioeconomic population and high homeless population.	8/25/2021 7:16 AM
283	That it is low income and a community that has many needs.	8/25/2021 7:06 AM
284	This is a diverse community where a overwhelming majority believe in education, support education and want to see their students prepared for life after high school.	8/25/2021 6:59 AM
285	it is a diverse community with lots of different needs	8/25/2021 6:57 AM
286	Growing diversity of influx residents and build a better parent and teacher support environment.	8/25/2021 6:41 AM
287	The Antelope Valley is a very diverse community	8/25/2021 6:40 AM
288	Different students come from different backgrounds and it's important to learn about all of their needs	8/25/2021 6:33 AM
289	We are unique and strong, we are not Los Angeles.	8/25/2021 6:19 AM
290	There is quite a bit of multi cultural history within our community; our district just needs to embrace within the schools!	8/25/2021 6:16 AM
291	There are many low income families, single parent households and foster students/special needs.	8/25/2021 6:07 AM
292	We have a great community and our kids deserve better!	8/25/2021 6:07 AM
293	We strive for excellence for our students and staff. We are a rural community, even though we are part of Los Angeles County. We do not have the same needs as the schools down below.	8/25/2021 5:42 AM
294	There is a rich history of agriculture and aerospace that should be tapped to give students a connection to their community.	8/25/2021 4:22 AM
295	Good people who want better opportunities for their children.. academically and extra curricular.	8/25/2021 2:16 AM
296	Some parents are terrible, which makes their children terrible	8/25/2021 1:05 AM
297	The community is evolving and the school district needs to change, too.	8/24/2021 11:31 PM
298	High poverty rate Large EL population What opportunities/resources exist vs. what is lacking Chronic absenteeism issues	8/24/2021 11:14 PM
299	Students far below grade level.	8/24/2021 11:08 PM
300	We are a tight nit community that wants our kids to get the best education with the least amount of distractions!	8/24/2021 11:02 PM
301	We have the highest foster youth population in California.	8/24/2021 10:51 PM
302	Our community lacks respect for one another and unity.	8/24/2021 10:44 PM
303	We need more opportunities, we need to Expose these kids to the real World how to interview for jobs how to fill out applications etc we need to partner with local Businesses and really try to help as many kids as possible get a start	8/24/2021 10:39 PM
304	demographics	8/24/2021 10:39 PM
305	That he/she comes from our community or similar community	8/24/2021 10:38 PM

306	Find a time to speak with our students and their parents about the importance of education in our life to build a good community ..	8/24/2021 10:36 PM
307	Everyone not following the covid 19 protocol. Students ashamed they're exposed or experiencing symptoms	8/24/2021 10:26 PM
308	It's not going in a good direction we need to turn it around. Lots of high school seniors and recent graduates getting arrested for horrible crimes.	8/24/2021 10:21 PM
309	we are strong	8/24/2021 10:12 PM
310	There is a great deal of disparity in terms of education, income, and opportunity in the Antelope Valley. This will, in turn, have an impact on the students in the AV.	8/24/2021 10:07 PM
311	It is diverse and open minds create changes. Things need to improve for our future generations. The kids in high school need to know they have a voice and it is heard.	8/24/2021 10:06 PM
312	A lot of great kids, whose experience can be ruined by a handful of fools that can run wild if you let them....	8/24/2021 10:06 PM
313	The community is diverse, the staff from the principals to teachers should look like the community. Hire more diverse staff across the board.	8/24/2021 10:01 PM
314	Well first of all, I have 2 daughter at highland high and there is always a fights! My daughter report to me every day that's there was a fight!!!! We are new to Thai district and so far it's VERY BAD	8/24/2021 9:59 PM
315	The history and progress the district has made. Knowing the community allies and importance of building family and student relationships. The importance of the supports set up by the student services part of the district office.	8/24/2021 9:54 PM
316	Christian values, don't force the liberal Agenda on my children	8/24/2021 9:49 PM
317	Our community represents the past, present, and future of the AVUHSD. Many individuals that attended school in the AVUHSD come back to seek jobs in our district because of the educators and or leaders who had an impact on their lives. Recruiting our own is important? How will this person make an impact that kids will remember? They will need to be highly visible throughout the schools and community, developing positive relationships and mutually beneficial partnerships with various organizations and civic groups, etc...	8/24/2021 9:45 PM
318	Jfjdjd	8/24/2021 9:36 PM
319	Diversity is a must, but forcing political opinions in school and indoctrination of controversial theories is unacceptable.	8/24/2021 9:35 PM
320	Bonded by learning with safety first curriculum	8/24/2021 9:32 PM
321	need to teach our kids in a different way for teachers to care about the kids and not just a paycheck	8/24/2021 9:29 PM
322	The Antelope Valley has long been a community of conservative ideals and values, which are still deeply rooted in our families.	8/24/2021 9:01 PM
323	na	8/24/2021 9:00 PM
324	Your salary comes from the taxpayers, many who commute & work hard, long hours. They don't have a lot of extra time for politics & beauracracy	8/24/2021 8:52 PM
325	we should be able to ride bikes or skateboards to classes so we can get there faster	8/24/2021 8:51 PM
326	Students are struggling	8/24/2021 8:40 PM
327	Diversity	8/24/2021 8:39 PM
328	The make up of the community. The diversity and the number of foster students out there.	8/24/2021 8:39 PM
329	The Antelope Valley is a diverse community. The valley has families from all walks of life and the staff needs to be prepared to meet them where they are and help them	8/24/2021 8:38 PM
330	We believe in empowering kids to think for themselves, not to be told what to think. Our kids need to value hard work and dedication, not hand outs and low expectation.	8/24/2021 8:38 PM

331	We're diverse and evolving.	8/24/2021 8:37 PM
332	Not sure	8/24/2021 8:31 PM
333	too much main stream politics . pandemic is not priority. Safety is not priority. School cleanliness has NEVER been a priority. Racism openly exists and is tolerated!!!! How on earth is that still a thing in this day and age!!! Elitism is apparent. Make a difference. Get more kids to college! Raise the bar. Promote health. Be a leader. Health first! Not hugs & kisses & pleasing ppl. Get rid of racism. Teachers should not be allowed to tell students they are nothing and will be nothing. Do not call mixed kids mud or or Oreo. Nor should kids be allowed to call other students that btw. Bullying is huge!!!! Campaign more to encourage kids not to be silent. Lead expressive drawing contests and essay contests, get sponsors to pay the winner. Most kids need money. Try to make a true difference. When a pandemic dictates no 900 ppl graduation enforce it , not show up for it and congratulate no matter if you are an anti vaccer. Have the courage to put health first. Keep the health pass. Lambda variant is coming, delta is here .. Kids do not keep distance. They hug, they kiss etc. Teachers bring food to class & tell kids its ok to remove masks!!!!!! Its one thing to not believe in vaccines against all odds. To put my kids at risk makes me want to remove my child from class. Bring back optional online classes and reduce class sizes that way. Most teachers , by what I have seen, have done little during quarantine. It was scandalous to see how that gave up and what was ok by school standards. Teachers do this in class behind closed doors. What I witnessed online is movie worthy!!! I dismissed my kids tales for years and got to witness the crazy first hand. How is that our childrens education? Kids are always hungry. Think. Help.	8/24/2021 8:30 PM
334	The valley is a diverse place and what is right for AV may not be right for Highland or Quartz Hill.	8/24/2021 8:19 PM
335	We have a diverse community. We need to be able to reach all students.	8/24/2021 8:17 PM
336	Many of our schools are Title I and students are from historically disadvantaged or under-represented populations. We need a superintendent who can put programs and people into positions who can respond to their needs and increase opportunity.....whether it's college, technical/vocational, or the workforce.	8/24/2021 8:17 PM
337	A diverse population of people increased population moving in from outside areas, presenting challenges with safety, well being of others.	8/24/2021 8:17 PM
338	Cultural diversity.	8/24/2021 8:14 PM
339	Not sure	8/24/2021 8:12 PM
340	The majority of the community still hold conservative values who do not embrace the me too movement, the woke movement, or the belief that society is responsible for people's poor choices.	8/24/2021 8:11 PM
341	There is diversity. They deal w/a different society that and world that those in there 30s and beyond. Students need activities where they are involved and excited.	8/24/2021 8:11 PM
342	Invest in infrastructure Long term Pools gymnasium etc	8/24/2021 8:06 PM
343	A lot of the kids in the community are from low income families	8/24/2021 8:05 PM
344	we need help, recources food money to help our children	8/24/2021 8:04 PM
345	Our community cares about their kids so I'm-emotional well being as much as their physical safety while on campus. Spend more resources on hiring more counselors. The student to counselor ratio is too high.	8/24/2021 8:03 PM
346	There is no real base of respect for either education or educators. Poverty is the single greatest problem in the district and the schools fail to address it adequately...	8/24/2021 8:00 PM
347	It's diverse, it still leans conservative (we are NOT Los Angeles despite our county name), we have many teachers and staff that are former students from the valley and are/ have been very loyal.	8/24/2021 7:58 PM
348	We are NOT Los Angeles, we do not hold the same values as LAUSD. Many of us parents were raised here ourselves and attended local high schools.	8/24/2021 7:58 PM
349	The community wants to focus on education and not woke politics.	8/24/2021 7:57 PM

350	That the parents need to know what's going on.	8/24/2021 7:57 PM
351	Our community needs calm, sensible leadership with Common sense and generous to the students and all programs that raise the cultural community.	8/24/2021 7:54 PM
352	The cultural differences	8/24/2021 7:54 PM
353	It's very diverse.	8/24/2021 7:51 PM
354	How dangerous it can be and all the potential threats to it.	8/24/2021 7:47 PM
355	That we have great programs and academies, we just need better communication	8/24/2021 7:45 PM
356	It is extremely diverse and not all parents are able to provide everything a student needs to be successful.	8/24/2021 7:45 PM
357	That there are too many Daca and section 8 families who expect to be catered to.	8/24/2021 7:43 PM
358	there are a lot of crazy parents with too much time on their hands.	8/24/2021 7:42 PM
359	Mostly a small town community. But very diverse in population from east to west.	8/24/2021 7:41 PM
360	These students are diverse and young. Give them the space to be surrounded by people similar AND different than them. But also do your best to protect them from discrimination. Students are not just names on a paper they are actual people with feelings and bodies and minds and brains and need a superintendent that will make decisions with the students in mind, not just their own personal perspectives and opinions.	8/24/2021 7:39 PM
361	Reaching out to the families, so that we can contribute more sharing our ideas.	8/24/2021 7:36 PM
362	Able to relate to all communities throughout the AV	8/24/2021 7:33 PM
363	How diverse it is as well as how there are few parent who are involved.	8/24/2021 7:32 PM
364	Our community is the most diverse I have ever seen. We have low income through wealthy individuals. We have quite a few race/ethnicities that also bring diversity. With these ranges population comes parents that have different forms of engagement in their students lives.	8/24/2021 7:31 PM
365	High title I student population.	8/24/2021 7:28 PM
366	He or she needs to focus on the students, they are the community, our future leaders! The students deserve the best education and college or trade school prep. When I say education I mean the core , English, Math, Science, core instruction not social justice or groups that try to separate our young people, teachers and the administration. Our students need to graduate and be able to function as an adult with strong life skills.	8/24/2021 7:27 PM
367	The challenges of working with a very diverse student population.	8/24/2021 7:22 PM
368	We need to bring back electives that offer skills in automotive, landscaping engineering, plumbing and culinary arts to mention a few. When we eliminate these classes, we say to the community workers you are not valued. Many of these services now require certificates or degrees. Bring back skilled electives, and ask our community to be a part of the education process. Lets provide our community quality skilled labor after high school, and support our students who choose a vocational path. Please don't think I am down playing sending our kids to college. I think we have several programs that support College, and I believe that we are doing great in this area. I just don't believe we are serving all of our students. More students will do better when we combine core classes with skilled electives. Not trying to mix the two within a "textbook" setting. When I speak to people in our community, I often hear why don't schools teach this, meaning skilled electives.	8/24/2021 7:21 PM
369	Sometimes a squeaky wheel is just a wheel.	8/24/2021 7:19 PM
370	Diversity, and unification of all of us need to be key.	8/24/2021 7:14 PM
371	The ever changing demographics, and the transit rate. The quickness of people, not all, but some people to instantly think the worse instead of listening and agreeing to disagree.	8/24/2021 7:08 PM
372	Good, hard working people who trust us...that means we need to honor and value their trust and be brave and truthful in the face of fiction and lies	8/24/2021 7:07 PM
373	There is a strong aerospace community here, but not to only focus on that as a career choice for students.	8/24/2021 7:07 PM

374	It's very diverse, low social-economic, homelessness, and foster youth.,	8/24/2021 7:05 PM
375	Every parent's trying to do the best they can but they need support	8/24/2021 7:03 PM
376	It is mostly Africa American and Hispanic.. We need to make sure there is no gang violence at these schools	8/24/2021 7:02 PM
377	We are not Los Angeles, and the educational concerns of our valley are different from other parts of the county.	8/24/2021 7:01 PM
378	We are proud of our children and expect quality education that is fair and adaquate for all.	8/24/2021 7:00 PM
379	We have a diverse population and the way we used to do things needs to change to include all of our students.	8/24/2021 7:00 PM
380	It needs real leadership	8/24/2021 6:59 PM
381	What type of demographics are in the antelope valley	8/24/2021 6:58 PM
382	That it's a great place to be at	8/24/2021 6:56 PM
383	I don't know anything about our community.	8/24/2021 6:55 PM
384	Our children/students are not only the future but the faces of our education system in Antelope Valley.	8/24/2021 6:55 PM
385	A large percentage is receiving federal assistance which is creating generational dependence on federal assistance. There is no value placed on education because its easier and you seemingly make more money off the government... why would anyone want higher education if you had to pay back a student loan, and live paycheck to paycheck. When you as a woman can get pregnant claim father unknown, get cash from daddy, get money from government, EBT card for food, Medical and section 8, plus low income utilities...whats the incentive...That is the uphill battle a superintendent is facing, angry, blame players, that want everything, for no work on their part, they know how to work the system and get their way...Do I sound bitter. You bet..I am a college educated, Masters degree SPED teacher with 2 sons at Highland. Who have an lep fir resource Math. Who feel alienated because they are white Who are picked on because they struggle but work hard to maintain between a 3 5 and a 4.0 because they want to make something of themselves. To have teachers pick them last because they are white isn't that reverse racism (oh yeah we don't say that when people are white So yeah I'm bitter I can't wait until my kids are out of High School District	8/24/2021 6:55 PM
386	That it is diverse	8/24/2021 6:54 PM
387	It is racially diverse. It is ethnically diverse. It is economically diverse.	8/24/2021 6:54 PM
388	Diverse population with diverse challenges	8/24/2021 6:54 PM
389	That the needs of each high school must reflect the challenges of living in our community. Funding must be fair and equitable across the valley. Representation matters for our students of color...	8/24/2021 6:53 PM
390	More security.	8/24/2021 6:53 PM
391	The community is diverse. Not all schools are the same and should not be treated so. Schools on the east side do NOT have dumb students and should afforded opportunities just like the west. East side students can be successful. East side schools should not be a dumping ground for bad administrators. Overall teachers care about their students and contrary to some school board members are not racist. They want the best for all their students.	8/24/2021 6:52 PM
392	We have a high population of minority students. High foster population. Transient families.	8/24/2021 6:51 PM
393	Our community is made up of a large varitiy of individuals; different race, religous beliefs, sexual orientations, and others. This diversity is also compounded by the fact that the Antelope Valley is a mix of urban/suburan and rural lifestyles. There differences and conflicts can exist umong those individuals. A fair and balance decision process must be taken to ensure that there is a compromise be found even when there are individuals that not satisfied with the outcome.	8/24/2021 6:51 PM
394	We are A very diverse community with many challenges of lower income students attending school sometimes the students only receives the meals that they are given at school and they	8/24/2021 6:50 PM

ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT SUPERINTENDENT SEARCH, ONLINE SURVEY
 OPEN AUGUST 23 - SEPTEMBER 10, 2021

have no other food at home same with clothing

395	Our impressive history, we have some of the kindest people here, that the AV is vast but Lancaster has a small town feel. That our citizens tell it like it is and return respect if they're offered it first. That our citizens are compassionate.	8/24/2021 6:50 PM
396	Low socioeconomic status, low education levels, crime	8/24/2021 6:49 PM
397	Our community has a of students from unstable homes. This is why it is very important for them to set clear boundaries and stick to them.	8/24/2021 6:49 PM
398	That I want my tax dollars used responsibly for our students.	8/24/2021 6:48 PM
399	Demographics	8/24/2021 6:47 PM
400	The diversity and the large economic gap. I think she/he should have an understanding of the demographic while keeping our schools safe with transparency.	8/24/2021 6:47 PM
401	That we like to work together, we like to be respected and not bullied and we like our voice to be heard, even when inconvenient..	8/24/2021 6:45 PM
402	We need strong leadership that will fight for our kids education	8/24/2021 6:45 PM
403	We are not racist here we all want equal opportunity and equal rights and are looking for a children to learn academics	8/24/2021 6:45 PM
404	We care about our children's education. We would like to see improvement in our children's personal & school life balance.	8/24/2021 6:44 PM
405	Changing community that needs to be seen without disenfranchising the remaining community.	8/24/2021 6:44 PM
406	The District is very diverse and all voices must be heard not just a selected few.	8/24/2021 6:43 PM
407	Invest on improving security systems in campuses such as more personnel doing their rounds at all times and cctv to proactively catch offenders. A.V. is a melting pot of many cultures and mixed children. Even if houses are worth half a million, many are below poverty level, public assistance households mainly headed by single moms of multiple children, issues of drug trafficking, child trafficking and abuse, and there is lack of local t.v. news to inform the community of multi crimes happening in A.V.	8/24/2021 6:43 PM
408	It'd constantly evolving. As a district, we should constantly evolve as well.	8/24/2021 6:42 PM
409	That we don't need police in schools. We need more mental health providers, more out reach programs, and more diverse staff the kids can relate to.	8/24/2021 6:41 PM
410	It is a community of extremes. Wealth and poverty, the educated and uneducated. s out to those on the lower end is critical.	8/24/2021 6:41 PM
411	We are a dynamic, diverse community with some of the smartest most ambitious kids in the world. We need someone who is student focused and will put their needs above politics	8/24/2021 6:40 PM
412	We are a diverse community and our leadership has never been representative of our population.	8/24/2021 6:40 PM
413	Our next superintendent needs to come from our community who understands the needs of our students, families and staff and builds off all of the success our schools have had over the past years.	8/24/2021 6:40 PM
414	Diversity!	8/24/2021 6:39 PM
415	It is predominantly minorities, recent population shift, politically polarized,	8/24/2021 6:39 PM
416	Stick to education stay out of politics	8/24/2021 6:38 PM
417	That our community deserves better than it has received in past years in several departments and especially from the board.	8/24/2021 6:38 PM
418	We are a smaller community so every young persons education is all that much more vital. We have educated so many and set them on the path to a successful future. They must not let obstacles take their eye off the prize	8/24/2021 6:36 PM
419	Demographics of the community, different cultures within the different school sites, community	8/24/2021 6:34 PM

ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT SUPERINTENDENT SEARCH, ONLINE SURVEY
 OPEN AUGUST 23 - SEPTEMBER 10, 2021

resources available to support schools and education.

420	It's diverse and there's a lot of prejudices within the school system	8/24/2021 6:31 PM
421	It is a very diverse community with varying demographics.	8/24/2021 6:31 PM
422	We have just enough members who don't believe in science to be dangerous - and that includes in the faculty	8/24/2021 6:31 PM
423	We are diverse, strong and tired of being cheated from the STEAM assets of the AV-- Palmdale Playhouse, MOA, Edwards Airforce Base, Northrop/Grumman, etc. that are selectively accessible to "certain" students, leaving the majority of our students bottle-necked at AVC for 3 years or more.	8/24/2021 6:31 PM
424	Needs to be well informed,	8/24/2021 6:29 PM
425	Have a very good communications with the parents and very familiar with the community in general	8/24/2021 6:28 PM
426	H	8/24/2021 6:27 PM
427	Very	8/24/2021 6:27 PM
428	That we are a diverse community that needs to be united not divided.	8/24/2021 6:27 PM
429	That we are going through rough times with COVID19 going on but we will all get throw it together one step at a time.	8/24/2021 6:26 PM
430	Do not fold to peer pressure.	8/24/2021 6:24 PM
431	We have aspects of urban, suburban, and rural schools all within the same district. Our students run the socio-economic spectrum and that means one size fits all solutions are rarely effective	8/24/2021 6:23 PM
432	The virtual school failed our kids especially the kids on IEPs. Need to never shut down for that long of time again.	8/24/2021 6:23 PM
433	In Low income areas the schools look awe full	8/24/2021 6:22 PM
434	We are a diverse community that tends to be moderate in their views. We have challenges that we face with a large foster care population and social economically diverse families, so we need to make sure we have a plan to support these families and students.	8/24/2021 6:22 PM
435	The district has a high population of low income minority students that need leadership that understand their needs to succeed in education. It currently lacks minority leadership in administrative leadership.	8/24/2021 6:22 PM
436	We are very diverse. Not just racially/ethnically, but socio-economically, parent education level, religion, parent involvement level, etc.	8/24/2021 6:21 PM
437	That we love and support our children and want more opportunities for them.	8/24/2021 6:20 PM
438	Options for those with concerns about campus health and safety	8/24/2021 6:19 PM
439	The amount of violence that has taken place since the mandate lifted.	8/24/2021 6:19 PM
440	Potential	8/24/2021 6:18 PM
441	Many are new to our community and it is important for the schools to be involved.	8/24/2021 6:18 PM
442	We are diverse, and have some work to do with our teachers learning how to be culturally competent.	8/24/2021 6:18 PM
443	Campus safety	8/24/2021 6:17 PM
444	We want the virus effectively handled	8/24/2021 6:17 PM
445	This is a community with a mix of ethnicities and income.	8/24/2021 6:17 PM
446	Diversity is our strength and ability to attain educational goals	8/24/2021 6:16 PM
447	Diversity, Demographics Resources	8/24/2021 6:16 PM

448	We are a large and diverse region. Each school has its own feel and its own unique challenges.	8/24/2021 6:16 PM
449	That the AV is close knit with great potential. The next superintendent will have the opportunity to have a profound impact on a diverse population.	8/24/2021 6:16 PM
450	That at our core, we are a family.	8/24/2021 6:15 PM
451	Our community needs more people to help mentor them. Additionally, a lot of schools are lacking a lot of teachers and subjects, which is affecting some students' learning adventure.	8/24/2021 6:15 PM
452	Everything and everyone is connected, one way or another	8/24/2021 6:15 PM
453	To keep our kids filled with activities.	8/24/2021 6:15 PM
454	So they can be aware of what happens	8/24/2021 6:14 PM
455	Providing support to students of color. Establishing the community schools model with all school sites	8/24/2021 6:14 PM
456	It is important that our next superintendent understands the process by which this school district works. Also to be extremely inclusive so that there isn't the appearance of impropriety.	8/24/2021 6:14 PM
457	Please protect this once beautiful place	8/24/2021 6:13 PM
458	That students in the AV are successful even when people continue to say they are not.	8/24/2021 6:13 PM
459	That the community extends beyond QH and Lancaster...this district is HUGE and the schools in the outlying areas need as much consideration as the ones in the middle of town.	8/24/2021 6:13 PM
460	Covid	8/24/2021 6:11 PM
461	Diversity. Socio economic diversity.	8/24/2021 6:11 PM
462	That mask mandates is not the right choice. You can't support trans and not support our children being able to breathe free, fresh air. Our children wearing masks is child abuse	8/24/2021 6:11 PM
463	The community is growing and parents still commute for work so students are often alone after school hours	8/24/2021 6:11 PM
464	Diverse community	8/24/2021 6:10 PM
465	All students should be held accountable regardless of who they are related to	8/24/2021 6:10 PM
466	We want to have great schools not just good ones.	8/24/2021 6:10 PM
467	It is blended demographically and should be represented by someone that fits our Demography.	8/24/2021 6:10 PM
468	Our community is very diverse and each school has vastly different challenges based on the demographics of the area they serve. Sweeping mandates and requirements are not beneficial and schools need to be recognized as having individual challenges.	8/24/2021 6:10 PM
469	To do what they can to keep our children safe	8/24/2021 6:09 PM
470	Our employees don't represent our school population	8/24/2021 6:09 PM
471	They should have rapid Covid testing for kids who do not have the Covid shot.	8/24/2021 6:09 PM
472	That littlerock high is just as important as the other schools	8/24/2021 6:09 PM
473	We are a huge melting pot of people. All races (including Whites) need to feel they are included. Staff members need to be treated fairly. Parents are not always right and giving in and paying out to parents isn't always the right thing to do.	8/24/2021 6:09 PM
474	That we are a small community that needs more stuff for kids to do.	8/24/2021 6:09 PM
475	Most of the local community feels geographically isolated and the area itself lacks varied industry options for graduates outside of aerospace	8/24/2021 6:09 PM
476	Students with higger learning skills are not being challenged academically enough.	8/24/2021 6:09 PM
477	A lot of people in this community need mental health support and services. More staff is	8/24/2021 6:09 PM

Executive Summary, Leadership Associates
 ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT SUPERINTENDENT SEARCH, ONLINE SURVEY
 OPEN AUGUST 23 - SEPTEMBER 10, 2021
 September 11, 2021

needed in order to assist this population.

478	We do not want critical race theory taught in our schools.	8/24/2021 6:08 PM
479	We're close knit even though it's a spread out area.	8/24/2021 6:08 PM
480	Very diverse racially, politically and economically	8/24/2021 6:08 PM
481	That there is a need to build a strong community culture here. The youth see our community as a desolate wasteland to be escaped from while their adults see the place as an affordable place to live and work/commute. Schools can offer so much if they are just given the support, financial backing, and encouragement.	8/24/2021 6:08 PM
482	Experiential learning is essential.	8/24/2021 6:08 PM
483	Respect and still some small town feel	8/24/2021 6:07 PM
484	I think it is important to know that the high schools vary from location to location and that one solution will not fix all schools in the district.	8/24/2021 6:07 PM
485	How important it is to keep the kids doing in person learning.	8/24/2021 6:07 PM
486	Our unique community in Southern California, and the amazing opportunities that our valley has from its business and citizenry.	8/24/2021 6:07 PM
487	The community is diverse and the staff at all schools should reflect the diversity	8/24/2021 6:06 PM
488	We are a very diverse community.	8/24/2021 6:06 PM
489	How COVID affects us	8/24/2021 6:05 PM
490	I think it's important to know that we have a great group of students. but also a handful of students that aren't the best.	8/24/2021 6:05 PM
491	very much concerned about education.	8/24/2021 4:33 PM
492	Very willing to help when needed	8/24/2021 1:53 PM

Q5 Please add any other qualities and characteristics which you think are important for our next superintendent to possess.

Answered: 441 Skipped: 1,635

#	RESPONSES	DATE
1	Culturally competent , of diverse background , caring and kind , bilingual	9/10/2021 2:40 PM
2	I would love to see a superintendent that represents the majority of the community. African-American, Latino, Asian or other ethnicity, Queer, or a Woman. Although race is not an issue, I think the community and the students would love to see someone who they can relate to and they feel can unite the community.	9/10/2021 2:33 PM
3	Understanding that we are not robots, adhering to policies but include the "human factor" in decisions. The environment has become so hostile that we cannot ask a question to HR without getting reprimanded, even the call backs are abrasive.	9/10/2021 2:28 PM
4	Personable, approachable, good listener and communicator, reflective and takes in information from many sources before making decisions that affect us all.	9/10/2021 2:20 PM
5	Grace under pressure/criticism Ability to make decisions, especially tough ones Willingness to listen to staff and community members Ownership of actions (good and bad) Great communication skills Honest	9/10/2021 2:18 PM
6	Open mindedness to making it run smoothly.	9/10/2021 2:14 PM
7	Being a leader that is fair, knowledgeable about our community, knowledgeable of the mission of the district, always working to provide the best education possible to all students, and respectful to all levels of staff, Be approachable and a good listener	9/10/2021 2:05 PM
8	If we could clone Dr. David Vierra, it would be all of his qualities. Though many qualities are equally important, it is a high priority that the next superintendent maintains high ethical standards. Character counts -- a positive role model -- along with the ease/ability to form positive relationships with staff/faculty and community organization members. It has been demonstrated that this role requires all of this, along with a vision and mission to see the future of education that encompasses the whole student, along with a drive to venture into new technologies and industries relating to college and/or career. It certainly requires a conscientious passion for student achievement as students seek their path and journey post-high school. The present interim superintendent, Ms. Williams, has many significant capabilities and has much support in this role.	9/10/2021 2:02 PM
9	I believe Ms. Williams is perfect for the superintendent position.	9/10/2021 2:00 PM
10	Attentiveness, Patience, Cooperation, Willing to work with District Staff	9/10/2021 11:15 AM
11	World rounded, culturally competent, diversified in all areas, inquisitive, kind, sincere, empathetic, spiritually grounded.	9/10/2021 11:08 AM
12	be smart	9/9/2021 6:19 PM
13	Needs to realistically address the problems we face, not spout platitudes and buzzwords. Needs to listen to teachers, students, and the community, and not stay in the bubble admin creates. Many admin seem more interested in the image they project than the actual outcomes of their decisions.	9/9/2021 9:34 AM
14	Not related by blood or marriage (past/present) to anyone on the staff or Board of the AVUHSD. Also not connected to the hiring company similarly. We need someone outside the usual suspects...	9/8/2021 6:45 PM
15	Someone like David Vierra	9/8/2021 4:06 PM
16	Our next superintendent needs to have the best interests of the students at priority number one. Providing a safe environment in which they are provided the opportunities to learn and	9/8/2021 1:34 PM

	grow is paramount.	
17	Righteous	9/8/2021 9:42 AM
18	I was a teacher in the district for 40 years and I always found him to be source of courage in situations, calm at solving them, and a good listener. I never felt that he put himself above the rest of use and his roots in the valley made him one of us.	9/8/2021 9:11 AM
19	Competent, Committed, Compassionate, Fair, Humane, Objective, Team Builder, Authoritative, and Strong.	9/8/2021 8:54 AM
20	The next superintendent needs tk be responsible and trusting.	9/8/2021 12:40 AM
21	The new superintendent must be qualified, dedicated, progressive, charismatic, accessible, passionate, compassionate, financially astute, and understanding of the needs of the new generation of students in a world that will be digitized and automated within the next decade.	9/7/2021 8:46 PM
22	Good character	9/7/2021 7:20 PM
23	Openness, communication, an ability to lead, an ability to go against the grain, foresight, and knowledge of diverse individuals and cultures.	9/7/2021 7:16 PM
24	Hearing a variety of opinions	9/7/2021 7:11 PM
25	Innovator	9/7/2021 7:01 PM
26	A person who is diverse and has an open mind to relevant topics in our society. Also, someone who is willing to amend issues in our district, hands-on.	9/7/2021 6:05 PM
27	The superintendent should probably possess time management skills and have a great understanding of characteristics that many students now possess. This will allow for them to bond and fully understand what students truly find appealing.	9/7/2021 5:59 PM
28	Support teachers with best practices and protect the time teachers spend in class. I had 25 IEP's that took me out of class. That just should not happen if we care about the 200 kids in class as much as that single student. Make time after school for this maybe? Find a better solution.	9/7/2021 4:54 PM
29	Someone willing to work with staff, students and community. Insightful, innovative, have classroom experience.	9/7/2021 1:18 PM
30	The ability to understand the students point of view and make decisions based on it without teacher/superior biased mindset.	9/7/2021 11:33 AM
31	Being able to listen, do something about the problem a majority is addressing, making sure to not be biased when it comes to race	9/7/2021 11:29 AM
32	N/A	9/7/2021 11:25 AM
33	being able to see problems in students or in teacher teaching	9/7/2021 11:23 AM
34	organized.	9/7/2021 11:23 AM
35	NA	9/7/2021 11:21 AM
36	None.	9/7/2021 11:21 AM
37	I think it is important for our new superintendent to be friendly, understanding, and efficient.	9/7/2021 11:21 AM
38	To be bilingual and know that we exist.	9/7/2021 11:19 AM
39	Hardworking and dedicated	9/7/2021 11:19 AM
40	strong leadership, understanding, and restlessness	9/7/2021 11:18 AM
41	Caring and willing to hear other's opinion.	9/7/2021 10:54 AM
42	Caring and compassionate	9/7/2021 10:52 AM
43	Good leading skills, responsibility, empathy, and understanding.	9/7/2021 10:50 AM
44	Determination.	9/7/2021 10:48 AM

45	I think good ears and eyes are enough to hear and see the communities difficulties and successes to see what is bad and good.	9/7/2021 10:47 AM
46	Better be patient or else they gonna lose their mind.	9/7/2021 10:47 AM
47	Lol, idk.	9/7/2021 10:45 AM
48	I plead the 5th	9/7/2021 10:44 AM
49	Open-mindedness.	9/7/2021 10:44 AM
50	none	9/7/2021 10:42 AM
51	N/A	9/7/2021 10:42 AM
52	I don't know	9/7/2021 10:42 AM
53	To be very thoughtful and careful on the stress of students and how much they can handle.	9/7/2021 10:40 AM
54	Strong leadership skills; effective communication skills; the ability to connect with the community; be a good listener; someone who actually knows what our teachers are going through	9/7/2021 9:00 AM
55	-To review and progress the current high school model into a better functional model better than "6 periods a day with a lunch in the middle" to better pace students such as a every other day block system . -To make good use of available funds to fund technology for underserved students. To empathize education for parents of the underserved students how technology and Google Classroom methodology serves as role in their students education.	9/6/2021 6:39 PM
56	Keeping the academic/ emotional/ and safety needs of students as paramount in their minds. They must take input from the community/ staff/ and students.	9/5/2021 11:22 PM
57	wf	9/5/2021 5:46 PM
58	He needs to be honest and understanding.	9/5/2021 4:28 PM
59	Understanding, caring, eager to do well on their job,	9/5/2021 8:50 AM
60	Someone connected to the community. Someone who is a visible leader. Someone who leads our district not just manages it.	9/4/2021 10:26 AM
61	D	9/4/2021 9:11 AM
62	1. Authentically passionate about the work- truly vested in the well being of all stakeholders 2. Hands on- gets into the schools and the community. 3. Active listener 4. Truly grasps curriculum and instruction 5. Developer of a culture of continuous improvement. 6. Collaborative	9/4/2021 7:04 AM
63	Support for high school activities programs. Athletics have a district meeting with district and school personal, but activities programs get nothing. We have been losing money for years with decreased vending machine revenue due to SB 12, student stores that lose money each year, and athletic programs that drain our accounts. Fundraising is limited, the community doesn't wish to support us, and the district is never around to hear any of our concerns. Our athletic departments choose pricing for games, but the revenue doesn't even cover the expense of the officials. Activities directors are treated second rate to athletics when it comes to communication with the district. No one has ever asked or sat down with us to hear our concerns. To talk to anyone we have to go through our principals which if they don't care, nothing happens. I would hope the next superintendent would care as much about extracurricular activities (which are proven to keep kids in schools) as all these other programs they throw money to that do little.	9/4/2021 7:03 AM
64	Communicative, honesty, respectful, responsible, kind, and hard working.	9/3/2021 6:52 PM
65	A wonderful Superintendent would see people as people, not labels or numbers, and would be willing to be bold & stand up for American values, like liberty, even against our school board.	9/3/2021 5:33 PM
66	Great communication skills, a positive and collaborative attitude.	9/3/2021 4:11 PM
67	intelligence, team player, works with all divisions, sets goals and themes for the year, follows ed code about which courses are to be offered at each level	9/3/2021 2:08 PM
68	School security is getting worse and it seems like no one cares anymore. Starting with the	9/3/2021 11:58 AM

adult outside picking up their kids. It's like a jungle out there. Eventho we have police out on the school ground. If we allowed adult to do whatever then we are teaching our kids that is ok to break rules and it's ok to do it in front of authorites. Remember we as adults like parents and public servers are teacher of our kids. They just copy what we do

69	Our next superintendent needs to move away from performative action and focus on transformational change. That being said, we need to focus on a few things at once and not throw a million darts at once and hope one sticks. Do not overwhelm teachers and parents with a bunch of pilot programs. Do your research and assess what will work for the numerical majority, not just the vocal majority, then implement programs.	9/3/2021 10:45 AM
70	Openness; honesty; inclusive leadership; decisiveness; action oriented	9/3/2021 10:40 AM
71	I would like to see the next superintendent spend time with our students on all campuses. This person is making decisions for our students, and needs to see that when decisions are made who and how does this effect them.	9/3/2021 10:21 AM
72	Mainly figths Parking safety Maintenance More workshops for future Dresscode	9/3/2021 9:29 AM
73	Compassion and care for employees, students, and parents alike. Fair, unbiased, leadership and strength of character. Perfection, NO; a striving for excellence in the way we teach kids, YES.	9/3/2021 7:41 AM
74	Strong leader that's not afraid to speak the truth not fake truth. That they stand for all races. That they don't teach critical race theory because that's racist. Sad that we even have to talk about that in today's society. Someone that is not for segregation. Strong belief in our country and we're all treated equal.	9/2/2021 10:50 PM
75	Experience in the school system, all the way down to teaching.	9/2/2021 8:10 PM
76	Background similar to growing up in the AV.	9/2/2021 7:23 PM
77	Good communicator.	9/2/2021 6:52 PM
78	A superintendent should have a clear view of how the world is changing and should show adaptability. Also, he/should have taught high school for a minimum of ten years and when that person is named, she/he should be required to teach at least one class every year. [REDACTED] Furthermore, he/she should have a strong focus and equality. [REDACTED]	9/2/2021 6:51 PM
79	Ability to lead, delegate their subordinates to not only help lead their departments for the superintendent, but the chose wisely those who will head up the various high schools.	9/2/2021 6:42 PM
80	To care about creating drug and violence free schools where kids feel safe.	9/2/2021 6:23 PM
81	For them NOT to read the survey for you can tell the community what we want to hear.. MAKE real changes....	9/2/2021 6:10 PM
82	Give funds yo schools.	9/2/2021 5:58 PM
83	Open to listen, more of an open door police. A friendlier presence.	9/2/2021 4:05 PM
84	Superintendent must be a change agent.	9/2/2021 3:36 PM
85	Speaking candidly, I personally believe that Ms. Shandlyn Williams possesses the qualities and experience needed to continue the positive strides made under Dr. Vierra's tenure. She assisted him for approximately two decades and also has the sensitivity to address ethnically diverse students.	9/2/2021 3:19 PM
86	The superintendent needs to not be related to any other AVHSD Administrator and should also possess vast experience in both the classroom as well as administration in order to effectively lead this district.	9/2/2021 12:13 PM
87	A superintendent must learn about each school. They must spend time working with principals, staffs, and students. But, most importantly, they must be visible and accessible to the community and families. In that, they will learn and have a depth of understanding of where the direction should head with a relentless focus on student achievement and lifelong success.	9/2/2021 11:24 AM
88	kind, really listen to suggestions from teachers.	9/2/2021 11:10 AM

89	Someone who can be fair and impartial. Someone who will listen. Someone who cares about the community, students, and staff. Someone who supports students' choices other than college (work, blue-collar trades, etc. Someone who believes in the importance of the arts, which teach critical thinking and problem-solving. Someone who believes in trade classes.	9/2/2021 10:55 AM
90	Ability to think outside of the box. Relevant teaching experience in high school. Willingness to challenge the "status quo" and "nepotism" that has existed in this district/valley for so long.	9/2/2021 10:37 AM
91	Forward thinking without sacrificing traditional morals and values.	9/2/2021 10:16 AM
92	Humble, personable, patient, a drive to reach the best outcomes, open communication with ALL stakeholders	9/2/2021 9:51 AM
93	Honesty. Competence. Must like teachers, instead of seeing us as the problem.	9/2/2021 9:45 AM
94	A superintendent has to take care of his/her employees. Revolving door employment is a problem here. You can't give 0% raises year after year when the cost of living continues to rise steadily each year and expect people to stick around. Unstable faculties never coalesce and never reach their full potential.	9/2/2021 9:39 AM
95	Firmness and fairness. When/ as the pandemic gets under control, we need to get away from having everything in google classroom for when students are absent. Students are starting to take the easy way out and staying home more. Attendance is decreasing.	9/2/2021 9:35 AM
96	Willingness to listen and communicate with school staff and teachers (not just principals). Willingness to own mistakes and communicate with all members (not just the union) about what is going on (I am specifically referring to the lack of competence in the district when it comes to paying 5th checks this month).	9/2/2021 9:20 AM
97	The next superintendent needs to have a whole child approach and needs to understand how to work with diverse populations and cultures.	9/2/2021 9:06 AM
98	a plethora of education experience behind him/her	9/2/2021 8:59 AM
99	Someone who can navigate what are hopefully the temporary tensions on the board with the needs of students and employees. Someone who recognizes the need to celebrate both current successes and the need to make changes.	9/2/2021 8:16 AM
100	Great communicator	9/2/2021 8:14 AM
101	firm and fair, makes decisions related to what is best for student learning as a whole	9/2/2021 8:01 AM
102	Being present, understanding what is going on at the school sites. Listen to the community and staff.	9/2/2021 7:53 AM
103	Knowledgeable Respectful Transparent Good communicator	9/2/2021 7:51 AM
104	Vision, passion, empathy, progressive values; someone who takes this job incredibly seriously and realizes that the future of these kids is in her hands; someone who puts the needs of our students above seniority, politics, and nepotism (and religious favoritism); someone who will not stand for "adequate" anything; someone willing to realize the needs of our community; someone who will take charge and own the changes we need to make; someone who will lead our cabinet to inspire progress and give our principal directives instead of "letting them do what they think is right for their schools" (which gets us nowhere); someone on fire to make this the best district for students, families, teachers, and the community.	9/2/2021 7:44 AM
105	The ability to take set clear and specific goals for the district and stand behind those goals.	9/2/2021 7:42 AM
106	An understanding of working with students and families that are on Government Assistance programs.	9/2/2021 7:39 AM
107	More proactive and less reactive in their problem solving methods.	9/2/2021 7:09 AM
108	Leadership, intelligence, outgoing personality, visibility within the community, openness to communication.	9/2/2021 6:56 AM
109	To be as far removed from local politics as possible. Hire someone from outside the district.	9/2/2021 6:08 AM
110	Transparency and accountability.	9/1/2021 9:09 PM
111	Leadership skills for people to feel welcomed when speaking with him/her and Acknowledge	9/1/2021 9:03 PM

that people from different walks of life can do a fantastic job if just given the opportunity.

112	Needs to be a problem solver and have the ability to build coalitions to get programs to work properly. Also needs to have a good BS reader to promote people who work hard o just look good.	9/1/2021 8:43 PM
113	Beholden to those who do the work each day (students included)	9/1/2021 7:22 PM
114	The ability to listen to all stakeholders and consider all viewpoints when making decisions.	9/1/2021 7:17 PM
115	Honestly, I'd like to see a woman or person of color. Someone who isn't related to everyone else and doesn't let their religious beliefs affect their job. WE need fresh blood but someone who also understands our school and needs.	9/1/2021 7:09 PM
116	Patience. Maybe a person who will get upset when things look like straight garbage.	9/1/2021 6:52 PM
117	Maturity, common sense over PC.	9/1/2021 6:34 PM
118	I think the next superintendent should be humble, caring, and desire to have a positive impact on our community.	9/1/2021 6:31 PM
119	not related to any administrator or board member; atleast 10 years in the classroom in urban colored school; guts to reinterview and qualify new administration teams at all sites; improve school safety measures	9/1/2021 6:16 PM
120	Awareness of racial disparities, economic struggles, and various backgrounds of our students and being prepared to support them in all ways.	9/1/2021 6:16 PM
121	An interest in getting teacher positions filled by qualified instructors and not just having classes watched by substitutes.	9/1/2021 6:04 PM
122	We need a leader that can reach across cultural, political, personal differences to find a middle ground where people can continue to work together. They need to have a vision for what the district can be in the future while leaving out personal bias or introducing preference or political/social correctness that divides rather than unites.	9/1/2021 5:56 PM
123	Love Joy Peace Patience Kindness Goodness Gentleness Faithfulness Self-Control	9/1/2021 5:43 PM
124	I hope he/she will listen to all possibilities before making decisions and be patient in extreme situations.	9/1/2021 5:40 PM
125	N/a	9/1/2021 5:39 PM
126	Integrity Grit Fairness	9/1/2021 5:33 PM
127	Its hard to say what qualities someone needs when we had zero access to the last superintendent. I am not saying that he wasn't good at his job and he had a lot of adversity at the end from the school board but I couldn't say I am qualified to decide. I just really hope the leaders of this district get in the trenches with us teachers and get to know who they are working with.	9/1/2021 5:24 PM
128	Easy going and open.	9/1/2021 5:06 PM
129	Personally, I would love an outsider. Someone with a fresh perspective. But this person needs to be loyal to our school district, teachers, and kids. This person needs to care equally about our kids regardless of color, creed, code, etc. This person needs to listen and respect other opinions. And this person needs to communicate.	9/1/2021 4:43 PM
130	Patience, vision, trust in teachers with accountability	9/1/2021 4:40 PM
131	Organization skills, ability to get people to do tasks well and in a timely manner, compassion.	9/1/2021 4:37 PM
132	Do what is best for the students, not hide behind fabricated data.	9/1/2021 4:35 PM
133	Leadership skills	9/1/2021 4:30 PM
134	I think it would be important to have the qualities of humility, understanding, slow to add and speak however always looking at the drawing board. Willing to listen.	9/1/2021 4:28 PM
135	Unrelated to anyone else currently working in the district.	9/1/2021 4:26 PM
136	Experience with school districts prior. Strong-headed, organized, empathetic	9/1/2021 2:52 PM

137	The ability to put children before politics; collaborative/open to working with community organizations and other public entities for mutual success; humility; knowledge of the local area	9/1/2021 2:10 PM
138	Communication and being able to take leadership whenever needed.	9/1/2021 1:26 PM
139	The Superintendent has always had a personality and attitude demonstrating that he is approachable to anyone within the district. There was never a feeling of little i.	9/1/2021 11:18 AM
140	Integrity, compassion, resilience, ability to see all sides of an issue, connection with community, knowledge of all aspects of education including curriculum, diversity and equity, special education, career education, behavior interventions, social emotional learning, policies, etc.	9/1/2021 11:07 AM
141	The Superintendent is the umbrella over many schools but, Principles are the "boots on the ground": If not already common practice for the Superintendent, let Principles run their schools how they know it to be successful and w/o micro-mgmt. If it becomes too much for the principles to handle, adjust procedure only at THAT school.	9/1/2021 10:23 AM
142	Ability to reign in the BOE	8/31/2021 3:07 PM
143	Proactive towards fixing the problems we have in our schools.	8/31/2021 2:41 PM
144	The new superintendent should have a strong instructional background grounded in equitable practices. They should know the K - 12 system and be prepared to address systematic issues across all sites and departments.	8/31/2021 1:25 PM
145	Empathy, communication skills, steadfastness/strength of convictions, ethical/moral compass	8/31/2021 11:26 AM
146	Be safe	8/30/2021 8:36 PM
147	Trustworthiness, ability to think outside the box, leadership development of staff, communication skills (verbal and written), ability to form relationships with all stakeholders, patience	8/30/2021 9:44 AM
148	Student-centered, excellent and timely communication, rational decision making, foreword thinking, personable, open door, and collaborative.	8/30/2021 8:57 AM
149	Should be an inside hire. Probably not an "old white guy".	8/29/2021 12:02 PM
150	An understanding that racial inequality does exist in the district and to understand it is part of their job to ensure it is addressed and change made.	8/28/2021 2:34 PM
151	Someone that's not afraid to upset some people and stand up to these community members and treat our kids first.	8/28/2021 12:00 AM
152	The superintendent needs to legit care and not be just another figure head with a title collecting a paycheck.	8/27/2021 8:40 PM
153	Active listening and good communication skills	8/27/2021 4:33 PM
154	Ability to collaborate with ALL community organizations, parents, clergy, and students	8/27/2021 2:12 PM
155	Nothing.	8/27/2021 1:57 PM
156	As we move into a new era of leadership, we need someone that understands and is empathetic to the obstacles many of our low socio-economic minority students face. On a different level, we also need a leadership that is willing to consider flipping the current education model upside down to provide students with tangible skills where the classwork can be tied into real world experiences.	8/27/2021 12:41 PM
157	To be athletic friendly and understand the importance of athletics on a campus's culture.	8/27/2021 12:29 PM
158	A heart to empathize with our students, hands to pitch in and help, and a strong backbone to stand up to incredibly loud parents.	8/27/2021 7:45 AM
159	Approachable and community oriented. This helps others feel a sense of community and models the care and interest we should all be having our community members	8/27/2021 6:10 AM
160	Being kind and understanding to others. As well as understanding if someone is dealing with a situation in or out of work/school/etc..	8/26/2021 11:21 PM

161	Staying informed, in-depth, about every campus and welcoming comments or suggestions with open arms.	8/26/2021 7:20 PM
162	Stay strong, be patient, and considerate just as our current superintendent is.	8/26/2021 6:23 PM
163	Integrity, thinks for her/himself, confident in that they do not bend to far right or left political views.	8/26/2021 2:10 PM
164	- accepting - patient - understanding - open minded	8/26/2021 1:36 PM
165	* Willingness to genuinely listen, not just hear * Ability to weigh multiple perspectives held by multiple stakeholders * Ability to make decisions that would benefit both students and teachers * Ability to look past what administrators communicate and reach out to teachers for their input without using administrators as conduits all the time * Flexibility * Resilience * Willingness to do the right thing, even if it's not popular * Ability to admit when he/she/they is wrong and proceed to correct the mistake * Take responsibility for the good, the bad, and the ugly that occurs in our district * Defend our district and school sites in the public eye, if/when needed * Ability to work with an erratic school board in order to ensure that our students and faculty/staff don't suffer because of petty politics * Have a good sense of humor. We're in the world of education. You can't survive without one, no matter what your job title is. :)	8/26/2021 1:24 PM
166	I think it's important for a superintendent to prioritize the students over money and convenience.	8/26/2021 1:21 PM
167	Trustworthy, ability to foster relationships, good communicator, visionary, strategic thinker, good communicator (listening and speaking skills), innovative and create, think outside the box	8/26/2021 1:01 PM
168	Someone to weather the ups and downs of this position and who will remain a constant classy professional through all. We all need someone to model these three things: 1. Do your job, 2. Be professional, 3. Take care of each other. Being in education is not an easy thing at times, so it would be nice to know that our leader has the back of our children, teachers and staff.	8/26/2021 12:56 PM
169	Integrity, Empathy, Creativity, Good Relationships with Community Organizations and members.	8/26/2021 11:47 AM
170	Must be able to relate to a diverse population, facilitate the development of positive relationships between members of the community and school site staff, and must have a vision that is inclusive of all community members.	8/26/2021 11:36 AM
171	Comprises.	8/26/2021 11:18 AM
172	Open-minded; willing to listen and work together with all stakeholders; Open-door mentality; Not overly sensitive and patient in dealing with those who are out to cause problems, especially particular school board members	8/26/2021 10:48 AM
173	The next superintendent needs to have empathy, be a good listener, be resilient in the face of challenges, and be a person of action. They need to put in the work to further support the programs that are working. They also should have some life experience that makes them relatable to our students. If they were a first-generation college student, a Spanish speaker, from a historically under-represented group, or some personal quality like that, that would go a long way to build trustworthiness and relatability with the families we serve.	8/26/2021 10:13 AM
174	I want the new superintendent to firm but affable. Be able to set goals and priorities and hold staff accountable for them. While some level of autonomy will be appreciated, the superintendent should demand results. There will be times to give praise, but when the job is not being done, the superintendent should also be able to address deficits.	8/26/2021 10:04 AM
175	Qualities: Compassionate, persistent, understanding, decisive They should be firm with public health issues-protecting students and staff. But have an understanding of the human element and what people are going through.	8/26/2021 9:58 AM
176	please be polite to the students so you are not disrespected in any way, that is all thanks :)	8/26/2021 9:35 AM
177	-Lead by Example -LOTS of classroom experience -COMMUNICATION capabilities - don't leave the teaching staff in the dark -Courage and Ability to stand up for what is right - even if it means going against policies and mandates pushed by Sacramento and LA County. Don't be a pawn - be a true leader even if it means bucking the 'system.' -Promote EQUAL OPPORTUNITY for all students and staff; NOT equity of outcome	8/26/2021 9:21 AM
178	A good diplomat, smart, creative thinking	8/26/2021 8:59 AM

179	Doctorate in education, ability and willingness to be on campuses, proven ability to make decisions, knowledge of education codes and educational law, background experience to serve all demographics (race, gender, special needs, and gifted), and commit to supporting extracurricular activities and athletics.	8/26/2021 8:57 AM
180	Nepotism is commonly practiced upheld and dominant throughout the district.	8/26/2021 8:53 AM
181	THICK SKIN! Best wishes to whoever takes on this role.	8/26/2021 8:53 AM
182	It is important the superintendent have a lot of experience and be a person of color.	8/26/2021 8:52 AM
183	I would like to see a woman of color, perhaps a member of the LGBTQ+ community.	8/26/2021 8:47 AM
184	Not to be a jerk! Be a kind person willing to serve the community of students they represent. Not be corrupt or part of shady dealings in personal life. Needs to be an upstanding member of the community.	8/26/2021 8:03 AM
185	A superintendent with an understanding of diversity and not an internal candidate. A compassionate, knowledgeable, well versed in restorative practices individual. Someone who is willing to challenge the status quo.	8/26/2021 7:12 AM
186	They should have compassion first and lead with a strong conviction. They should always be transparent and be willing to listen and consider the people they serve. They should also have a spiritual conviction and seek guidance in making good sound decisions.	8/26/2021 5:39 AM
187	Integrity. Toughness. Generosity. Visionary.	8/25/2021 8:04 PM
188	Sea una persona dispuesta a ayudar a la comunidad. Comprometido con la educación de nuestros hijos, tenga una buena relación con los padres y maestros. Sea una persona honesta y responsable.	8/25/2021 6:00 PM
189	Please stop the nepotism at the Board and District level. While the School Board is out of the superintendent's control, surely there can be more influence of the cabinet and other district-level personnel. The situation looks bad and is bad.	8/25/2021 5:47 PM
190	Bilingual communication. Mental health awareness for the teens.	8/25/2021 5:07 PM
191	Increase in communication with staff at sites directly. The last year and a half have left staff feeling undervalued and isolated.	8/25/2021 4:23 PM
192	Strong and not sugar coat any events.	8/25/2021 3:06 PM
193	Integrity and compassion	8/25/2021 2:50 PM
194	Integrity, goal-oriented, culturally aware and respectful, accessible and transparent, to be qualified experience, and to have an exemplary professional record from that experience.	8/25/2021 2:30 PM
195	Transparency and honesty.	8/25/2021 2:29 PM
196	Willingness to lead by walking around (get to the teachers without an admin coterie hanging around) and gather information on the ground. Be willing to communicate proactively. Be patient, wise, knowledgeable, and willing to make ruthless decisions.	8/25/2021 1:40 PM
197	Be transparent	8/25/2021 1:02 PM
198	Integrity, Humility, Charisma, Compassion, Communication.	8/25/2021 12:41 PM
199	A person of integrity. Respectable. Someone who will look out for the best interests of the students and staff.	8/25/2021 12:32 PM
200	Energetic. A former, long-time educator (no businessmen). Exited about being visible. Willing to make themselves accessible (often superintendents hide).	8/25/2021 12:29 PM
201	Strong minded leader that is willing to make all necessary adjustments regardless of Union, district or party structures. Empathetic, willing to walk on our shoes in order to care for the future of the AV.	8/25/2021 12:14 PM
202	Commitment to providing the best quality education to all students regardless of economic status, etc.	8/25/2021 12:12 PM
203	strong leadership	8/25/2021 11:52 AM

204	To look at district as a whole, professionalism	8/25/2021 11:50 AM
205	We need another great leader who will continue to focus on all that is good in our District. Someone who brings out the best in others and who will champion new ideas to better the education experience for our students.	8/25/2021 11:37 AM
206	Empathy, having an open mind, understanding the Antelope Valley, understanding diversity.	8/25/2021 11:27 AM
207	Godly fear, loving, understand sins destruction on Life	8/25/2021 11:18 AM
208	Kindness, understanding that the kids come first their safety and health, making sure there a good work ethics to adhere	8/25/2021 11:03 AM
209	Multi ethnic relations, experience, compassion and passion for strengthening our schools	8/25/2021 10:59 AM
210	The ability to listen and take the opinions and ideas of the community into consideration.	8/25/2021 10:58 AM
211	That Dr. Vierra has very big shoes to fill. He did bring our district far.	8/25/2021 10:43 AM
212	Assertive to the point that he/she listens to others' contributions but does not allow certain groups with an agenda to influence a decision. Must put the children first. Big heart. Compassionate. Knowledgeable. Willing to improve and change, but not just by recycling old ideas under a new label. Must listen to students/parents/teachers/staff.	8/25/2021 10:37 AM
213	Patience. Perseverance. Positivity.	8/25/2021 10:29 AM
214	The person should have a good fair reputation; do what is best without ties to certain groups/people.	8/25/2021 10:25 AM
215	High school experience is mandatory. It is important that our superintendent understands our students. Research proves that this is best obtained by being with the students daily on the campus environment. High school experience either as a teacher or staff ensures our candidate fully understands the high school culture. Also high school experience is important because the candid should be able to bring to the table positive successful programs that she/ created or developed with previous high school students.	8/25/2021 10:16 AM
216	-A value for classified employees and their role in the workplace, as well as an ability to communicate effectively with labor reps and the board. -A shared interest in continuing the development of the positive culture shared by so many of the district employees and admin. - Dedication to providing access to modern technology for students. Having ideas to improve parent participation. -A continued positive representation of the district including an increasing ability to improve racial and ethnic relations; this ability would make sure all groups are represented and feel accepted with their needs met and should include a plan to align community perception in doing so.	8/25/2021 10:08 AM
217	Strong leadership, transparency, good communicator, accessibility.	8/25/2021 10:02 AM
218	Patience, a willingness to be available to talk with any and all stakeholders, but most especially, our students, a level head and a solution-oriented individual.	8/25/2021 9:51 AM
219	Kindness, strong leadership, someone who builds up, doesn't tear down. Someone with a heart for special ed. but everyone else as well.	8/25/2021 9:48 AM
220	Communication, vision, empathy, accountability, trustworthy, innovative, Understanding the culture of the organization.	8/25/2021 9:34 AM
221	Sincere care for the children: meet their educational and emotional needs Family values Patriotic love of our country Fair Trustworthy	8/25/2021 9:23 AM
222	Should be a former teacher.	8/25/2021 9:22 AM
223	Caring, understanding, Black or African American, that is not oppose to holding anyone accountable.	8/25/2021 9:12 AM
224	Thick skin, patience and a sense of humor.	8/25/2021 9:07 AM
225	An individual with a varied life and professional experience. The Superintendent is an educator that handles the business associated with education.	8/25/2021 9:06 AM
226	Pointless, who ever will be the next superintendent will follow politics or loose their jobs.	8/25/2021 9:06 AM
227	He/she needs to show a caring presence for all staff and students. Maybe have a background	8/25/2021 9:04 AM

as a teacher at one time.

228	Someone who realizes that we are in a teacher shortage, and that within the next 3-5 years, we're about to lose a lot of our current staff due to retirement. We need someone who can bring people to this district who will stay rather than transfer in and out within years, or stop teaching to become administrators after spending the minimum amount of time they can teaching. We need to incentivize this job to bring new people in but also to keep current staff, otherwise the students are the ones who will suffer with a loss in their education	8/25/2021 8:59 AM
229	People skills.	8/25/2021 8:56 AM
230	Continue the trend in making sure we are kind with one another and leading by example.	8/25/2021 8:53 AM
231	Compassion, empathy, leadership experience, the desire to help all students succeed, and support teachers and staff to make the best learning experience possible.	8/25/2021 8:46 AM
232	It's important that our next superintendent has the ability to communicate well with all members of our community, and the fortitude and veracity to address conflict and challenge with the best outcome for all members of our community without fear of redress or judgment.	8/25/2021 8:44 AM
233	They should be open to innovation, new thoughts ideas and procedures because the same standard form 10+ years ago is not relevant today. They should be focused on what's best for kids and the well being of students should supersede school politics.	8/25/2021 8:37 AM
234	open mindedness and willingness to listen to staff needs and concerns	8/25/2021 8:31 AM
235	Update our sports facilities to other surrounding high school districts	8/25/2021 8:27 AM
236	Qualities to posses are for them to be non-bias and is willing to hear not just the people in their circle but the voiceless around them. It is easy to land a superintendent position if you know the right people. As easy as it is to attend a high school and work with people, that have everything for their students. However, what is very impressive is when a superintendent can reform and make changes to the community that really needs it. And internally restructure the people who will continuously be hired to help him or her succeed.	8/25/2021 8:24 AM
237	intelligent, open minded, stay away from extreme politics, keep what's best for students a top priority	8/25/2021 8:23 AM
238	Strong moral fiber; understanding the difference between good and evil. Able to stand strong against the violent tides of immoral, godless propaganda, mandates, Marxism, Communism & general b/s, from the heights of our government down to the most common of our citizens. A good man or woman who has a strong desire to see children receive a PROPER EDUCATION; someone who understands the importance of teaching the children that 2+2 does actually = 4. I am a product of L.A. Co. schools where I DID NOT receive a good education over 45 years ago!! I want better, not worse for our children.	8/25/2021 8:21 AM
239	The Superintendant should be respectful, they should be responsible, they should be able to face challenges	8/25/2021 8:13 AM
240	Transparent communication skills, ability to listen to all perspectives BEFORE making a decision, thinking ahead, & being mindful of implementations of policies, who it affects and how it changes procedures.	8/25/2021 8:09 AM
241	Kindness, composure, fairness, and a great personality like David Vierra has...	8/25/2021 8:09 AM
242	Strong presence; strong leadership background; articulate, but to the point; goal-oriented	8/25/2021 8:06 AM
243	Patience, kindness, listener, empathy, humility, grace. They should be someone that we know has the best interest of our kids at heart. Not themselves or their reputation. I dont want us to be a stepping stone to somewhere else, somewhere "better". The next superintendent should want to be here and stay here.	8/25/2021 8:05 AM
244	Patience, Organization, first priority the student and ability to balance that with the needs of the staff.	8/25/2021 7:55 AM
245	I think we should just make the interim superintendent the permanent one. She understands the needs of our students and the community. She reliable, personable, and a good leader. And she CARES about our students, staff, and faculty. I believe that she'll always do what's in the best interests of our community.	8/25/2021 7:55 AM

246	This person needs an understanding of the district and the resources within the district. They should have site Principal experience and have been an administrator at multiple sites within the district. Hiring an outsider or a person that has never ran a school would be a mistake since they would not have an understanding of the needs at the individual sites. They would just be guessing what they thing the stakeholders may need. It is paramount this individual have an understanding of the community and the schools.	8/25/2021 7:55 AM
247	Paying attention to details, Collaborative, down to earth	8/25/2021 7:53 AM
248	Flexibility, an understanding of our history and current community needs,	8/25/2021 7:46 AM
249	they should put students and teachers first	8/25/2021 7:45 AM
250	Community involvement, flexibility, communication skills	8/25/2021 7:45 AM
251	jsflksajflsjf	8/25/2021 7:37 AM
252	The ability to resist the Woke movement.	8/25/2021 7:33 AM
253	The next superintendent needs to be patient and willing to work hard with the community.	8/25/2021 7:32 AM
254	Fairness; be open minded and willing to make this District better for its employees and students	8/25/2021 7:24 AM
255	Open to collaboration and new ideas that aren't their own	8/25/2021 7:21 AM
256	Resilience, empathy, BS detector. Be sure to do what is fair, what is right, and do not cow-tow to the whims of madness masquerading as "warriors for equity."	8/25/2021 7:20 AM
257	Ideally the new superintendent will be someone who can represent and address the concerns of everyone in the district rather than a privileged few.	8/25/2021 7:18 AM
258	Strength, open door, fair.	8/25/2021 7:16 AM
259	Strong desire to engage with community members across different demographics; strong commitment to supporting staff and students; high standards for achievement and accountability; frequent and open communication with staff at all levels	8/25/2021 7:16 AM
260	Strong, resilient, understanding, knowledgeable about all aspects of education, and willing to stand up for what is right for our students.	8/25/2021 7:16 AM
261	The superintendent must be a people person and willing to do what is best for the comunity.	8/25/2021 7:06 AM
262	they need to have an open door, be willing to talk with all people, be a mentor, help all people rise up and be the best they can be	8/25/2021 6:57 AM
263	Previous experience, education in business and educational leadership, diversity training, someone from the community (AV and surrounding areas), etc	8/25/2021 6:45 AM
264	Absolute leadership, communication skills, and dedication for better school rating improvement.	8/25/2021 6:41 AM
265	Honest, brave, good-hearted and God fearing	8/25/2021 6:33 AM
266	Patience, compassion, strength, and willing to fight for all the stakeholders of the district (Students, Staff, Parents, and the communities).	8/25/2021 6:19 AM
267	Strong leadership; firm decision maker; and ability to help and provide support to ALL students, families and staff.	8/25/2021 6:16 AM
268	Be able to motivate and support the faculty and admin.	8/25/2021 6:07 AM
269	We don't need another politician. We need someone who is focused on educating our kids and not just receiving funds for attendance!	8/25/2021 6:07 AM
270	Desire to meet the people, more contact with parents, caring, compassionate, out going, approachable	8/25/2021 5:42 AM
271	Integrity	8/25/2021 4:22 AM
272	A good listener, experience would be helpful, cares for this community and really wants to help families.	8/25/2021 2:16 AM

273	Integrity	8/25/2021 1:05 AM
274	Independent thinker who is not beholden to anyone. Able to stand up to Board members.	8/24/2021 11:31 PM
275	Flexibility, good sense of humor, a leader who puts trust in his colleagues, patience, empathy, clarity, and good at communicating	8/24/2021 11:14 PM
276	Attended AVUHSD as a student, graduated from it.	8/24/2021 11:08 PM
277	Strategic vision, teacher support, open door policy.	8/24/2021 10:51 PM
278	A caring mind and heart to this community.	8/24/2021 10:44 PM
279	patient and adaptable	8/24/2021 10:39 PM
280	To make sure that any changes trickled down to the last employee and not just to say there will be changes but it stays in the district office.	8/24/2021 10:38 PM
281	Focusing on a good behavior	8/24/2021 10:36 PM
282	It's a hard work but if your capable and studied for nothing can go wrong	8/24/2021 10:26 PM
283	Don't ██████ us to put it frankly. I taught high school for 15 years , a couple in this district so I'm used to ██████ Don't tell me what a want to hear tell me EXACTLY how you are going to make change. Don't be a politician.	8/24/2021 10:21 PM
284	be brave and confident and don't hold back	8/24/2021 10:12 PM
285	The new superintendent should be committed to both the school and community, should be able to communicate with diverse populations (ethnically, educationally, and economically) and needs to understand the Antelope Valley district has a lot of capabilities to meet these challenges.	8/24/2021 10:07 PM
286	Ability to restore faith in educational system and promote positive learning environment for our kids.	8/24/2021 10:06 PM
287	Maybe somebody that has actually taught in a similar school district for a substantial period of time BEFORE going into admin.	8/24/2021 10:06 PM
288	Focus on enriching the lives of these kids. These years are formative for them. Don't play the political game, get down to their level.	8/24/2021 10:01 PM
289	Work together with everyone to keep our kids in school safe!	8/24/2021 9:59 PM
290	Cultural, political, and Emotional intelligence is a must. An Antiracist and an Equity Warrior. Knowledgeable about the community and the history of the district. Someone who has experience in leading as an Assistant Supt. Or an actual Supt. And has a good track record with the previous district they worked for.	8/24/2021 9:54 PM
291	Non-partisan, teach our children math and science, don't push your agenda on them	8/24/2021 9:49 PM
292	Humble and never take their position for granted. A leader and manager of all employees. Personable, approachable, of high integrity, ethical, and trustworthy. Builder of positive relationships Effective communicator and articulates clearly	8/24/2021 9:45 PM
293	Hrjdj	8/24/2021 9:36 PM
294	In tune with the students- mutual respect and acceptance of criticism. Listen to the kids and make changes as needed. Hold the teachers accountable and make them do their jobs.	8/24/2021 9:35 PM
295	Thoughtful consideration, with parents support, before acting on any important issues which would result in changes in curriculum, or practices that may negatively impact many, while supporting only a few. The next superintendent should be strong and not give in to the demands of the few at the expense of the many for the sake of optics. Do what's right regardless of the consequences.	8/24/2021 9:01 PM
296	na	8/24/2021 9:00 PM
297	Honesty, approachability, accountability,	8/24/2021 8:52 PM
298	thats it	8/24/2021 8:51 PM

299	Flexibility	8/24/2021 8:39 PM
300	Good leadership skills. Able to lead a lot of different personalities.	8/24/2021 8:39 PM
301	The superintendent needs to know how to show empathy and compassion to every aspect of the community. The superintendent needs to make sure that their employees are engaged with community stakeholders and actually listen to the needs of the community.	8/24/2021 8:38 PM
302	Courage to do what is in the best interest of the kids, despite what the current political winds suggest. The inability to put the kids first, deprives them of a structured education.	8/24/2021 8:38 PM
303	Level-headed Diplomatic Fair, unbiased Long-term planner Negotiating skills Flexible Up on current educational trends/programs	8/24/2021 8:34 PM
304	N/A	8/24/2021 8:31 PM
305	<p>Improve school cleanliness and lead regarding health / pandemic measures , follow less, lead more. Insist on some health measures, not none. Each student holds their hand under a disinfectant dispenser while their temp is taken. If a dentist can do it, so should schools, each classroom. Clean!! Schools better. Roaches , ants, rooms not even vacuumed.. Disinfect rooms, even if only a bit. Clean bathrooms!!!!!! Keep students w distance apart still. Or offer online classes to those who feel its safer. Winter is coming!! Lead into health! More covid cases will appear, think ahead please. Not plan damage control and offer up kids and fam lives. Sensitive to racism and matters of race. Better guidelines what is allowed for teachers. A crying teacher due to divorce, bad mental health, drunk, screaming teachers due to bad mental health, racism, anger display (I can understand circumstances of lost fam members) but divorce should not be brought into class rooms and for a teacher to say in dismay: ' hum, you remind me of the yoga hussy my husband left me for) should not be thing or allowed!!!!</p> <p>Also, if they could not make it to the gym that day they should not be openly angry about it in class to the point that kids witness true anger issues! And rants and curse words. Additionally, we can definitely find better ways to relate to students than cursing! Who regulates teachers? Racism should not be supported or be part of teaching . stereo types found in books and lessons need to be looked at and addressed. Also.. A vague question as to why Prince or xyz wrote a song should not be graded . when researching such issue myself I found that that song by that artist had an uncertain meaning that could only be substantiated by loved ones not the artist, who refused to answer those questions back then. So it is speculation. And it was graded for correct answer or not so. How is that possible if based on speculation. Research is a thing still. Good students use resources! Who looks at such grades and lessons? Also, teaching about racism does not entitle any teacher calling my child a nigger nor mud etc. That person seriously referred to a child as a nigger in the class. Also a mud. !You are a mud! You are a nigger! And when addressing issues of racism I have to fear of school not supporting me, understanding me, threatening me, fake taking care of the issue and allowing it yet another time!!!, telling me its nothing!!! Putting my childs education at jeopardy even though a teacher should NOT have said so. Not all, teachers do not grade all children based on talent and ability, but back ground. I was there to witness it. I do not accept any of it. However, I see it again and again how parents accept the school / teachers misconduct. It is definitely not the ' nobody left behind' idea in practice. More so a striking elitist development. Help special needs children. At el dorado elementary years ago the special needs children were beat and hit with sticks!!!!!! To get them into class. We all saw it every morning. Nobody cared!!!! Nobody!!! Not certain of now but it should have NEVER happened and school should have stepped in, not ignored it. Please Help. Help w all that. Set new guidelines. Dare to lead.</p>	8/24/2021 8:30 PM
306	We need an outsider who can diversify the administrative team. They are all related to each other. One administrator leaves a school and is replaced by their wife or brother or son-in-law. It's not o.k. and everyone knows it.	8/24/2021 8:19 PM
307	We did 1.5 year of distance learning and I feel like we learned nothing in terms of alternative programs for our students. While we do have a virtual program it is not the same. Some of our students would be best served by remaining in their home high schools but having their content delivered via a distance platform. I'd like our superintendent to look at how to do that.	8/24/2021 8:17 PM
308	Dedicated to serving others and not-self, encourage team collaboration.	8/24/2021 8:17 PM
309	Ability to convey to the students that they are protected.	8/24/2021 8:14 PM
310	The skills the superintendent needs to possess is communication, an ability to avoid surrounding him or herself with yes people but surrounds him or herself with individuals with diverse opinions. Knows how to unite certificated and classified employees.	8/24/2021 8:11 PM

311	They need to be approachable, have knowledge and positive practice in dealing w/the community,the youth,& people from a variety of backgrounds. They need to care about their schools and the community.	8/24/2021 8:11 PM
312	Ethics	8/24/2021 8:06 PM
313	To be mindful and care for each students necessities.	8/24/2021 8:05 PM
314	we need someone who graduated from schools out here so they KNOW our struggle	8/24/2021 8:04 PM
315	The Superintendent needs to be experienced with POC, empathetic and be a person of color himself/herself so A.V. students have a positive role model they can look up to.	8/24/2021 8:03 PM
316	Must be from OUTSIDE the district. Experienced in a successful urban setting. A strong change agent unafraid to clean house	8/24/2021 8:00 PM
317	Lives locally, has lived in this valley for at least 10 years, has had/ currently has children attending local schools. Does not subscribe to the ideology of CRT because as a woman of color, I personally believe it sets us back decades and devalues the individual person and personal achievement.	8/24/2021 7:58 PM
318	Open, trustworthy, and education focused.	8/24/2021 7:57 PM
319	We need someone with an open mind, a positive character and one who is receptive to new ideas and programs. One who is not afraid of change, but can still manage the helm of running it steady.	8/24/2021 7:54 PM
320	Strong leadership	8/24/2021 7:54 PM
321	N/A	8/24/2021 7:51 PM
322	Leadership skills, social skills, not being a jerk, assertiveness.	8/24/2021 7:47 PM
323	I think the schools should be closed until it's really safe. Whole families are getting sick.	8/24/2021 7:47 PM
324	I would like to see a Hispanic or black woman in charge.	8/24/2021 7:45 PM
325	Someone whose not in bed with the teacher's union	8/24/2021 7:43 PM
326	would like to see an innovated thinker. that understands what it means to pick and choose your fights. bringing the opportunity to graduate high school students to graduate with certificates and/or licenses. so young adults don't feel lost once graduating but feel accomplished and a sense of self-worth.	8/24/2021 7:42 PM
327	Personable and fair	8/24/2021 7:41 PM
328	Smart, approachable, willing to listen to the families and staff.	8/24/2021 7:36 PM
329	Need someone with a clear vision of what changes are needed and has the ability to convince opposition to go forward with their plan.	8/24/2021 7:33 PM
330	Diplomacy, transparency, willing to go to the mat to protect all (teachers, staff and students). Willingness to get to know people- not just a few or only those at the DO.	8/24/2021 7:32 PM
331	I think of qualities like progressive, strong communicator, hard working, dedicated, knowledgeable, and engaged. As an engineer, I think someone with a STEM background is important as well to ensure the schools are able to be innovative in this area.	8/24/2021 7:31 PM
332	Innovative, transparency, ability to open up communication.	8/24/2021 7:28 PM
333	Strong leadership skills, a person of good character, benevolence, determined, confident, a good listener, friendly and approachable.	8/24/2021 7:27 PM
334	Experience in working with a diverse student population	8/24/2021 7:22 PM
335	That our Super lintendent understand that all people have value, and what we teach shows our communities what we value, and who we support. I think we slowly moving towards this in other areas. This is still a work in progress. However, what we do for living largely represents who we are as individuals. Lets teach our students that after high school they can truly be who they want to be. Lets support our students and offer classes they are interested in, while providing quality core classes..	8/24/2021 7:21 PM

336	Mental health awareness, training.	8/24/2021 7:14 PM
337	Patients, great listening, ability to see both sides, ability to connect with the community, show the person wants to be in the AV.	8/24/2021 7:08 PM
338	Empathetic Brave Intelligent Willing to engage the community	8/24/2021 7:07 PM
339	I feel that student guidance counseling is severely lacking proper student guidance. I think that the superintendent needs to help insure all students receive proper guidance to help them through their high school years. I'm today's society college is not the only avenue for success after high school, I feel the only focus for counseling is for the students to go college or they are left behind to find their own path.	8/24/2021 7:07 PM
340	A passion to help students, compassionate, does not compromise because of politics, hires because of experience not because of who you know.	8/24/2021 7:05 PM
341	Honest. Recent classroom / administrative experience. We don't need a superintendent that doesn't even know how kids are now.	8/24/2021 7:03 PM
342	Be understanding and mindful of where some of these children come from	8/24/2021 7:02 PM
343	Pragmatic.	8/24/2021 7:01 PM
344	Diversity is key, we need to see a black or latino superintendent, which does not exist in this valley at the moment. Education and willingness to work with staff and families thru tough times. Put our children first and mean it.	8/24/2021 7:00 PM
345	Knowledge of working with and teachings students with special needs.	8/24/2021 7:00 PM
346	Transformative leader, new direction	8/24/2021 6:59 PM
347	Focus on safety in our schools- students and staff!	8/24/2021 6:58 PM
348	I don't think sooo	8/24/2021 6:56 PM
349	Well educated in diversity, empathetic, compassionate, understanding, of moral character or a good representation, and steadfast.	8/24/2021 6:55 PM
350	Courageous, innovative, Inspirational, Strong morale, and Kind.	8/24/2021 6:55 PM
351	Clarity, no hidden agenda, no color blindness, open-mindedness, thick-skin, sharp wit, good sense of humor, compassion,	8/24/2021 6:55 PM
352	An open mind with good listening skills	8/24/2021 6:54 PM
353	Great communication. Great leadership. Lead by example.	8/24/2021 6:54 PM
354	Love of country, importance of teaching to be correct and unbiased, holding students accountable	8/24/2021 6:54 PM
355	Fast action.	8/24/2021 6:53 PM
356	To have high standards for teachers and students To listen and hear those in the community Be honest Be an advocate for teachers, students and parents.	8/24/2021 6:52 PM
357	Leadership, willingness to listen, open to problem solve and increase our graduation rate.	8/24/2021 6:51 PM
358	The next superintendent must not cave to pressure from the public, parents, students, employees, and board members just to appease them. It is impossible to make everyone happy and to make a decision just to appease some to avoid conflict only make other feel ignored and resentful. The next superintendent must not cave to public pressure just to avoid conflict. Sometimes conflict is necessary to do the right thing.	8/24/2021 6:51 PM
359	. Helping our students Especially our diverse and economically challenged students and also supporting the teachers and staff they have to face these students every day	8/24/2021 6:50 PM
360	Be ready to show strength and support to the refusal of any mandate that makes no sense for our campuses and/or community. Alongside Orange County, the AV is much more politically conservative than the rest of California. Our next superintendent needs to respect that. Engage in learning who our community members are.	8/24/2021 6:50 PM
361	Brave... not willing to cave to political pressure of not suspending students if needed. We need	8/24/2021 6:49 PM

to teach kids AND families accountability.

362	Someone that will speak with staff and students to truly get to know the atmosphere. Staff should feel there will be no retaliation. Teacher retention is important for continuity for district and campuses.	8/24/2021 6:48 PM
363	I would like the next superintendent not only be able to articulate to the board but also to the parents. Whether they be professionals or uneducated English as a second language parents.	8/24/2021 6:48 PM
364	Being fair, and morally correct even if I'm popular.	8/24/2021 6:47 PM
365	The understanding of mental health needs in the community and among staff. The understanding of the critical balance between Teachers/School staff and Administrators including transparency of information, fair hiring practices and fair promotions.	8/24/2021 6:47 PM
366	It would be nice to see diversity. A woman, or a minority. Someone educated not business oriented and well rounded.	8/24/2021 6:45 PM
367	No politics only what is best for the children	8/24/2021 6:45 PM
368	Compassionate, team player & involved.	8/24/2021 6:44 PM
369	One quality would be an athletics minded person that would help our schools and league move forward with facilities that can match more modern surrounding districts.	8/24/2021 6:44 PM
370	Solution oriented , good work ethics, God-fearing, old school thinking but believes in technological advancement, strong principles, and strong sense of justice, human equality, and love of people and community.	8/24/2021 6:43 PM
371	Someone who visits the individual sites equally and converses with staff that make those sites run.	8/24/2021 6:42 PM
372	This person needs to be a person of the global majority	8/24/2021 6:41 PM
373	Integrity, humbleness, critical thinking. Being able to think outside the box and not being afraid to shake things up.	8/24/2021 6:41 PM
374	Open minded, inclusive, well rounded, student focused, community driven	8/24/2021 6:40 PM
375	I think a more hands on approach to the leadership and accountability in our district.	8/24/2021 6:40 PM
376	A visionary who will build programs from the successful foundations that have been created. We need a leader who will continue to support our students and develop opportunities tailored to the needs of our community.	8/24/2021 6:40 PM
377	Vision casting, hard working, community giving, local living etc.	8/24/2021 6:39 PM
378	We need an intentional, unapologetic, social justice, equity minded superintendent. Willing to push an equity agenda. Great communicator with a vision for the district. Understands this community and its history. Not related to a bunch of people in the district.	8/24/2021 6:39 PM
379	Someone who care about our students more than their pockets, doesn't reflect their life experiences on our children, who will stand up for what is right when the board gets out of control and abuses its power, and overall someone who wants all their staff to be professional but also treated with same respect they will be given in their position & stringent work to ensure all supervisors act accordingly as well instead of abusing, or harassing employees then writing them up so the employee's have negative remarks in their files that take away from their ability to speak against tyrannical supervisors or rude administrators that tarnish their titles.	8/24/2021 6:38 PM
380	Energetic and positive. Honest and committed to be here for the long haul. Not using our district as a one or two year resume line item, a steppingstone to a different position most likely outside our Valley.	8/24/2021 6:36 PM
381	Someone who puts students first and then the needs of teachers/staff, rather than just putting the needs of the District first.	8/24/2021 6:34 PM
382	Culturally Competent	8/24/2021 6:31 PM
383	The capacity to ensure cultural competency from the top down and connect the high schools as much as possible.	8/24/2021 6:31 PM

384	Open mind, do not try to hide anything	8/24/2021 6:29 PM
385	I just said if we working together everything is possible La Union Hace La Fuerza	8/24/2021 6:28 PM
386	J	8/24/2021 6:27 PM
387	Caring Informed Willing to adapt	8/24/2021 6:27 PM
388	Student first not union first, Strong communication skills, able to see multiple perspectives, and have a long term interest in the AV.	8/24/2021 6:27 PM
389	I would like to meet are new superintendent. If you get into office I would like to meet you. Give good impoot to all staff and students and parents.	8/24/2021 6:26 PM
390	A back bone to stand up and do what's right for our students and not peer pressure of what the "in thing is to support"	8/24/2021 6:24 PM
391	Excellent communicator, calm demeanor, Classroom experience, familiarity with the area	8/24/2021 6:23 PM
392	Honest, loyalty, one who listens,	8/24/2021 6:23 PM
393	Interest in our children and being able to take the time to visit schools	8/24/2021 6:22 PM
394	Advocate for teachers, students, staff, community, and law enforcement. Do not bring in politics to your position.	8/24/2021 6:22 PM
395	The next superintendent should be fair and understanding when it comes to equity in hiring and promoting faculty and staff. It cannot allow nepotism and favoritism as a means of promotions. It brings a low morale that has stigmatized this school district for over 20 years.	8/24/2021 6:22 PM
396	I feel very strongly that they should be or have been a resident of the AV within the last 5 years. People who do not or have not lived here recently take way too long to gain an understanding of the people they will be affecting. They also need to have great leadership ability, while also be compassionate. And, they need to have an understanding of leading by serving - this is not a "look at me" position; it is a "look at our students" position.	8/24/2021 6:21 PM
397	Be a local resident with knowledge if AV. Be aware of fiscal issues.	8/24/2021 6:19 PM
398	No nonsense attitude	8/24/2021 6:18 PM
399	A backbone, the ability to stand up and for what is right and for our CHILDREN.	8/24/2021 6:18 PM
400	Innovative. Not beholden to any one group, but rather keeping students at the center of their work. Bold. Kind.	8/24/2021 6:18 PM
401	Caring, fair, stern.	8/24/2021 6:17 PM
402	Good decision making	8/24/2021 6:17 PM
403	Trust, passion for learning	8/24/2021 6:17 PM
404	Supportive of varied needs of our constituents. Not everyone will go to college.	8/24/2021 6:16 PM
405	Willing to put in the time to meet parents and students and not just sit behind a desk	8/24/2021 6:16 PM
406	Communication with stakeholders is going to help ensure a smooth transition, following such a long tenure. Most of the district has only worked under a single superintendent thus far--though most have had numerous principals and APs. Consistency would help at the lower level to help make sure the constant need for change is actually positive for each school, planned over a longer course of time, and implemented with followthrough.	8/24/2021 6:16 PM
407	A commitment to this community. Someone who has been here and seen how we've grown and is committed to continuing that growth!	8/24/2021 6:15 PM
408	A superintendent should be a great leader, humble, always willing to help others, patient, and kind. Additionally, they just be open-minded and seek the best solution to each problem rather than being stubborn.	8/24/2021 6:15 PM
409	His eagerness to get out there on site hands on unafraid	8/24/2021 6:15 PM
410	Always considers and addresses parents and students concerns and questions Provide school staff with training in regards empathy and respect with students.	8/24/2021 6:15 PM

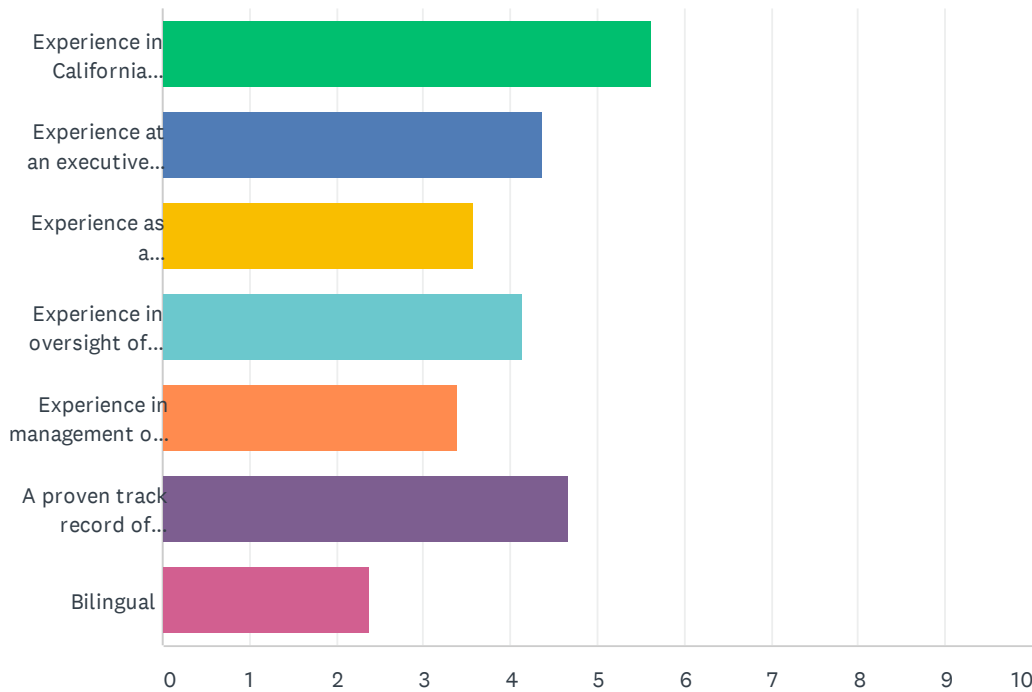
411	Gotta be fast and strong cuz there is a lot of Fights going on.	8/24/2021 6:14 PM
412	Be empathetic towards others and our students, staff, parents, and all others involved.	8/24/2021 6:14 PM
413	Listens to the parents concerns, takes a proactive stance on school safety and doesn't cave to what they know to not be right.	8/24/2021 6:13 PM
414	Someone who is openminded and will support our schools.	8/24/2021 6:13 PM
415	The next superintendent needs to have personality, charisma, and humor as well as an understanding of what our individual students need.	8/24/2021 6:13 PM
416	Vaccinated	8/24/2021 6:11 PM
417	A vision for the future of students. Increased CTE availability.	8/24/2021 6:11 PM
418	Strong support to the best interest of our kids futures	8/24/2021 6:11 PM
419	Listen to all stakeholders, promote positive relationships with parents (provide fun parent/student events), visit school sites, be proactive in maintaining facilities	8/24/2021 6:11 PM
420	Leads by example and let people do their job. No micromanaging. Inclusive if everyone.	8/24/2021 6:10 PM
421	Communication skills Easy to reach Be willing to take a huge salary reduction	8/24/2021 6:10 PM
422	Strong leader, good business management skills, excellent people skills, must be part of our community	8/24/2021 6:10 PM
423	Understanding that parents know what is best for their children.	8/24/2021 6:10 PM
424	Honestly	8/24/2021 6:10 PM
425	It would be great if our next superintendent was more visible to the different schools and not only accountable to stakeholders. I believe Dr. Vierra did a really good job for a long time, dealing with difficult situations but allowed favoritism and nepotism to keep the "status quo".	8/24/2021 6:10 PM
426	None	8/24/2021 6:09 PM
427	Open-minded Versatile	8/24/2021 6:09 PM
428	Just because littlerock high school is supposedly consider low income the student still deserve good sports programs	8/24/2021 6:09 PM
429	The favoritism needs to stop when hiring. Many people are over looked for a job because someone else's brother, niece, daughter needs a job with great benefits but they aren't qualified.	8/24/2021 6:09 PM
430	Hopefully they will be accepting of all students. Not just by race but beliefs. Students don't need teachers pushing their political agendas. Have your teachers teach all sides of the stories not just a tunnel vision. Hopefully the new superintendent will guide the teachers in a more equal vision.	8/24/2021 6:09 PM
431	A vision to rework high school education as we know it.	8/24/2021 6:09 PM
432	Managing the budget and hiring teachers with tech knowledge and challenge the students academically	8/24/2021 6:09 PM
433	Empathy and support to all stakeholders	8/24/2021 6:09 PM
434	Take good care of your employees and they'll take good care of your students.	8/24/2021 6:08 PM
435	Fair, Firm, Accessible, and involved	8/24/2021 6:08 PM
436	- anything other than a white male - somebody who has spent 15+ years in the CLASSROOM. Not the district office, not as an administrator, etc.	8/24/2021 6:08 PM
437	Flexibility, student centered, open to all levels of success.	8/24/2021 6:08 PM
438	Pro students, parents and staff	8/24/2021 6:07 PM
439	I also think it is important to realize that this district has flaws such as low pay, lack of resources that would be nice to have more of.	8/24/2021 6:07 PM

ANTELOPE VALLEY UNION HIGH SCHOOL DISTRICT SUPERINTENDENT SEARCH, ONLINE SURVEY
OPEN AUGUST 23 - SEPTEMBER 10, 2021

440	Understanding, strong emphasis on career training, and family values.	8/24/2021 6:07 PM
441	Locks on the bathroom plz	8/24/2021 6:05 PM

Q6 Please rank, in order of importance between 1 and 7, (1 being the most important), the following professional experiences that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

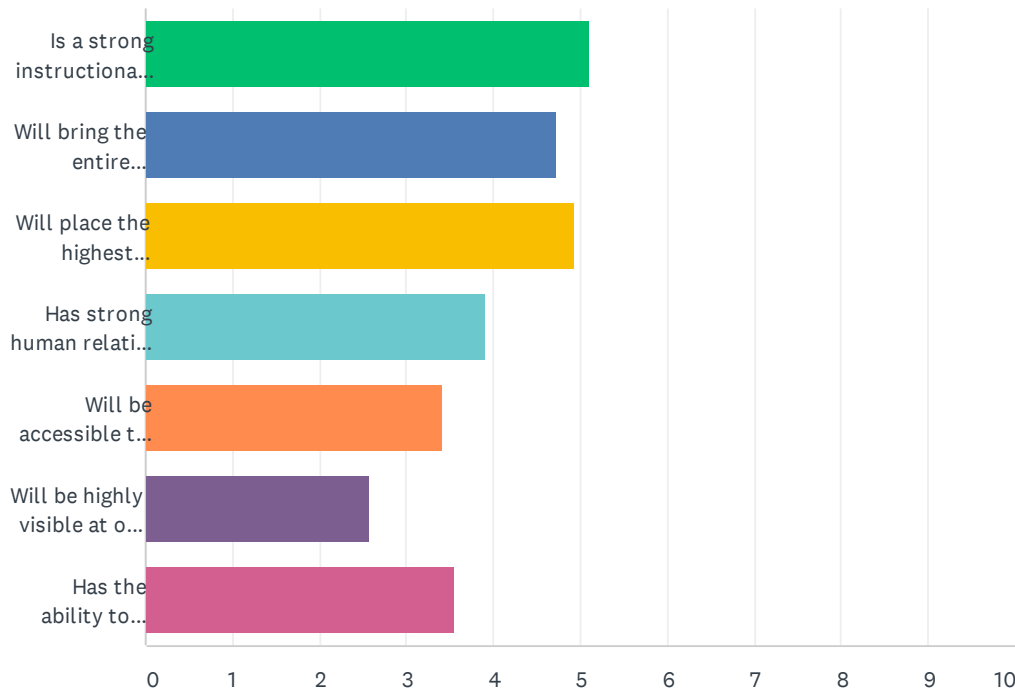
Answered: 609 Skipped: 1,467



	1	2	3	4	5	6	7	TOTAL	SCORE
Experience in California public education, either teaching and/or site administration	41.35% 239	23.36% 135	13.67% 79	9.52% 55	4.84% 28	4.84% 28	2.42% 14	578	5.63
Experience at an executive cabinet level position (assistant superintendent or superintendent)	12.56% 73	21.69% 126	17.21% 100	15.32% 89	13.94% 81	11.19% 65	8.09% 47	581	4.38
Experience as a superintendent in a comparable district	7.00% 41	9.39% 55	16.89% 99	15.36% 90	17.24% 101	19.80% 116	14.33% 84	586	3.57
Experience in oversight of school district finances, budgets, and business management	5.51% 32	13.77% 80	22.89% 133	25.65% 149	16.70% 97	11.36% 66	4.13% 24	581	4.15
Experience in management of school facilities	3.60% 21	8.06% 47	10.29% 60	17.50% 102	30.70% 179	21.61% 126	8.23% 48	583	3.39
A proven track record of growing academic achievement for all students, including special needs children, second language learners, and children experiencing poverty	26.57% 157	18.61% 110	12.69% 75	9.81% 58	7.95% 47	17.60% 104	6.77% 40	591	4.66
Bilingual	5.68% 34	6.01% 36	6.51% 39	7.01% 42	8.35% 50	11.35% 68	55.09% 330	599	2.39

Q7 Please rank, in order of importance between 1 and 7, (1 the being most important), the following professional leadership characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

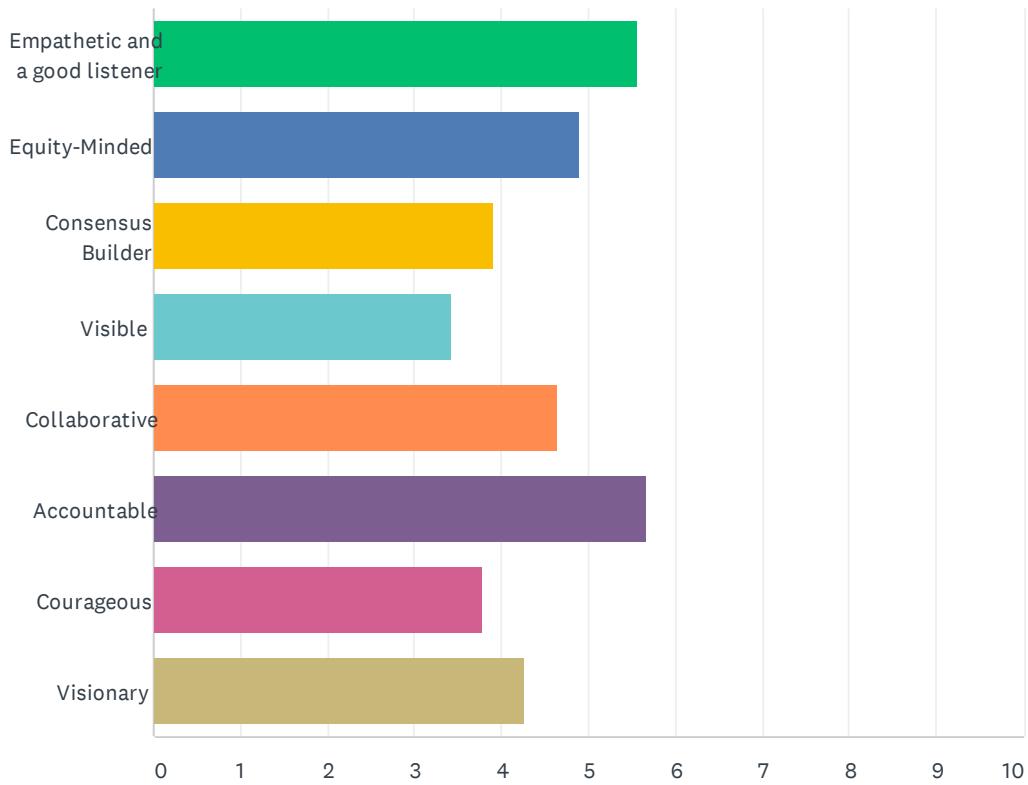
Answered: 540 Skipped: 1,536



	1	2	3	4	5	6	7	TOTAL	SCORE
Is a strong instructional leader who will maintain and improve the student achievement gains made in the District	32.15% 163	21.10% 107	14.20% 72	10.06% 51	8.68% 44	7.69% 39	6.11% 31	507	5.10
Will bring the entire community together toward a strong vision of student achievement	20.55% 104	23.12% 117	14.62% 74	12.85% 65	13.64% 69	8.50% 43	6.72% 34	506	4.72
Will place the highest priority on safe environments for students and staff	22.55% 115	16.86% 86	23.73% 121	16.86% 86	10.98% 56	5.49% 28	3.53% 18	510	4.93
Has strong human relations skills and is a "people person"	9.96% 51	11.52% 59	15.04% 77	21.29% 109	18.36% 94	13.28% 68	10.55% 54	512	3.91
Will be accessible to parents and staff	6.03% 31	7.59% 39	12.45% 64	16.93% 87	22.57% 116	20.43% 105	14.01% 72	514	3.40
Will be highly visible at our schools and community events	1.91% 10	6.31% 33	7.84% 41	8.80% 46	13.96% 73	29.45% 154	31.74% 166	523	2.58
Has the ability to coach and develop potential leaders within the District, and create a strong, cohesive working team	10.15% 54	14.47% 77	12.78% 68	12.03% 64	11.09% 59	13.35% 71	26.13% 139	532	3.56

Q8 Please rank, in order of importance between 1 and 8, (1 being the most important), the following personal characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

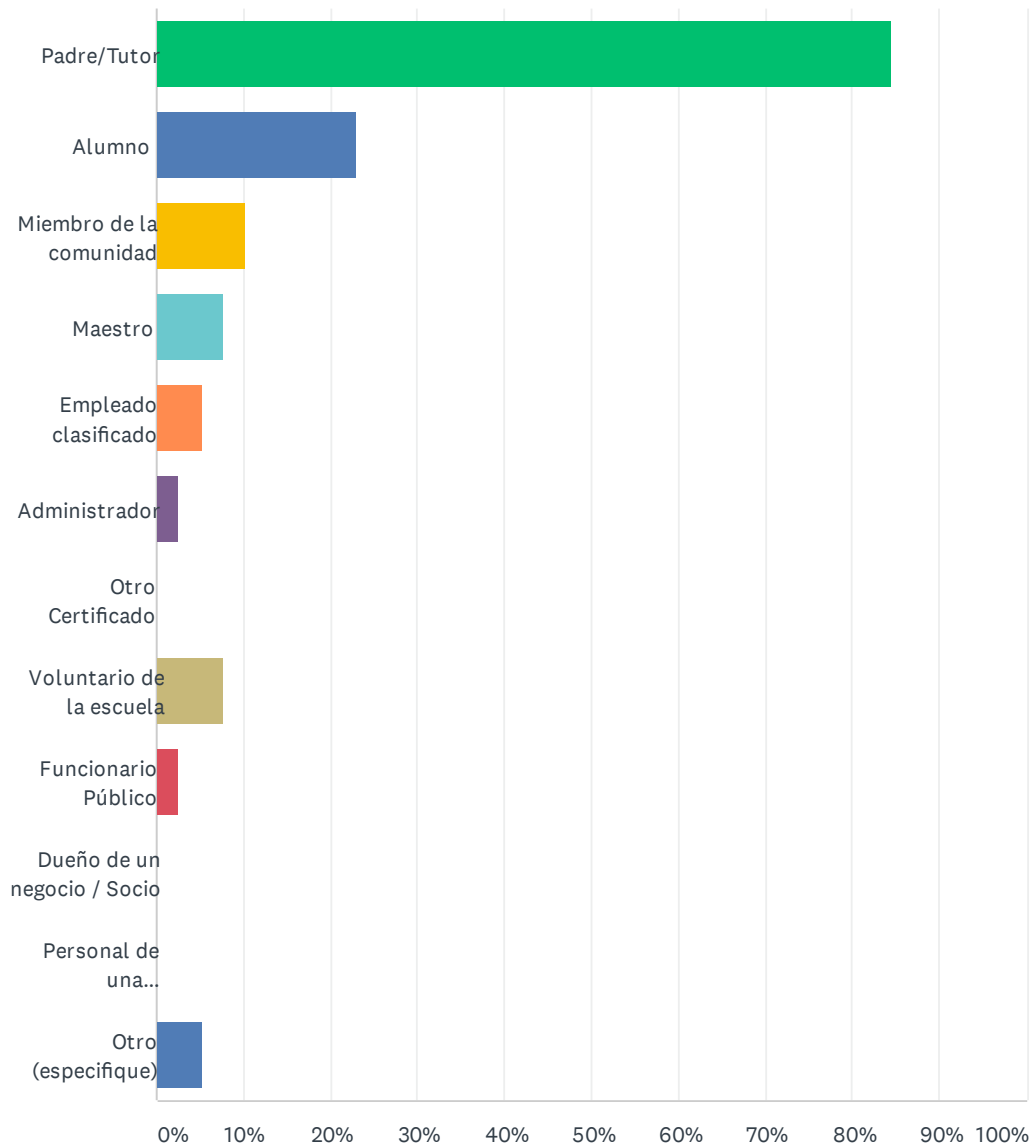
Answered: 516 Skipped: 1,560



	1	2	3	4	5	6	7	8	TOTAL	SCORE
Empathetic and a good listener	24.75% 122	16.23% 80	16.23% 80	11.56% 57	9.74% 48	10.75% 53	7.71% 38	3.04% 15	493	5.56
Equity-Minded	15.42% 76	19.27% 95	14.00% 69	11.16% 55	10.34% 51	6.29% 31	7.91% 39	15.62% 77	493	4.90
Consensus Builder	3.64% 18	6.68% 33	13.16% 65	16.19% 80	16.40% 81	15.79% 78	14.17% 70	13.97% 69	494	3.91
Visible	3.82% 19	4.42% 22	9.64% 48	12.85% 64	13.86% 69	15.46% 77	18.47% 92	21.49% 107	498	3.44
Collaborative	6.65% 33	13.51% 67	14.31% 71	17.14% 85	17.54% 87	16.53% 82	10.69% 53	3.63% 18	496	4.64
Accountable	28.20% 141	16.40% 82	12.60% 63	12.40% 62	10.00% 50	11.20% 56	6.20% 31	3.00% 15	500	5.67
Courageous	8.25% 41	10.26% 51	8.45% 42	8.85% 44	11.67% 58	12.68% 63	20.93% 104	18.91% 94	497	3.78
Visionary	11.35% 58	13.89% 71	11.94% 61	9.78% 50	9.98% 51	10.96% 56	13.11% 67	18.98% 97	511	4.27

Q1 Mis perspectivas vienen desde el punto de vista de un (marque todas las que apliquen):

Answered: 39 Skipped: 0



(Spanish Survey) Antelope Valley Union High School District DISTRITO ESCOLAR SECUNDARIO DE ANTELOPE VALLEY ENCUESTA, BÚSQUEDA DE SUPERINTENDENTE ABIERTA 23 DE AGOSTO - 10 DE SEPTIEMBRE 2021

ANSWER CHOICES	RESPONSES	
Padre/Tutor	84.62%	33
Alumno	23.08%	9
Miembro de la comunidad	10.26%	4
Maestro	7.69%	3
Empleado clasificado	5.13%	2
Administrador	2.56%	1
Otro Certificado	0.00%	0
Voluntario de la escuela	7.69%	3
Funcionario Público	2.56%	1
Dueño de un negocio / Socio	0.00%	0
Personal de una organización no lucrativa / Comité	0.00%	0
Otro (especifique)	5.13%	2
Total Respondents: 39		

#	OTRO (ESPECIFIQUE)	DATE
1	Ojala y sea una persona q vea por los estudiantes	8/25/2021 7:33 AM
2	Más comunicación con los padres	8/24/2021 8:21 PM

Q2 ¿Cuáles considera que son las ventajas del Distrito?

Answered: 10 Skipped: 29

#	RESPONSES	DATE
1	Que tienen un buen programa escolar, comunicación, tecnología, personal trabajando, alumnos presentes y estudiando, padres de familia apoyando y una comunidad con ganas de adaptarse a la nueva normalidad y con ganas de superarse y enfrentar los nuevos retos.	9/4/2021 7:53 AM
2	Que todas las escuelas del distrito se mantienen unidas por medio de las actividades que se realizan entre sí.	8/27/2021 9:23 PM
3	La Ventana del distrito es elegir a los alumnos.	8/26/2021 12:55 AM
4	Bienestar para los alumnos compromiso por los alumnos	8/25/2021 3:00 PM
5	Una buena educación para los estudiantes	8/25/2021 11:15 AM
6	La verdad ninguna	8/25/2021 7:39 AM
7	No se	8/24/2021 9:11 PM
8	Ahí te day más información que en la escuela	8/24/2021 6:14 PM
9	Regresar a la escuela	8/24/2021 6:13 PM
10	Buena	8/24/2021 6:08 PM

Q3 ¿Cuáles considera que son los mayores retos a los que se va a enfrentar nuestro nuevo superintendente?

Answered: 10 Skipped: 29

#	RESPONSES	DATE
1	A lo que estamos, viviendo en la actualidad, la Pandemia, la nueva normalidad, las necesidades de cada estudiante y familias, la asistencia, el nivel de aprendizaje, las clases virtuales.	9/4/2021 7:53 AM
2	Implementar un mejor método de seguridad para todos en la escuela, especialmente en los estudiantes.	8/27/2021 9:23 PM
3	Mantener orden y respeto.	8/26/2021 12:55 AM
4	Mejorar la educación en pandemia . Suministrar todas ayudas necesarias y seguras para nuestros estudiantes en cada escuela para el alcance de los alumnos y sus padres ejemplo : pruebas de COVID 19 exclusivas solo para los alumnos rapidas y efectivas con sospecha contagio	8/25/2021 3:00 PM
5	Sacar las drogas dentro del plantel escolar de cada HS , y preparar a su personal laboral . En lo personal me tocó conocer a un compañero de mi hijo en 9 gdo con cigarrillos de marihuana que fumaba dentro del plantel , yo se lo dejo saber a un trabajador de la escuela y su respuesta me dejo aturdida , el me contesta todos algún día la tienen que probar.	8/25/2021 11:15 AM
6	Q trate de poner orden en q los estudiantes no se salgan dela escuela en hora de clase .Q ponga horden con el trafico ala hora de salida .Y que haya vigilancia para mantener alos estudiantes seguros.	8/25/2021 7:39 AM
7	tema covid	8/24/2021 9:11 PM
8	Que todo sea en orden y mucha información	8/24/2021 6:14 PM
9	La gente que trabajará con el. Q puedan apoyarlo	8/24/2021 6:13 PM
10	Bueno	8/24/2021 6:08 PM

Q4 ¿Qué es importante que nuestro próximo superintendente sepa acerca de nuestra comunidad?

Answered: 10 Skipped: 29

#	RESPONSES	DATE
1	Que sepa, nuestras costumbres, nuestros idiomas y sea empatico con nuestra comunidad.	9/4/2021 7:53 AM
2	Que sepa que no todas las comunidades son iguales y que cada una tiene sus necesidades, comparemos Littlerock HS con Quartz Hills HS .	8/27/2021 9:23 PM
3	Que confiamos en su profesionalismo.	8/26/2021 12:55 AM
4	Sus inquietudes Sus necesidades Sus problemas Que ayuda necesitan	8/25/2021 3:00 PM
5	Que apesar que en ciertas área existe muchas necesidades ,somos muy unidos.	8/25/2021 11:15 AM
6	Q hase falta mucha vigilancia y q en la hora de salida haya uuna patrulla para hevitar peleas.	8/25/2021 7:39 AM
7	debe ayudar a la comunidad y mirar cuales son las necesidades	8/24/2021 9:11 PM
8	Consideró que es muy importante el repecto	8/24/2021 6:14 PM
9	Que necesitas mucha ayuda para los estudiantes	8/24/2021 6:13 PM
10	Bien	8/24/2021 6:08 PM

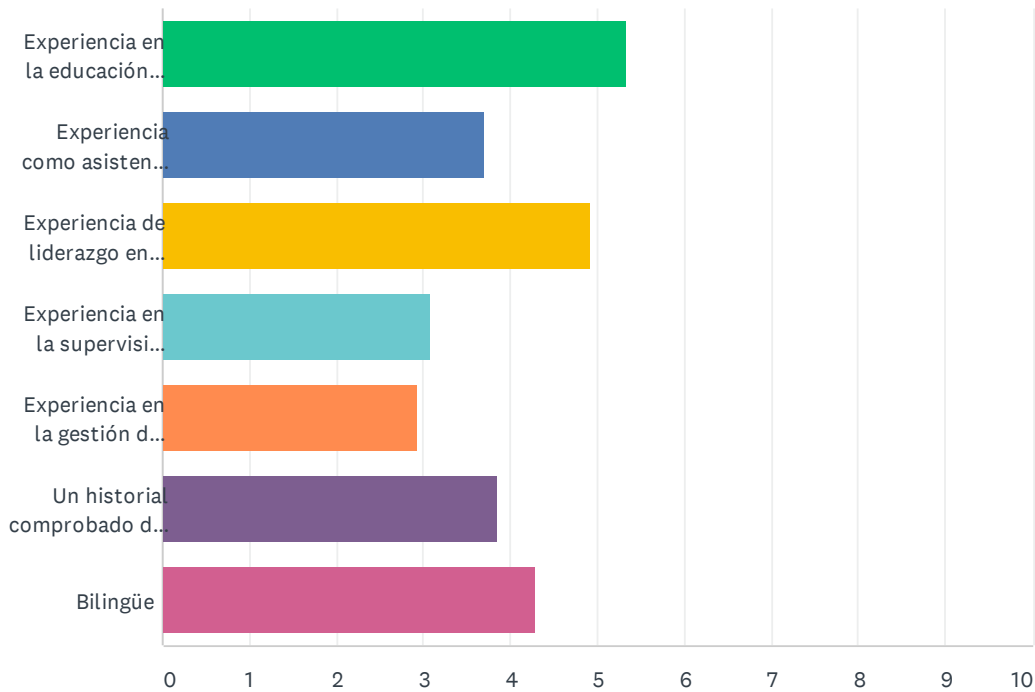
Q5 Por favor agregue cualquier otra cualidad o característica que considere importante que posea nuestro próximo superintendente.

Answered: 9 Skipped: 30

#	RESPONSES	DATE
1	Que se haga presente, que se involucre, con el personal, estudiantes, padres de familia, con nuestra comunidad.	9/4/2021 7:53 AM
2	Que ayude en las necesidades de cada escuela, especialmente las más necesitadas.	8/27/2021 9:23 PM
3	Experiencia	8/26/2021 12:55 AM
4	Una característica es el servir a la comunidad que nuestras necesidades sean su prioridad para el bienestar de nuestros jóvenes	8/25/2021 3:00 PM
5	Que no cierren las puertas tan temprano de áreas de deportes para que los jóvenes puedan correr o ejercitarse en lugares seguros después de escuela por las tardes o noche y no exponer a que les pasé algo, y si nos permite acompañarles porqué no.	8/25/2021 11:15 AM
6	Solo q le hinterese de verdad los estudiantes sin q haya rasisismo o preferencia por nadie	8/25/2021 7:39 AM
7	Responsable, honesto Y se preocupe x los demas	8/24/2021 9:11 PM
8	Inteligente y sabiduría	8/24/2021 6:14 PM
9	Bueno	8/24/2021 6:08 PM

Q6 Por favor, califique por orden de importancia de 1 a 7, (el 1 siendo lo más importante), las siguientes experiencias de liderazgo que usted considere sean las más importantes que nuestro próximo superintendente debe poseer con relación a las necesidades del Distrito.

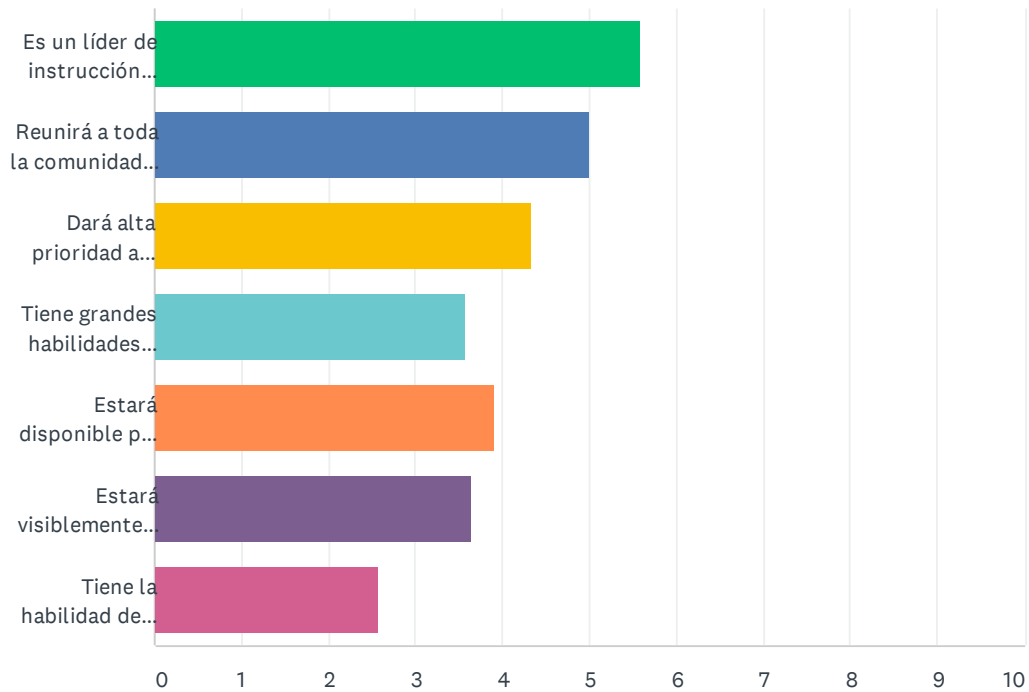
Answered: 14 Skipped: 25



	1	2	3	4	5	6	7	TOTAL	SCORE
Experiencia en la educación pública en California, ya sea enseñando y/o en administración	50.00% 6	8.33% 1	8.33% 1	8.33% 1	8.33% 1	16.67% 2	0.00% 0	12	5.33
Experiencia como asistente del superintendente o superintendente asociado	7.14% 1	21.43% 3	14.29% 2	14.29% 2	7.14% 1	7.14% 1	28.57% 4	14	3.71
Experiencia de liderazgo en un distrito semejante	7.69% 1	23.08% 3	38.46% 5	15.38% 2	15.38% 2	0.00% 0	0.00% 0	13	4.92
Experiencia en la supervisión de las finanzas, presupuestos, y gestiones empresariales de un distrito escolar	0.00% 0	0.00% 0	8.33% 1	41.67% 5	16.67% 2	16.67% 2	16.67% 2	12	3.08
Experiencia en la gestión de los establecimientos de una escuela	0.00% 0	0.00% 0	25.00% 3	8.33% 1	16.67% 2	33.33% 4	16.67% 2	12	2.92
Un historial comprobado del crecimiento académico de todos los alumnos, incluyendo a los niños con discapacidades, los alumnos limitados en inglés, y niños en la pobreza.	15.38% 2	15.38% 2	7.69% 1	7.69% 1	15.38% 2	30.77% 4	7.69% 1	13	3.85
Bilingüe	21.43% 3	28.57% 4	0.00% 0	0.00% 0	28.57% 4	0.00% 0	21.43% 3	14	4.29

Q7 Por favor, califique por orden de importancia de 1 a 7, (el 1 siendo lo más importante), las siguientes experiencias de liderazgo que usted considere sean las más importantes que nuestro próximo superintendente debe poseer con relación a las necesidades del Distrito.

Answered: 13 Skipped: 26

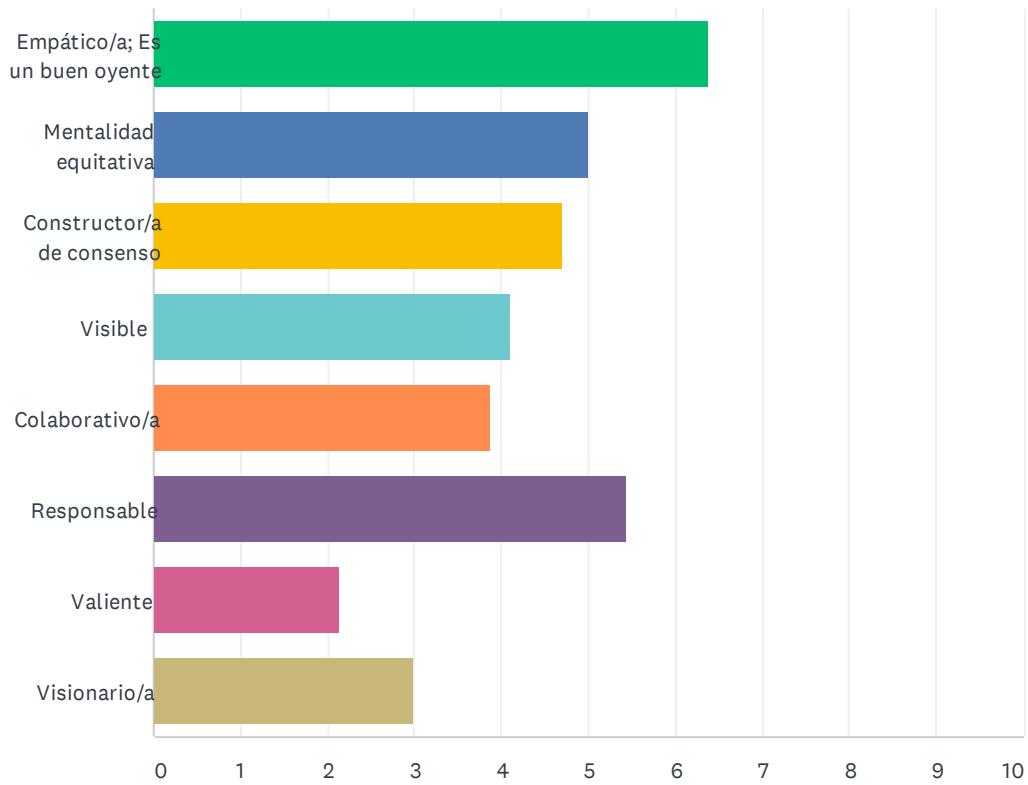


(Spanish Survey) Antelope Valley Union High School District DISTRITO ESCOLAR SECUNDARIO DE ANTELOPE VALLEY ENCUESTA, BÚSQUEDA DE SUPERINTENDENTE ABIERTA 23 DE AGOSTO - 10 DE SEPTIEMBRE 2021

	1	2	3	4	5	6	7	TOTAL	SCORE
Es un líder de instrucción firme que mantendrá y mejorará las ganancias logradas por el alumnado en el Distrito	50.00% 6	16.67% 2	0.00% 0	8.33% 1	25.00% 3	0.00% 0	0.00% 0	12	5.58
Reunirá a toda la comunidad hacia una visión sólida del logro estudiantil	9.09% 1	36.36% 4	27.27% 3	18.18% 2	0.00% 0	0.00% 0	9.09% 1	11	5.00
Dará alta prioridad a tener entornos seguros para los alumnos y el personal	16.67% 2	16.67% 2	25.00% 3	8.33% 1	0.00% 0	25.00% 3	8.33% 1	12	4.33
Tiene grandes habilidades para fomentar relaciones humanas y es una "persona sociable"	0.00% 0	8.33% 1	8.33% 1	50.00% 6	16.67% 2	0.00% 0	16.67% 2	12	3.58
Estará disponible para los padres y el personal	9.09% 1	9.09% 1	18.18% 2	9.09% 1	45.45% 5	0.00% 0	9.09% 1	11	3.91
Estará visiblemente presente en nuestras escuelas y en los eventos de la comunidad	9.09% 1	18.18% 2	18.18% 2	0.00% 0	9.09% 1	27.27% 3	18.18% 2	11	3.64
Tiene la habilidad de capacitar y desarrollar a posibles líderes dentro del Distrito, y de crear un equipo de trabajo fuerte y unido	8.33% 1	0.00% 0	8.33% 1	8.33% 1	8.33% 1	33.33% 4	33.33% 4	12	2.58

Q8 Por favor, califique por orden de importancia de 1 a 8, (el 1 siendo lo más importante), las siguientes características personales que considere que son las más importantes que nuestro próximo superintendente debe poseer con relación a las necesidades del Distrito.

Answered: 10 Skipped: 29



	1	2	3	4	5	6	7	8	TOTAL	SCORE
Empático/a; Es un buen oyente	62.50% 5	12.50% 1	0.00% 0	0.00% 0	0.00% 0	12.50% 1	0.00% 0	12.50% 1	8	6.38
Mentalidad equitativa	0.00% 0	22.22% 2	33.33% 3	11.11% 1	11.11% 1	0.00% 0	22.22% 2	0.00% 0	9	5.00
Constructor/a de consenso	10.00% 1	10.00% 1	10.00% 1	30.00% 3	10.00% 1	20.00% 2	0.00% 0	10.00% 1	10	4.70
Visible	0.00% 0	0.00% 0	10.00% 1	30.00% 3	40.00% 4	0.00% 0	20.00% 2	0.00% 0	10	4.10
Colaborativo/a	0.00% 0	0.00% 0	0.00% 0	25.00% 2	37.50% 3	37.50% 3	0.00% 0	0.00% 0	8	3.88
Responsable	22.22% 2	22.22% 2	22.22% 2	0.00% 0	0.00% 0	22.22% 2	0.00% 0	11.11% 1	9	5.44
Valiente	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	25.00% 2	62.50% 5	12.50% 1	8	2.13
Visionario/a	0.00% 0	22.22% 2	11.11% 1	0.00% 0	0.00% 0	0.00% 0	11.11% 1	55.56% 5	9	3.00