







## Survey Analysis System



Accessing results summary from "2022-23 Community Planning Survey, page:  
**Respondent Information** from Unified School District of De Pere.



What is your age? (n=1328)		
18-24 (0)	6 (0.5%)	
25-34 (0)	120 (9%)	
35-44 (0)	542 (40.8%)	
45-54 (0)	415 (31.3%)	
55-64 (0)	127 (9.6%)	
65+ (0)	118 (8.9%)	










Is your primary residence within the Unified School District of De Pere? (n=1331)		
Yes (10)	1097 (82.4%)	
No (1)	232 (17.4%)	
Not sure (0)	2 (0.2%)	
<b>AVG: 8.43 SD: 3.42</b>		

In which municipality do you live? (n=1332)		
City of De Pere (0)	526 (39.5%)	
Town of Glenmore (0)	9 (0.7%)	
Town of Ledgeview (0)	436 (32.7%)	
Town of Morrison (0)	17 (1.3%)	

Town of Rockland (0)	84	(6.3%)	
Town of Wrightstown (0)	4	(0.3%)	
Village of Allouez (0)	53	(4%)	
Village of Bellevue (0)	63	(4.7%)	
Do not live in the District (0)	140	(10.5%)	

<b>Are you an employee of the District? (n=1335)</b>			
Yes (10)	308	(23.1%)	
No (1)	1027	(76.9%)	
<b>AVG: 3.08 SD: 3.79</b>			

<b>Do you have children attending a school in the District? (n=1335)</b>			
Yes (10)	944	(70.7%)	
No (1)	391	(29.3%)	
<b>AVG: 7.36 SD: 4.1</b>			

<b>How do you like to receive school/District information? (Mark all that apply.) (n=1308)</b>			
Emails (0)	1034	(79.1%)	
School/District newsletters (0)	819	(62.6%)	
School/District websites (0)	703	(53.7%)	
Phone notifications (0)	420	(32.1%)	
Twitter/Facebook (0)	308	(23.5%)	
<i>Press Times</i> (0)	128	(9.8%)	
TV/radio (0)	111	(8.5%)	
Board meetings (0)	91	(7%)	
Other (0)	34	(2.6%)	
<b>Other items entered: (n=30)</b>			

Texts

word of mouth

Basketball Booster Club notifications

text message for school closing due to weather

Talking with Teachers and colleagues

Word of mouth (neighbors whose kids attend DP public schools)

Seesaw

Portal

colleagues

word of mouth

Grandchildren

Text

mailings

Yearly calendar

TEXT

Family members

yearly calendar

Text

Letter

If it's important, hard copy is more effective. Digital has become white noise.

Other social media platforms

Text

None of the above it is extremely disorganized and difficult to track

Mail

paper

Paper letters

Infinite campus

Texts

Papers sent home in folders

Mailings



## Survey Analysis System

Accessing results summary from "2022-23 Community Planning Survey, page:  
**Overall Satisfaction** from Unified School District of De Pere.

How is the District doing in each of the following areas?		
Item	Response	

Delivering a high-quality education (n=1275)		
Great (4)	601 (47.1%)	
Good (3)	556 (43.6%)	
Fair (2)	56 (4.4%)	
Poor (1)	10 (0.8%)	
Not sure/no opinion (0)	52 (4.1%)	
<b>AVG: 3.43 SD: 0.62</b>		

Keeping the public informed (n=1275)		
Great (4)	373 (29.3%)	
Good (3)	670 (52.5%)	
Fair (2)	135 (10.6%)	
Poor (1)	33 (2.6%)	
Not sure/no opinion (0)	64 (5%)	
<b>AVG: 3.14 SD: 0.71</b>		

Managing funds appropriately (n=1270)		
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Great (4)	213 (16.8%)	
Good (3)	479 (37.7%)	
Fair (2)	166 (13.1%)	
Poor (1)	33 (2.6%)	
Not sure/no opinion (0)	379 (29.8%)	
<b>AVG: 2.98 SD: 0.76</b>		

<b>Building pride in the community (n=1269)</b>		
Great (4)	496 (39.1%)	
Good (3)	549 (43.3%)	
Fair (2)	131 (10.3%)	
Poor (1)	21 (1.7%)	
Not sure/no opinion (0)	72 (5.7%)	
<b>AVG: 3.27 SD: 0.72</b>		

<b>Our school district's mission is to <i>prepare all learners to be successful and contributing members in our global society.</i> How are we doing in fulfilling this mission? (n=1268)</b>		
Great (4)	331 (26.1%)	
Good (3)	682 (53.8%)	
Fair (2)	163 (12.9%)	
Poor (1)	27 (2.1%)	
Not sure/no opinion (0)	65 (5.1%)	
<b>AVG: 3.09 SD: 0.7</b>		

<b>On a scale of 0 - 10, how likely would you be to recommend the District to a friend or family member? (n=1275)</b>		
0 - Extremely Unlikely (0)	13 (1%)	
1 (1)	2 (0.2%)	

2 (2)	5	(0.4%)	
3 (3)	11	(0.9%)	
4 (4)	15	(1.2%)	
5 - Neutral (5)	90	(7.1%)	■
6 (6)	46	(3.6%)	■
7 (7)	126	(9.9%)	■
8 (8)	264	(20.7%)	■
9 (9)	244	(19.1%)	■
10 - Extremely Likely (10)	459	(36%)	■
<b>AVG: 8.32 SD: 1.73</b>			

## What do you believe makes our school district unique or special? (n=542)

- 📌 It is a community that overall supports each other and supports education.
- 📌 Very dedicated staff and leadership that really work hard to meet the needs of their students.
- 📌 Caring, dedicated staff who goes above and beyond and a supportive community.
- 📌 The people! Every staff member is dedicated to making sure all student succeed!
- 📌 Great kids, decent facilities and dedicated staff
- 📌 The many elective choices that high school students have the ability to take. Caring teachers and staff.
- 📌 Overall, I think this district is good at trying to keep students engaged and connected. One way we are doing that is with the Nest/Flex idea. This is a great way for these kids to advocate for themselves and practice becoming productive members of society.
- 📌 The teachers!
- 📌 Dedicated, caring, competent staff.
- 📌 Staff devotion, culture

🔗 N/A

🔗 Great staff, community pride in being a Redbird

🔗 Our continual high achievement along with a variety of course offerings are big draws for many families in the area. It is important that our coursework continues to be challenging and rigorous, while at the same time focusing on ALL students, and not just the top tier.

🔗 There is a high rate of community involvement, and community members who are alumni or the parents of alumni continue to interact with school events and news.

🔗 very student-focused teachers are always trying new things to have students learn always striving to move the bar higher as opposed to lowering the bar

🔗 A smaller school district with fewer overall schools. High-quality educators who stay long-term in the district.

🔗 High expectations that students meet!

🔗 The amount of support that is provided for students through teamwork, collaboration, and additional aide staff if needed is wonderful. As a parent I have LOVED the idea of flex time at the MS and HS levels. I haven't had a child at Foxview yet because we moved in two years ago, but with Foxview being a blue ribbon award winner, I know they have to be doing something right. :) The only thing that does make me sad is that sometimes this wonderful support comes at the cost of paying individuals less than what they would be able to get in other jobs or in other districts. We are lucky to have the staff retention we do.

🔗 Our schools are almost all exceeding expectations. We are doing great things in our schools!

🔗 Small community so the residents are involved in the school district

🔗 Our teaching staff is extremely qualified and dedicated to our students.

🔗 The strong sense of community and belonging makes our district special.

🔗 Caring staff

🔗 The one-high school community makes for a small-town feel despite De Pere's rapid growth. The committed teachers help my children succeed.

🔗 The community support is remarkable. There is a pride that exists with being a Redbird and the way that local businesses and leaders in our community support the district is what makes us great. The staff and parents are so involved in all aspects of providing a quality education.

🔗 Effective leadership and quality teaching.

👉 Our district highly values academic success!

👉 I think we have a skilled teaching staff with a lot of veteran experience that many other school districts do not have.

👉 We have excellent staff who care

👉 The reason I hesitate to recommend this school district to others is the extreme discrepancy in equity. I know top-down people are trying to change things. However, the message is slow in spreading. I know that at our school, equity is not a priority (staff all the way down through students). Only a few people think it is important. I would love for this to change even though it may be difficult. It gets messy and political but it is still important. We have many talented people who could make a difference!

👉 We have a truly caring staff that goes out of their way to ensure the students are learning to their highest potential, as well as making sure they feel safe and cared for.

👉 As the district grows we continue to keep a small community feel to it. Also, the district has done a fantastic job of hiring positions from within.

👉 We have a small-town feel while being a rather large school district.

👉 A dedicated staff.

👉 Strong academics

👉 USDD . . . \* is very child/student oriented. \* continues to work on building home/school relations. \* works at researching and using best practices. \* is driven by compassionate and devoted administrators, teachers and support staff.

👉 We have a passionate and talented teaching staff and dedicated support staff. Parents/community members are heavily invested in the school and support many different activities

👉 This district possesses the most dedicated, passionate, hard-working, and talented staff members around. Partner that with incredibly talented students from committed families, and we have a special school community. The whole community cares about kids, not just today, but also in their future success and happiness.

👉 It's a great community and the teachers really want to help all students.

👉 Teachers and staff

👉 Our district prides themselves on making sure our students are ready for post high school. We offer many different types of courses/ and classes and staff does their best to provide quality education in outdated classrooms and labs.



👉 As a parent, what makes our district special is how well the staff connects to me as a parent. 4 kids at 4 schools makes things tough. The staff at each helps put us at ease with questions and concerns.

👉 The hardworking staff

👉 As a teacher, I see how our district works very hard to continuously focus on best practices with our instruction and works hard to provide opportunities for staff to collaborate as teams.

👉 The staff is involved in many outside/volunteer events.

👉 1. Our district pushes for rigorous academics. 2. Our community has great families. Our school allows for a safe and healthy place for kids to develop friendships that many families hope for.

👉 Very dedicated teachers and other staff. Also parent groups that support the schools.

👉 Dedicated staff

👉 I believe that even though it is (or is becoming) a fairly large school district, it still has that "small school district" and small community feel.

👉 Attention to curriculum, teaching, and high quality education.

👉 There is a coordinated effort between teachers, admin, and district office to have processes and curriculum in place and followed at the elementary level.

👉 Although we are three elementary school big, we still have a "small" school feel. Our children get to start in a smaller setting and grow into new opportunities and new buildings. The small elementary school feel leads to (at least Dickinson) feeling like a small community within the community.

👉 The teachers working in our buildings that go above and beyond to make our students feel loved and cared about are what make our district special and help students learn best.

👉 We have a community that supports each other, especially in times of need.

👉 Teachers go above and beyond to make sure that all student needs are met. Teachers care about all students and follow the mission statement daily.

👉 Awesome teachers and administration! Great curriculum. A sense of community and belonging.

👉 Our district is still quite small and can provide a targeted approach to learners.

👉 Farm to School program

👉 The clientele or make up of our students. We have parents who are very supportive and understanding of what their students need.

👉 I think we have strong parent involvement and a plethora of motivated, high character kids. Our school district is growing so I see this continuing.

👉 Teachers and staff that care about our students. We provide many opportunities for them to learn who they are what they want to do in life.

👉 The staff! They go above and beyond to meet student needs with limited time and resources.

👉 We do have a great deal of passionate teachers in our school and our school board supports us.

👉 The dedication of the staff to provide high quality instruction to our students.

👉 Our district not only values the education of our kids but also has a DEEP commitment to tradition and "the way things have always been". That can be good, but sometimes bad.

👉 Lots of experienced staff in many areas who can be used as valuable resources in many ways. Overall positive atmosphere within the district. A school board that supports and backs the staff and trusts that the staff is doing what they need to in order for the students to be successful. There is also a strong community and the families are supportive of the schools and they will also help out within the schools.

👉 Academically standards are high. In High School there were opportunities for my gifted student to be successful.

👉 At the K-8 level, we have a very educated and experienced staff working together in teams to create a consistent viable curriculum for all. In other districts students could potentially snake through the system and get varying educations depending on their teachers. I feel proud that we do not have that here and we can guarantee a quality education at every school and in every classroom. I also appreciate the work we have done in the area of mental health. I think what we have to offer in that area is above and beyond many of the surrounding districts.

👉 High academic standards and expectations.

👉 We hold a very high standard with our education.

👉 The teachers!! We are very fortunate to have such a great teaching staff

👉 Outstanding staff

👉 As a district, I think we do a nice job of incorporating the voices of families and community members into our decision making process. Additionally, I believe that we have a strong staff that truly cares about how all of our students do inside and outside of the classroom.

👉 Dedicated people all over. From our administration and staff, board, parents, etc. People want what is best for kids. We have fantastic students who do great things.

👉 The community as a whole is special. Most students listen, respect and work well with each other, The administration, staff, parents and students make the school the best as one by knowing everyone is different, but needing to educate all in some way.

👉 The staff.

👉 The people/staff

👉 We have parents, teachers, and community members who care about the education of students in our district and take pride in our community.

👉 I feel like our school district works on implementing a few things really well, instead of trying to focus on too many things and just doing okay. I feel like we have highly qualified teachers who are committed to helping student reach their full potential. We have a supportive school board and community who want what is best for children. We are strong collaborators with our colleagues.

👉 Dedicated staff, great facilities, wide variety of classes/topics, extra curricular activities

👉 The district offers a variety of courses and have really diversified choices in curriculum offerings.

👉 Safe Good learning great teachers

👉 The fact that we have high-quality teachers that really care about their students is very apparent.

👉 Amazing community. Great staff, wide variety of course offerings.

👉 Strong community ties

👉 We are on the outskirts of Green Bay, so still a smaller community with a mix of city kids and country kids. Parents are actively involved in their children's lives, and the teachers are respected for the most part. There is a pride factor across all schools, and crime or violence hasn't been largely present in our community or schools.

👉 How much support our district offers to community members and families.

👉 Set high expectations for students. Staff works collaboratively and we are "all hands of deck". Technology is always available for staff and students.

👉 I have told many people how I feel the district is great. I do feel that the district of De Pere did take a major step in the wrong direction during 2020, but since has corrected some of the negative behavior it did. I feel the district does care about the students and has done a lot to improve the quality of learning in the schools.

👉 Without a doubt the teachers in this district are fantastic. They truly care about the students, at least my two.

👉 Our children are not yet school age, but we moved to the East De Pere School District as we have heard amazing things from friends who live in the area, which speaks volumes to the staff involved. I also work at Syble Hopp School and have communicated with DP school staff, and they have all been wonderful.

👉 The community is supportive and overall resourced.

👉 The District's student population is geared for success based on the socioeconomic status of most students, involved families, and a supportive community. However, the District injured the students with its emphasis on protecting staff at the expense of the students' learning and mental health, and now seems genuinely surprised at the current mental health problems and learning deficits. Many of the teachers and administrators are caring and competent, but that is not universal.

👉 All the students are truly cared for and it shows

👉 Great teachers

👉 High expectations and unique classes

👉 Intermediate school model is great

👉 Smaller community, opportunities for growth and development

👉 Your mission is all wrong! Stop with the equity shit! You hired a woke superintendant to replace Little Ben (him retiring was good though). Don't get me wrong, diversity and inclusion are good - but if you think all students coming out should be equal, well then you are an idiot. Give them all an equal opportunity! That is fair! Don't you dare slow down the hard workers and rock stars! Make it this: To prepare all learners to be successful and contributing members in our global society, while allowing our outstanding learners to soar to their potential!

👉 High level of attention on academics and encouraging learning in specials as well - art, music and gym multiple times a week.

👉 De Pere schools seem to have more funds available compared to other districts.

👉 Our teachers are truly amazing.

👉 A long history of being know as being one of the best school districts in the state.

👉 The excellent quality of teachers.

👉 Quality teachers

👉 The quality of education is top notch, well rounded, and rigorous.

👉 No

👉 Consistently high level of quality there are no schools within the district that would be considered a "no go zone", in contrast to other school districts

👉 I like how the grades are separated out, K-4, 5th and 6th, etc.

👉 Dedicated staff at all levels that work together to achieve our success.

👉 The teachers. My children have had nothing short of outstanding teachers, and an overall school environment that makes them proud to be from De Pere and proud to attend the schools they attend. I have friends that live in surrounding districts and it does not feel like they have the same experience/sense of community within their districts.

👉 DePere is a great community and the district has a very good reputation. However, when you have a child that goes there you see what it can be like inside. There is lots of disregard for mental health and the school district hides from the public how bad the vaping and drug problems are in the district. Drugs and vaping are huge problems even in the lower grades of foxview and middle school. The school district tends to keep this only to those in the know.

👉 Very high academic standards and a sense of community/pride

👉 Good AP offerings

👉 Great teachers. Good class sizes. Excellent non academic offerings

👉 Quality teachers and school spaces.

👉 I believe it used to have a small town feel and kids were held to higher standards, I believe we as a district are losing that.

👉 I believe the principal at Dickinson Elementary has genuine care for students. He has been instrumental in helping our son the last two years. Also, he seems to empower all his staff/teachers and students to create a caring and respectful environment. The last two years, our son has had wonderful teachers who are highly communicative and truly care for our son.

👉 Our comprehensive literacy program and the fact that we don't jump on bandwagons or the newest idea that comes out.

👉 I think its the faculty. De Pere is lucky to have some truly amazing educators in the classrooms.

👉 I moved to the district largely because the schools have an excellent reputation. Having lived in the district for 7 years and sending 3 of my children to the schools here, I now believe its reputation exceeds its actual quality. In particular I am extremely disappointed with Andy Bradford, the principal, who refused to work with our family to accommodate our child's needs.

👉 The dedication of our teachers!

👉 Good teachers

👉 Heritage Elementary does a wonderful job working towards including students of all abilities.

👉 Having Mrs van offeren, Mr Kramer.

👉 Very poor school pride, mediocre instruction from poor teachers who experience no performance management.

👉 Caring teachers and staff, Exposure to the arts, prep for college

👉 The students, especially, take a lot of pride in the schools they attend. The majority of the teachers and staff definitely truly care about their students and are good communicators, especially at the elementary level (at least when my kids were at Dickensen)

👉 The inclusivity and involvement in the community

👉 Great choices for students in the High School, Jazz Band, Strong Music Programs, great art electives (interior design! architecture! baking and pastry!) alongside rigorous honors classes and AP options. Love the option of the 8 periods for students to be able to take more electives if they want. Strong athletic programs.

👉 The staff

👉 There are excellent opportunities offered such as virtual conferences, student chromebooks, reduced homework initiatives.

👉 District used to have a great reputation for superior education and preparing students for college and real life.... This is no longer the case

👉 I love the school pride. Everyone is so welcoming and approachable. My kids know exactly where to go for any kind of help if they need it. The teachers' political views are left out of the classroom, as they should be. I trust that my kids are being educated and taught to think for themselves. I love all the different electives offered.

👉 Intermediate school and middle school grades separated.

👉 The care and concern for my children. My oldest who graduated in 2020 was having a lot of mental health issues during middle school, to the point of missing school for almost 3 weeks. Everyone at the schools from then on worked with us to get them back to school and be successful. My child was not made to feel they were in the wrong. I couldn't have asked for better care and concern.

👉 Great families

<p>👉 Nothing</p>
<p>👉 This is our first year in district and could not be any more pleased with our daughters 4K program. The teacher, curriculum and overall outlook of the program surpasses our expectations!</p>
<p>👉 Absolute lack of communication with parents.</p>
<p>👉 Uses a proactive approach ga reactive</p>
<p>👉 Great and supporting community and parents.</p>
<p>👉 Education is great overall.</p>
<p>👉 I believe that DePere has an excellent Board of Educators and the administrators are always making wise and informed decisions to better the youth in our area. The DePere families and community are supportive and positive. We are beyond satisfied and proud to be a Redbird family.</p>
<p>👉 Modern, up to date technology, extra-curricular activities, clean, safe.</p>
<p>👉 I believe it is the quality of the educators and administration that sets Depere apart from other school districts. My son was in the Green Bay School District for 6 years and it was pure hell. He did a complete 180 once he started 6th grade at Foxview. I attribute this magnificent improvement to the teachers and staff who spent the time with my Son and held him accountable. He was not able to coast along and had to put in the work. He is now a flourishing 8th grader who is happy and healthy. Thank you so much for all you have done to help my Son be the young man he is today. It most certainly is a great day to be a Red Bird. Be well.</p>
<p>👉 High quality teaching staff that provide an excellent education for our children.</p>
<p>👉 It gives small town vibes, with lots of extras for the kids. Big time sports, great theater department(the high school auditorium could use an upgrade), great academics.</p>
<p>👉 The teachers</p>
<p>👉 The teachers</p>
<p>👉 Staff treats my children like family and pushes them to become their very best</p>
<p>👉 People in charge of district</p>
<p>👉 The school district has a great staff and support structure along with an engaged community.</p>
<p>👉 Schools offer many clubs for kids to get involved in</p>
<p>👉 The staff and teachers</p>

👉 I believe the teachers we have worked with make the school district special. Teachers who have a passion for learning and helping children grow are vital to ensuring a district can live up to its mission. Every teacher has been helpful and wants our children to succeed. The teachers and administration give the De Pere District a great foundation.

👉 We offer some advanced classes at the HS and an "ok" variety of them in some disciplines.

👉 The school district's integration with the communities it serves is our greatest strength and shortcoming. Because our school district so closely reflects the demographics and values of the community, there is a deep sense of familiarity and tight-knitedness that results in a sense of safety and belonging for many of the children and families in our community and district. At the same time, values that promote diversity and inclusion, and change more broadly, are often met with resistance. It is special to know that children walk and ride bikes to school, live mostly bully-free lives, and have the genuine care and support of their teachers and administrators. But there is work to be done in the community to teach people that the values necessary to fulfill the mission of raising young people prepared "to be successful and contributing members in our global society" is not a threat to the safety and wellbeing of the community.

👉 Close knit family

👉 The sense of community and pride within the school. Getting the kids involved and holding them accountable.

👉 It's a small community

👉 In comparison with other area school districts that I am acquainted with I believe DePere is making a concerted effort to try and improve the educational environment for our students/My family. I believe education and efforts to improve actually educating our children, is a priority and as a nation in whole the US is failing. There is too much attention on other interests that distract from educating our children. This survey is welcoming that DePere is considering public opinion.

👉 Sense of community

👉 The teachers and administrators

👉 Our teachers and staff are excellent and really seem to care about the students.

👉 Parent involvement in their student's education Teacher's willingness to build relationships with students

👉 Spends money freely with no regard to those that can't afford tax increases...and don't have children in school...or never have had.



📌 I am aware the DePere ranks higher in the state compared to other school districts. It is the reason we choose to move here with our grandchildren to provide them better opportunity. My personal observation still finds many areas lacking. Focus seems to be away from actually educating the kids and directed towards the social trends of the day. This is so wrong. History defines us and helps us from making the same mistakes. We tell our children to learn from their own mistakes. It kills me to see the lack of history and that is just one thing I see that needs correction.

📌 The city's high tax rates effectively create segregation from lower income families. This makes it much easier to appear as if the education is superior, due to the lack of some socioeconomic challenges that other districts have to deal with.

📌 Very supportive community

📌 My impression is community pride thru high performing sports programs

📌 Academic reputation and extracurricular opportunities

📌 My son is autistic. Him received the bests education.

📌 The De Pere school district is still small enough to manage well. Also, a lot of well-educated professionals live in De Pere and Ledgeview which in turn gives you a lot of families that can go the extra mile to support their children in the classroom. This district doesn't seem to have the same socioeconomic struggles that the Green Bay district has and therefore teachers can focus on teaching.

📌 Even with a larger school district, we have a small town feel (or at least try to keep it that way)

📌 The level of care and concern for each family and student.

📌 Boy, that's a great question to think about. Honestly, I'd say there's really nothing "special" about the district. I think we're just in a great geographic location, with just the right economic average amongst the families, and it all works out to a lucky high-standard.

📌 We live in a great community so that helps to attract high-quality teachers which in my opinion is where a great education starts!

📌 The potential of collaboration with a local university.

📌 Nothing Absolutely nothing

📌 I truly dont feel we have anything that makes us unique or special.

👉 Our school district is in a unique position in our area to be a really amazing school district. We have a combination of urban and rural students, supportive parents, and resources that allow us to potentially have great strengths. For some reason, we have not been utilizing those assets. With some boldness and vision, we could be a district that displays both quality education, leadership, and community involvement in our area. We are not there...yet. We've been too content to follow and go with the flow, but here's hoping to change!

👉 Course offerings. AP selection, early morning classes so that students can be more flexible with their courses or take classes they might not have taken with a full load (band, cooking, intro to business..) Spanish offered in Middle school

👉 As a former teacher, I'm acutely aware of the challenging facing acadamia today. It feels like the bar could and should be so much lower, but USDD has maintained a high-quality and rigorous educational experience through it all. I know the quality of education we are receiving in De Pere is not what is happening elsewhere.

👉 The fact that we don't have inner city kids at our schools, which makes our schools much better than others.

👉 We have history, school spirits and vision. We lack planning and funding to support and stand above other districts like we should. We are stagnant. We are complacent and we have A LOT of work ahead of us. We are so far behind, by the time we catch up we'll still be lacking.

👉 The teachers

👉 location

👉 teachers who truly care

👉 .

👉 Family/Community involvement, along with Staff dedication to their students.

👉 Our district is a great mix of urban and rural - we have easy access to entertainment, restaurants, shops, and farms, natural parks, and outdoor activities.





















👉 Nothing.

👉 Foxview

👉 1) having a wide variety of academic choices and 2) school sponsored clubs/teams beyond just the standard sports offerings.

👉 strong teachers, great community/tradition

👉 The district strives to be more than average

 The diversity of academic opportunities.
 The quality of the education, opportunities for the children to get involved, and camaraderie amongst students, staff, and community.
 I feel a sense of community with the school It's location in the heart of the area makes it feel part of the community
 great reputation
 Large variety of classes
 Dedicated parents and families
 community involvement
 It offers a wide variety of opportunities for my kids to engage in their own personal interests without feeling like they are alone or in an isolated clique.
 The community is amazing! It truly is a wonderful town that supports each other.
 Small community atmosphere.
 The teachers make the difference. There are very few, that as I parent, I've run into that hasn't fit my families needs or special issues.
 During this current time I do not believe anything stands out to make our particular school district unique or special.
 I think that we live in a community where people take a lot of pride in our schools and want to see our young people get the best education possible which in turn benefits everyone.
 We are an oddity by having 2 school districts inside one city. No need to change that! We continue to believe we are a small city and a small school district but in reality we are a medium to large school district when looking around our great state.
 Engaged teachers, administrators, parents, and students.
 Great teachers, helpful staff
 Unknown
 Variety of types of municipalities and demographics
 Quality education, college prep school, strong athletics, diverse extra-curricular activities
 Strong community support and involved parents

➤ Greater offering of college advance prep classes and choices for high achievers.
➤ The teachers unions have too much influence on the system.
➤ Our district is known for a high quality education. Many people choose the public school due to its academics and extra curriculars.
➤ High quality education. Feeling and sense of community. Stepping up for families in our district when needed.
➤ That you have kept the "Wokeness" out of your policies. Or at least it appears that you have thus far.
➤ caring for their students.
➤ The school offers great activities, teachers are wonderful.
➤ High quality education, great extra curricular programs, focused on equity.
➤ The people
➤ Families that are involved with the school and activities. High caliber staff.
➤ Fantastic Special Ed Teachers! Teachers that truly love what they do. Teachers think outside the box when designing their lesson plan. Parents are encouraged to participate. Teachers that believe it takes a village to raise a child.
➤ My belief is that the majority of the students live within the city limits.
➤ School pride
➤ The services it has for students. The pride I have seen in all of the schools my children have been in her at De Pere (elementary to HS).
➤ Our district is unique in that we don't offer foreign language district-wide until middle school. Hard to imagine that the district is truly fulfilling their mission to, "prepare all learners to be successful and contributing members in our global society" when the only language emphasized through the first 9 years of each students journey in education is English.
➤ Lots of extracurriculars and a variety of classes offered, I wish at the HS more CCIHS classes were offered instead of AP classes
➤ nothing (that is what needs to change)
➤ There is a great sense of pride and community within the district
➤ The cohesive administrative team

👉 Our district has a reputation of offering a high level of education for our students who have a track record of performing well in state standard and nationwide standard tests.

👉 The attention to each student as an individual and not just a grade.

👉 I feel that the teachers, especially at the elementary level, are very caring and want their students to succeed.

👉 N/A I have no children as of yet.

👉 I think you have pockets of educators who are truly "all in" with helping their students succeed.

👉 One thing that I feel our school district has that is unique to others is the bond of the community AND school spirit. When you see shirts that say Redbird Nation or Redbird Pride, it really is a collective feeling of 'family/community.'

👉 De Pere School District (at least in the school where I work), the teachers work very hard to provide what the students need. Thoughtful decisions are made to ensure success for all students. District understands the demands put on teachers and responds in a way that is conducive a good work/life balance.

👉 De Pere has built a good reputation over the years, so I think it's attracted decent teachers.

👉 The dedication to children with special needs.

👉 Good area to live in. I'm an alumni so there's some nostalgia.

👉 the staff is involved in the development of the students well being and attempt to teach them respect which is VERY important in this day and age. my grandson is in 3rd grade and he is happy with his teacher and likes that they change desk locations each month. this gives him the chance to get to know other students and how they learn from each other. keep up this great idea

👉 The De Pere school district has committed teachers who are very responsive to parents' questions and concerns.

👉 The educators!

👉 The quality of teachers and courses offered allow students to have the best start to life and into adulthood.

👉 Dickinson's staff and culture makes us SO proud to be in the district. We are looking for a new home and want to stay in our same borders we love it so much!

👉 Great teachers

<p>👉 Lucky to have dedicated teachers who go above and beyond for the students although I don't think they are truly appreciated or compensated by the district.</p>
<p>👉 The across the board commitment to excellence and inclusion of all students.</p>
<p>👉 The staff and faculty are, in my opinion, the pinnacle of what makes this district amazing. The effort they pour into these kids is so admirable. I am proud and grateful to send my kids to these schools.</p>
<p>👉 The services you offer for those with special needs is amazing. The teachers are also amazing.</p>
<p>👉 Nothing</p>
<p>👉 I feel that De Pere has a great sense of community and it reflects in our schools.</p>
<p>👉 La forma de instruir a los alumnos y de inculcarles el respeto a sia los demás y responsabilidad en sus obligaciones escolares.</p>
<p>👉 We had 3 foster kids move in 1 week before school. The school was able to get them enrolled quickly and really helped these kids transition into the school. Within 2 weeks, a reading interventionist was assigned to 1 child and a math interventionist was assigned to another. 4 months later, the kids were near grade level which was amazing. The teachers and support at the school have done a great job to make these kids feel loved, accepted, and pushed them to grow in their education.</p>
<p>👉 Transparency, Flexibility, Ability to adapt to change</p>
<p>👉 The breath and depth of opportunities for our students as well as the sense of pride and community created within each school as well as on the overall district level.</p>
<p>👉 The variety and quality of electives</p>
<p>👉 Without growing up in De Pere I was always worried about not feeling welcomed. Teachers, aids, principal have always been very friendly and east to work with. The fact that my girls learn so much without having homework sent home is amazing! Parents don't have enough time at night the way it is and the last thing we want to do is fight with our child over school work.</p>
<p>👉 Great Community support, students, parents, staff, and administration</p>
<p>👉 Your partnerships with community agencies.</p>
<p>👉 Small town feel for a big city</p>
<p>👉 The care each teacher takes with their students</p>
<p>👉 Teachers</p>

👉 Amazing resources and dedicated staff

👉 Significant focus on arts throughout K-12

👉 The teachers and Mr. Kirst, he's truly exceptional.

👉 Dedication of teachers, safe, well maintained facilities, variety of subject matter

👉 You have some really good teachers.

👉 We do have a great sense of pride, but it can also be very hard to break into the clicks or long-standing relationships and family history here.

👉 The teachers are phenomenal. I have a great appreciation for them.

👉 Dedicated staff of teachers who go above and beyond for their students.

👉 The level of interaction from teachers and the overall pride of the Redbird community all go hand in hand with a great learning experience for the students.

👉 De pere is a desirable city to live in. Our schools are respected.

👉 Great academic programs and offerings, exceptional special education services, and involved/interested parents/community

👉 It is not diverse which hurts the students

👉 Commitment of the educators and high number of top end students.

👉

👉 Na

👉 Making every student feel special and important

👉 Size

👉 You can tell there is a tremendous amount of pride and focus on not just the students both academically and in regard to extra-curriculars, but overall the quality, cleanliness and aesthetics of the campuses are second to none.

👉 Dedicated staff who strive to provide the best education possible for their students.

👉

👉 My special needs son receives amazing services and we are pleased with how the entire school district has supported us

👉

👉 The community within our schools. We have great teachers/staff that are willing to go the extra mile for our kids.

🔗 Great teachers and staff. Caring, dedicated professionals making learning exciting for our kids.

🔗 It's smaller in size, but has more resources than other communities of equal size.

🔗 Good rapport between students and teachers.

🔗

🔗 There seems to be a consistent, overall want from the teachers, to help our kids succeed. I currently have 3 of my children enrolled, since 2018 (with no kid having a repeat teacher of a sibling) and I am so impressed with their effort and care-across the board!

🔗 DePere has a very strong sense of pride and community. (From someone who doesn't live in this community, it almost seems clique-y at times.) I think the district has an extremely large percentage of its population that comes from the following (or any combination of): dual parent households, households with parents who hold higher education credits or degrees, households with parents who make a combined total of more than \$200,000 a year. In turn, this provides the district with a population of students who are positioned well to be successful in school (according to research). I think the district tries to ignite a sense of "We're #1" in the community by introducing events and ideas that are novel and will be a source of pride (i.e. therapy dogs, etc.)

🔗 De Pere is unique because of it's small community, yet offerings that the larger school districts have. There is a strong pride to be a Red Bird amongst students, families, and alumni.

🔗 Great long term planning on curriculum ideas. Excellent services for students who struggle with reading at the elementary levels.

🔗 We provide excellent educational opportunities to our students.

🔗 We have a lot of good teachers that care about the students.

🔗 Focus on high standards and achievement. Caring staff who care about the whole child.

🔗 Parents who care about their child's education and prepare them before their first day of kindergarten.

🔗 From our experience, the special ed services our kids have received are exceptional.

🔗 The teachers are amazing.

🔗 The teachers and support staff. Amazing parents who go above and beyond!

🔗 A lot of classes and clubs for children to participate in.



👉 The willingness of the Faculty of the schools to listen to parents and truly care for the students.

👉 I feel that there are a lot of opportunities for the students to take different classes and classes outside the traditional classroom.

👉 Great teachers/staff and the administration is supportive and responsive.

👉 All of the classes and extracurricular activities offered

👉 The people! Teachers are very engaged!

👉 I love the design of the intermediate school. I can tell the district truly values learning at all levels; they work to make sure things are grade appropriate.

👉 I feel that the district provides students with a quality education and many opportunities to co-curricular and extra-curricular activities. We have caring staff members who are committed to student learning.

👉 The staff's dedication to student learning and growth makes us unique.

👉 great teachers and staff, strong sense of community

👉 Strong sense of involvement and community.

👉 Our guaranteed viable curriculum and coherent instruction are unique to De Pere. Many districts say they have those things, but in De Pere it is true.

👉 The community

👉 High expectations and a mostly supportive community allow for high levels of student achievement.

👉 Community spirit

👉 Even though the schools are large, I feel like they do a great job making the students feel seen and like they're in a community within their cohort. That's not an easy thing to accomplish.

👉 I do not believe that there is anything that makes the district unique or special

👉 My family has special education needs that are, in my opinion, above and beyond. The teachers are finding programs to better their learning style and my kids have defiantly responded well. And if they are wanting to try or not miss out in a specific area they defiantly listen and try to accommodate their wants and needs. Teachers are looking for ways that they can fit in without their peers singling them out.

🔗 We haven't had a teacher yet that hasn't been a great fit for our students. Whether is the hiring process or the placement process, we have 4 children in the district and all have been great matches. The feeling of being welcome and part of the school make everyone feel like they belong.

🔗 The District devotes a lot of time and money toward the development of a guaranteed curriculum. This eliminates the "teacher lottery" and allows the district to guarantee common learning goals across all classrooms in a grade level. Staff have worked collaboratively to create common understanding of academic standards and to create learning progressions that students follow to master the standards. This provides the foundation for common assessments and planning of scaffolds to support and extend learning based on the needs of each student. We maintain our focus and do not jump from one initiative to another. This allows us to focus and dig deeply into continuous improvement work.

🔗 Special community with teachers that care, encourage students to excel and communicate well.

🔗 Focusing on a full school experience and not just academics. Balancing strong academics with equally strong extracurriculars is a big plus. Also able to incorporate social issues into curriculum for students to be able to learn about what may be difficult topics in an environment where they can be supported.

🔗 Unique is always the people that work there. This is essential for kids to grow. The resource that kids have is well supported. I believe more paperwork will be great—less computer time. The spirit that teachers and staff care for the kids is the key.

🔗 The combination of rural and urban students. Being a suburb of Green Bay this is a unique quality of Depere School District.

🔗 Our district and all of the schools are like a family. Everyone helps take care of students, staff and the community. Our district works hard at providing quality education.

🔗 Well diversified while feeling like a small town

🔗 De Pere schools have a strong commitment to our community but prepare our students for a global society.

🔗 Good curriculum, excellent elementary, intermediate, and middle school teachers and staff.

🔗 Some of the offerings the students can choose from

🔗 Sports are king, allowing cell phones in the classroom

🔗 High academic standards. Multitudes of academic and extracurricular opportunities.

👉 Three of my children attended for High School. I feel my kids have gotten an excellent education. The school provides a great variety of classes and areas of study to explore.

👉 High quality teachers Good parent communications

👉 I love the way it is set up with Elementary, Intermediate, Middle and High school. For the high school in particular I think the selection and variety of options for electives is amazing and opens the doors to more opportunities for students.

👉 Good academics and supportive staff throughout the entire district. Buildings are kept up and there is an overall appreciation/pride in the community of the schools.

👉 I believe that the district has top notch teachers who care about students. I also feel that there is a strong extracurricular presence that isn't just sports related, which is so important. Lastly, I believe having therapy dogs in each of the schools is a strong way of demonstrating that mental health is being viewed as important.

👉 Excellent teachers and staff. Great community

👉 My experience is mostly at the elementary school level (Dickinson, in particular). Mr. Hurlache and the educators at Dickinson have made obvious efforts to help students feel like they belong. This is extremely important! Thanks!

👉 Wide variety of classes offered Small district with big district resources

👉 Individual attention to learners

👉 I believe the teachers are what makes our district stand out.

👉 Community spirit and pride

👉 I believe that the De Pere School District does a great job educating students that do not require special education.

👉 Teachers want to work in the district

👉 We have many surrounding areas that make up our school that make it unique






















👉 I don't have a good sense of why the district is unique

👉 I'm able to speak with someone any time I have a concern. I don't get brushed off.

👉 The community and pride in our school district.

👉 High quality education with high standards are evidenced by State report card numbers.

👉 Seeing great results in my daughter. Well received in the community.

 NA
 I think we have great teachers.
 Quality staff
 Low crime community who raise children who still show respect
 Great community, family oriented, exposure to cultures and languages, great academic opportunities through AP and concurrent-St Norbert's entitlement opportunities, musical opportunities and band trups, sports programs - very well-rounded with numerous opportunities for involvement
 The skill of teachers
 Community pride, community interaction. Financially stable.
 Opportunities and events the the kids
 The value in the education and sports programs is excellent.
 High academic performance and engaged student body.
 Commitment to students
 Inclusivity, school pride, strong communication, quality teaching staff, variety of classes and extra-curriculars
 To me safety is one of the reason our school district is on top of that as well education standards.
 All of the opportunities offered to students in the district.
 Dedicated staff and teachers. Great music and other opportunities.
 Small size (compared to Green Bay) and community-minded. It's nice that once all kids get to Foxview, they stay together until graduation.
 De Pere Pride
 The students have many opportunities to get involved in a variety of sports or clubs based on their interest.
 Dual credit and AP classes
 Small community feel with schools that are able to provide an extensive variety of educational opportunities.
 Good teachers, proximity to our home, good locality

👉 Strong alumni base, great reputation for academics, caring staff, variety of extracurricular options

👉 What makes it great is a community that cares and has high moral standards. The education level is in line with my expectations for public school, however preparing for a global economy my expectations are different having lived internationally. The scope is too often only centered on Wisconsin and not broader, which is disappointing in areas like business, computer science and general topics of culture and social adept matters.

👉 Positive growth focus/mindset.

👉 Our school district is unique in that it seriously considers the people of the community's opinions before anything else

👉 The teachers, administration, and staff makes our school district special. When they care, it shows. The core curriculum and electives offered in High School sets our kids up for a successful future. Thank you.

👉 The district cares greatly about students

👉 Nothing

👉 There is a lot of pride which is great. People are also excited about our athletic programs.

👉 Teachers and staff are exceptional.

👉 That the talented and gifted program is utilized from grade school up rather than just in the high school.

👉 "Smaller town" feel with many offerings, kind and supportive staff and community

👉 I'm sure other districts do this also but I like how the district focus on academics.

👉 The dedication of the teachers to their students is amazing.

👉 I like the variety of classes offered for my children and the knowledgeable teachers at the schools.

👉 They have a fantastic art and foods program.

👉 Amazing teachers who really care about their students. Very good special education services.

👉 Great teachers, flexibility of class scheduling for the students.

👉 Tax base provides a generous budget. New construction has created challenges and opportunities.

🏠 Smaller school

🏠 De Pere is known for being one of the best school districts. I think safety is a factor at every school, and I'd like to think De Pere does a great job of keeping our kids safe. Our community has always been a small town, as it grows it seems to keep it's small town roots and values. I am glad to see De Pere keeping the teachings and influences closer to home than promoting the national status quo.

🏠 One of my 3 children has diagnosed dyslexia. Before she was diagnosed Altmayer identified her struggle and had her with reading specialists starting in Kindergarten. My older daughter, who graduated from De Pere, I believe may have it too. However, she was in the Green Bay district through 8th Grade and not a single teacher pulled us aside or was she ever given extra assistance. I see it time and again, De Pere teachers really care to check in.

🏠 I believe they combine education for all with high achieving academics. For example many excellent AP classes( and teachers qualified to teach) with an opportunity for lower/middle achieving students to advance inbtgeirveducation

🏠 The teachers are great!

🏠 Lots of donations from various sources ... some better than others; Which help bring superb teachers or at least teachers that are very good at what they do

🏠 In my opinion, my kid's teachers have been great. They are genuinely willing to help him succeed by going above and beyond.

🏠 Most of the administrators we've had contact with have been amazing in how they work. with kids, their respect for staff and dedication to implementing quality education to students.

🏠 Our kids are only in elementary but the teachers we have had ( Mrs Lundstrom, Ms Hundermark, Mrs Farr, and Mrs Barkley) have been amazing! They really care about the kids. They go above and beyond their job. They have created a positive experience with the district and our kids love school!

🏠 Expansive opportunities for kids to try academic and extra-curricular activities.

🏠 K-8, I really haven't had one bad experience with a teacher. All have been very caring and fair. I appreciate the special attention provided for kids that have gaps or are falling behind. I like the opportunities available outside of the classroom. I'm also very impressed with the principals at Dickinson, Foxview and Middle School. All present and positive contributions.

🏠 The quality and the dedication to the students.

🏠 Balance of opportunities available to students.

🏠 TEAM SPIRIT! Great after school activities & sports. Great coaches and teachers too!

👉 The teachers/admin/school support.

👉 The dedicated teachers and staff who care deeply about our students and do their best to prepare them for the future.

👉 I believe it's the feeling of community that is created throughout the district, between the staff, the students and their families. It really feels connected and you feel like a part of the community, especially when you have a child or multiple children attending one of the schools.

👉 Having an intermediate school and great teachers!

👉 Our teaching staff is dedicated and works hard on behalf of our kids. We have parents who care about their kids' education. We have pride in our district. We have an opportunity to make it even better.

👉 Kids receive a quality education and are taught good moral values

👉 The breakdown of grades - Foxview 5 and 6 then Middle School 7 and 8

👉 The teachers and the support they receive from parents and administrators.

👉 The superintendent, teachers and staff have always been extremely responsive. The pride and support in the community is very encouraging.

👉 Strong academics, offerings for students

👉 Excellent teachers and administrators that really care about their students.

👉 Test scores that exceed state averages

👉 Everyone is accepted and arts is welcomed just as much as sports!

👉 I'm not sure that anything makes us stand out from other schools in the area

👉 Our district strives to be a more "personal" district and our teaching staff truly care about students and their success. Often this means that in order to meet students needs, it is the teachers who must overextend themselves, as the system is not as flexible in meeting kids where they are or with what they need.

👉 Dickinson and Foxview!

👉 Great community, high quality education, and great athletics and activities

👉 Small class size, sense of community, realistic expectations

👉 Since it's a smaller district, it seems that information gets passed along to the parents more often than larger school districts.

👉 Pride, community, dedication to belong all children.

👉 We are well-resourced.

👉 The number of families/parents who attended the De Pere school district and stayed in or returned to the area in order to raise their children here and also send them to De Pere schools.

👉 Our District does an exceptional job in the area of achievement, particularly achievement measured by standardized measures of achievement. The core areas of learning are delivered in a way that caters to achievement on publicly facing measurements. Athletics are a strong component of the offerings for students.

👉 Well funded compared to other districts.

👉 I believe the teachers have a huge impact. I have a seven year old in second grade at Heritage and four year old twins in the Learning Lab. My seven year old and one twin are both in the special education program. Their teachers have been unmatched. They're truly dedicated people who care about their students and do whatever it takes to ensure progress is made.

👉 I like the variety of programs at the high school level. Sports have been coached well. Heritage has been great to go through for all of my children. Foxview could use some updates.

👉 Our experience with teachers and staff has been nothing short of excellent! The teachers really do care about the students and their well being while delivering a high quality education. We love the De Pere school system!

👉 High quality leadership, excellent staff.

👉 The caring staff across the district that go above and beyond to help our students succeed.

👉 Our district offers a lot of unique experiences to students.

👉 As far as I can tell, the district makes great efforts to be inclusive to all children and their needs. Greatly appreciating the emotional support dogs.

👉 The teachers! I have been very proud of all the teachers my daughter has had so far!

👉 known for good academics and high test scores

👉 The district has a community feel with lots of opportunities for students to develop a balance of interests. Academics, athletics, creative arts, school to work programs, and especially volunteer programs (such as KEY club) are wonderful ways for students to be involved.

👉 High quality of teachers in the district

👉 The curriculum, facilities and the staff



👉 Lack of significant diversity

👉 school days are fun and enjoyable for my children and there are many opportunities for all types of personalities

👉 Our school's report card is better than others in the surrounding areas. Our children feel special to attend an E. De Pere school.

👉 There is a lot of history and tradition here. We are consistently performing at the top in our area. We offer a lot of opportunities to our students both in and out of the classroom.

👉 I believe the size of our district is a positive. I look at larger school districts and the difficulty they have maintaining continuity in their mission statement across all of their school sites and believe that all of our schools recognize and value our districts mission statement.

👉 Kind and engaged teachers, friendly/welcoming atmosphere once you get to know people - but it's sometimes difficult to break the ice if you come from outside of Green Bay/De Pere.

👉 The teachers

👉 Extremely dedicated teachers and mostly supportive families.

👉 I love the attention to the college pathway that has been given to my son. After his first year, he is actually motivated and thinking about how every action he takes will impact his future. He wants to do well on tests and seems to be learning the vital study skills in addition to content. I love that not only is there a unique sports culture, but academic teams, activities and even music and art are offered and celebrated. Its very well rounded, actually quite diverse and feels like a safe environment.

👉 It's a smaller community, so it feels more personal

👉 The teachers and staff

👉 We have really strong teachers that have a lot of PD so they can be responsive and adaptive to student needs. We also have high expectations for students, which leads to success.

👉 You are open to everyone, wise, working with student and stuff, humble, and teachable! Great communication!

👉 The quality of the teachers

👉 High quality, individual success and community engagement

👉 Very close knit, kind, compassionate and inclusive. Also a safe place for kids to attend and learn without bullying.

🔗 There is a strong small town community feel, in a fairly large school district and large high school.

🔗 The community

🔗 I think the district is good overall compared to other districts. Unique or special? Just that there are some classes offered here that maybe aren't in other places?

🔗 Pursuit of knowledge

🔗 We've only been in the district for three years. I know students rank fairly well on standardized testing, but I've not seen anything necessarily unique and special. I actually feel a bit disconnected as we're "not from here". I know my kids are getting a decent education, but I don't get the sense their any more or less prepared than other students in the area. I haven't noticed anything to "hang your hat on" like innovative curriculum, or being more prepared for life after high school, or unique pathways, etc. It just seems they'll get a decent education, and maybe that's okay.

🔗 Great teachers.

🔗 The community of De Pere still has a lot of pride and expects the students to have a quality educational experience.

🔗 I have no knowledge of how other area districts differ in terms of uniqueness (operations beyond normal or standard expectations of public school districts). In general, I'm proud to enroll my child in the district and believe he is getting an excellent education.

🔗 I believe that our community has declined over the past 8 years we have lived here. Teachers not listening to students, sub-par facilities, social exclusion, school leaders allowing "politics" to take place within extra-curricular activities and overlooking POOR behavior by numerous coaches.

🔗 The staff seem to care about the kids. They are friendly and open with the parents.

🔗 Good community and very respectful peers

🔗 Excellent teachers and staff. Understand academics and student emotional well being.

🔗 Strong community support

🔗 High academic standards, high expectations for students, overall our community seems to be collaborative and generous with resources

🔗 A great sense of pride in what we are doing and in our community. The entire staff are willing to do what is best for students and take pride in their work. They are friendly and great to work with while holding students accountable.

👉 You have done a great job making sure kids are challenged at the appropriate level. Even at the younger grades when my child was doing above grade level work, she was given the opportunity to work on things at her level. And soooo many opportunities for clubs and other non academic interests. Love it

👉 The break up of small grade sections, 5 & 6, and 7 & 8, seems to keep the 5th and 6th graders "younger" for longer. They are able to separate from the older influences and have a few more years of childhood. There is truly a community feel and the support for people/events is great. Administration does a good job of looking at the whole child as a learner and human being, making sure needs are met to make them successful.

👉 Teachers are strong overall. Top 3rd in state in scores.

👉 The fact that as big as we are, our teachers are invested in their students. Regardless of how much is asked of them, regardless of how little they are valued by the community, country and politicians, regardless of the fact they are asked to do more with less; they continue to invest in their students.

👉 Traditional learning, like how it was back in the 20th century

👉 It is a supportive community in general. As a teacher, I have found more support from parents, fellow teachers, and administration than I have in other districts I have taught in. Because of this, I feel that teachers feel more able to tackle challenges.

👉 Very dedicated teachers and staff. supporting environment in the elementary school.

👉 This district has some of the meanest kids I have ever met. The amount of violence in this school is absolutely insane

👉 The district has plenty of opportunities for the students to explore and participate.

👉 One of the only districts in the entire country to be opened on a National Holiday for New Year's on January 2. All the parents have off work, all the area schools are closed, almost all the schools in the entire country are closed, but De Pere stays open and then counts it as an absence when missed. Yet, they have teacher work days the following week where the school is closed and the parents are all working. How ridiculous. The bus is late and does not text or show and your kid is late to school because of it and they still count that as an entire day of absence.

👉 Strong teachers in a variety of disciplines.

👉 Better schools, teachers, administrators and experience compared to the Green Bay school district where we used to reside

👉 The School District's special needs program is top-notch and incredible. Thank you so much.

👉 The teachers are AMAZING!

👉 Care of all kids. Those with disabilities, those that don't have the support system at home. It makes me smile everyday.

👉 Dedicated teachers

👉 Teachers that truly care and are invested in the students. Wide variety of course offerings at the high school.

👉 Wonderful special needs teachers!

👉 I love how at the elementary school there is a focus on being kind, respectful and responsible. I feel this is reinforced through expectations set for behavior within the schools, reaching out into the community and when addressing behaviors in the elementary schools. Now that my children are older, they experienced bullying at Foxview and they see vandalism in the High School, specifically in the lunch room and bathrooms, and don't see it being addressed. It seem like the expectation of kindness, respect and responsibility are not reinforced as strongly.

👉 The dedication and retention of highly qualified staff. The opportunities available to students.

👉 Your teachers, staff, and the principals(specifically the one Dickinson). There all so passionate and truly care about the success of the students. Also, I love all the family night activities and community building.

👉 Apply more safety rules ,

👉 I don't. And the question is leading. If you aren't from here; you aren't from here. Lack of diversity in thought; classic supremacy thoughts on what is "the best". So much bullying if you "Arent like them". It's in every Facebook post about kids being cruel. You with act like us or you are not one of us..... administration leads the way in allowing and perpetuating classic white norms. When addressed leadership (the ha principal, in this case, is part of the issue.). The results are in the mental health crisis number. No thanks to this being the best place. None the less we are here, could you please teach the new math strategies that are available at the lower grades. Old school math is for old school non progressive learning institutions. The engineering teachers degrade the only female role model teacher in front of the students. Female engineering students are diminished and the perpetual stereotypes and single stories of engineering being a man's field is lead my the teachers. When addressed with his leadership.... They can't see it. It's not going to change and it will continue to show. Hopefully it's not in a mass shooting given many kids carry guns in their car, to hunt. It won't happen. Yeah and Sanuel Timm would be here if it was addressed. Sad. Hold up the change needs to happen. The community bullying needs to stop.

👉 DPHS offers quality education to its students, offers a vast amount of after-school activities, and strives to help families with financial difficulties.

👉 Teacher and administration involvement in extra-curricular activities, showing a presence. I graduated from there, so it's nice to see growth and change.

👉 Strong parental involvement

👉 We have great teachers!

👉 The hands on that my sons receives for his team. They are awesome and we are glad to have them.

👉 School spirit and pride in our community. Sense of community in that we celebrate victories together and care for each other in hard times and tragedy. For the most part, or schools are centrally located, which enhances a true community feel.

👉 We couldn't be happier with the education our kids have had so far, particularly the degree to which the teachers seem to care for their students. It also seems like the community has an incredible sense of pride in the district, which makes us excited to be a part of the district.

👉 Mission orientation, dedication of staff

👉 Quality teachers and staff. Education and children appear to be a priority.

👉 Dedicated and brave educators. Since the pandemic we've seen much hate and blame pointed at people dedicated to helping others, schools and teachers were targeted and blamed for just doing their jobs and following district directions. As a former Law Enforcement Officer I had training, weapons and protection for threats yet educators go into work day after day not knowing if this is the day violence shows up at their doorstep. They are true Heroes.

👉 The teachers and staff.

👉 Teachers that care and love our children. All the after school special things movies dances ice cream socials

👉 Great family event opportunities; Hard to say because I don't know much about the other districts

👉 School Board and Teachers truly care. In addition, you have very supportive parents in many different networks. I also like that the school supports many different extracurricular activities. Although, they are often seen that they emphasize sports, I believe that they offer so many options. I am aware that a staff member and a group of kids may start any club and this allows innovation and an opportunity to include all students. Would like to see this continue. Also appreciate that the high school offers the opportunity for exchange students to attend and supports DPHS students to study abroad and get credit. De Pere also has a great event in the International week which is important to open De Pere Students to a global awareness. Love to see how the music and drama programs have also expanded and are supported.

👉 My child had a rough time at West De Pere, he begged to be transferred to De Pere school district even though he did not know anyone in the district. He was welcomed by staff and students alike, and his grades are back up to nearly straight A's since we changed to your district. We like the variety of classes. I feel West De Pere had a lot more options for elective classes, but De Pere also has a wide variety.

👉 The sense of community and inclusivity it provides to all family of the district.

👉 Multiple opportunities for all learners.

👉 Have teachers that care and take necessary time to help students be successful.

👉 Focus on importance of education.

👉 Excellent communication. Excellent job of preparing students—talking about their interests, future plans; through class offerings; with years of test prep; through internships, clubs, extracurricular activities. Lots of offerings for the students to get involved in the school.

👉 The staff we have encountered at Dickinson all the way to the HS have been so wonderful inspiring my kids to be wonderful learners.

👉 I feel like the district manages its resources and supports its students better than Green Bay. I don't have specific example, it is just a strong feeling I have.

👉 I believe that the quality of the staff and their ability to be flexible to different types of learners is strong.

👉 The community programs, school events and togetherness are amazing.

👉 Despite being in the top 10% of largest school districts in the state, it does still feel smaller and tight knit than you would expect.

👉 I think our district is great because of the community camaraderie and the education that is given is top notch.

👉 Unique because it's running off of a 20year old budget.....special because it has multiple sports booster clubs

👉 I like how open the teachers and principal are at Dickinson. I have found that they are helpful and receptive with my child's needs. I like that they discuss emotions and feelings and let kids express them so they are used to doing that.

👉 Very caring and engaged teachers and opportunities for students to be unique

👉 Overall, high-quality leaders and teachers. Caring. Overall sense of pride among the school community.

👉 The De Pere community has a population profile of households that tend to be more affluent and more educated (relative shares). These parents expect more and are willing to contribute more, e.g., volunteer time. There is a tradition of excellence regarding the De Pere schools and the community which attracts more people to the community. Qualified teachers would rather work in this district than in GB, which helps with attraction and retention. You don't hear of as many incidents in school as with the GB schools. Keeping the kids together from Intermediate to High School builds a great esprit de corps.

👉 Strong sense of community in the schools. Staff professionalism is high and the facilities are very good.

👉 I think that the district does a good job using signs on the schools and around the community to include the community in our efforts. I think even more can be done to communicate this everywhere! We have amazing teachers and support staff who are committed to our learners. I love that we are trying to focus on the mental health of our student throughout the whole length of their educational experience. We love life skills class, and the efforts to get a pet therapy dog at Heritage.

👉 Higher ratings than many schools in the area

👉 LAND FOR DEVELOPMENT

👉 Since I haven't had children in school for 25 plus years I am not qualified to answer the questions

👉 Is good at listening to parents and community.

👉 It feels like a smaller town school even though it is in a larger town.

👉 West De Pere in sports facilities and not closing school down during covid! Too much focus on the 2% - making the majority change for minority. Some teachers preach too much about equality and their democratic beliefs- teach kids to think for themselves. Too much following woke society :(

👉 Strong community connection.

👉 Great teachers

👉 Lots of academic opportunities



## Survey Analysis System

Accessing results summary from "2022-23 Community Planning Survey, page:  
Your Feedback from Unified School District of De Pere.

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*Each item begins with the words, "The District..."*

Item	Response	
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**Provides me with opportunities to offer feedback. (n=1242)**

Strongly agree (5)	220 (17.7%)	
Agree (4)	711 (57.2%)	
Disagree (2)	163 (13.1%)	
Strongly disagree (1)	24 (1.9%)	
Not sure/ no opinion (0)	124 (10%)	

**AVG: 3.84 SD: 0.97**

**Communicates with me effectively. (n=1238)**

Strongly agree (5)	269 (21.7%)	
Agree (4)	771 (62.3%)	
Disagree (2)	110 (8.9%)	
Strongly disagree (1)	17 (1.4%)	
Not sure/ no opinion (0)	71 (5.7%)	

**AVG: 4 SD: 0.86**



**Has a website that is an effective place for me to learn about what's going on at school. (n=1237)**

Strongly agree (5)	289 (23.4%)	
Agree (4)	690 (55.8%)	
Disagree (2)	115 (9.3%)	
Strongly disagree (1)	28 (2.3%)	
Not sure/ no opinion (0)	115 (9.3%)	
<b>AVG: 3.98 SD: 0.94</b>		

**Has social media accounts (such as Facebook) that help me learn about what's going on at school. (n=1237)**

Strongly agree (5)	208 (16.8%)	
Agree (4)	573 (46.3%)	
Disagree (2)	87 (7%)	
Strongly disagree (1)	18 (1.5%)	
Not sure/ no opinion (0)	351 (28.4%)	
<b>AVG: 3.98 SD: 0.9</b>		

**Maintains a safe and secure campus. (n=1241)**

Strongly agree (5)	368 (29.7%)	
Agree (4)	703 (56.6%)	
Disagree (2)	67 (5.4%)	
Strongly disagree (1)	14 (1.1%)	
Not sure/ no opinion (0)	89 (7.2%)	
<b>AVG: 4.17 SD: 0.8</b>		

**Has the support of the community. (n=1239)**

Strongly agree (5)	436 (35.2%)	
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Agree (4)	682 (55%)	
Disagree (2)	43 (3.5%)	
Strongly disagree (1)	7 (0.6%)	
Not sure/ no opinion (0)	71 (5.7%)	
<b>AVG: 4.28 SD: 0.7</b>		

**Has leaders that are doing what it takes to make our school district successful. (n=1243)**

Strongly agree (5)	318 (25.6%)	
Agree (4)	628 (50.5%)	
Disagree (2)	107 (8.6%)	
Strongly disagree (1)	26 (2.1%)	
Not sure/ no opinion (0)	164 (13.2%)	
<b>AVG: 4.02 SD: 0.95</b>		

**Is heading in the right direction. (n=1236)**

Strongly agree (5)	305 (24.7%)	
Agree (4)	614 (49.7%)	
Disagree (2)	112 (9.1%)	
Strongly disagree (1)	21 (1.7%)	
Not sure/ no opinion (0)	184 (14.9%)	
<b>AVG: 4.02 SD: 0.95</b>		

**Prepares students for potential careers. (n=1239)**

Strongly agree (5)	276 (22.3%)	
Agree (4)	669 (54%)	
Disagree (2)	84 (6.8%)	
Strongly disagree (1)	17 (1.4%)	

Not sure/ no opinion (0)	193 (15.6%)	
<b>AVG: 4.05 SD: 0.85</b>		

<b>Prepares students for education after high school (such as apprenticeships, tech school, or colleges). (n=1240)</b>		
Strongly agree (5)	287 (23.1%)	
Agree (4)	610 (49.2%)	
Disagree (2)	76 (6.1%)	
Strongly disagree (1)	19 (1.5%)	
Not sure/ no opinion (0)	248 (20%)	
<b>AVG: 4.08 SD: 0.87</b>		

<b>Has high expectations for students. (n=1240)</b>		
Strongly agree (5)	332 (26.8%)	
Agree (4)	655 (52.8%)	
Disagree (2)	120 (9.7%)	
Strongly disagree (1)	18 (1.5%)	
Not sure/ no opinion (0)	115 (9.3%)	
<b>AVG: 4.03 SD: 0.93</b>		

<b>Develops students' character. (n=1232)</b>		
Strongly agree (5)	241 (19.6%)	
Agree (4)	658 (53.4%)	
Disagree (2)	146 (11.9%)	
Strongly disagree (1)	24 (1.9%)	
Not sure/ no opinion (0)	163 (13.2%)	
<b>AVG: 3.88 SD: 0.98</b>		

<b>Employs high-quality teachers/staff. (n=1241)</b>		
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Strongly agree (5)	495 (39.9%)	
Agree (4)	600 (48.3%)	
Disagree (2)	34 (2.7%)	
Strongly disagree (1)	18 (1.5%)	
Not sure/ no opinion (0)	94 (7.6%)	
<b>AVG: 4.33 SD: 0.77</b>		

<b>Effectively partners with local businesses and community members. (n=1238)</b>		
Strongly agree (5)	224 (18.1%)	
Agree (4)	535 (43.2%)	
Disagree (2)	95 (7.7%)	
Strongly disagree (1)	15 (1.2%)	
Not sure/ no opinion (0)	369 (29.8%)	
<b>AVG: 3.99 SD: 0.92</b>		

## Comments/questions/suggestions: (n=256)

🔗 Our district does a wonderful job educating students that are typically developing. However, students who have significant learning disabilities or cognitive disabilities are not always provided with appropriate opportunities to learn. The general education setting and attending whole group instruction is not appropriate for all of these students. We need to provide opportunities and programs for these students to be successful in school and beyond.

🔗 The website is very difficult to use. When I need a calendar item, late start time, etc. I need to dig for it rather than important relevant information being easily accessible.

🔗 There is too much emphasis on sports and AP classes. We need to support all students. College is not the only option to be successful.

🔗 There is a huge focus on university attendance beyond graduation at DPHS. Too little attention is given to all of the alternatives to that 4 year education experience. There is a sense here among students, parents, and even some staff, that technical college, apprenticeships, and workplace training experiences are considered less than, or not as good as a bachelor's degree path. That leaves a lot of our population out when it comes to preparing them for success in the future.

🔗 I feel that DePere's expectations of students is about the same as many other schools. In order to achieve excellence, I think we need a community shift, where we change our focus from "get these kids to graduation" to "get these kids an education". Increasing the rigor of the curriculum would help with this, as would creating and ENFORCING a plan for struggling students.

🔗 The district is growing a ton. Smaller class sizes used to be a bit part of the district, but in the upper grades, class sizes have grown tremendously. There needs to be more room in the building and more teachers to accommodate the growing population and keep class sizes lower.

🔗 While I do think that we have the support of the community, there are times that I also think that parents can attempt to get a little too involved without as much information as they think they have. There is also a strange phenomena, having come from another district, that parents tend to want to find a blame for lack of accelerated success rather than understand that some kids just need a little more time, support, etc. I have never been personally attacked by a parent, but as a colleague I have seen other teachers break down by the way the parents have talked to them or from messages that have been sent. We also would like to think that the success and achievement that has been a part of the USDD should be recognized as a sign of a strong system and that too many changes to a system without a strong vision and why could be misguided. Again, having been in other districts, De Pere is a strong system and changes should be more tweaks to go from good to great vs. huge overhauls.

🔗 The retest and late work policies at the HS really do kids no favors at all. It definitely does not prepare them for what lies ahead. No college, tech school or boss in a job situation will let them have a "do over" or accept work that is past the deadline. Why is that happening at the high school level? I'm not even talking about a few days late...I'm talking weeks or months after the due date and work often must be accepted. That's ridiculous. I also feel like parents aren't informed about all the other options available to their students. I had no idea my child could have taken classes at NWTC or gotten credit for work experience. This would have helped motivate her more than the senior math class for example. I'm so glad we have new leadership at the top as I feel like this district has been operating on fumes and is so very stagnant.

🔗 While most classes are trying to prepare students for life after high school, there are some policies such as late work, cheating, and discipline issues that are doing students a disservice as they head into the workforce/universities.

🔗 Our building principals need to do a better job of getting input/feedback from all staff members and not just a chosen few.

🔗 I feel that our strong focus on academics often does not leave room for SEL and doesn't incorporate it into instruction well overall. Many teachers need more useful and practical PD in equitable practices. Some administration needs to take a stronger stance on expectations for some students to ensure all students are safe and teachers are set up for success.

👉 Covid safety has been disregarded. For example common sense masking for two weeks after a holiday break would be a responsible practice.

👉 We need to increase behavior and responsibility expectations for students especially at the secondary level before they leave us into the world.

👉 We have had several incidents where staff have been threatened and nothing is done. This is very concerning.

👉 Have students learn about career options outside of a 4-year college plan. More options to learn about apprenticeships/alternate training would be great for students who do not want to attend college or may have financial limits.

👉 I am concerned about our administration and the direction we are heading. Most professional faculty are micromanaged either through PLCs being driven by admin, (not teachers) or "building leaders" being led to believe they have input in matters, but only to be thrown under the bus when administration doesn't want to admit unpopular decision making or lack of foresight. In most cases our district lacks foresight and forethought when it comes to decision making. It is a rarity that faculty is genuinely included for conversation or feedback. Over the past 10 years there seems to be a divide of faculty on a 'need to know' basis. There is a lack of trust and appreciation. There is an absenteeism of administrators whereabouts and presence in the school, unless it's during aforementioned PLC time. At the speed we are going, veteran staff will choose other places based on lack of professionalism and input. Hopefully a new superintendent will recognize and be an agent of change in this culture.

👉 I am staff and I see how some students are disrespectful, swearing, and disruptive to staff and teachers. I don't know what the standards are to combat this. I have heard from students about why they swear or are disruptive and they say because they can. I think the middle level kids are getting lost also. I know families want to be in this district and I believe the standards should be kept to a higher level, ie like no swearing ,dress appropriately, respect in class to teachers and fellow students.

👉 I think the DePere schools really focus on the higher learners too much which is only about 10-12% fo each graduating class. Often times those on the Honor Society are there because of who they know, not what they know. My children have all walked away from graduating from the district believing that since they are not an AP student they have no future or potential in college. Teachers actually say that to the students leaving our juniors and seniors feeling hopeless and starting to panic or give up. The only thing recognized are good grades, not good character or perseverance. You never hear those stories, you only hear about the top athletes or the top students. That is a small group of students that get recognized and the others just get lost or don't matter. There is more to a student than just grades. Perseverance should be recognized in some way.

🔗 I know that I can easily contact a teacher or a principal with any issues, but I do not feel that the district as a whole communicates effectively. I think that the website is awful! It is very hard to navigate (it is not user friendly) and it isn't always up-to-date with information/ documents with incorrect and out of date information are linked in several spots. I also find the Infinite Campus Teacher Messenger that is used throughout the district very impersonal and off-putting- it is also often hard to tell who the email is coming from/ which member of the household it is directed at. I do think that almost everyone in the buildings are doing their best, but because the district has not kept up with technology, it isn't adequately preparing students for potential careers.

🔗 Although much has been done to increase safety and security in recent years, I think there is a potential for a dangerous situation to occur since we do not get any cellular service in at least one of our elementary schools. There could be an emergency situation where a cell phone is required to access emergency personnel/resources, and they won't work. I often think about this when we do our ALICE drills or when the power goes out and the real phones don't work either. This should be improved.

🔗 Increase expectations by removing cell phones from school. Advance academics by offering foreign language earlier than 7th grade.

🔗 the students as a whole are like any other group of teens these days - look around the cafeteria after lunch or the gym after a basketball game. there is zero respect for the people who come after them. the rules are entirely inconsistent. form due on Monday -- well, Wednesday, well, her mom called so we'll take it on Friday. BE CONSISTENT. the school is very much geared toward college bound students. We have more than enough offerings of AP classes - we need to better address special ed students for real life and tech students for the workplace.

🔗 The district does a nice job meeting the needs of students who want to attend a four year college. However, there are many other students who want to choose other options for their future. The variety of classes offered each semester is quite limited for non college bound students. Even if a tech class does run, there is maybe one or two sections and kids can't get into them. I think math is a huge concern. There are some students who are not ready for Algebra when they come to high school, yet this is the lowest level class unless you are in special or alternative education. Many of the science rooms are outdated, have gas lines that don't work, don't have fume hoods, ventilation is sporadic and the equipment is getting old.

🔗 In terms of development of students, the district is doing our students a disservice if we don't have a stricter policy on students and cell phones. Cell phones are the #1 biggest detriment to our student body's learning, and every teacher knows this. The problem only gets worse when every teacher has their own "take" on the cell phone policy. This makes some students now have personal feelings and resilience against teachers who have stricter policies than others. Without a unified front on this from the top down, this will get worse. It seems that we are now at a point where from a truly young age our students have had a phone in their hands, and their inability to put it away in the classroom is a major distraction. COVID made this worse, and without any intervention from the district and staff, our students' achievement scores will decrease and their screen times, social media addictions (and corresponding mental health issues), and even cyber bullying events are going to increase.

🔗 Include staff on more perception surveys and opinion sharing. Even simple google forms help get data.

🔗 I believe our leaders are trying, but the needs are high which limits their ability. The buildings need work (leaking floors/ceilings, heating and cooling problems, space issues, plumbing, etc. Class sizes are big and elective areas are running out of space which is limiting student choices for classes. We have grown tremendously, but have not increased staff. Everyone is stretched thin and this affects teachers time and ability to work with students one-on-one. We are also losing high quality teachers because they are going to other districts or leaving the profession.

🔗 The term accountability has come up more and more. Holding students accountable for their actions and behaviors seems to sometimes be an issue/struggle which would tie into "developing students' character. Phone use, cheating on tests, assignments, respecting teachers and classmates, consequences to being written up, etc.

🔗 Our students to have opportunities for apprenticeships and prep for education after school, there is a high percentage of our graduates who go off to a 4-year school and then have to switch to NWTC. In the past, I have seen a focus on content and not enough on "How to learn." Success out of school requires this as content will only take a student so far. Additionally, we do not have the facilities or resources particularly in our Engineering and Tech Ed. to properly expose students to all of the things they can do. Classrooms are way too small and outdated. Space for our engineering equipment is very limited as well as for our shops. We have numbers of students in many courses that are double what they should be for students to get a deeper understanding of careers and needed skills.

🔗 Not overly pleased with Foxview and their staff with some situations with bullying. We have brought up the concern a couple of times and nothing has been resolved. Also situations with the supervisors that weren't stellar.



🔗 Since I was unable to add any comments to the staff only tab, I would like to do it here. Although I agree that the district offers strong academics and support for learners, I feel the burden falls on the classroom teacher the majority of the time. As a classroom teacher at the elementary level, the load to do ALL is heavy. We are expected to provide strong academics, support all learners, provide social emotional (mental health) support, and technology opportunities to name a few without things taken off our plate. How can we as a building share more of the responsibility across classrooms and specials' teachers? How can we hire additional staffing that supports teachers and students in some of the areas of high need (social/emotional health and technology to name a few) to assist elementary classroom teachers that are trying to deliver the strong academics as well as support academic needs of all learners?

🔗 I do not feel that our new website is effective. It is difficult to find information and is not intuitive to click through and find things. It has decreased our access to information because it is too cumbersome to navigate.

🔗 We need more work time. All of our early releases and late starts are now run by admin and are based on their agenda. The agenda often feels like 'filler'. This is extremely frustrating when we are so overwhelmed with everything that needs to get done. Having time to work should be valued and offered whenever possible. According to veteran teachers back in the 1990's, these days were originally meant for teachers to have work time to prepare for the upcoming month. Over the years, and many admins later, these have been overtaken and now agendas are dictated.

🔗 With new leadership changes it is hard to know if we are going in the right direction or not. I haven't seen much from leadership yet this year to show where we are going and what our top priorities are for change. At the start of the school year staff meeting there were discussions of ideas for change, but I haven't seen much to say that we are moving towards anything new yet. In my opinion, parts of the new website are confusing or not organized well. That is why I listed a disagree there. Also, as a staff member, I do not feel that I am given many opportunities to voice my opinions. And when I am, I do not know that I believe that I am heard. I believe we say we have high expectations for students, but we don't actually follow through with those. I believe we showcase our top performers and like to say we have academic excellence, but I believe our middle and low students are struggling. And I feel like many times we don't know what to do with them so they either just fail and we push it off until they are a Senior and then try to shove them through. Or we cut corners to get them to a D-. I also do not feel that we hold students to high behavioral expectations. I do not see follow through with correcting behaviors and enforcing rules by our administrative team. It seems that if it has to do with vaping then we will deal with it, but if it deals with almost anything else we avoid giving a consequence. As a teacher, I often do not feel that I am supported when I try to hold firm on a higher behavioral expectation.

🔗 Where we lack is in the area of a diverse workforce. We need to do more to recruit and retain individuals from a wider variety of demographics. An emphasis on this will benefit everyone - the staff, the students, the community, and all of our stakeholders.

👉 I think we could do a little better preparing kids for college and other potential trades-type careers. Most students go on to some type of college after high school, but I think we could do a much better job with our tech ed. equipment and materials. That area needs a complete overhaul. The staff is great, but the facilities part is very outdated. The "retake" system is not really helpful for kids past high school. The way it goes now doesn't help students when they get out of high school.

👉 In the past, De Pere seemed to be 'known' for educating 'all' students for a 4 year college degree. With more local careers in the trades and 'non' 4 year college degree careers, we need to do a better job of promoting these opportunities. With our new hiring of a youth apprenticeship 'coach', they are starting to do a good job of turning this around. We also need to bring in a career fair for a day to show all high school students the opportunities that our local area has to offer for their future.

👉 Allowing cursing, disrespect and late work without consequences does not help to develop character. Either hold students to rules like deadlines, respectful behavior, and dress codes, or remove the rules. Otherwise, what are we communicating to our students?

👉 Need more discipline! Kids have no/very little consequences. Students should not be able to tell staff to F\*\*\* off. Students should be charged for breaking/vandalizing things. Kids throw things at lunch, are told to pick it up, and still don't. Teachers don't try because they are not supported by administration.

👉 I feel like we need to address our students' mental health. At the elementary level it is very difficult to fit in all academic content, especially when our students' social and emotional well-being is underdeveloped. Also, our EL student population continues to increase and there is not enough support for them.

👉 Hope we can eventually get back to more interactive experiences beyond the classroom to offer enrichment like we did with education field trips.

👉 Pay your teachers a competitive salary that aligns with the rest of the county. We spend a lot of money on sports, special ed is so under funded! We need more quality intervention curriculum.

👉 I would like to see some additional exploration of partnering with businesses and community organizations.

👉 I only hear what others tell me that is happening at the high school. I am not 100% sure of all of the classes offered or the opportunities for specific careers.

👉 I think communication should be enhanced with 4K programs. There was a situation at Heritage this year where a student brought a weapon to school, and a school wide notification went out to all grade levels (with the exception for 4K). I found out about it from a parent with an older children. Although my child attended Heritage in 4K and on school grounds during the incident, I was completely unaware of the situation until after the fact.

👉 The districts handling of education during the pandemic was not good. Many parents became disenchanted with public schools in De Pere as a result. Offer more dual-credit/concurrent enrollment opportunities for students. De Pere HS has limited options compared to schools in the Fox Valley (Neenah, Kimberly, Kaukauna).

👉 First, this survey should have a choice of something between agrees and disagrees with the statements. I feel much more ambivalent than the choices offered. I feel like this survey is intended to be used as a self-congratulatory tool without a sincere desire to find ways to improve. Also, there should be a simple way to note concerns about situations and teachers besides having to contact the administration and identify yourself and your child.

👉 More teacher development would be great!

👉 Could do more with understanding the kinds of careers and colleges (tech, community, university, liberal arts, etc) and helping students understand

👉 I feel there should be a policy of no cell phones in the classroom

👉 We all know the NFL players heart stopped a week after a booster. Yet your woke superintendant feels it right to allow De Pere Health's government agents come onto school grounds to offer up clot shot death vax. He tells he does so in the name of equity and not to worry because approval to get jabbed must be approved by parents. LOL so not we are allowing government agents to jab kids, with parent approval and without doctor approval!?!? Equity!?!? Yes, it is nice to offer up certain things to help the less fortunate - but we all know the most parents in these less fortunate positions aren't rocket scientists (thus their situation). So now you've effectively allowed a potentially undereducated parent, without a doctor, make a choice for their kid that could have potentially scary outcomes down the road!!! Good job!!! Still pissed about this....

👉 Students experience racism and homophobia daily. This does not optimize their learning environment. These two forms of bias are not directly addressed on a regular basis.

👉 My biggest gripe is the school district is doing absolutely nothing for students with Dyslexia. Do you know how many students suffer from Dyslexia??? We have to go to a clinic in town to get my daughter help. This clinic has a waiting list of over 100 students. Why don't you use some of your resources you have and provide help for students in need.

👉 I know students have there flex and study hall but not all students will use it if there not pushed to using it. It would be nice if you had a list of different tutors in the area for parents to reach out to for help for there students who are struggling. I never liked to raise my hand for help in class as I was Embarrassed. Unfortunately there are many students that feel that way so they end up falling thru the cracks. Need more support for those that struggle.

👉 You shouldn't allow phones or social media in the classroom. Teachers should have a more active role in ensuring that kids are engaged in the classroom and should communicate any struggles with parents when they happen and not just at conferences. Some parents don't have the flexibility to attend conferences and have no way of knowing what is going on at school.

👉 I have had 7 kids in the district 4 have graduated from Depere, in the past it seemed as if my kids were held more accountable for behaviors, dress and academics. I believe as with most school districts Depere continues to lower it standards, allowing hats and hoods is one example and this starts a downward spiral that many of the surrounding school districts are on. Just look at Green Bay and the disfunction they have in their schools and you can see Depere slowly going down that same path. KEEP STANDARDS AND EXPECTATIONS HIGH, DONT LOWER THEM TO APEASE ANY GROUP OR TO GET A BETTER SCORE ON THE STATE REPORT CARD.

👉 Need more opportunities for high level learners to take in school college level classes. Also, need to add a car maintenance repair/engine class.

👉 I am unable to answer some of these questions as my only child currently in the district is in 2nd grade. I think the school board and district leaders need to improve communication with the community. Several board members have agreed that communication needs to be better, yet have not improved in recent years. I think our building leaders need to do a better job of living the "fly as one" motto that seems to have been adopted by the district. It truly feels as though there are too many silos in the district. and departments/activities looking out for their own interests, and not the better interests of the district.

👉 As with any school, there are some excellent teachers and some that could use improvement.

👉 There is too much racism that is allowed in the schools. Staff do not do enough to discourage it and there is no real consequence for blatant racism and homophobia in the schools. Our schools can't be a safe space until there is a top down initiative to call out racism, sexism, homophobia and xenophobia when it happens in the schools.

👉 Mrs Gajewski is great!

👉 I feel that the communications with parents are lacking in regards to when kids are being pulled out of class for non important issues

👉 The means by which the school district communicates with parents through email is a little absurd. Every email comes from the same email address and they specifically state which school or class it pertains to, it's sometimes hard to tell which. I have three students in the district at three different schools.

👉 The district should make it easier for parents to access the lesson plans and student books and assignments instead of placing all the responsibility on the kids (especially grades 10 and under). It also would be nice if parents could elect to hold their children back a grade. We know our children and their struggles best and while the school can give reasons and recommendations and prevent repeated hold backs, it's not good if our children wind up struggling for all the remainder of their years as a result, like my son currently is, because foundational skills were not mastered at a more appropriate time.

👉 My child is an A student. Teachers are impossible to meet with to discuss opportunities to challenge her. Teachers are behind on providing grades/feedback. She's had teachers start crying in class, panic that students aren't ready for an AP exam in front of them and immediately give them the exam. Administration doesn't care

👉 The principal at Foxview Andy Bradford has been nothing but arrogant and smug to me and my husband. Such a shame in such an amazing district. He needs to be replaced.

👉 I wish there was more of an emphasis on outdoors and sustainability such as school gardens and outdoor classrooms.

👉 Career counseling seems to be spread thin from a staffing perspective.

👉 I think the expectations for students could be higher such as hard deadlines and not accepting late work. I know my kids slack a little bit because they know not all teachers are strict with that.

👉 De Pere would benefit from moving in the next century by diversifying their staff and making a more inclusive environment a priority. And by inclusive I mean seeking out diversity and making the schools a safe place for all (races, cultural backgrounds, etc)

👉 The kids have too many days off, early releases, and late starts throughout the year. I do not like that they need to go to school almost until mid June to get their days in. I feel like our kids are behind due to being off from the COVID pandemic and more should be done to get them caught up. I have a 5th grader that never learned to write in cursive. Also, why do they get so many retakes on exams and homework? We never had this as kids. I keep getting emails from a certain teacher that the entire class did poor on different exams or assignments. Maybe it's a teacher problem and not a student problem. If the whole class is doing poorly, maybe the teacher is not explaining the subject matter well. I'm glad we are rating high as a school district overall, but I have several concerns.

👉 Please see previous comment.

👉 I think there is opportunity to review other districts to see what is working well. I have friends with children at Pulaski and Howard Suamico and frequently hear of things they are doing that I would expect a district like De Pere to also be doing.

👉 I disagreed in the leadership area because for several year our school leadership has failed our youth and the tax payers. I have been to several of the building for events and have been very disappointed in how the facilities are being taken care of. I think a little more care should go into the brick and mortar than into all the sports fields. Additionally, I feel that a district that puts sports ahead of learning is destine to fail. I am not happy with the recent communication that my student "strongly should" take speed and strength courses every year. This suggestion makes student athletes feel pigeon holed into not taking courses that might help them prepare for life. I am guessing the percentage is very low for the amount of student athletes who move on to college and the pro's. Why are we making this such an important course? I would rather have more district backing for courses that teach life skills and allow a student to explore career options. Speed and strength is not a life skill!

👉 We have a wealth of resources available through the colleges in the area. Our son is in the TAG program at the Middle School, and we have been really happy to see those kids going to St. Norbert College for field trips and learning from the professors there. I think there is a lot of opportunity to have a stronger connection between the colleges and the K-12 schools.

👉 The website sucks very hard to read or find information - lost as a freshman parent

👉 I believe USDD has wonderful educators. It would be nice if DPHS required personal finance for all students to graduate to lay some foundational work for all students no matter which path they choose.

👉 My opinion on a lot of the above statements I hold back on as I have not seen actual proof in either direction to agree or disagree. This survey is the only direct communication and platform that has been offered for my opinion. In looking at DePere's stateside ratings it is above many other school districts in the state and I commend them for this.....but my overall opinion on our educational system is still marginal at best and there is definitely room for improvement.

👉 The district (and all school districts in the country) should provide free lunches for all students.

👉 I have good students that haven't made the cut for the TAG programs. They sometimes end up bored and could use more than what is provided in class.

👉 I think the district could look at expanding AP or DC options. I also think it is challenging for some students to fit in the classes they want or need at the high school level. I have heard of discussions to maybe do away with the 1st hour option and can say that limitation would affect my student and have me considering if they should attend elsewhere.

👉 Perhaps instead of looking at the taxpayers they need to look at community businesses for more funding with recognition to them.

👉 My response on the leadership is directed at the recent school board changes, which have me very concerned. I acknowledge this is outside of the District's power to control. Some people seem to be motivated by factors other than the best possible education for our students.

👉 Thank you!!

👉 The HS counselors have done an adequate job of helping my students get all the answers they need to think about their future. We as parents have had to do most of that. Their teachers have been way more informed and helpful than the counselors.

👉 My oldest is at the middle school, so I don't have high-school input yet, but so far i think we could have a LOT more community pride/involvement

👉 I do think the district is doing a good job in the academic preparation for life after high school. I just received notice that the math teachers are having ACT prep sessions before the juniors take the ACT....I absolutely love this and would love to see the prep sessions in other subject areas as well. I do think that the district can strive to add in more things like this...sometimes its the small things that add up to positive changes.

👉 We moved into the Depere school district for two main reasons. We have one student who in the Green Bay School system was gifted and talented, but the school system didn't have the proper support for him due to the number of struggling students. Our child entered the school system in Depere and initially was in the gifted and talented program in elementary school but just missed the mark even though he had high test scores for middle school. Now he is bored in school. Our other child is special needs and autistic. We went thru ALOT of hardships starting him in the district even after bringing in testing reports and teacher reports from the green bay school system. This year his teachers are amazing, but it took a full year to get the district to process this. The school system teaches to the average but struggles with those on the far ends of the variations. Depere seems to have strong supports for the athletics divisions, but I would like to see stronger support for the tech ed and hands on aspects of our working communities, reaching further into STEM type groups. There appears to be a start with this, but I feel it could be stronger. Earlier introduction of this to our children will help keep our community one that continues to grow into the future.

👉 My children are young (2nd grade and Kindergarten), so I do not yet have opinions of the long-term effects of their education.

👉 The past is our hinderance; we need to move forward and feel the leadership is in place to strike.

🔗 In regards to a safe campus... my son attends Foxview and I feel like they are exposed to the public too much. It isn't a "closed" campus with open gates and there isn't a closed perimeter. When my son runs laps in Gym, he's running next to the road where anyone can see him... with all the latest gun violence, I feel like schools need to be more secure. Are the windows at Foxview bullet proof or hurricane proof?

🔗 .

🔗 Athletics - stop promoting "one sport" athletes. We should be promoting multi-sports as it is healthier (physically, mental-stress) to have variety (accepting the fact there are always exceptions. Secondly, politics are rampant in De Pere sports at elementary age. Let the kids be kids

🔗 1. Our district has a reputation for turning a blind eye to racism, homophobia, and bullying. Disciplinary measures need to be established, clearly communicated, and enforced. 2. The middle school needs more paraprofessionals to help with hallway behavior. 3. "Tracks" within the high school (engineering, arts, literature, sciences) could help students better plan their experience and not miss opportunities that often only benefit the community insiders who are "in the know".

🔗 The school district is WOKE and more interested in liberal politics and the "global community" than the local community.

🔗 Websites not very user friendly. My oldest two had Marcy as their counselor and she was terrible. Everyone knew it and nothing was done thankfully we had resources to figure it out.

🔗 Would appreciate seeing more "teaming" of the community with the District, including how does the District measure itself, ie goals and metrics, and having this visible to the public.

🔗 My son had a head injury due to the recklessness of another child in high school sports & the bills were tremendous with no help from the school. However we received great support from the advisor & most faculty when his usual A grades started to slip due to severe concussion symptoms that still affect him today 6 years later. One son had a severe injury of shoulder that ended up requiring major surgery to repair. The trainer from Aurora told him to "quit being a baby". It's just a "pulled muscle". I did inform Dr Shock. Very frustrating. The coaches told him to pitch at full speed on first day of practice is when it occurred. I teach for Bellin College. It's great to see the High School have a connection & the students take our NA classes. Again great support from the advisors when assistance needed.

🔗 I think that the district in the past, when I had children going to school, put too much emphasis on going to college and not enough on the trade schools. Not sure if this has changed since 2009 but I think it should.

🔗 We just moved to the district and have young children, so we don't know many specific details but know the district has a high reputation



🔗 I'm not sure that all of these are true for all students. I think Melanie Brick does a great job connecting with the community as the district social worker, but I feel less connected to the principals and other leadership at the schools.

🔗 Giving kids weeks/semester to make up missing assignments or re-do tests/exams is not realistic for after graduation. This does affect kids overall character.

🔗 I find the webpages for the schools difficult to find what I need.

🔗 I have found that the leaders do not hold their teachers accountable to high standards. There are no expectations around having grading completed or grades/assignment entered into infinite campus. There are no expectations around CEU's, ie no one has any special knowledge or training on kids with ADHD. I have found that the needs and desires of the teachers are always put ahead of the needs of the students. This is the result of poor leadership.

🔗 Leadership was sorely lacking through the COVID era. Leadership lacks inspiration and does not give me any confidence in the district.

🔗 There needs to be more opportunities for students who just don't excel in the traditional school setting. There also needs to be more special education help. Teachers aren't meeting IEP minutes successfully. There also needs to be more help for kids that want to go into trades or the work force after school. And more help for kids that are academically low, but not low enough to receive intervention because there's "too many kids with lower scores." As a parent that has a kid on the bubble, I'm so frustrated. I need more help for my kid to succeed but I can't get it because my kid "isn't low enough" to receive services because other kids are "lower" achieving and my kid is not in special Ed.

🔗 The use of electronics, chromebooks for learning is too much. The kids are now struggling with being able to write, spell and be effective communicators due to the amount of chrome book time. Also, "workshop" at Foxview unfortunately doesn't allow students to work on homework during that time but instead has them doing iredy or other chromebook use unless they are being pulled for extra help. I wish students who would like to work on their homework during this time would be allowed to do so. It would be great to see more diversity within De Pere School District or at least finding ways to teach and learn about diversity would be great. I know there has been more of this recently and that is appreciated! I feel at the elementary and intermediate level principal involvement could be stronger. It would be great to see the administration (principals) at school events, supporting their students. I cannot speak for schools other than Heritage and Foxview, but Heritage in particular.

👉 I wish to explain the areas I marked "disagree" in this section. High Expectations: Our grading scale has gone DOWN since I started teaching here! In addition we (the high school and middle school in particular) have a policy of late work and retesting that does not develop good character in our students. Some students are so focused on grades that they do not value the learning and this leads to cheating. Developing student character: Well let's go along with the cheating, teachers are tasked with creating a new assessment for cheating students! From my point of view and that of my children there is no real punishment for cheating and they witnessed it all too often in the high school. For teachers it is a major time headache to call a student out for cheating and then many families and administrators do not back the teacher fully! The current character strong program used in the NEST sessions is cumbersome and complicated AND teachers do not get time to plan for this additional prep period along with their normal course planning. Also, character education as a stand alone is much more difficult than if it is incorporated into existing curriculum or another structure. Some building level administrators seem to be focused on "leading" or making sure they have a portfolio for their next stop in administration beyond the current one that should be the focus of their time and energy. Administrators NEED to be managing student behaviors in a more productive and supportive way. Sometimes staff do not feel as though their point of view OR the classroom learning environment is considered when managing behaviors. The amount of disrespect and insubordination that is not fully addressed by administration makes some staff feel not valued and fosters a belief that the "office" will not support a staff member so why send the student to the office and feel more beat down when the student returns with no resolution. We have a curriculum director (soon to be 2) and many others who are focused on curriculum, perhaps our building administrators should be focused on student behaviors.

👉 Could notify family's when they are going to have yellow flag in the morning so it's easier for drop off in the morning

👉 Teaches to the top. Substandard support for average and below average learners. Substandard support from Special Ed for students on IEP's or with behavioral challenges.

👉 The building principals need to be more physically present at student events, particularly the principals at Fox View and Heritage where my children attend. They are never present at after school events such as band and choir concerts. The communication skills are lacking from both leaders.

👉 The new website is not very user friendly.

👉 Preparation of kids for their future should also include options besides the typical 4-5 year college experience. More emphasis on trades and developing life skills instead of other class requirements that will have no impact on a child's future. Four years of a foreign language that will never be used seems a bit illogical.

👉 The counseling department could offer more direction to each student. Especially for families going through the high school for the first time. Not a huge fan of changing teachers at semester in the high school. Have been disappointed with student often getting alternate choices for classes.

🔗 -Our children come home frequently talking about “safety issues” within the middle school & lack of school personnel ability to manage it. There have also been situations where teachers or substitutes have reportedly cried because of a difficult student causing issues in the class & interrupting learning environment which is concerning to us. -Listening to board meetings it appears that decisions seem to be made from those who complain the most. -Unfortunately it seems that if your child is not one that excels, comes from money or is a disruption in class that they are just a number.

🔗 Now that more information about Covid has come out. It should be noted that all School Board members, staff, superintendent, etc understand that Covid protocols that were put in place were overbearing and unnecessary.

🔗 Our district is unique in that we don't offer foreign language district-wide until middle school. Hard to imagine that the district is truly fulfilling their mission to, “prepare all learners to be successful and contributing members in our global society” when the only language emphasized through the first 9 years of each students journey in education is English.

🔗 As mentioned above, providing more CCIHS classes would allow students the opportunity to get more college credits instead of AP classes where there is no guarantee

🔗 I believe our building level administrators and the police liaison officer need to be more visible in our hallways and lunch room on a regular basis. They need to be holding our kids to a higher standard of behavior in regards to respect for each other and toward staff. They need to be holding kids and parents more accountable for students actions and behavior that cross the legal line, and the moral and ethical line. Teachers need to feel supported with classroom management of student behaviors with more accountability toward the student with the consequences for their actions.

🔗 I don't believe we put a priority on meeting the needs of our students and families of color. Creating an equitable school district has not been as important as high test scores and rankings.

🔗 I have come to understand that there are a few administrators that do not complete their job with the passion and dedication necessary for the position. When students do not know who their principal is, that is a concern.

🔗 I'm not aware of the process for "feedback" from the district/school board... I know of social events that have taken place via the Facebook account, however I'm not sure of school board decisions through that manner. I do not go on the website often to check out the school board minutes there. The community right now seems pretty split on many issues within the district, so it's hard to say. With new leadership (and more to come with new curriculum directors), it's hard to know at this point if we are headed in the right direction. Only time will tell. I don't think it's the job of the school to "develop students' character", rather to foster the development already started by parents.

👉 The low scores for academics and development is based on my own child. I asked multiple times for schools to consider my child extra testing for a learning disability. I have gotten the run around all the way up to high school. I believe in high school they only concentrate on the scores and not if there are other possible issues.

👉 All schools have a big job after covid. We all know that was a huge set back. As far as college, the school should help but I think in many ways parents are expecting more and more of the schools. Parents need to take more responsibility for their kids behavior, goals, grades, college direction, etc etc. Too easy to blame schools and teachers when parents could assist more.

👉 Too many options to avoid placing responsibility onto the students as they progress through high school to prep them for college. Oftentimes, the college culture is a shock to them and they are not prepared for having all of the responsibility on their shoulders. The summer school program is a joke- the students only have to go as long as it takes them to complete their missing work- they are not required to spend the whole duration of "summer school". My son now does not see summer school as a problem if he has to go because he was there for a day, not the whole designated summer school time. If they students were forced to do added projects and required them to stay the whole duration of summer school, it would give them a motivation to do better doing the school year instead of having to use their summer on doing things that should have already been doing during the designated time in the school year. Do the teachers want the parents really involved, or do they want to put more responsibility on the student? There is not a consistency with that amongst the staff. Some want high parent involvement, some want more to be put on the student. Which is it?

👉 Slaps on the wrist for sexual misconduct on students due to fear of Woke. Some teachers just continue to use same plans and don't hand out worksheets because it's more work for them and it's not graded. Nothing for parents to use to help student.

👉 I have been very impressed with the De Pere school district. The one thing I would like to see more of at the high school is career education. I realize that there is a lot of curriculum to be covered, but career education needs to take more of a priority so that students have a better sense of not just being prepared for college in general but prepared for a direction to take within college.

👉 Are we okay with students going to tech colleges or apprenticeships? Are we okay with students joining the workforce? Or do we only see 4-year college as the correct option or the best option? The reality is that college is not the best option for everyone. For the majority of our students, yes, it is. However, what about the students who don't fit that mold? Do they feel welcome here too? Are their differences accepted? Or do we only care what their standardized test scores are so that we can look good on state report cards? I have been to board meetings and met the superintendent. His agenda seems state report card focused. Is our ultimate goal to have the best state report card or to meet EVERY student where they are at and support them how THEY need to be supported?

➤ Although the district keeps a safe and secure campus in general, there are many minority groups that don't feel safe even within the community due to racism and homophobia. This needs to be addressed before we can say that De Pere is a 'safe' place to live and learn.

➤ No communication from teachers to parents feels very distant. No parent teacher conference or willingness to meet

➤ Some of these questions are extremely hard to gauge at my children's ages.

➤ My girls are not open enough to know about being provided preparations for their future

➤ Student accountability is lacking


➤ Expectations and support levels drive towards average performance, from both above and below. Excellence is not expected nor rewarded in students nor teachers.


➤ Our district needs help with dyslexia. There are tools available, for free, and it needs to be utilized.

➤ I believe our district does not hold children accountable for their actions, and along with that the staff at the schools. There is a long history of bullying, and treating people differently if they are different.


👉 Let me first say that the majority of educators that we have encountered over the years have been absolutely amazing and they definitely do not get enough credit. Being an educator is HARD and I cannot even begin to imagine what it is like to do their job on a daily basis. Kudos and many thanks to them because I don't think that many people understand what they do for our kids and the struggles that they encounter. We have had kids in the district for 12+ years so I feel like I have a pretty good handle on the district. Here are some of my thoughts based on our direct personal experience, as well as conversations that we have had and continue to have with other parents and residents in the district. The students were recently given a survey on how they feel about school. It was explained to them that this survey was anonymous and would be kept confidential. However, USDD staff were pulling students into their office based on their answers. Considering this, why tell the kids that their answers are anonymous if they are going to be called out based on what they put down? I can certainly understand if there were extenuating circumstances, such as school and student/staff safety, but you lose trust with the kids when you say one thing and then do another. You also put them in a position where they more than likely are not going to answer honestly the next time and will just put down what they feel the district thinks is the best answer so they are not singled out again. Is that what we want? Just surveys based on dishonest answers as long as it makes the school look better? I, as well as many others in the community, feel that De Pere focuses WAY too much on sports and not enough on education at a high school level. The amount of money put into the athletic program and facilities vs. other areas of education is both alarming and appalling. Not every student is interested in sports and those who do not participate in sports should have equal opportunities that are not currently provided due to funding issues in certain areas. That isn't right. School is supposed to be about education first. Sheer example: Take a look at your tech-ed and agricultural programs vs. say what opportunities Denmark is offering. We are talking NIGHT AND DAY difference and they are a small town community. Is it the teachers faults? No. If you do not have the resources allocated to you to make the program better or offer different opportunities, the blame is on the district and not the teacher. My husband and I were also less than thrilled to see that kids are now REQUIRED to take speed and strength if involved in a HS sports program vs. being allowed to take a course during that time that they were interested in. Instead, they are FORCED to take a class even if they want to participate in a sport for fun. I think we are sending the wrong message to kids that it is about winning, being the best, and that sports are equally as important as their studies. Is that really what we want for our kids? Not all students are going to go on to play professionally. This is part of the reason why the losses and injuries are so tough for them. They feel like there is a standard and that standard is constantly increasing and they will never be good enough. They are taking it personally and for some of them, it shows. The social and economic pressures in life are hard enough on kids. Do we really need to add to that? I am also concerned with the fact that students are not taught responsibility and time management skills as well as how to utilize these skills effectively. So many students are entering the work force thinking that these do not apply to them because they were given an exhausting amount of chances to complete something in school. That is not how the real world works. We are setting these kids up for failure by allowing them WEEKS or longer to turn an assignment in with zero consequences. It is completely understandable if the extension is due to absence or illness, but when it is based on lack of effort on their part, it teaches them nothing. It leaves them with a feeling of entitlement when they enter the

workforce and employers aren't going to respond well to it. Not to mention, I would hate to be that teacher who has to then grade something from weeks prior because a student just didn't turn it in. I would also like to respectfully and specifically address the fact that USDD needs to refrain from pushing a student into a path that they are not comfortable with. Especially if the student has expressed disinterest several times. This is NEVER okay and should be stopped immediately throughout schools everywhere. According to the kids that I have spoken with, Certain (not all) USDD counselors and staff have a way of making kids feel like they have to attend a 4-year program or they are never going to amount to anything. The reality? Not every student wants to or needs to go to a 4-year college and it needs to be explained that starting a career via technical college, 2 year program, or workforce program is perfectly fine and leads to great paying and much needed careers as well. Trades and other career opportunities that do not require a 4-year program, or offer on-the-job schooling/training should be talked about MORE. The students should have all opportunities presented to them in an equal manner before making a decision on what they would like to proceed and prepare for. The same goes for YA programs, which should be their choice. They shouldn't have teachers or program administrators pressuring them to do it because they get a kickback if they do. That is a definite red flag that your funds and the appropriation of power is being utilized incorrectly if departments are that hungry for funding. Listen to your students. Thankfully, we were assigned an amazing counselor who respects and acknowledges students chosen paths. I am grateful for this person and appreciate the honesty and respect shown to my child. As far as social media, it is great to have a presence, but you should probably answer questions asked or just turn off commenting as well. The website. Oh the website. The website has become my nemesis. It used to be so easy to navigate with the attendance number right on the front page. Now, not so much. Make it easy for parents. Put these items under the parents tab. Why does it not show the emails of the staff anymore? Drives me crazy. LOL Take it for what you will, but this is honest feedback from a parent with students in the district. I know the above seems like a lot, but I am not bashing the district. There are a lot of positives that are praised all of the time and I think that the negatives or areas of improvement need to be taken into consideration as well. Thank you for your time and consideration.

 The policy that students cannot be called by any name other than their given name is discriminatory and exclusive. It creates a community in which not all students are safe and valued. On another note, the DPHS counseling department needs improvement when it comes to advising students about post high school opportunities. Three of the four counselors there are ineffective and need to get it together.

 There tends to be a very heavy focus towards college beyond high school which I think is unfortunate. The majority of kids are better suited towards the trades or maybe technical school, but college is the primary push I always hear about from my kids who hear it at school.



 As we attempt to close the gap, we water down what we can give to the others because of the resources needed to manage behaviors of students who, quite frankly, should be provided a different learning environment.

🔗 eliminate nonsense like common core, NGSS, CRT WEL

🔗 My opinion is that the school needs to expand their tech Ed offers and space to reflect more trade and skilled workforce.

🔗 -The school could really do some great things by partnering with our community leaders. -Life skills should be at the forefront of these students. We should make it a priority that these kids learn real life skills that they will need as a community member.

🔗 We lack diversity in our staff, kids don't get to see people of color in roles of leadership.

🔗 Initial perception of the new superintendent is a marked improvement from the past.

🔗 Mr. Herlache is an amazing leader at Dickinson Elementary school. He is visible to students and parents. He is easy to communicate with and generous with his time. We are so pleased with the staff and leadership at Dickinson.

🔗 I continue to hear from former students and parents that the retest policy at the high school does not help students prepare for college. In fact, some believe it makes our kids lazy because they simply find out what is on the test and then take the retest after putting in a minimal amount of effort.

🔗 I think that teachers need to be more flexible with learning styles. In the real world we are all different - ONE size doesn't fit all. It seems in school there is ONLY one way to be successful. I really struggle with that approach. Just because you are not a good test taker, doesn't mean you are not smart. Being able to individualize your teaching approach would enable all students to do their best. Maybe offering a couple of ways to "prove" you know the material would be great. Maybe offering a project, an essay and traditional test as options. NEED to get rid of phone usage in the high school. It is distracting and many students are so addicted it interferes with their learning and those arounds them. I believe they have the correct approach in the middle school.

🔗 I think the District does a good job for the 80% of "average" students, but I don't think there are enough opportunities for gifted and talented students. This goes along with pushing expectations for students. It seems like the District is fine as long as a majority of students go to a local state or tech school. There seems to be very little push to achieve more than this.

🔗 It is hard to say that the district "develops students' character" when I recently saw that a board member was posting indicating that we need to make sure the district doesn't become "woke"- as in, we will make sure that students don't get taught about diversity and social emotional learning...very disappointing.

🔗 To be completely honest I have concerns about the new superintendent. I have had 2 interactions and I have been nonplussed this far. I sincerely hope it is just a weak first impression.



🔗 I am disappointed in the administrative leadership at Foxview. There is little to no communication with parents and I often find out about incidents and events directly from my child instead of leadership.

🔗 The IED staff for 6th grade at Foxview was terrible, they did not follow the goals set by the 5th grade teachers, changed the goals without telling us, and never informed us of a couple issues they were seeing at school with my daughter.

🔗 I think there could be some more work to help build character and get kids engaged in the community within the classroom. It seems alot of that is an extracurricular option. I am curious about how the teachers are reviewed and ensure ongoing high quality teaching. My kids have had +/- experiences based on the teachers. Some teachers seem burned out and others truly seem to be engaged in the students learning.

🔗 While the district is doing a great job in educating students, I believe there are always ways to improve.

🔗 The Green Bay school district has so many more opportunities. The rise program that offer the students enough credits to graduate high school with a two year college degree plus offers first generation college students the next two years of college free. So many more opportunities for all students not just the highly advanced students. Very frustrating.

🔗 Newsletters and websites focus mostly on sports. Other extra curriculars are either briefly mentioned or not mentioned at all.

🔗 I think the website could definitely use a refresher. Make it easier to view lunch menus, clothing shop and events. It is not very user friendly and found old information on the website that is no longer valid.

🔗 We have lost the building of virtue within our children. What is education without virtue? We can produce highly intelligent people who cannot understand truth and say no to themselves when it is right. This is not a problem with teachers as a whole but the values of the public education system. Parents are informed in many ways about the education of their children but not in those that most matter. I feel that the academics of education have taken a backseat to ideologies and propoganda. What will these children grow up to be and what of their children? I plan to homeschool my youngest three children.

🔗 I would love to see more school pride/spirit. It seems that the other teams/fans always have far more pride/chants/gear/excitement when it comes to games and events. I think cheerleaders, etc..... might help a bit.

🔗 No cell phone policy at school!

🔗 I have found that communication has been one-sided in a split family situation. I have had administrators tell me in an email that they will not talk to me.

🔗 Information will come out what door to get your child or drop off but there is no map on the website to know where that door is at the school.

🔗 Certain kids such as at-risk, non-academically interested need more options such as a AUTO SHOP or other such hands on where they can be motivated. My nephew would have loved to work on cars there, and never would have dropped out.

🔗 It's difficult to find what I'm looking for on the website. I wish the school academic calendar was posted on the homepage. More activities should be listed on the activity calendar. More social media posts.

🔗 I marked the "Preparing students for education after High School" as a disagree because of the limited amount of dual-credit options at the high school. While I understand that student can participate in ECCP/Start College Now programs, most of dual credit at the high school is contingent upon students passing an AP test with a score of 4/5. Why aren't there CAPP offerings?

🔗 My child has had many issues with bullying. The school doesn't appear to have any repercussions for individual problem children. I've also had many complaints about the math program and support. My student doesn't receive the support they need from the teachers they gave in this area. It's hard to get one in one time.

🔗 Please offer spring break times earlier in calendar year Combine early release/late start date not one full day off on a Monday or Friday to make it easier for dual working parents

🔗 Of my 3 children, 2 have ADHD. We have requested special attention but only received pushback and no help. My oldest is now in highschool and is really struggling and it's affecting his mental health as well. Sports seems to be the most important priority for this school district along with families that have higher incomes and are full families instead of single parent households.

🔗 Both of my children have been involved in classroom situations where unruly students take priority over the education of my child. Having the patient and well behaved children put second to the children who need extra attention with outbursts and bad behavior is frustrating. One child was made to sit in the hallway while an unruly student had a tantrum that they let play out. I learned this from my child as well. I should have been communicated this situation by the school. My children have also heard of other kids sleeping with no repercussions. This sets a bad example for others.

🔗 Some of my child's teachers have significant political bias that IS discussed at class; this is WRONG! Talented and gifted needs to be revamped. I pulled my son OUT of De Pere as he was not being challenged. Help me understand why all of the tax money is helping the children NOT at grade level? I for a fact know my son is not the only child that excels in certain areas. It's terrible we are not focused on developing all children's talents.

🔗 NA

👉 "Some" teachers, not all, really do not like doing extra work to help kids who struggle in school. It is an inconvenience for them when a child has an IEP. It is very obvious the difference because I have had a child with and IEP and one without. Bullying is a huge issue at the high school. I realize this is a hard one to address, but at times feel like the school looks the other way. Apprenticeships are offered, but only if the parents do the work to find them. The school did not assist with this. But once we found a company that would do an apprentice with our child then they helped get it set up. I worry for the child who doesn't have the resources, but would do well in this program. Guidance office needs more employees, kids often can't find time to meet to discuss things. Flex program needs to be revamped. They just changed to not letting the kids request meetings and having certain subjects on certain days. This doesn't work either because if they only need help in one subject, they have to wait a whole week at times to get it during flex.

👉 Stop randomly drug testing all students and require drug testing for extra curricular activities.. that is not your place to teach a child that is trustworthy that they are kor trustworthy and guilty until proven innocent when they provided zero reason or suspicion of drug use. That is a parents decision to be made and waste of tax payers money.

👉 Not sure there is much preparation with students for education after high school. My son is a junior and I haven't heard him talk about any preparation.

👉 Educate students about diversity and inclusion

👉 My child had a teacher who did most of her lessons pre recorded on videos, and sat at her desk while the students watched them. My child didn't do very well in that class and made comments that he felt like his teacher was detached from teaching and it wasn't engaging without her involvement. I recommend teachers limit using prerecorded video lessons, and engage students by hands on learning and being involved and available to them.

👉 De pere needs to adapt their communication style. My email is so overrun I miss so much information. There is duplication sometimes triplication of emails and information and then sometimes I miss theme days at schools because I have one child in elementary and another in high school. It is so difficult to keep relevant information with the antiquated ways the school district communicates.

👉 I personally do not like the shift away from the basics. Also the lack of homework is very concerning across the board. Once students get into Foxview there is little to no follow up unless specifically asked.

👉 The DePere District should be doing more to embrace and empower LGBTQ students. I don't believe the DePere District is doing enough to support a student's gender identity and that lack of support is causing mental health issues for students.

👉 Recently there was an incident with a bus in which it simply slid in ditch with a slight lean, & things were blown out of proportion by social media and a few students who decided to post erroneous information. I am assuming they were held accountable for their actions. Lots of resources were expended that should not have been; perhaps may even have been needed elsewhere. This was directly a result of students reaction, which many rules were broken & yet if one would only know the media version, it would seem this was minor and bus driver was left to be the scapegoat. Hopefully, appropriate disciplinary action is done. If not, perhaps it will become similar procedure to the Salem witch trials, with word of children being "blessed" vs whomever would stand in their way. Of course, if that is districts plan, then it is well on the way to success.

👉 Regards to "safe" buildings in regards to being locked during school hours, etc, De Pere is safe. In regard to students feeling safe, I feel De Pere has work to do. Students in the minority due to race, ethnicity, gender identity or other forms of othering are not feeling safe.

👉 High quality teachers for sure but some of the staff leave a bit to be desired.

👉 The level of teaching staff is quite varied, leaving the quality question difficult to answer. Having high expectations for students can mean a lot of different thing. Thhis question could not be fairly ansered. Preparing students for college or post high school education could use a lot of developement. Staff does not connect with the true needs for quality information to students or parents.

👉 I disagree about Communications communicating with me effectively. I have 3 kids in 3 different schools in the district. It's really difficult to decipher which email is from each school. Sometimes I can tell from the email address but hey, everything is getting lost in emails because I'd like there to be an easier way to identify which school in the district the actual info in coming from. I cannot remember all 15 total teachers for my kids. You know?

👉 I love the new initiative to bring cultural experiences and understanding to our students. The district itself is not very diverse and so providing students the opportunity to learn about people and cultures outside of their own is so important to making them well rounded citizens who will be successful in the world. I hope to see continued financial support devoted to those initiatives.

👉 I feel that an area of growth is to expand our facilities in terms of improving tech. ed areas, etc. I also hope that some of our local business partners could "pony up" some funds for those facilities. Companies like Belmark should look to invest in those areas like Ariens did in Brillion.

👉 GBAPS does a much better job of promoting career paths and District options to students. DPHS has a trades academy but not many know about it and it is often thought of for those students that are struggling rather than a beneficial first-choice career

👉 They are not preparing students for after high school when some coaches are strongly encouraging speed and strength vs education to separate you out when applying for college. They won't understand 8 semesters of speed and strength

🔗 I think the level of communication is appropriate (weekly school newsletter via email is about all I need).

🔗 The way the comment was worded not sure if I agree mean that I feel the expectations are too high. I do not feel that way. I think the expectations for students are exactly on point with the way of today's world.

🔗 The high school in particular has let the kids sit on their phones all day long, the way they prepare the kids at the middle school by allowing them to re-take tests and quizzes does not help prepare them for the future at all. Open note exams is not realistic to prepare for college. Some students meet with counselors to help with class selections while others do not. Some teachers are way better than others and the poor ones turn even the best of students off from school. There should be more accountability and communication. I realize most parents can't handle hearing that their kid might be a problem these days but we really aren't doing our kids any favor with letting them get away with everything.

🔗

🔗 Middle school needs more work on engaging students in becoming accepting of differences

🔗 Your playground supervision at recess for elementary schools is inferior and I am not comfortable that my child is safe or not being bullied on a daily basis.

🔗 no cell phones in the class room

🔗 In general, our experiences in the district have been good. Our 8th grader has had some amazing teachers in his time at Heritage, Foxview, and the Middle School (some weren't as good, but that's true anywhere).

🔗 The District can reasonably tout high achievement scores on standardized measures of achievement. However, curricular offerings are extremely traditional in nature and cater to these publicly facing scores. The District is effective in developing curricular offerings that cater nearly exclusively to college/university bound students. As a result, USDD can boast of sending students to reputable institutions of higher learning. However, students can be left behind because of the District's inability to keep an eye toward innovation. The District boasts very few innovative, student-centered learning opportunities for its students.

🔗 One concern that I have is the behavior that is sometimes permitted in the classrooms. It seems that sometimes rude or disruptive behaviors are not dealt with in such a way as to put an end to those behaviors.

🔗 The individual teachers have been good about communicating with us regarding our children. The district itself, namely vice principal and principal have not. There have been a few issues of which we were not made aware of other than by our children. They said individuals also seem annoyed and do not appreciate our feedback.

🔗 Lets weed out the underperforming teachers. Effective leadership should be catching this.

🔗 Twitter does not seem to cover all of the sports and other activities. The heavier attended sports are represented, but all sports should be. As a community member I'd also like to hear more about the volunteer work happening within the community that involves our students. Hours and hours are poured into helping others, and it would be great to hear more about KEY club, Dream team, blood drives, etc. I question the need for the random drug testing that is done. Students miss class, it is a "gotcha" mentality, and other districts in our area do not seem to do this. Could we use that time and the funds for something better?

🔗 During Covid I did not think you were headed in right direction compared to west de pere who had more freedoms of choice. The district clearly went against a HUGE MAJORITY of parent opinions. The district still has a lot to prove to us.

🔗 My child is in elementary school and I did not feel that I could answer career readiness questions.

🔗 In 21-22 school year I feel we were given more info in the newsletters regarding whether or not kids would have lunch on early release days/ late start. This year there was confusion. Some email links to describe "steps to take" are there wrong links for the email.

🔗 The district is working on prepping high school students for life after high school. I feel that more work needs to be done here. More educating of parents needs to be done regarding different opportunities for life of students after high school. And to the students for the opportunities that exist for them outside of 4 year education.

🔗 I would like to see De Pere schools show more inclusivity of different cultures and values. Oneida nation dancers were great this year! - love to see more of cultural celebrations, more about Black history month, etc. in elementary schools.

🔗 I feel like mental health needs to be addressed more often and with every student. Maybe during 2 nest/flex times per month. We need more help for counselors who are swamped with college planning and course planning. I think academic eligibility needs to be looked at on a case by case basis.

🔗 The support at some of the schools have been phenomenal. Others not so much.

🔗 I think the school is over crowded. The security of the school is a huge concern and also when you have that many children, there is a closeness that gets lost. Much less one on one. I also think that there could be updates in classes offered. In this changing world are we still focusing on the right things?

🔗 I sometimes wonder if my child is allowed to just be a kid in your district. Education is important, but I want educators to buy in to my child for their character and not just how well they attain knowledge. We can hold elementary school children to high standard and allow them to be kids as well. I feel like sometimes we need to realize we aren't just made to just be a contribution to a work force.

👉 One of the strengths of this district is a very experienced staff. We often get little to no input on decisions being made. What makes it even more frustrating is the way the administration acts like we have a voice, but does what they want anyways. The staff shouldn't control administration, but too many decisions are made without considering their impact on staff.

👉 I think there is not enough communication between the schools. My children attend Heritage but this fall I heard by word of mouth, about online bullying/threats happening at Foxview. I would have preferred to hear about it from the school district. Many families have children at the different grade level schools. Kids talk, siblings talk, kids hear what goes on at home. I would have liked to been prepared to talk to my younger elementary kids if they had heard about it at school.

👉 De Pere has become a "WOKE" school district. It's one thing to discuss inclusivity and tolerance, but it's quite another to make them watch only CNN as their news source or deduct their grade over their non-woke opinion. I've not heard of one kid that hasn't been bullied and staff has not made any measures to stop it. It's hard to go to teachers when the teachers are the ones doing the bullying.

👉 I'm unsure of the high school preparedness for careers and higher education. My own children haven't reached that age. I do feel that there is room for growth in experiential learning, student led projects/learning, responses to correction, and a push to challenge and change for some staff who has settled into the same worksheets/time fillers that they've used for a long time.

👉 Too focused of academics and athletics. Not enough focus on the Whole Child

👉 for the most part you have high-quality teachers. some in the ag education i would strongly disagree on. especially FFA teacher

👉 Fix the violence in the schools and learn to be compliant with IEP's you are breaking the law on a regular basis

👉 Have a better bus line, Bought my house because they said the bus picks up there. Instead I have to walk a block and stand in the freezing cold to get my son on the bus. Last year they did pick up and drop off in front of the house but not this year. The bus is frequently late and/or doesn't show at all and they never send a text notifying you like they are supposed to. Less teacher work days and being closed on holidays all the other schools are instead.

👉 Add an IB program at the high school level.

👉 Great teachers thus far. Not a lot of presence on social media.

👉 I think board meetings should be accessible online.

👉 I'm so proud of the Teachers that have kids that need extra attention.

👉 Need more foreign language selections

👉 I believe with the trend in education, my greatest concern is maintaining a positive work culture, supporting teachers financially and in the classroom. You see greater mobility within the workforce, even during a school year. Our family was impacted by one of our child's teachers leaving the district mid-year. I was not happy with the solution of filling the position with two separate people, one who was not even a trained teacher and another from outside of the district and unfamiliar with the district's curriculum. I want highly qualified teachers to remain in the district and to stay around for many years. The district needs to remain competitive in pay and benefits to attract the best. Strong building leadership, maintaining a strong education by making smart curricular choices, supporting staff by providing training in the curriculum and best practices, and having a strong culture is important to a thriving workforce which ultimately impacts students.

👉 At the elementary school, my kids were lucky to have exceptional teachers who challenged them at their level. I also saw a lot of support for math and reading intervention given to other students. At Foxview and the middle school, they weren't challenged as much. The school district seems to teach to the middle. If you are at grade level or above grade level, you do not receive as much challenge or help. Some friends kids were just at grade level and left to struggle until the deficit was hard to recover from. Even when identified with disorders based on neurological testing, the parents had to fight more than they should for any support. Other parents provided our family with information on classes at the high school level so we could help our kids plan their course plan each year. Students need to be proactive and schedule meetings with high school counselors and then sometimes don't get a chance to talk to them. There should be proactive meetings with the counselor every year with each student that is on their case load. Even small group meetings during flex would be an improvement. The junior planning meeting in the spring of their junior year is too late. Communication needs to improve to families on apprenticeship information, colleges that come to visit, clubs the students can participate in, and more. Parents have a hard time finding this information to encourage their students. I understand encouraging student independence, but communication with parents needs to improve to produce a better balance..

👉 No suggestion

👉 Interesting that we were told you needed certain classes to go into certain programs, prerequisites, yet this year the class (small engines) allowed freshMEN, perhaps it because it was a lady that wanted to be in there? She had to prove it. The discrimination in this department incredible and unseen and in addressed when confronted.

👉 Elementary playground supervision is insufficient and appears to lack proper training.



👉 Guidance counselors are not counselors, there are strictly in place these days for student scheduling, which is frustrating. They are not qualified to support students in crisis or daily life issues (social media pressure, friend drama, homelessness, poverty, abuse/neglect, suicide, step-families, divorce, etc). Would be a great idea for districts to hire both career counselors AND psychologists/social workers to have on staff.

👉 I don't agree with teaching/curriculums regarding: -Critical Race Theory/equity - Teach the good, bad and ugly sides of history. It is important for students to learn from the past so mistakes can be prevented in the future. Historical facts should not be changed to be politically correct. -Transgender/gender identity - This is not appropriate for any school district to embark on! This should be a family responsibility, not the school districts. -The use of preferred pronouns - Kids can quickly become targets for bullying when they are asked what their preferred pronoun is. Sexual orientation is nobody else's business! -Social/emotional curricula - It sounds nice, but again it is a disguise for what it really is - pushing a specific agenda. -Liberal or one-sided political view points -Students should be encouraged to come to their own conclusions regarding political preferences. Let's keep free speech free, so students are not "shut down" because they have a different viewpoint than the teacher.

👉 I do not think we hold kids accountable for their actions. We lower the bar and then when they don't meet that, we lower it again. Teachers are asked to do more and students are asked to do less.

👉 I would encourage the district to strongly consider foreign language programs in the elementary schools. We are missing the opportunity to teach children another language at what is referred to as "prime language acquisition age." I believe that this is a "miss" for USDD.

👉 I feel the the teacher/staff in the district do not have enough training or know how to work with children with needs and/or challenging behaviors. It seems that the only thing the that district trains the staff for is an active threat (which is important too) but also need to know how the work with children and/or recognize children that have needs/behaviors. I have a son that is in the district. He is high functioning autistic. We have had a hard time to get the school teachers/staff the last two years to understand his needs and for them to meet his needs. Every time we would suggest something we always felt push back from the staff. This is were the district staff need more training.

👉 Would love to see continued focus on making the district an educational leader "for all". Inclusivity and welcome recognition of societal evolution, changing demographics. Progressive focus will best set this community up for success in developing future community members and contributive leaders.

👉 Would encourage the Superintendent to offer coffee hours once a month to offer opportunities for residents to share thoughts and conversations. Also encourage the suprintendent to recognize the key parent leaders in each school that have been active parts of PTOs and Parent Groups as they have been fully engaged in the school and may have great input

🔗 The website could be easier to navigate. It's a bit difficult to find information on the school website.

🔗 There could be more support by having more para professionals in classrooms. I have classes with many students with disabilities that would greatly benefit from support, but do not have it available to them.

🔗 Due to our recent change in superintendent, I did not offer an opinion on your leadership question. I believe in the past our superintendent did not embrace a vision of any great length. I hope our leadership now, and perhaps by the survey, has put an emphasis more on our vision.

🔗 We moved to the area this summer. De Pere High School is hands down the best school our daughter has been to. See previous comment.

🔗 My kids are at the HS level and have had some wonderful teachers. I will say they have had a few who have admitted to the class they do not have teaching degrees but instead had degrees in something else. I would be cautious with hiring too many teachers like that. My kids come home and know the difference. They have told me they found these teachers tests and outlines on line. Also they both have said these teachers have trouble "teaching" the content to kids who do not understand it. I have had doctors at my job say anybody can teach. That statement is infuriating and insulting to the dedicated, amazing people who have dedicated a career to it. It's a special skill to be able to teach something for the entire class to understand. Sometimes that means doing the same problem 3 different ways so it clicks.

🔗 I feel that the website is lacking in that there is little to no information. There are so many times that I've tried to look for an event and have found that there is nothing on the calendar for said event. I generally find that I end up trying to get to different places within the website when searching for information but I continue to get re-routed back to the same places and it's a frustrating cycle. I try not to go to the website whenever possible but try to get back to any school messenger emails or newsletters. I have found the website to be of little aid in getting any answers to questions that I have had to search for. The Facebook page seems to be more of a cheerleader for the school than a place to find quality information about what is happening.

🔗 I am unsure on how to answer the questions. We are relatively new to the district so the only things I know is what my child tells me what is happening at school.

🔗 With working in the district, I see the kids that are falling behind and worry about them. At what point do some of these kids get the extra help they need? (some are getting the help, but some seem to be left behind)

🔗 I think we can do a better job engaging business and community members, but I think that means we need to allow ourselves to be a bit more vulnerable than we have been.

🔗 Look at Pulaski's updated football stadium. Funded by grants from the community. They also, like other schools, have advertising from de pere businesses in their football program, assuming that when other teams play there they have advertising from other teams businesses. De Pere has to get smart and creative with their fundraising. Not sure how we don't have anything sponsored by Festival foods when their HQ is in De Pere. We need to employ a fundraiser, Grant writer etc

🔗 Please continue to be open and progressive.

🔗 Regarding student culture: There is a perception that De Pere School District is not diverse and not welcoming to diverse populations. I work in higher ed and have heard this from former students of the district. My son who is a DPHS student has also mentioned this.

🔗 I would like to see more career and college ready courses. Especially career readying for non degree careers like mechanics and trades

🔗 UW Green Bay has an amazing program for High School students, Rising Phoenix. Kids can graduate High School AND have an Associate's Degree at the same time if they make it through the program. Many school districts in Wisconsin have joined this program including Green Bay and many rural districts. De Pere is an exception. Our son would qualify and this could really kick-start his career. We now have to make a choice between staying in the district or joining this program. I wish we could do both.

🔗 Communication is an area we could work on.

🔗 Communications seem to be very last minute and leave out details or where to find more info. For example - why can't the calendar list what time the late starts are or finals schedules?

🔗 As long as DePere is one of the only cities in the nation with two separate school districts with two administrations, it is hard to agree that money is well spent or the schools are well managed.

🔗 We see more social media posts from the PTO than we do the school or district.










🔗 Need new athletic director- need to move ahead with teachers that are coaches.









## Survey Analysis System

Accessing results summary from "2022-23 Community Planning Survey, page: "Future Ready" Planning from Unified School District of De Pere.

Please choose <u>up to four</u> areas that you believe we should focus our planning efforts. (n=1214)		
Preparing students for life after high school (0)	537 (44.2%)	
Social/emotional/mental health services for students (0)	505 (41.6%)	
Recruit/retain high-quality staff (0)	408 (33.6%)	
Career and technical education ("shop") program (0)	309 (25.5%)	
Community/business partnerships for students (youth apprenticeships, co-ops, mentoring) (0)	263 (21.7%)	
School safety and security (0)	263 (21.7%)	
Understanding of and support for diversity (0)	250 (20.6%)	
Services for students who have difficulties learning (0)	233 (19.2%)	
Opportunities for students to earn college credits (0)	216 (17.8%)	
Fine arts (such as art, music, theater, drama, forensics) (0)	203 (16.7%)	
Student discipline (0)	199 (16.4%)	
Math achievement (0)	181 (14.9%)	
Integrate technology into coursework (0)	176 (14.5%)	

A wider range of courses for students (0)	168 (13.8%)	
Reading/literacy achievement (0)	167 (13.8%)	
Bilingual education courses/services (0)	161 (13.3%)	
Technology access and devices (0)	117 (9.6%)	
Communications with parents and community (0)	112 (9.2%)	
Athletics (0)	103 (8.5%)	
Online/distance/virtual course offerings (0)	53 (4.4%)	
Services for preschool students (0)	50 (4.1%)	
Student transportation services (0)	21 (1.7%)	

## Are there other areas you believe we should focus our planning and resources? If so, what are they? (n=269)

-  Equal quality sports venues... the football field and basketball courts are top of the line and then there are other sports such as softball that has no bathroom and has to share a port a potty with tennis and soccer fields. Not ideal for players or fans when they have to walk so far to access a bathroom. Also the softball field are in a ditch so are under water or too wet for most of the season.
-  Keeping up with other area schools facility-wise
-  At-risk students, identifying struggling students and mentorship for them
-  Focus on staff turnover
-  I think it would be great to have an alternative high school for students who need it.
-  Creating an equitable relationship between athletics, arts, and clubs. I see too many students who have to choose between these activities, and it is not fair. All students should have the opportunity to participate in a variety of extra-curricular activities, and not be ostracized for it.

👉 I'd also recommend a compensation scale that will keep the high-quality educators in the district. Pay needs/benefits need to be competitive of those districts in the area. Course offerings for bilingual education and/or earlier language education should be offered in elementary schools. Other districts in the area offer/require Spanish and other language courses to elementary students. The district is becoming more diverse, so there needs to be more education about diversity and empathy for other views and cultures.

👉 I will make my comments go in order of the issues I selected. As far as bilingual services go, we have had a pretty heavy influx of students from Nicaragua at some schools and it has caused a need for more services with limited resources and limited training. These students, because of their political asylum status, are legal residents and will be staying, if not in our community, in our greater community and our population continues to change, yet our types of services and learning around these areas hasn't increased. As far as recruiting and retaining teachers, there has been a definite attitude of ignoring what other districts are doing for compensation because there is a feel that staff will just "desire to be here so much". While there is some truth to that, there are breaking points to everything. The high demands of the Pandemic and Post-Pandemic needs of children (both emotionally and academically), the strain inflation has put on stretching salaries that don't have much potential to grow, and an aging staff are things that need to be looked at moving forward to ensure that we retain the staff we have and can recruit new staff. Currently, those at the top of the payscale get a \$275 raise if there is no exception given. That doesn't even begin to compete with inflation. That's a .4% raise on a salary of \$70,000 for example. There are also limited safety nets if someone were to fall ill in our current benefit package. I also checked off students with difficulties learning because I think that we can always do better to help children and always learn more. I also think it makes sense to look at areas of servicing based on data and what area students tend to struggle with the most. One big concern that has been a concern no matter where I've been is that there is nothing special about special education and it is not the teachers' fault. Special education teachers tend to get the least amount of PD and have the most challenging caseloads. There are a few special education teachers that have had the opportunity for additional training, but it would be amazing if more teachers could have that. I do think that there are plenty of devices for students, but classroom libraries, especially at the elementary level, could use some love.

👉 There are many athletic venues that do not have running water (bathrooms). With a high quality program that we have, I feel that we should have running water at all facilities regarding to athletics.

👉 Make sure to help those students who do not qualify for Special Ed, but don't qualify for the math intervention either. These gray area kids are slipping through the cracks and need support, especially if they come from outside of the district where the math foundation is not as strong. All three of my kids are struggling with math at the middle and high school levels, and there is not a lot of support or communication with me about that.

👉 Higher level learners, differentiation, gifted and talented

🔗 The HS definitely needs more counselors in place. There are the same amount (4) that the HS had when they had half the amount of students. Career counseling is lacking due to their caseloads and I'm sure they could do more with supporting mental health if they weren't so bogged down with numbers.

🔗 I would love to also click Bilingual services, but thought that supporting diversity was more broad. Simple things such as inclusive school posters, banners, but also more staff applicable training in restorative classroom discipline and equity is truly needed. Some students are completely out of control and often no admin support is provided. If they do come, little is done to rectify and prevent the situation in the future.

🔗 Are there any plans for additional staff trainings for emotional well-being? We focus a lot of time and energy on the students we teach, are there any mental health or wellness programs for teachers? Maybe staff development day could be used for that?

🔗 See other section.

🔗 Not all buildings are welcoming.

🔗 High school needs more diversity in the language arts area for seniors who not college bound. Seniors are required to take two 0.5 credit language art classes but the choices are not interesting. The district has a lot of students who have been diagnosed with dyslexia/dysgraphia/dyscalculia. We need to have staff trained for those who have been diagnosed and make sure they are getting the correct help. After school tutoring is hard for a lot of families as well as kids are tired and struggle to focus after a long day at school. We need to have students tested by the district for these learning disabilities before 3rd grade if they are struggling with reading, writing, and math. Many of these students are put into interventions but it doesn't help them in the long run because they are not getting the correct help. Students at Foxview are required to take general music and a music choice of choir, orchestra or band. This should be limited to just one music choice. This is an issue for students who are in special education who get pulled for interventions during workshop time. Those students don't get an opportunity to do school work and then have it as homework. This is hard for families who have after school activities or who don't have limited access to technology.

🔗 Focus on Teachers receiving Professional Development from state or national sources vs. retired principals. Train the trainer isn't working.

🔗 Currently, most of our CTE courses are taught in very outdated and small spaces. Currently, class sizes are very large and are forced into unsafe small spaces to teach the courses. Teachers have had cuts to budgets that have hindered their ability to effectively deliver their lessons. The CTE courses continue to grow and show that there is a huge need in our district.

🔗 I would like to see dress uniforms because it's a unifying element and it would change the lack luster attitude in the school. I would like guidelines and follow through for disciplining. I would like to see a NO PHONE policy. It's a big problem

➤ I believe that creating community/business partnerships can help students see the opportunities in Brown County and possibly help retain/return local students to work here in the future. Students with learning difficulties are often "passed" on to the next grade instead of focusing on more early intervention including transitioning to Special Ed.

➤ The district does not put enough resources/money/staffing into supervision (before/after school, playground, lunch) and does not provide enough teacher aide help for students who have behavioral or academic needs. We need to look at employing full-time aides, who can help with supervision before and after school (teaching staff should not be doing this) and then are available all day to support students. By offering full-day employment for these teacher aides/supervisors, we will also be attracting the best candidates to work in our schools. We are sorely lacking in both supervision staff and teacher aides at the elementary schools. This contributes to more negative student behaviors and a loss of learning time.

➤ I didn't choose Math or Literacy achievement because I feel that USDD does a good job of continuously prioritizing both. I'd like to expand on my choice of "services for students who have difficulties learning". I think it would be optimal for more funds to be allocated for increased instructional assistance for those kids who have difficulties in Math and Literacy, especially in grades K-1. There is such a wide variety of reasons why they are having difficulties in those early grades . . . developmental readiness, lack of experience prior to Kindergarten, young/lack of stamina for the academic work, etc. Some of those kids just need more time and repetition and the classroom teachers' plates are already so full. I believe an Instructional Aide for Kindergarten and 1st Grade in each of the elementary buildings would really benefit the kids who have difficulties learning.

➤ none



🔗 We know math is one of the hardest requirements at the HS level. Offer math intervention alternatives courses. Offer science intervention courses that will be useful. Unless you are going for a future job related to science in math most of your students don't need to go through the struggle of those classes. Let them have courses that will be of value to their future experiences. Why are we having them required to pass Advanced Algebra when most will not use that in their future jobs? Why not require a useful life skill like financial math (checkbooks, budgeting, bank statements, investments...) or better Health Education as a science alternative to learn about eating healthy and learning the damage that drugs have on your body. When students are choosing courses they should be given a summary of what the course will require. The electives courses currently have no limit on points and that needs to be reevaluated. Some of the electives have a crazy amount of work. I have seen an elective class have the same or more work than a biology/math class. My child had an elective with 4 projects then the next elective class had 26 projects! One elective ended up being about 435 points the other elective ended up having 800+ points in the next semester. Students need to be better informed before signing up. They need to know how many projects they will have and they should know the point value of each elective class so that they can balance their semester workload better. Parents use to be able to see the point values, but now that has been taken off the portal. Right now they sign-up for electives and courses and hope for the best. That is not being transparent! The reason this is important at the HS level more than ever is because grades impact where you go for college, and grades impact sports participation, grades can cause depression. Let your students know what they are signing up for each semester. All it would take is extra information to help students be better informed about the course they are about to take. It doesn't matter maybe to the AP student but it matters to the other 90% of your HS student body. No wonder kids check-out and give up and a majority walk away feeling hopeless about their skills and their future.

🔗 Classrooms need to have more support to help with behaviors, emotions and students with IEPs. Loading a classroom with 4 students that have very different needs in their IEP's and then providing only 1 other teacher or aide to add support at small increments throughout the day is not enough. Students have various needs and that 1 person cannot assist all those students at once while the classroom teacher is trying to maintain the focus of the other students and engage all the learners at their levels. Then you add on the academics, social, emotional and behavioral needs of the other non IEP students and it is too much. This concerns and behaviors take away from the other students. This also causes teacher burn out.

🔗 Social/Emotional/Behavioral support for students through a more educated staff and resources (including increased staffing). Having students who are more in control in SEL areas will benefit ALL students in the classroom and therefore help academics for all as well.

🔗 Increase mental health supports for students and staff.

🔗 definitely student discipline and emotional/mental health of students. Equally important is to retain high quality staff

🔗 Teaching students at each grade level, skills to help them support healthy life style through good choices and behaviors

🔗 Discipline is a problem. We have had more vandalism the past few years, but we don't hold students accountable if they are not in class or in class on time. Why? More kids in the halls, or lack of discipline leads to behavioral challenges. The girl's bathroom often have 2-3 girls in the handicap stall and no consequences for being gone from class. They know that we can't mark them absent until 10 minutes and they walk in just before the time limit. A lot can happen in 10 minutes.

🔗 Student Discipline--Stricter Cell Phone policy from the top down.

🔗 A phone policy for the students - which would tie into student discipline.

🔗 Career and technical education is misleading. This area includes anything Engineering related. Northeast Wisconsin has a huge manufacturing sector that is in need of engineers, accountants, human resources, trades etc. Well beyond the traditional "shop" classes. A significant number of professional roles require knowledge of technology as most jobs of the past are becoming more automated. This requires people with a broad range of skill sets that often are not learned in the traditional classroom. If students are to be prepared for possible careers, they must see those careers. We need to give students opportunities to see more facilities, job shadow etc. A part of this is providing them with a facility that people can take pride in as opposed to the historical run-down part of the building.

🔗 We do a good job with children who struggle at the elementary level, but fail beyond that point. We do a great job with the kids who qualify for special education but kids who don't are left in a grey area. We have gotten better in the last few years with more tech offerings giving non college bound students more opportunities.

🔗 Academically - the district needs to continue to always meet the needs of all students. As a parent of a gifted student - the "gifted" program for K-8 failed him. He did not fit the mold of an easy gifted kid. He saw being smart as a punishment. He was pulled to do projects and then still had to complete the work he missed in class so to him being smart meant double the work. In turn I believe it harmed his focus, drive, and self worth. Thankfully high school he was able to do all classes, but by that time he was in the habit of not trying or caring. The district as a whole does a terrible job with study skills and holding kid's accountable (this is the view of a parent). My other child struggled as a learner - smart kid, but has zero study skills which is following him into college and he is struggling with that now - but was raised in a culture where he was not accountable for homework or even trying. Neither child really knows how to study, even though as parents we held them accountable and worked with them. We sought outside services and programs, but when there is no real accountability (solid deadlines, homework is part of grade, etc.) it is a losing battle - especially if a child struggles either academically or emotionally.

👉 I would check so many more than just four boxes here. Our staff is burned out and without quality teachers, you won't have quality courses. Our special education staff (at least in the high school) is spread too thin between managing their caseloads and team teaching. We only have four counselors for 1500 students in the high school! How are they supposed to actually counsel our students with mental health issues, when they are busy with scheduling and college prep duties? Our students think that they have to get a bachelor's degree to be successful. Our CTE facilities are outdated and not effective for today's students.

👉 As stated earlier, we need more time to simply feel like we are not barely keeping our head above water. Rested teachers result in happier teachers resulting in an overall better work environment for all.

👉 I feel like we are SEVERELY behind when it comes to understanding and supporting diversity in our student body. In my opinion, we are about 5-10 years behind in trends that other schools are doing. The last district I was at in this area offered meaningful PD led by diverse community members to address bias that we have. As a predominately white staff we need to do a lot better. I also think we are years behind when it comes to working with our Queer students. As an educator in this district who identifies as part of the Queer community I see some major issues in policies we have and supports we offer to our students. I would like to see us not only acknowledge the diversity that exists in our student body, but actively and financially support teaching efforts to address academic and behavioral gaps in our student body.

👉 The schools need to better keep up with technology in the classroom. The softball facilities are well below other facilities in our district.

👉 With student needs being so great since the COVID-19 pandemic, a focus on recruiting and retaining student services staff (e.g., school nurses, school psychologists, school social workers) should be a must.

👉 Career and technical education (shop) program is more than just shop. They also have Business, Agriculture, FCE, engineering, high tech equipment for students to learn and program that so many careers are needed for. Students seem to not have as much 'hands and head' combination opportunities at home and school as before. With these 'shop' classes, we are giving them the needed learning that so many people need to have to be successful and contributing members of our society. All students need to have some street smartness, not just book smartness. When planning, think about the great opportunities that our local economy has to offer our future. Thank you for putting CTE in as a choice for our planning effort.

👉 Offer Spanish beginning at the elementary level and an automotive repair career path. Financial life skills should be a mandatory course because not every child has a parent who can teach them about checking accounts, credit cards, credit scores, car insurance, home insurance, how to apply for a loan, how to save for the future, etc. Higher standards of respectful language and behavior, all the way through high school. These standards of respect seem to cease at the high school where anything goes when it comes to what students wear and how they speak.

🔗 Cyber Security

🔗 Also, understanding of and support for diversity.

🔗 Additional resources and teaching staff for special education students

🔗 Teach students how to think rationally. Teach them how to critically analyze things so they can tell the difference between reality and fiction.

🔗 I think elementary students should get a STEAM specials class with a teacher that is the teacher for that class.

🔗 Interested to know if De Pere will be adding additional schools for either elementary or middle schoolers.

🔗 The high school bathrooms need to be a safe place to go without students crying in the stalls or using illegal products. Also the policies of the teachers towards bathroom access needs to be reviewed.

🔗 Choir, band and the arts need more resources...more teachers or teachers' assistants

🔗 No

🔗 Athletics facilities are behind the times and look silly compared to neighbors such as West De Pere, Wrightstown, Kaukauna, Little Chute, Kimberly, etc

🔗 Increasing opportunities for additional ways to learn starting in Elementary School - additional languages, fine arts, reading, etc.

🔗 Absolutely shouldn't be spending time on replacing him/her with they/their! Hell, now none of the policies apply to my kids! LOL trying calling one of them they/their please! Call me that and witness the feedback...

🔗 Financial planning education type course for life after high school should be mandatory

🔗 Please keep politics out of your future planning and stay focused on quality education.

🔗 We have a dyslexic son and we truly believe there needs to be additional help for dyslexic learners, and the help needs to be specific to them. So many people learn to read and spell differently and the teachers need the training to identify them and help them accordingly. Right now I feel it is a "one size fits all" approach and after seeing him get the right help at an offsite dyslexia clinic we can see the difference, unfortunately the need outpaces the available resources in our area so many students are just not getting the extra/correct help.

🔗 UWGB offers a program, Rising Phoenix, that allows high school students of participating districts who meet certain criteria to earn an Associate's degree by the time they graduate from high school. I would strongly encourage De Pere to join this program, so our kids have access to this career accelerating and economically extremely attractive program

🔗 My biggest gripe is the school district is doing absolutely nothing for students with Dyslexia. Do you know how many students suffer from Dyslexia??? We have to go to a clinic in town to get my daughter help. This clinic has a waiting list of over 100 students. Why don't you use some of your resources you have and provide help for students in need.

🔗 More neurodivergent support, more inclusive language, the after school activities were great (Diversity Club, Cribbage, etc.) - however the spaces were so limited, would really love to see opportunities like that, not just intramurals, and for the intramurals to be more structured (i.e. my son didn't show up, he was confused and went straight to the YMCA after care a few times and I had no idea - no one from intramurals was looking for him, kids tackling in flag football, etc.)

🔗 It seems like most of the funds go toward football and the sports. These are great things for those that enjoy them. However, the division of funds seems heavily unbalanced in favor of sports.

🔗 Facility improvement

🔗 I would like to see announcements communicated verbally to students. I have two students at the high school that don't go in a read the announcements. The same is true of their friends and they are missing out on activities etc. their own fault but if kids aren't reading it then maybe spending a few minutes in flex each day would be helpful.

🔗 Provide busing for students that live 1+ miles from their respected school. Expecting elementary and intermediate children to walk up to 2 miles to school is not a safe option. This can be set by the school district. This rule is outdated and needs to be reviewed. Children should not be walking in the dark and crossing certain roads and roundabouts. Not every parent is able to be a stay at home parent and may not be able to drive their child to school in the morning.

🔗 READING< WRITING AND ARITHMATIC ALONG WITH SCHOOL SAFETY IS WHAT IS NEEDED ANYTHING ELSE IS FLUFF OR CHECKING A BOX

👉 - Redesign the high school Parking lot - it's terrible and unsafe. Spots need to be angled and slightly larger (yes, you will lose some spots. Making them smaller to fit more cars is NOT the solution!) add a roundabout and EXIT onto Chicago street that goes to the front of the school. Actually the lot could use two more additional exits! Add another parking lot behind school / and/or work with neighboring business to create a satellite parking lot for newest drivers. - Allow high school students more time between classes so they can use their lockers or let them carry backpacks. - better monitor the leadership in NHS and too many requirements to track. - monitor the coaches better. Many are pushing students to MISS class for ridiculous games. Not fair to the students or teachers because coaches can't plan. Also, coaches push students too much to RUSH to practice instead of focusing on getting there safely. Monitor when practice times start and make sure they are reasonable. Kids already rush all day because there is no time to get to their lockers. Follow the students for a week and see what they deal with. Give more space for LUNCH! It's their one break and they have to rush to get a seat. Again, kids need a mental break from all the hustle all day long. - Bring in after school optional ACT training class. - Make it easier to change scheduled classes. - Explain all math path options when the kids are in 8th grade and again as freshman. It's very confusing. - Stop requiring students to take chemistry before they can take AP Chemistry (same for Biology)

👉 Recruit administrators willing to work with families.

👉 1. Athletics - I think the district can do a better job of raising all athletics, not just a select few. And Athletics should be supportive of all extra curriculars, and other athletics. The athletic facilities (outside of the gymnasium) need to be improved to provide the first class facilities to those who participate in extra curriculars. 2. I'd like to see more partnerships with local businesses that can utilize tech ed and shop programs. Colleges and universities are not for everyone, I feel as though DP is drastically falling behind in the tech ed/shop department. 3. Communications with parents/community - this was never more apparent than it was during Covid. With recent changes on the school board, I had hoped it would get better, but it simply hasn't. Communication is lacking from the leadership in the district to the community. I'd like to see more opportunities to understand the direction the district is going and why. 4. Fine arts - Fine arts have taken a back seat to all things athletics. The Athletic department and booster clubs act only in their own best interests and not the best interests of the district. The recent change to specific electives was pushed through the high school at the 11th hour, and could have major implications on other fine arts based electives. This seems to be "the De Pere way" to push things through last minute, rather than involving all parties and coming to a conclusion that works best for everyone. Fine arts and Athletics can and should be able to co-exist and thrive within the DP district. There are many districts where both are strengths. It will take work and sacrifices from both

👉 Follow what WDP does. They are leaders

🔗 Finding a way to make schools safe and secure so that students also FEEL safe, trusted, and secure. Active shooter drills teach children that they are not safe in school and will have to rely on themselves for protection; this is causing a mental health crisis. The drug testing of students also teaches them that their school does not trust them so is checking up on them. I think there needs to be a focus on building a culture of mutual trust and care that starts with doing some work on best practices for teaching empathy, community and wellness.

🔗 The district could make it easier for parents to access the lesson plans and student books and assignments instead of placing all the responsibility on the kids (especially grades 10 and under). It also would be nice if parents could elect to hold their children back a grade. We know our children and their struggles best and while the school can give reasons and recommendations and prevent repeated hold backs, it's not good if our children wind up struggling for all the remainder of their years as a result, like my son currently is, because foundational skills were not mastered at a more appropriate time.

🔗 Sustainability and the outdoors. I'd love that when my son starts kindergarten there's an emphasis on nature, taking care of the early, outdoor learning and classrooms, and a school garden.

🔗 Hire principals that are actually engaged in the schools and don't hate their jobs

🔗 I think Phy Ed should not be required. I think classes about basic life skills are more important. Things like Banking, Loans, Insurance, Computer Skills, Civics/Government Knowledge, Finance and Investments

🔗 Prepare the district for true diversity...

🔗 Math and sciences. Also information technology.

🔗 Parking, drop off/ pick up procedures, complete athletic fields, indoor facility, weight room

🔗 Less online homework Buses that are useful.

🔗 College prep happens too late. Ideally, we would have an opportunity to meet with school counselors as students start high school to ensure their course selection and track map to their plans after graduation. My understanding is that the HS counselors don't have enough time to do so, which indicates the district is understaffed in that area.

🔗 We used to live in another district that offered a course that covered life 101. How to file taxes, balance checkbook, understand investing, understand how savings and checking works, setting a budget. These are all items that students need to have to be successful in life. Especially when they are heading off to college which potentially will be one of the most expensive things they do in life.

👉 We need better baseball fields to compete against west of here or other teams in our conference. The baseball fields are horrible! There needs to be crossing guards by the high school as people do not stop or slow down for kids in crosswalks. I'm shocked there hasn't been a casualty yet they're

👉 Help when students fall behind with learning instead of pushing them thru the system

👉 I think the main focus should be preparing and educating our children for life.....I believe quality teachers are essential but I think like in every employment situation we need to make teachers accountable and those who do not muster need to be let go. I know this is difficult when facing shortages of staff. Then there has to be incentives for them to do there job. Money alone does not make better employees.

👉 Free lunches for all students during the school year.

👉 Being able to support individual students where they are is important. We seem to have to take a broad stroke, and some children are being lost in the process.

👉 We need to focus on fundamentals.....the education system has strayed form this. Our children our not learning the skills they need to be successful adults and leaders.

👉 More emphasis on real world jobs...examples like automotive repair, Building construction, wood working, metals, etc.

👉 Student transportation is a major disappointment for the more remote students. This year kids from the Ledgeview area are on the bus for nearly an hour and a half each way. For working families that don't have flexibility for pickup /dropoff this is a hardship for the students. We are expecting young students to be up and ready before most adults are and expecting them to succeed in their learning. As we grow as a community the likelihood of this transportation time extending further is a real concern.

👉 Understanding and supporting diversity.

👉 BUSSING!! My elementary schooler is on the bus for an hour and a half every morning and an hour and twenty minutes every afternoon.... something has to give :-)

👉 The abolishment of the tax levy on properties Putting the responsibility of children on the parents instead of property owners Quit parenting that's the parents job Quit insulting and oppressing property owners without children Don't ever refer the children as our children they belong to the parents not me Explore every other financial revenue source be before stealing from me so others can live a better lifestyle

👉 Better athletic facilities



🔗 I believe we can learn from what schools failed to do for our generation (Millennials): We should make sure we are preparing students for the world as it WILL BE when they are adults, not preparing them for how the world is now. Their life will be one of constant change and global challenges. Let's accurately prepare them for that world.



🔗 Focus on keeping the "inner city" riff raff out of our schools.

🔗 The district needs to make school board meetings more accessible to parents. Virtual attendance options, live streaming, and the ability to watch a recorded meeting the morning after are very basic technology upgrades that will allow parents to stay updated on decisions made by the board.

🔗 Students need to have climate change education and knowledge on how to live sustainably.

🔗 Making more secure campuses

🔗 Science and Technology Training; Advanced Robotics; STEM

🔗 Last year, a student was shot with a pellet rifle while on the tennis court during a summer practice by a member of the football team. That meant he brought a weapon onto school campus. This should never happen, and should not be swept under the rug. Parents should not have to hear about this through the gossip grapevine.

🔗 Civics and accurate history education.

🔗 Do a better job celebrating all achievements. Not just basketball/football

🔗 Suggest a more deliberate approach to funding of events and activities that are nontraditional but are academically merit based. Sports and clubs with the highest average GPAs or largest active participation receiving enhanced funding. Sports and clubs incentivized to help student improve grades or study habits. Reward teachers, coaches and mentors who lead, excel, improve and enrich the student groups they work with.

🔗 The school does a much better job at offering college credit classes then it did the last 10 years.

🔗 Science and understanding its roll in human knowledge as well as a focus on Climate Change and its impact.

🔗 more diversity of students

🔗 I think you should work on developing a culture of accountability with your staff. Teachers (adults) should be held to higher standards than the students (kids). That is currently not the case. This will help improve the overall respect for teachers.

🔗 Mandatory financial courses for real life applications that affect every part of their adult lives.

🔗 More interventions to help ALL kids succeed.

🔗 I feel the lack of technology is the greatest area for improvement for the school district.

🔗 Keeping current with technology, and providing our students with the opportunity to interact with the community and local businesses.

🔗 Tough to choose as there are so many valid choices in this section. I wish I could have rank ordered all of them or at least as many as I wanted to.

🔗 Having 4K in the elementary schools instead of local daycares.

🔗 Renewable energy

🔗 Behavioral support and integration for neurodivergent and autistic students. Student body education on making and maintaining friendships with neurodivergent and autistic students. Bully prevention school wide.

🔗 We are years behind in technology and athletic facilities, especially for sports other than football and basketball.

🔗 Football program - bring it up to par with other high quality school districts in the area (Kimberly, Bayport)

🔗 Focus on educating our next generation on being productive responsible members of our society for all to achieve success to the best of their abilities, which may be different from one person to another.

🔗 Athletic department should focus on ALL sports. Not just boys basketball and football. Celebrate achievements of all athletes. However, focus should be on STUDENT first...athlete second. I feel like some messages from the athletic department have encouraged otherwise.

🔗 Math & literacy achievement, fine arts & services for students that have difficulty learning but this could also be better achieved if the distractions in the classroom could be better contained.

🔗 Our district is unique in that we don't offer foreign language district-wide until middle school. Hard to imagine that the district is truly fulfilling their mission to, "prepare all learners to be successful and contributing members in our global society" when the only language emphasized through the first 9 years of each student's journey in education is English.

🔗 The athletic program does a good job of staying mostly competitive. However, the weight room is well below average (boys and girls) and there is a need for year round access to an indoor training/practice facility.

👉 With talk of changing the schedule, I'm hoping there is emphasis on still maintaining the extra hour before the schedule starts so that the kids that take rigorous classes and music can get in all the classes that they want.

👉 Building improvements for the older schools!

👉 Our facilities need to be upgraded and more space needs to be provided at several schools. The quality of the education we can provide is being negatively impacted due to space constraints, availability of technology & equipment and overall resources for extensions of learning, like field trips and building community relations.

👉 student discipline-being more equitable. Hiring and retaining a more diverse staff.

👉 Again, after covid and other social issues, there are more mental health/emotional issues with kids (and adults) than ever before.

👉 A financial/life skills class for upperclassmen in high school, but making it a mandatory part of graduation. Covering the topics of student loans and interest payments, career planning, compound interest, saving, investing, how to find insurance, explanation of FUTA/SUTA taxes, how to fill out a w-2 and understand what it actually means, credit scores and credit cards, basic economic skills that our students need to understand as they leave school and enter in adulthood. Not all households take the time to teach these life skills to their kids, and we need to teach our youth to be successful and financially/personally responsible.

👉 Focus on teaching and set a zero tolerance for misconduct. Too much fear on both ends of the spectrum: upsetting residents with money (old superintendent), Woke and bitchy deadbeats. Rules are rules and if not followed send them somewhere else. The majority will stand with you. Society is falling apart because there isn't anyone with the balls to stand up.

👉 This is not an additional area, but I'd like to comment on an area I checked from above. One of the questions on all UW schools applications is - did you have any college credits? My son would have taken college courses, but there were none/few available. My niece attended West De Pere high school and graduated with so many college credits. It made her application for college so much stronger.

👉 We need EBD programs. It shouldn't be an option to send a student somewhere else because they "can't be successful here". We need to provide the opportunities and resources for them to be successful. Public school is for everyone. Even in De Pere.

👉 Building maintenance and safety over new football bleachers should have been a priority. If the high school floods when it rains more than 3 inches, we don't need new football bleachers, we need to make sure the students and teachers aren't being affected by mold and toxic chemicals used to band aid the problem.

🔗 I think if you focus on hiring/retaining high quality staff, keep our schools safe, incorporate proper technology in a tech-heavy world, and emphasize life skills necessary for adulthood, all of the other areas of focus really roll up under these pillars.

🔗 The school is currently a sensory nightmare. Efforts to reduce overcrowding, provide appropriate spaces to learn (i.e. students shouldn't have to take exams in the weight room) and to make the students more comfortable would be appreciated (i.e. provide chairs that are not painful to sit in). The recent policy to only use a student's legal name is also causing mental health issues with some students. If a student wants to go by a different name (with parent approval) they should be able to do so. It would be a relatively minor change that would be very impactful for some students already going through emotional turmoil.

🔗 It has been brought to my attention that De Pere puts more focus on college and not much towards "hands on jobs". We need plumbers, construction, mechanics, lineman. Not sure if you've seen the pay associated with some of these... They are much more than I make with a 2 year and a 4 year degree. Not all kids are cut out to go to college. Maybe expand the horizon of the tech Ed program

🔗 Limiting to four choices was difficult, the district should be focused on retaking and recruiting qualified staff. Our schools lack diversity. The district should actively make efforts to employ teachers from diverse backgrounds. The district should also focus on topics of anti-racism.

🔗 There is too much emphasis especially in the younger grades put on getting along. While yes, we all need to get along and respect one another, we as adults are not forced to interact with those we do not want to so why are we forcing children to develop a friendship with someone their personality does not jive with?

🔗 Keeping high quality staff, encourage staff to live within the district..

🔗 more mental health supports are needed. From what I observe counselors spend more time dealing with mental health needs than they do with actual school counseling for academics and career planning.

🔗 ROTC program

🔗 Bullying at the schools. The bullies are not held accountable, and it is brushed under the rug. Students do not feel safe talking to staff about these situations because nothing is confidential.

🔗 More courses in agriculture, horticulture, agronomy/crop and soil science, plant life, etc. Teach the kids about sustainability and what it takes to continue to feed the world. A world without farmers is a hungry one. Explore opportunities on classes not offered by USDD in a virtual aspect with NWTC so kids without vehicles/transportation can still be offered the same opportunities as others.

📌 I am concerned with the growth in new neighborhoods and homes being built & overcrowding in our schools. I feel like the high school is nearing max capacity for ideal class sizes & similarly the younger grades seem to be getting larger every year in our elementary schools.

📌 I wanted to select athletics above as well, but for different reasons than most. It really stinks athletically to live in a division 1 school district. Most of my 6 kids love sports but will have almost no chance to ever play sports or enjoy sports competitively because they aren't "good enough" or we can't afford the extra lessons, clubs, and leagues that other families can. At the youngest grade levels all the way through high school I'd like to see an emphasis on offering athletics for kids who aren't competitive with division 1 athletes. Also, get cell phone out of our schools. This is a HUGE issue in almost every school, and even where rules say "no phones" they aren't enforced. Kids don't need phones during the school day. Ever. There are many kids addicted and it creates social issues widespread when these cell phones aren't controlled. Parents can only do so much to prevent use during the school day, and it is widely out of control.

📌 Using community/business partnerships as an avenue for funding... naming rights, etc.

📌 facilities updates new auditorium branding consistency public assistance

📌 Diversity and retention in staff.

📌 Start students with a foreign language at an earlier age.

📌 At risk students ARE STRUGGLING and there are more and more of them.

📌 Based on my children's feedback, that I do take with a grain of salt, is that some of the disruptive kids can be such a distraction or even ignored by the teacher to where it affects my children's learning or even their interpretation of what's acceptable.

📌 Increase education for staff and leadership re: autism spectrum disorder. Staff development in how to best support in academic and social environments. Autism is not a one size fits all, and there is stigma still attached to the label amongst staff (ie: if you walked into the classroom you wouldn't know "they" have autism) Create safe spaces for students to have lunch who are overwhelmed with the sounds and smells in typical lunchrooms. Additional support staff who work with students on the spectrum, and involving experts in IEP's or 504 meetings who have experiences with learners on the spectrum.

📌 Have the technology for students to use on-line platforms on school owned devices so they don't need to use their phones for school work. They are too easily distracted if they have their personal device.

📌 More offerings for gifted and talented students, especially in grades 5 - 8. There is one teacher for all grade schools, and Foxview.

👉 We need to do more to help students realize there are high-paying opportunities in the trades and support non-college-bound students more. Another need is a new larger weight room; ours is way too small, especially when classes such as speed and strength are going on. Lastly, we also need an indoor sports facility like Kimberly and West De Pere.

👉 Environmental Education

👉 I'm disappointed in the lack of diversity in district staff and leadership. I also feel that there is great need to examine the district's adherence to Wisconsin Act 31 and staff training in culturally relevant pedagogy.

👉 Not enough mental health support, especially in high school. Wait time to talk to a school psychologist is too long.

👉 Besides the four I selected above, I do believe that athletics are important. In order to stay a desired school district we must first focus on student learning and providing quality instruction. In addition to that we must also realize the importance of a strong athletic department/facilities.

👉 Creating a more positive building culture/community among teachers - listening to teachers, getting their voices heard and understood... Part of that requires admin and coaches to be approachable and open to hearing and trying new ideas.

👉 Need more gyms for basketball for youth

👉 I was shocked to find out that there are no second language offerings at the elementary level. Being a graduate with a degree in Spanish, I wrongly assumed that by the time I had school-aged children all schools would be offering a second language when the children are most sponge-like. This greatly bothers me as I feel that we are doing a disservice to our students by not focusing on language in the primary years. Furthermore, literacy is a learned process, and the district really should embrace a multisensory structural approach. Lastly, in order to provide such education, we need to recruit and retain that high quality staff. This includes all staff, not just teaching staff. We need active recruitment and competitive wages. Even before the standards of living rose so quickly, we were at the bottom of the market for employment competition. Our community is trusting that we have high standards and are meeting these standards. We have very loyal staff who deserve to be at least receiving fair market wages.

🔗 Not sure if this is the place to add this- but Youth girls basketball needs to be addressed- the coaches of the 4th grade girls this year picked their favorites to participate on tournament teams. The boys program assigns A, B, C teams from the beginning of the season and those teams participate or choose not to participate in tournament play as a whole team. The girl coaches took their pick of girls from each team. This really made some of those girls feel like they aren't part of the team and given the same opportunities as the other girls who got "picked." Communication from those coaches was minimal in regards to tournament selection. The district needs to strongly consider only allowing non-parent coaches with these sports teams. I understand that can be difficult and there are some parents that really do a great job coaching, but the amount of favoritism and playing time towards their children, friends, or special acquaintances is clearly evident. I believe other local schools (notre dame) follows this process with no parents as coaches. It could really help strengthen your programs by bringing in fresh eyes and fair coaching. Some girls on the teams are strong players but have bad team attitudes and un-coachable but yet they are put on a pedestal because of their athletic skill. When you're on a team, your skill is less meaningful than your ability to be coachable, work cooperatively with your team, and being positive towards your other team mates.

🔗 More areas/events/sponsorships/etc., almost like a business, for being part of things in the community to keep the district in the minds of the community members. To help showcase that a strong school district is beneficial for everyone in a community for economic growth and a positive life, even for those that don't have children going to school.

🔗 More options for kids to be off technologies /phones/social media. More time with other peers outside of school or in the school .More way to keep kids socialized.

🔗 Financial literacy to include budgeting/money management, virtual course offerings should include opportunities for college credit or for students who learn best through remote opportunities. Would love to see more interaction of students with older populations.

🔗 Better counseling for all students. Better communication to the students on what services are offered through the counseling department.

🔗 Include black history, asian history, native american history, hispanic history, etc. we need more cultural understanding and acceptance e in this community.

🔗 The understanding and support for diversity piece is very important for students in a district that is primarily white, middle class to learn about. Understanding the use of microaggressions and how to be more tolerant and empathetic will be an important life skill for all students to know.

🔗 New athletic facilities. We are quickly falling behind all of our surrounding schools. Don't just cater to football and basketball. Other sports have had much greater success, especially compared to football, yet we change our strength and conditioning to one of our least successful programs.

<p>🔗 International baccalaureate program</p>
<p>🔗 I would love to have checked "Math achievement" and "reading/literacy achievement", but I believe if you focus on hiring and retaining high-quality staff, then this should take care of itself. I also highlighted the importance of Social-Emotional Learning and mental health services, as well as understanding of and support for diversity, because this will increase a sense of belonging among all students. (I wager every young person thinks of themselves as "different" from time to time.) When students feel supported and welcomed in these ways, then they will inevitably learn better. Lastly, I did not see a place to indicate this, but I think it is important for School Administration (Principles, Superintendent, and the Board) to be able to ignore the few irrational and unreasonable, yet LOUD, voices that we might have in the community.</p>
<p>🔗 It's often the case that schools have to supplement a child's basic needs. I would support using resources to ensure students have enough food to eat, a safe place to stay during the day, and warm clothes, and a support system they can use.</p>
<p>🔗 N/A</p>
<p>🔗 Na</p>
<p>🔗 We did send our son to Saint Johns in Ashwaubenon as no good options seemed to exist in De Pere.</p>
<p>🔗 Our bus transportation is a joke it NEEDS revision Eliminate any school choice participation if possible out schools are already overloaded with district kids</p>
<p>🔗 I would like to see the focus away from athletics in particular basketball and put money into other extracurricular activities that encompass a greater number of kids such as music/Theatre, NHS, robotics, and sports like tennis, golf, etc...</p>
<p>🔗 Educating staff and students of diversity and how to make all feel inclusive. Educate staff and students on racially motivated jokes and comments that do not promote the safety and inclusivity of all students. Educate staff, students, and parents on being humble despite the advantages they may have on other schools outside the district.</p>
<p>🔗 Would be great to see other languages offered (Mandarin?)</p>
<p>🔗 One of one technology for students in elementary.</p>
<p>🔗 Future building planning</p>
<p>🔗 I think technology</p>



📌 De Pere has an opportunity to use its resources to better welcome newcomers to the area as it's challenging to be new in this city. Our schools lack diversity and struggle with teaching our students about race, equity, and helpful responses to incidents that are unacceptable. All our teachers and staff should be participating in training, not those who are simply engaged and already doing the work. We have an opportunity to grow our district in diversity by welcoming refugee families being resettled here by Catholic Charities and those being recruited for employment opportunities. It would dramatically change our district and have lifelong impacts on our students and community.

📌 I feel like we don't put enough time and money into athletics as other schools in the area. I think there could be tons of improvements to many school building especially Foxview and I am worried about still have open enrollment in the district with the crowding.

📌 Educate students on diversity and inclusion

📌 Kids coming out of school have never been taught basic skills needed for life... signing their name because they are not taught cursive....this is needed for checks/documents throughout life. They should be taught the basics on doing taxes.. finances... just to make a few

📌 Supporting diversity in all aspects would be appreciated. We are not from Wisconsin and it is obvious we are not welcome in many areas. Teachers staff and students could all benefit from diversity of thought, and influence from others outside their normal social circles. Otherwise it only becomes an echo chamber where you don't let others in because of diversity and lose the opportunity to expand your horizons and empathy for others' position opinion or value.

📌 I think you need to prepare for a variety of careers including the trades. Most entering the workforce today have poor coping skills. Learning to fail and growth from it should be something discussed at the higher grades

📌 This may come up later in the survey. I think the district should focus on academics as the main purpose of schooling.

📌 More education and acceptance of diversity in students is needed. I believe some students learn discriminatory behavior at home and then bring these views to school. Bullying students because of their gender identity should never be accepted and I believe schools need to do more to teach acceptance.

📌 Integrating technology into coursework

📌 Improving our sports facilities - tennis, softball, baseball & soccer fields. Also add in indoor sports complex like West De Pere. DPHS has fallen behind and will fall even further by not having space for athletes to practice all year.

📌 Digital wellness and healthy use of social media

📌 Improved grounds/building at high school including improved athletic field BESIDES the football field.

📌 More field trips, experiences for the kids



📌 Would love to see resources for the arts department.

📌 We seem to prioritize test scores above everything else, and I think we forget that students need to be mentally healthy in order to succeed. Therefore, I believe we need a significantly improve and add to our ability to serve those that needs social/emotion/mental services for students. We do not have an adequate number of resources available at this time.

📌 Opportunity and encouragemnt for lifelong learning and a larger view beyond our community, while valuing our community.

📌 I have to pick up 3 kids from 3 different schools, it would be really amazing to have a BETTER after school pick up area in between the high school & middle school. There should be enough space for 30 cars for pick up but there isn't enough space. We could get rid of those Boulders or place them in a better location (keep cars off the fields, etc) and re-pave a walkway. I've been doing this for 2 years now & it is incredibly stressful for after school pick up. I cannot get there any earlier because I have 2 schools that let out earlier where I pick up kids. So my arrival time for Middle/High School pick up is 3pm. Would actually love it if the High Schoolers were let out before the rest of the schools, then that would alleviate the crazy drivers & traffic. Because High School is let out last, we have parent drivers and high schooler driving on all the roads near the schools. It is chaotic. And that round about does not ensure flow for anyone who parks in High school lot or the parent pick up b/t middle and high school. It is absolutely nuts.

📌 Look into Project Lead the Way programs for STEM curriculum.

📌 I think the 3K learning lab program at the high school is FANTASTIC and it is unfortunate the such a small number of students are able to benefit from it. There is no doubt that students come out of that program very well prepared for 4K and beyond and I would love to see 3K programming expanded to accommodate a larger number of students. I think such an effort would pay dividends throughout students' entire academic careers, allowing students to be identified for special education services even earlier and allowing all students to be more successful overall.

👉 Just to follow up on my choices...I feel that our community should step up and partner with our schools in area of needs. I also feel that sometimes student discipline isn't dealt with in terms of strong consequences. When students make very poor choices, they should get a hammer of consequences. I don't care if the kid is a 2nd grader or a 12th grader, make them and their family feel it when they act out. If they act like a jackass, they should have some real consequences. Sorry for the language. Math achievement...based on the experiences of my own children, our high school math staff works REALLY hard to help kids in math. They go above and beyond. However, it appears that we are lacking in curriculum options for kids. If you are a kid who is great at math, our math program works well. If you are an average or below average math student, you are in for some real struggles. There seems to be a reluctance for some reason to provide a lower-level math class for kids who really struggle to help build them up to "proficiency." Even though many parents in our district wish for their kid to be a doctor or engineer, most will not. We need to stop pretending that every kid needs that level of math.

👉 A more up to date atmosphere for learning. Most progressive schools I have seen really make you want to be there just because of the eye popping modern look in all aspects of their facilities. Entrance, social areas, athletics, and other areas in De Pere's current K-12 buildings look good but are in second place to other Green Bay area facilities. I would support upgrades with a 20 year plan in place for continuous improvement in providing the teachers and students, not just a good place to learn, but one that really stands out and provides more opportunity for them.

👉 These are all what I have selected above but want to explain the importance. I feel the district is very supportive of diversity but should remain focused on the ever changing world we are living in. Also along with that I feel mental health services are a must. High school is a critical time in a child's life when they are finding themselves. Focus should always be on mental health which goes along with that. Not all students are getting support at home, unfortunately.

👉 College credit courses vs AP courses in the high school are needed and in some instances leaving De Pere students behind. Particularly in the sciences (not trades) and Math. De Pere is behind other area schools in this regard.

👉 increase staffing for special education along with emotional/social education...elementary bldgs. need more technology needs a boost...feeling a bit outdated at the elementary bldgs. increase and offer bilingual courses and support at the elementary level

👉 4k program is a close 4th. Is 3 hours/day 4 days a week enough to prepare for Kindergarten?

👉 Outside of 1 meeting with a counselor junior year, there isn't any follow up on planning for life after high school. I would like the school to support more through that process. I talked to a student (not my child) recently who said she had not yet applied for college. I know that my kids relied heavily on me as a parent to plan for after graduation and not all students have parents than can or will provide that help.

🔗 In today's competitive educational marketplace, it is critical for USDD to strategize around recruitment and retention of highly qualified staff who push the boundaries of instructional innovation. This District lacks an innovative approach to addressing the needs of diverse learners.

🔗 Having two students who are in the special education program, I think it is critical to focus attention in this area. All children do not learn the same. I think it is highly important to retain quality special education teachers and fund training programs.

🔗 Upgrading and adding facilities to meet the demands of growth.

🔗 Providing teachers with more support and planning time to help with the increased expectations put on them.

🔗 I truly believe there needs to be a course in high school that helps kids after school. teach them about debt (esp college dept), how to do taxes, how to make a resume, ho to apply for a bank loan, money management, how to learn about investing like 401k's, roths. how to follow the stock market. just more well rounded students to prepare for life after high school.

🔗 De Pere needs to expand more in the area of diversity. We need to strive for higher acceptance of all, not just the majority.

🔗 Improved quality of student lunches

🔗 Social/emotional/mental health services. Receiving emails about students lost to suicide is heartbreaking.

🔗 Culture of understanding, inclusion, anti/bullying

🔗 We need to focus on catching students up on the skills and study habits that were compromised while the schools were closed /not in person Especially those that were getting close to high school- over that year, the importance of studying, homework, and completion were portrayed with lesser importance than in the past- with a new standard of leniency which we are now experiencing the after effects during the high school 'permanent record' years.

🔗 increased investment in school nurses, counselors and social workers. Staffing levels should not be the same as pre-covid. Counselors are lacking trauma informed training and time to meet the individual needs of students and support teachers in the classroom,

🔗 Buildings in the district, new buildings to support population growth as well as offering more than two foreign languages.

👉 in general, the District is doing really well! One thing I think I have seen in other similar high achieving school districts is a really well- developed media literacy/tech literacy learning curriculum offered by school library. Anything the school libraries can do and be supported in for programming to teach kids google, tech, research skills will help them so much. I do wish there were also some of the PLTW engineering courses, though there may be some that I have not seen. Those courses appeal across stem disciplines are typically hands on and very future career minded as our world changes in what prep kids will need.

👉 I think having engaged and enthusiastic teachers/staff is most important. I believe De Pere district does well and that's why we moved to De Pere. Please continue with that effort. As I mentioned before, I'd love to see more celebration, not just "support and understanding", but actually showing appreciation of diversity as the US population landscape is changing as the whole. Celebration in early years of elementary schools, and then learning more about actual conflicts and how to live in diverse (and divided) societies in high school. Teachers need more training with racial/ethnic bias. Bias happens for all humans including myself, but it is imperative that teachers try to reduce that. I had an incident last fall with my child, who is multi-racial, at an elementary school. He was in a bathroom with many boys from the class, but the teacher (she was a new teacher to school) called on only two students, both the only children of color in the class. I know it's difficult in these situations, but I cannot stop wondering if teachers called on two kids who "stood out" because of the skin color. Again, that's a natural part of human perception; however, I believe it is important for teachers to get bias trainings routinely to reduce that as much as possible. Thank you.

👉 I do believe that more attention should be put into fine arts as well.

👉 Global society is NOT a term I agree with in terms of importance. Yes, learning about other cultures and countries is important, as well as tolerance and understanding of those cultures. More importantly, students should learn to take pride in their own culture and heritage and be contributing members of our sovereign great nation. Too much emphasis has been placed on global society, stripping away pride in our society. It's no wonder many youths think it's appropriate to disparage our country's accomplishment as the freest and most inclusive society on the planet and throughout history. Yes, we have our historical faults, but so does everywhere else and throughout all time. Still, America has led the way in turning around injustice and creating equal opportunity, NOT equal outcomes, for all. This should be taught, not "global citizenship."

👉 I believe the book "Guides to Straight Thinking" by Stuart Harper should be required reading.

👉 Future planning should include what possible future additions or expansions to our upper schools. Currently the elementary schools are filling fast or near full. Plus there is extensive building in the district. What is the next game plan when all of these students go into Middle School and High School. School building, expansion, or remodeling doesn't happen overnight.

👉 Multiple languages offered at younger ages

👉 time built into the day for the whole child foundational skills built by play, vestibular and proprioceptive input for the elementary kids

👉 The school is too small for how many kids are there. Security and mental health issues should be a main concern and focus.

👉 GET AN I.B. Program!!!! Please!!!! Also more courses like more foreign languages, arts, sciences like botany and zoology, more technical classes like shop, please offer online courses for students with difficult home situations like people who are immune compromised. Have the teachers turn on their laptops and start a zoom meet or something so kids at home can tune in and participate from home. Nothing will change. You can require the students to take their tests at school or while being supervised via zoom/ google meets. Please!?

👉 Seems like student access to devices (phones) isn't consistently enforced from classroom to classroom. Wanted earlier Spanish lessons... 7 grade seems too late.

👉 Civics, please.

👉 Systemic racism in the HighSchool is indicative of a community problem and needs the leadership of the HighSchool to combat the ignorance and cruelty toward students who are not "white".

👉 Safety of students and community in all of the parking/drop off & pick up areas. Enforcing of no parking zones (maybe repainting or marking off lanes near Libel extension).

👉 Recruit/retain high qualified staff. Challenge the students. Don't assume all kids going to college want to go to UW Madison.

👉 I would like to see second languages offered earlier. I am concerned about the emotional wellbeing of children in the district. The amount of politics involved in athletics is sad to me. The amazing teachers are the reason the district is so wonderful.

👉 Facility needs and foreign language options

👉 Expansion plans for the population - keep class sizes smaller to encourage more student-teacher interaction. Drug and alcohol education and prevention.

👉 I would like to see bilingual courses offered to the younger grades. I also think the development of technical programs and skills for students who may not go on to upper education are important to a thriving community. I think continued academic achievement in literacy and math are crucial. To better meet academic needs, I'd like to see more teachers trained in designing lessons with universal design for learning principles in mind. I'd also like to see more of a push for flexible learning spaces. Not every student can be successful in a traditional classroom environment sitting in a desk listening to a classroom lecture. We need flexibly designed lessons, seating, and learning spaces! My 4h grader has a teacher who does an amazing job at this right now. I'd like to see more of this done in the district.

👉 It was difficult to choose only 4 choices. The amount of courses at the high school seems adequate and using the 7 AM class period, my kids are able to take advantage of some of the engineering, extra science courses and computer science and still be able to take band and choir courses. I am greatly concerned with recent talk of doing away with this extra period in an effort to shorten our school year. Limiting students ability to take extra courses including STEM courses to end school 4 days earlier will only hurt the quality of our district. -Counseling services at the high school. Students need more guidance and information for course planning. - Gifted and talented programs with guidance and support going into high school - Addressing bullying at Foxview and upper grades. Take students concerns seriously.

👉 I would love to see intellectual clubs available after school as well as sports. Especially for the kids in intermediate and middle school.

👉 Administration needs to read the book "white fragility" and at a minimum talk about it with professional proctor. That is only if they want to change. Lots of slapping selves on the back and telling themselves how great they are. Results don't lie. Two high school deaths this year.

👉 Gender equality

👉 Again, hire psychologists/social workers to aid "guidance counselors" in supporting family and mental health challenges, which usually are the cause of poor academic performance.

👉 "A wider range of courses for students" refers to my previous comment regarding foreign language courses for elementary students. Not only do we need to continue to hire top-quality staff, we need to be comfortable parting ways with teachers who do not meet these standards.

👉 Career and technical education courses involve many more options than 'shop' classes. I believe the shop classes could use some additions/modifications to improve, but feel other careers could also be focused more on related to skills that will help students determine if it is something they would like to do after high school that may involve a different path than college. Such as technology related jobs, etc.

👉 Martial Arts education has benefits for all ages. I think adding to the Fine Arts would be extremely beneficial both to the students and local community businesses. Here's a few benefits: Builds Confidence; Peaceful and Mental balance; Stress relief; helps overcome unhealthy habits; improves energy and cardiovascular endurance.

👉 High standards for student behavior, ethics, and inclusion; Zero tolerance for bullying

👉 There needs to be more classes being taught in highschool to get kids ready for the real world!

🔗 Help to teach a global awareness. Utilize the Mulva Cultural Center to help educate

🔗 Please offer hotspots for kids that have after school activities that use a yellow bus for transportation or is outside. Not all students have data or unlimited data. Some classes do not have books. Kids involved in extracurricular activities should have the opportunity to do work when traveling or watching other team events.

🔗 Facilities.

🔗 STEM. We need to “step it up” in these courses. Get creative. Look at what other area school districts are offering. Get the right “who” to teach the classes. My son is pursuing an aerospace engineering degree and only took one STEM class because interesting classes weren’t available.

🔗 I guess these would be my two greatest “concerns”. I would think metal detectors at school entrances would increase safety. I would love to see yoga, meditation offered. How are we teaching these kids to manage stress, anxiety and depression? They not only need academic skills to move forward, they need to learn to take care of themselves and how to do that. Would love to see Spanish introduced in preschool and continued. There is no reason our students cannot be bilingual—look at Europe. What an asset that would be in today’s world! Overall we are very happy with De Pere High School and the district itself

🔗 New auditorium - it’s too small. The stage is falling apart. Maybe a community auditorium like Ashwaubenon has?

🔗 Career and technical education ("shop") program - so that kids who are more hands on learners can actually learn with their hands. Providing support for children with Dyslexia. Focusing on the speed of providing support for children with deficiencies in specific areas. ie: evaluations and time spent waiting around for additional assistance programs Understanding that different children learn in different ways. We should be able to support the needs of a diverse population of learners and provide alternate routes to success for learners who don't succeed in the traditional form of test taking.

🔗 Mental health is in need of extra help right now. Kids are struggling, being bullied and many times heads get turned to ignore it. (I've seen first hand this be ignored at Foxview when matters should have been handled.) Kids need to feel safe at school, and I'm thankful that for the most part they seem to be, in De Pere.

🔗 I believe inclusivity in all aspects, whether that be based on gender, race, or disability, needs to always be an important consideration for any decisions we make. Everyone should feel welcome in our schools.

🔗 Fundraising for future growth, all season sports complex

🔗 Alternative education options for kids such as charter schools



🔗 More training for teachers to help support the social/emotional, mental health of students and additional support services (counselors) for teachers to refer students who are experiencing issues.

🔗 Technology is changing our world very rapidly. New generative AI solutions like Chat GPT are redefining what we will expect from students by providing basic cognitive skills (read, summarize, synthesize, write) at the push of a button. We need to teach our children to learn with these tools and about these tools. More exposure to new technologies like AI, Augmented Reality, Advanced Robotics are key.

🔗 Elementary - STEAM teacher who leads the class and does engaging activities with students. We could be doing SO much more in this area. It's too much for classroom teachers to plan and implement on a weekly basis.

🔗 Hands-on, nature based learning are lacking in comparison to Green Bay schools and there is also a lack of foreign language opportunities for elementary students.

🔗 Along with our technology integration into our curriculum I believe there should be a focus on education of both students AND parents for safe use to prevent mental health concerns, as well as issues with strangers and inappropriate content on the internet.

🔗 Life skills and real world problem solving like personal finance, healthy relationships, and teaching empathy for others, people with different world views and socioeconomic backgrounds

🔗 Combing the two separate school systems into one.













## Survey Analysis System

**Accessing results summary** from "2022-23 Community Planning Survey, page: **"Future Ready" Graduates** from Unified School District of De Pere.

**We know De Pere students need to be successful in reading, writing, math, science, and social studies. Beyond these foundations, please select up to four skills you believe students need to be ready for life after high school. (n=1208)**


Financial literacy/managing money (0)	688 (57%)	
Managing stress/strong mental health (0)	490 (40.6%)	
Being inclusive of other cultures, identities, and backgrounds (0)	385 (31.9%)	
Communicating effectively in small and large groups (0)	370 (30.6%)	
Empathy/understanding others' perspectives (0)	311 (25.7%)	
Training in career and technical education courses (skill trades such as healthcare, business, manufacturing, plumbing, electrical, construction, computer science, etc.) (0)	278 (23%)	
Time management and priority-setting (0)	273 (22.6%)	
Civics/citizenship (0)	228 (18.9%)	
Non-academic skills (such as resilience, grit, courage, empathy) (0)	212 (17.5%)	
Leadership abilities (0)	206 (17.1%)	
Resolving conflict (0)	200 (16.6%)	


Emotional development (0)	191 (15.8%)	
Teamwork/collaboration (0)	148 (12.3%)	
Self-control and regulation (0)	135 (11.2%)	
Setting and meeting goals even in difficult times (0)	131 (10.8%)	
Service learning/volunteerism (0)	103 (8.5%)	
Appreciation for the fine arts (such as art, choir, band, theater, drama) (0)	97 (8%)	
Self-advocacy/speaking up for yourself and things you believe in (0)	97 (8%)	
Integrity/understanding who you are and what you stand for (0)	87 (7.2%)	
Speaking more than one language (0)	75 (6.2%)	
Responsible risk-taking to learn new things (0)	54 (4.5%)	


## Are there other skills/areas you believe students need to be successful for life after high school? If so, what are they? (n=153)


 Accountability

 Technology literacy

 Very difficult to pick just four skills from above. Clearly, the majority of these skills are priorities for being a successful adult in the workforce. I'd love to see students have non-academic skills (resilience, grit, courage and empathy). Many times sports do assist with learning these skills and DePere has an amazing sports program, so I left it off of my top four.

 I chose speaking more than one language because I feel as though it goes hand-in-hand with being inclusive of others.

 So many careers are available to students with technical degrees--are there any other partnerships that we can develop with FVTC or NWTC for these students?

 My fifth choice would have been Civics/citizenship.

🔗 A self-generated desire for life-long learning; a respect for the on-going process of curious discovery, sustained focus for investigation and contemplation, and the will to seek out further sources, challenging materials, complex experiences, and global perspectives. Overall, to recognizing learning and growth as a perpetual and innate benefit, not as a correlation between status/grades and tasks completed.

🔗 I feel students should have some basic understandings such as how to change a tire, how to identify if our pets are ill, how to change out some plumbing, how to balance a check book, how to cook a healthy meal.

🔗 Ownership. Students are not held responsible for their own learning.

🔗 Healthy life choices; food, exercise, handling stress, avoiding substance abuse, crime.

🔗 We need to teach self-control and respect. Too many students are not learning these skills at home.

🔗 none

🔗 Ability to have relationships/conversations/connections that are not technology/app based.

🔗 stop the constant emphasis on sports.

🔗 personal development in life

🔗 There are many other ones like self control/ regulation, teamwork/ collaboration, time management and financial literacy/ managing money that need to be addressed. We spend so much time on standardized tests and preparation from them that we are missing the most important skills for kids to know. Many of the skills I listed above will help in the school, employment and the community.

🔗 Work ethic

🔗 study and test taking skills

🔗 The fact that we don't require our students to take a Personal Finance class before they graduate is an injustice. How are students supposed to be ready for making financial decisions when they have no foundational knowledge. Students are taking on debt and making financial decisions that can haunt them for years to come with absolutely no background. We are setting the students up for financial struggle when we don't provide them with the foundational knowledge taught in this class.

🔗 I would say resiliency is a key skill that we need to foster in our students.

🔗 Using your hands and head together. Looking at something and knowing, wondering how to do that.

🔗 understanding and acceptance of special education students, students with varying abilities

🔗 I believe that all of the above are very important areas in order for people to be successful for life after high school.

🔗 New experiences and even travel.

🔗 Learning what life is going to be like after high school - working, paying for rent/bills, other options besides college

🔗 Understanding freedom, their rights, pride in country and importance to protect it..

🔗 The entire list above is important.

🔗 I feel like a lot of the things listed are the responsibility of parents and that the schools are having to take on such responsibilities. These kids need to understand responsibility. Some in this generation don't feel the need to show up to work, or complete their part of a group project, or to be dependable. They need to understand the responsibility of being a student. But again, this goes to parenting. Some of them are not respectful to teachers. We are fairly new to the district and one of the first groups that my HS student had to be part of had 3 other members of which two of them wouldn't speak and the 3rd one got sent out of the class because of inappropriate attire. Some of these kids think it is funny to joke about drugs, violence, etc. That behavior is not part of being a responsible student.

🔗 Navigating advanced technology. Do you students get any exposure to AI (e.g., Chat GPT - an easily accessible resource), the Metaverse, Augmented Reality, Virtual Reality, etc.? They are graduating into a world that is changing at light speed with many people in the workplace having no clue about these technologies. You can equip them with a huge advantage if they learn to understand and deal with these trends.

🔗 I do think service learning/volunteerism is important to give students perspective on the world, and the fine arts are also important.

🔗 Self-esteem, self-confidence

🔗 I think we focus too much on emotional and inclusion...not everyone is the same and we should teach them to stand out and take pride in their differences.

🔗 Health focus - healthy eating, moderation, balance, and physical activity. If you do not have your health you will not be able to truly accomplish the skills listed above. Many adults struggle with not knowing how to eat healthy balanced meals and how to fit in their physical activity.

🔗 More junk that should be up to parents to teach

🔗 - how to manage their emails and beware of phishing scams. Change oil and tire in a car. Self awareness when traveling with human trafficking. Best ways to stay safe.

🔗 all of the above seem important

🔗 A greater acceptance that not everyone will go to college after high school and that is okay. There are many excellent trade positions open. Students should be prepared and ready for college if that is their choice but they should not be shamed if they make a different choice.

🔗 Also volunteering

🔗 Emotional development does not mean convincing boys they're really girls or claiming that gender is a fluid concept.

🔗 It was hard to pick four--but given the current situation in our nation, empathy, inclusivity, communication, and being able to dialogue without escalation are key skills

🔗 Can there be classes offered or curriculum incorporated into existing. (Lasses life life after highschool) that teaches insurance basics (understanding deductibles, premiums, copays, coinsurance, out of pocket max etc) and also tax basics?? This would go a long way to really help students their whole life. Maybe partner with UHG or HR block for these?

🔗 Until the district starts to provide for and care about students that fall into the following categories they are drastically failing: students WITHOUT special needs, WITHOUT athletic abilities, WITHOUT community connections or NOT TAG. And there's really zero input allowed to be given by parents. Foxview in particular makes ridiculous rules - like not allowing kids to do homework during workshop because it isn't fair to TAG or IEP students. Talking to the principal is a guaranteed way to be put in your place as uniformed or straight out dismissed. He seems absolutely miserable when forced to interact with students or parents. Maybe you should ask for feedback about your principals if you actually care what parents think.

🔗 Life skills that are applicable for all students no matter what they choose to do after high school. Work ethic, collaboration with all groups of people.

🔗 Many of the above categories wrap around each other. Being good citizens in general calls for respecting others for who they are and authority. Our children need these basic life skills. Unfortunately, they are not all receiving this at home where sit should actually start. Maybe we need course for parents to learn what they can do at home to aide the educators in their efforts to mold good citizens.

🔗 This was a really hard category to only select 4. I ended up having to combine and prioritize a couple to get to my four (e.g., speaking more than one language could fall under being inclusive umbrella).

🔗 Citizenship incorporates a lot of the above categories. It does not mean to conform to the latest social trends. It is about respecting others for their differences, but not necessarily to the expense of the whole. It is respecting authority. It is making good decisions that keep ALL safe. No one category of folks (whatever that is) should be elevated. Our education system should reflect on this and not the latest social BS.

🔗 As a previous manager/leader in a high level government position who has made hundreds of hiring, firing, promotion and removal actions, the biggest issue is emotionality intelligence (ET) experience has showed me technical skills and education need to be there, however I tend to have found the best hires were B+ - C+ students, those with A's had more difficulty with inter personal and ET skills while below C+ had time management and organizational issues. I would prefer to hire a B student over a A or C anytime. ET skills should be giving more emphasis. As a leader/manager/supervisor, 80% of my personnel problems that took 50% of my time were ET related.

🔗 Self reliance Quit teaching that life is free it's not Quit telling the big lie every year that funding is for the children it's so the parents can live better at someone else's expense

🔗 I could pick 10 from this list -

🔗 I would have selected many more of these options, if it were possible. All so important and valuable.

🔗 Resilience, grit, courage. Since smartphones and social media have become mainstream it seems young adult lack the ability to interact with other people. Hold a conversation face to face, make eye contact, effectively communicate with them etc. This seems like a pertinent area to focus on. Also young adult work ethic and time management needs more development for students to be successful after high school.

🔗 Independent living skills; preparing students to prepare a meal, hammer a nail, sew on a button, etc.

🔗 For this survey you need a "sometimes" or "occasionally" button option... something between agree and disagree.

🔗 Students need a global mindset to succeed outside of De Pere, and making money is NOT the same as successful human development. Starting early with other languages, including posters in the hallways, classes, and multicultural fairs, helps children to understand how our world works together and how many more opportunities they will have if they are able to shed the antiquated mindset of being fearful or spiteful of other cultures. Direct behavior instruction, guided discussions over common conflict areas, and repeated expectation explanations, followed up with appropriate consequences helps to set a pattern of healthy, community-minded behavior development.

👉 Common good. Getting involved in community Would have been nice to have another final comment area: Gifted and talented services are next to none. That position could be better utilized and more productive. We lost an amazing 4K teacher in Mrs Lenn. Realize they are responsible for two classrooms. Double the kids and double the parents/conferences/issues/ etc. just because they were only there 1/2 day. She should have been more supported. Beyond blessed with the staff we had at Altmayer. They do amazing community involvement and building connections. Wish we could figure out how to support parents and children. So many behavioral issues/special needs that takes away from learning.

👉 Most of the above list are "needed" for future success and start with and are created by (or stifled by) family engagement. The District's role is to encourage opportunities to be available for its students to have further exposure and thereby excel.

👉 balancing a checkbook, be mindful of credit scores & having too much debt

👉 Students need to be involved in more practical application of learning these skills. For instance, whether it is having involvement in running the daycare, school store, cafeteria, cleaning and taking care of the building and grounds. Hard work and taking responsibility for your environment helps teach goal setting /completing, problem solving and feeling pride in your accomplishments

👉 Learning resources of where to go when you're struggling with your own well-being and mental health after high school. How to reach out for help as an adult.

👉 This is another difficult area as there are many quality choices here.

👉 Climate change impacts will increase. They should be taught about how our climate will change, there will be more flooding and extreme weather events. They are going to have to be ready for a higher number if emergency situations and will probably have to make hard decisions.

👉 Compassion, mercy, grace and forgiveness.

👉 Reading, Writing, Arithmetic. Stick to those and the school will be useful, effective and successful for our children. Resist the temptation of feeling the need to provide woke "inclusion" activities and pandering to the liberal teachers organizations.

👉 Work ethic and accountability for all life choices

👉 -Community service -Setting & meeting goals , understanding expectations - responsibility I feel the district does each a disservice not requiring volunteer hours to be completed for high school graduation.

👉 Critical thinking skills

👉 There are so many, the interpersonal skills and life skills are the ones we need to focus on as these carry them through life above and beyond the academic pieces. Empathy is another piece that needs to be understood better by many students.



🔗 study skills- this needs to be available in 9-10 grade. Currently can't take till 11th.

🔗

🔗 Networking is a lost art and attributes greatly to success after schooling.

🔗 Additional Non-academic skills: delayed gratification, perseverance, patience

🔗 Again difficult to narrow down to four. These should all be a focus.

🔗 Financial knowledge would be next on the list for me.

🔗 Financial literacy and the Dave Ramsey high school curriculum should start yesterday

🔗 I could have definitely chosen more than 4 from the list above, but also believe that some of this should be taught at home as well. Communicating and problem solving with others effectively and efficiently. Being inclusive and understanding of others. Every student should know how to write a check, balance a checkbook, do a basic tax return, interest rates and how it effects them, and should be educated on types of loans (especially college loans) that they are signing up for and what they mean.

🔗 You hit on a lot of the skills kids will need to be successful adults, so it's difficult to narrow it down to just 4.

🔗 The things that used to matter.... Being on time, doing homework/classwork, attending to the task at hand, listening. being kind to one other.

🔗 Financial basics, insurance basics , taxes, 401k, credit

🔗 These are all needed! But so much of this stems from the home that the school shouldn't be required to provide this solely, just support and reiterate what's being taught/told while not in school.

🔗 It is very important that we value the students choice to work or attend technical training after high school as well as attending college. So often teachers and high school counselor talk to students with the assumption that every kid is going to college- this is not true or even a good approach. We should value all choices. Some districts honor students that are going into the military with a "signing day" similar to the day that honors athletes that commit to play college sports.

🔗 All of the above are super important skills. I do think we as a society need to help with the emotional transition and stress management, how to deal with success and failure.

🔗 The above question is not fair at all. ALL of the above should be considered essential to a well-rounded graduate. This is simply developing good humans.

🔗 It was hard to pick just four. I would also say that leadership, mental health, and training in career and tech ed courses are very important.

👉 All of the above noted items are needed for success after high school graduation!
👉 Managing stress and mental health, resolving conflict, family skills (getting along, functioning, etc)
👉 social skills - how to interact with one another without cell phones
👉 Learning behavior expectations in a work environment (being on time, active listening, time management, self-advocating when you don't understand something, etc)
👉 I would have selected many more above if it was an option to select more than 4.
👉 Practical math. Budgeting and tax
👉 IT
👉 These all seem important! Kids learn so much more in public school than academic content. They learn how to live and work with others -- even (and especially) people whose experiences differ from theirs. This is critical, and anything that contributes to this learning is important! I reluctantly did not select appreciate for the fine arts. I feel this should be included with the "need to be successful in" disciplines listed in the prompt. I'd add civics and citizenship to this, as well. The other topics here seem more foundational to all learning, and so I selected the 4 most important of those, instead.
👉 The value of physical health! Healthy eating, healthy lifestyle. They need to be taught balance in their lives. I love sports, but sports should be part of a young person's journey, not the most important. Students need to be taught accountability and what it means to have integrity at a young age.
👉 I believe all of these are important. It was difficult to chose just four.
👉 Need to learn problem solving skills
👉 N/A
👉 More focus on technology/robotics/science
👉 How to be anti-racist and advocate for students targeted for their skin color, language, appearance or culture. We may have different viewpoints yet we can all agree on what kinds of speech behavior and attitudes are acceptable when it comes to our differences. Our students need to be taught how to handle situations they are placed into when classmates are racist, homophobic, sexist, and overall choosing language and behaviors that are unacceptable in the world, we ought to provide tools to our students, and knowing how to be an advocate, not only for themselves, but for others within the district.

🔗 Having real life experiences is the most important and realistic opportunity for young people to understand many of the included items on this list. Working and balancing life's responsibilities also helps them understand stress and how to regulate their emotions in a business like situation.

🔗 We have a polarizing culture in the US. I'd love to see students learn to disagree on important issues with kindness without tearing down a person. I feel that kindness today is only accepted if they believe the same things. There is a way to be kind and still disagree. Unfortunately, that is rare to see these days.

🔗 I always believed parents should be teaching their children life skills and schools should teach academic skills. Now....so many parents are not teaching life skills such as stress management, being inclusive of all people, having integrity, having a strong work ethic, etc.....and with how much time students spend in school each day, I now feel many of these skills should be incorporated into the school curriculum. Sadly....many children do not have a positive home life and their time at school is their chance to learn life skills that will help them throughout their lives.

🔗 Financial literacy

🔗 understanding student loans

🔗 Cooking, cleaning

🔗 All of the above are crucial.

🔗 Mental toughness when dealing with adversity.

🔗 I think everything listed above is very important and I like how it lists many "emotional intelligence" skills that studies are increasingly showing, may be even more important to future success than academic skills. Of course STEM is important but it's a buzzword that has been pushed for quite awhile now and often at the expense of those soft skills listed above, as well the arts, and social studies. We are preparing our students to be contributing members of a democratic society and it's important that they understand how government and society work and what their role can and should be in both.

🔗 There were more than 4 I can pick from above. I also feel self-advocacy/speaking up for oneself is very important skill to have post high school. Empathy/understanding others' perspectives. Resolving conflict is another one.

🔗 I would like a career day, like a job fair, where people come in from different industries and present career paths and info. It's so hard even just to know what career options exist, what it takes to go after the career you do want, and what positions are in high demand.

🔗 Creative problem-solving skills! In addition to the skills listed (being inclusive, civics/citizenship and speaking more than one language), I would include "being a world citizen" in appreciating others' cultures, embracing travel and having empathy and respect for those who live elsewhere

🔗 Students should learn how to manage their money as well as learn how to set up a bank account for themselves , Learn where their local resources are incase they need food or housing after Highschool. Learn how to fill out applications properly. Including for work or housing. Learn where they can go for help with health/mental needs.

🔗 Media/social media literacy Logic/reason/critical thinking Boundaries and healthy relationships Environmental sustainability

🔗 All of the above are great skills that children need to be successful in life.

🔗 start bilingual learning now. will truly help students succeed and help other cultures feel included.

🔗 Selfcare - Health and Wellbeing

🔗 I wish that I could have selected all of the above answers!

🔗 Developing grit and work ethic

🔗 Many of these above were very, very important and it was impossible to choose only 4.

🔗 Life skills - cleaning, laundry, oil changes, tire changes. I think periodic life skill lessons would be very beneficial to every student. Along with finances: taxes, interest, loans, budgeting

🔗 There is a lot on that list that parents need to be more responsible for. I believe that the success my children have in life is partly due in partnership with the schools preparing them for their future, but we as parents are responsible for fostering a healthy home, lifestyle, and environment

🔗 Basic chores please! Kids can't sweep or mop these days... it's crazy! Learning to take responsibility for your actions and healthy ways to accept and move forward when you have done something wrong or right.

🔗 Hard to pick just 4. All seem so important!!

🔗 I would like my children to make it through school learning to respect other human beings, and to get the same respect back. Not one of us is greater than another

🔗 Real world skills. I have never in my adult life needed most of the extra math or science I had to learn, unless I would have chosen a career in that path. Parents SHOULD be teaching real world skills but let's face it... how many kids would be better prepared if they could learn at school, car maintenance, more in depth about credit, resumes, how to understand rental agreements, how to understand loans, how to budget, how to buy groceries and live off what you buy.... Let's teach kids escape techniques if they are grabbed. I'm sure some of this is offered minimally in some extra classes, but this is real world stuff. I'd like to see real world math. How to calculate leaving a tip, how to calculate interest rates and put it in real world examples. When is the last time anyone had to use pi? Never. But I look at credit, tips, and personal finances every single day. Human trafficking is a huge problem globally. A multi BILLION dollar industry but we aren't pushing self defense. Kids gain more knowledge about drugs from other kids yet the drug problem in the real world is huge. So yes... I want kids prepared to go be x-ray techs and doctors and realtors and welders, etc... But I think there needs to be a bigger push in areas that really matter and are going to affect these kids when they leave home. I work in a county jail. I see hundreds of people everyday who range in ages 10-80. Children to adults. A combat medic who got addicted to pain meds after an injury. He left school and became a medic. Children from broken homes starting crime early. A woman who used to be a junior partner in a law firm... imagine what a bright student she must have been? Her ex husband trafficked her and her traffickers got involved in some high tag thefts and she was drugged at the hotel where it all was found. I could tell you story after story. Not everyone sitting in jail started out with crime as an ambition. Now yes I see the flip side too, but all I'm saying is that these kids are about to enter a different world than EDP High. I am happy and proud that the school really wants the best for the kids. I know it does! But in this world we live in.... Do we need to keep the good stuff we have but maybe take a look at the hard truths about what we need? I think so. I suggest offering classes to reflect some of the things I have mentioned along with in services to help teachers create content that is relevant. I also suggest bringing in guest speakers who give real life, real world perspectives. Bring in people who can sit down with students and have real conversations about what's going on. Just some thoughts. Thank you

🔗 Would like more education options for both parents and students about the impacts of social media / gaming on student well being and family well being. Seems like most parents are really permissive (unlimited access with no oversight) with these technologies and I think we need to become more conscious of their possible negative effects.

🔗 Becoming curious / exploring where information comes from and discerning "truth" through critical thinking

🔗 I believe our grading policy does a disservice to our students by allowing them to retake tests, having no penalty for late work, and not counting homework. I understand the philosophy behind this and it does not prepare students who go on to college or even go right to work. You don't get to retest in college. You don't get to turn work in late. If you are constantly late or don't show up for work you get fired. Our grading policy does not prepare students for the real world.

👉 I need more than 4 choices! Most of these are far more important than reading and math

👉 giving them more options to work outside of the school setting. also counseling staff that listens.

👉 The majority of the above list. It is difficult to pick just 4.

👉 I think every area above is important. Social-emotional learning, how to resolve conflict without the use of your parents, how to work together, how to consider another person's perspective (culture), how to seek factual knowledge and be a critical thinker to develop your own ideas, thoughts, and beliefs are all important skills our graduates need to have. We need to build diversity in the De Pere School District.

👉 Time management and priority setting. Needed in all aspects of your life.

👉 Lots of dupes in the list. Ability to program plc's, Rockwell, Honeywell, systems. And basic process control. Should have pulp and paper process control; given it's the toilet paper capital here.

👉 Money management, information on taxes and insurance should be a must. Many grow up without this knowledge and these are absolute non-negotiables you need in life. Having the proper education and knowledge on each of these is imperative. We can help support at home, but having guidance at school to help support these life skills is critical. Also helping students navigate emotions and mental health, especially with recent historical events. Students need as much guidance and support as possible in these areas.

👉 hard to limit this list to just 4

👉 Social communication skills need to be addressed. Students have learned to communicate with apps on their phones and not with someone sitting next to them. Social communication skills are paramount to be a successful student, worker, family member and partner in the community.

👉 All of the above!

👉 In all honesty, all of the above are incredibly important.

👉 In person networking. Focus on your goals and your employers goals Humility

👉 Emotional intelligence - as you can see from my above responses

👉 Alot of these options I would pick. Honestly half the stuff that is taught will be er be used in life after school. I would first start with teaching kids how to sign their name!!!!

👉 Life skills learning for after college, school age.

👉 Putting communication/resolving conflict together. So, communication, managing stress/mental health, teamwork/collaboration and time management/priority setting. I think these also encompass other areas that I could not place a check by.

👉 Mental health as well as empathy for anyone outside of ourselves or different than us is extremely valuable in my opinion.

👉 Oh goodness, so many. Resolving conflict, self control, self advocacy, teamwork and time management.

👉 The entire list above is full of things that students need to be successful for life after high school. I think one underrated thing that does touch on some of the list items is that students should be well rounded individuals. Yes, we want them to work hard and have great careers, but I want students to be exposed and experienced in a variety of areas, so they can develop hobbies and interests that extend beyond their career.

👉 Mental health is a major need across the country but also in our own community.

👉 I think that kids need to learn about their emotions and how to deal with them. I think this goes along with mental health. I think both are important. I think it is important for kids to learn about how to handle their money and make budgets and stick to budgets. How to do things like cook and clean and wash their laundry.

👉 Mental Health/Wellness: Structured program including problem solving, mindfulness, wellness habits, interpersonal effectiveness, emotional regulation skills, distress tolerance/building resilience.

👉 Our kids are facing a very uncertain future (starting with the planet overall). This uncertainty is starting to create generational differences in value systems. The biggest danger we all face is that in tough times, we will develop a "us vs. them" mentality, whether that is relating to other cultures, different heritage, different interests, etc. School is the only time to give them a solid foundation of empathy and acceptance.

👉 Managing Money Responsibility (Show up on time, etc...)

👉 So hard to narrow down, all of the above felt so important, I would say mental health, how to find the best resources for themselves for their health, and financial education would further improve their success for life. If "life skills" could continue EVERY year

👉 All of these are great topics for students - tough to only select 4

👉 All of these are very valuable and I feel like I could have chosen them all.







## Survey Analysis System

Accessing results summary from "2022-23 Community Planning Survey, page: Facility Planning from Unified School District of De Pere.

Would you support the District exploring a capital (facilities) referendum to update our schools? (n=1216)		
Yes (10)	999 (82.2%)	<div style="width: 82.2%; height: 15px; background-color: #0070C0;"></div>
No (1)	54 (4.4%)	<div style="width: 4.4%; height: 15px; background-color: #0070C0;"></div>
Not sure (0)	163 (13.4%)	<div style="width: 13.4%; height: 15px; background-color: #0070C0;"></div>
<b>AVG: 9.54 SD: 1.99</b>		

- ### Comments/questions/suggestions: (n=179)
- 🔗 4K students should be brought onsite to provide them with access to our district's resources (library, bilingual aides, etc.). Our early childhood program could be grouped with these students in an Early Learning Center to provide more inclusive services, as well.
  - 🔗 If it is decided to add on to the high school or build a new high school, create more "community spaces" that could service as classrooms, performance spaces, meeting rooms, or otherwise.
  - 🔗 Just be aware that there were already HUGE tax increases this year in De Pere. My own personal property taxes went up over \$1,500 this year and are now \$7,000...another piece of salaries not being able to keep up with costs.
  - 🔗 Running water at athletic facilities should be added to this.
  - 🔗 We are over crowded at every building.

👉 We ABSOLUTELY need a new HS (please choose a plan that incorporated natural light into common areas like library, cafeteria and most classrooms). This should have been thought about years ago but wasn't. Now so many of our buildings are in crunch mode. I sure hope the public supports a referendum. Be sure to get pictures of the crowded spaces so they can see that the district isn't just asking to ask but that there is a true need.

👉 Please include other sports besides boys football and boys basketball in the referendum. Just because they don't generate as much fan support doesn't mean the other sports mean any less to students and spectators.

👉 WE need This! Our facilities are old and out dated!

👉 In short: we need more space! Classes are larger and we do not always have classrooms or space for alternate activities.

👉 What are we waiting for? We need to start the improvements immediately.

👉 Please build a new high school in town. It can go right where the extra soccer and baseball fields currently reside, between Dickinson and the high school. The taxpayer base pays more in De Pere, and therefore they deserve to retain the high school. Plus, when it's centrally-located, it's easier for lower-income students to access.

👉 Other areas, such as the agriculture area are very outdated and are lacking appropriate space.

👉 Educate the community. Invite members of the community into the buildings to show where the needs are and to further explain why specific changes are necessary. Also, explain how those changes will directly impact their children.

👉 Schools being over capacity is a major issue- we need to plan for additional buildings asap

👉 not for athletics, but for the items listed, yes

👉 Everything you suggested needs to be done. There also needs to be some space allocated to our tier 1 students. Sensory room, real special ed room and space. As I mentioned before many of the high school science rooms need completely overhauled and upgraded for safety and educational purposes. I would skip cosmetic initially and start with safety and classrooms. If there is money leftover then address flooring and asphalt replacement.

👉 When there are garbage cans in the hallways after it rains or snow melts to catch the water dripping from the ceiling, there is a major health issue. No one wants to talk about mold but how can there not be any. Please replace Dickinson's roof soon. This is a health hazard as well as a safety issue.

👉 Is it worth updating, or building new?

- A new foods room to accommodate the growing population of students taking foods courses. Not having to share classrooms and not overlapping foods courses together. Possibly 2 separate foods rooms. More staff restrooms would also be great.
- There are absolutely parts of our building here at the high school that simply are no longer functional. Many areas have seen improvements over the years, but we have major deficits in our Engineering and Technology areas as well as our ability to maintain our school building repairs.
- I always support any school referendums, but I do not live in De Pere.
- I do not live in the district, so it's easier for me to answer in the affirmative to this question. The most important thing to me about the district considering going to referendum is that we are transparent with the price tag of the funds we will need for the areas mentioned above. I would want to ensure community members aren't left in the dark at any step in the process.
- This is long overdue. Let's do it right and set this district up for success for the next 30 years. We should build a new high school and reconfigure some other buildings to set them up for the future. Maybe have a 4k building, alternative-type school, etc. Could the current high school have some work put in to fix it up a bit and turn it into a middle school? Could the current middle school become another intermediate? I'm excited about the potential for all of this!!!
- Wow, I guess we need these Technical Education ('shop') classes. Most of the above workers are probably former 'shop' students. :)
- Athletics needs more space. We have speed and strength sprinting down hallways which is rather unsafe. I should not have to get out of the way when I am trying to do my job. But more importantly, the high school leaks from the roofs, water comes up through the floor during rain storms, lacks storage spaces, and carpet in a lot of rooms need to be replaced.
- I would also like to see updates made to athletic facilities to accommodate for the growing population of athletes.
- Would highly support an elementary school being built closer to Ledgeview, as increasing population and young families would be greatly served and reduce strain on other existing schools.
- While I value public education, moving from another state, I am not overly impressed with what I have observed in De Pere schools. Things are fine largely due to engaged parents with resources supporting their children. Since I choose to send my children to a private school (and pay tuition), I would likely not support a referendum/tax increase.

👉 I wouldn't count on the Southern Bridge happening, as it has been in the works since the 1960s and traffic patterns have changed after Covid. Also, school attendance may drop off as more home schooling and virtual school options become utilized. Also, there may be lower birthrates for the people living in this attendance area. Just saying there are more needs than the current budget can pay only tells part of the story. You need to be more convincing that the funds being spent elsewhere in the budget are being used in a responsible manner before I can agree the District needs to go to a referendum as the only option.

👉 Dickinson also needs a new playground and a new roof so there aren't buckets in the school when it is rained.

👉 Absolutely. As long as you don't get woke with our money! I'm angry and opinionated, but I do have a huge heart for all kids - and will back them big time!

👉 If the district is allowed, I suggest a fundraising campaign be started to create an endowment that would support the maintenance and upgrades of buildings and grounds. In districts in other states there is a Foundation set up and they fundraise for the K-12 schools. I don't know what is allowed in WI. But you have an abundance of alumni.

👉 Whatever we need to do to make the above happen! Everything listed is important and will have an overall impact on these students.

👉 I have lived in the school district for 12 years and cannot remember seeing a referendum. There is plenty of money in this district and a desire to have the best facilities, you need to make a plan and communicate it out properly and people will say yes. DePere also needs a indoor sports complex, it is the future of athletics in our area and i would imagine it would be used daily if built in a good location and with great equipment.

👉 if the referendum passes the district should be very open with the public with itemized receipts of where the money went.

👉 This is an IMMEDIATE need!

👉 All except expanding technology if it is not something required for everyday use it is not needed for the classroom. Students are too dependent on technology as it is

👉 Absolutely. Kids are suffering by freezing at school most days. Not conducive for learning.

👉 Have Ledgeview build it's own elementary school and as they grow to continue to build their own higher education buildings.

👉 This needs to be a capital referendum that is focused first and foremost on improving the educational environment within the district.

👉 This is a must to provide quality education to our students now and in the future. This helps ensure De Pere is a place to grow up.

👉 Maybe cut some unnecessary spending. Cut athletics and quit change the curriculums at the elementary level. Those curriculums cost thousands and thousands of dollars and at the elementary school they have not kept a curriculum for 5 years. Also, stop adding district staff. Use all the money saved and start fixing issues. I would vote no on a referendum and would active encourage others to do the same.

👉 Vote no because I would not send my kids there if I could. West De Pere is where I want to send my property tax dollars.

👉 The high school desperately needs expansion, likely the middle school too- or a combination intermediate/middle needs to be built. Although my kids have graduated from high school, I would still support this as a tax payer. If you encourage growth in the district, you'll need to support it with infrastructure. I've see the athletic facilities get WAY to much funding- granted, some was fundraising- in comparison to the general academic buildings. My kids were both multi-sport athletes at De Pere, so I can appreciate the support of the athletic side, but it is massively disproportionate- especially the football field.

👉 Support specific capital referendum - Yes. Support open-ended shopping list - No.

👉 The district needs to assess what area(s) the influx of new students are originating from, and weight the additional expenses necessary accordingly to those areas such as the Town of Ledgeview, for example. The district should also look at the portions of staff that are over-funded, such as Administration, and make cuts accordingly. Perhaps they should also encourage some well-meaning philanthropist such as Mr. Mulva, to create an endowment to benefit the arts or technology education within the District.

👉 I have zero interest in tax dollars for any athletic spending. For decades money can appear for fancy athletic additions, with zero care for facilities and drastic over crowding. Instead of open enrolling everyone that applies for the money, we should have made sure there are lockers, space, and suitable drop off and pick up locations for our existing in district students.

👉 The high school auditorium needs updating

👉 Update athletic fields besides football, update HS cafeteria area, indoor athletic field, weight room upgrade.

👉 As long as there is a plan to keep these facilities up.

👉 If there is not enough lockers for every students then you know you need to add on

👉 We need updates

👉 Depere has beautiful facilities already...naturally based on this question they want to spend more...use what you have!

🔗 As long as the money goes towards education, including the Fine Arts programs. We don't need any more money spent on athletics.

🔗 I support improvements and needed maint. even if my taxes go up. Deferring maint or upgrades to infrastructure will cost more in the long run. It is an important consideration for borrowing when the cost of money is cheaper right now might not be a good time to borrow.

🔗 We're also desperately in need of a new traffic pattern between the middle school and high school. Also, since there's no place for comments on the next section, I'm adding them here: Regarding help for students who need it: I can not even count the number of staff, just in Altmayer, who are available for special needs and struggling students. But for ALL THREE elementary schools there is ONE staff person for students who excell!?!? (Donell Bonetti). This is so so so wrong. THIS is where dollars need to go. Take our brightest students as far as they can go and THEY will change the world.

🔗 With the obvious growth that was always going to happen in the De Pere and surrounding area, it's frustrating that open enrollment was offered for so many and for so long. SO MANY of those that open enrolled seem to require extra time and attention from teachers and staff and have behavior issues, IEPs, or other special needs. Ask your teachers how they feel about having to attempt to handle all of these "non learning" issues while also attempting to teach. I moved to this district for a reason, those that want to attend DP school should have had to do the same, or deal with the district they live in.

🔗 a new auditorium is desperately needed as well.

🔗 Absolutely no on any referendum By list of improvements that are needed seemed to be kicked down the road for quite some time ( everything did fail last summer) but yet funding for whims and wants didn't wan. I would call this poor use of public funds, the buildings can leak no one cares let's add more athletics to the budget, abuse of trust Live within the budget you receive, if it's not enough your spending too much Quit stealing from me You leave thousands of dollars in parking revenue for student parking every year why is the permit a percentage of the value of the vehicle just like my property? The budget for this country club is insane remember it's not the position of a school to provide a lifestyle This funding puts the majority of families on welfare in your system, it is the gateway of a lifelong addiction of welfare and expecting others to pay your way No more buckets of bailout No more paying for others vacation, boats, cottages and cars The funding for public education will certainly bankrupt this country because there will never be enough for schools As long as the cash cows ( no children) are forced to pay for the privileged or lose their property, the oppression, discrimination will continue without any let up the lie will continue The district should demonstrate leadership by abolishing property taxes time to start holding the parents responsible for THEIR children

👉 I have lived in Howard for the past 20 years, and the community there has supported SEVERAL referendum's since I've been there. The Howard-Suamico school district is not afraid to ask for financial support from the community, and the results of those referendums show in both their up-to-date buildings and growing school enrollment. Families want their children to go there because of all that the district has to offer. They are building a performing arts center...for the middle school...as we speak! Howard-Suamico referendums pass because they have the support of the community. They also pass because the referendums are well-organized and advertised with promotion campaigns that educate the citizens about both the reasoning why the referendum is needed, and the benefits to the citizens as a whole. I'm confident that it would work here in DePere as well.

👉 Should also consider referendum to include updating athletic space and facilities (ie - better and bigger speed and strength facility), especially if we want to be able to continue to compete with schools that have done these updates like West DePere, Bay Port, etc.

👉 Ledgeview and Depere have seen a very large growth in population in recent years and several new homes and developments constructed. I would need to understand how that added tax flow has affected the overall school budget as this has brought many of the new students to the district which is causing this overcrowding. I agree the buildings need to be maintained and services upgraded before failure, but evaluation of a master plan for some of the buildings needs to be completed before longer term investments are made. Dickenson and Foxview are aging facilities that longer term worth/ function needs to be evaluated prior to big investments. Altmayer is not a very old building at this point in time and should not have needed major building renovations if proper materials were used during construction. What is causing these pre-mature material failures?

👉 This is way overdue!

👉 100%!!!!

👉 I would only support facility updates that are LEED certified and/or renewable energy/zero carbon solutions. Any infrastructure upgrades would need to be from sustainable materials. Concrete, for example, should be replaced with CarbonCure concrete. I would also support replacing current school buses with an electric fleet of buses, though there are grants etc to fund this type of upgrade.

👉 Number one priority is making campuses secure in case of an attempted intruder. No one should be able to get to anyone on campus, students teachers and staff unless cleared. I'd say perimeter gates with no way in during school hours unless you call in to get cleared for a pick up or drop off etc. I absolutely hate that a car can drive right onto campus at Foxview. Kids outside playing or doing gym class are subject to the public driving in and doing only God knows...

👉 More of a question... but how can overall maintenance not be planned for? Why can't it be saved for and spread out for over years like people financially plan with their homes?

👉 If the District is expecting increased enrollment, putting off needed updating will only increase expenses to deal with it at a later date. I feel the District has done its homework, and respect any requests that come to improve the futures of the present generation.

👉 A few years ago, the superintendent ordered a tax refund. Do not do this... anytime you have a surplus, put it into a slow-growth fund that can be pulled from in the future (but I bet the arts department could have used that money, too).

👉 However I do not support moving away from collaboration with the local child care centers for 4K. We need to continue to collaborate with the centers for the hood for the community. Not considering this is not appreciating the improv early care and education in our community and workforce

👉 I believe that the district has always put a lot of thought into their referendums before presenting them so I no problem supporting them

👉 Less emphasis on school security - guns are the problem and secured entrances will increase the bill without preventing school violence.

👉 I am willing to support a referendum provided the district includes renewable energy, sustainable building practices and climate changes into the planning.

👉 Other districts seem to have new and updated facilities. Many are much smaller than our district. The number of ancillary staff that Depere has seems to be excessive. Is their a comparison per pupil? The Finances seem like they should be audited .

👉 We may possibly support a referendum depending on what it involved.

👉 There are needs in all 4 of the areas mentioned above.

👉 The district should also be planning for gender neutral restrooms for students and staff

👉 Quit doing the random drug tests. Take the money from that program and do anything else.

👉 The majority of these items are expected and can be planned for. Budgets and reserves should be planned to include the majority of these expected items so we do not need to go to referendum.

👉 My kids are close to graduation so I'm less inclined to want to increase taxes to update schools

👉 I am a strong proponent of charter schools. The state has shown that it is not capable of producing and maintaining an effective education system .

👉 It would be hopeful that the funds raised go toward facility & student education needs & not to focus on one group of students ie: athletes.



👉 Please stop kicking the can down the road. Make district-wide foreign language a priority.

👉 I am supportive as long as the plan includes updated athletic facilities, including a weight room and field house.

👉 Facility capacities is a real problem. Something needs to be done. Open enrollment needs to stop. We are feeling like we are allowing outside students in our district and now we don't have room for our own in district students.

👉 This is way overdue, should have been years ago!!!

👉 Exploration should include accurate enrollment projection for the area given the "enrollment cliff" that is not likely to rebound.

👉 I'd have to see how the money would be spent, how much money would be asked for and why, and interest rates/for how long, to make that opinion.

👉 Like everyone, I'd need more information to make a solid decision.

👉 I would like to see timelines and trajectories of how these plans will take place. While it sounds as though we have standard things that will need repair, what are further goals for accommodating to future growth and development of the school district.

👉 agree with all of the above. without upgrades, the students fall behind and it hurts them with their development to be successful as an adult.

👉 We need to invest in our infrastructure.

👉 We would love for 4K to be in the schools - we had a really tough introduction to the daycare 4K sites and were SO grateful our oldest got into Heritage's program. Fingers crossed our middle child will this upcoming year as well.

👉 I have been asking myself this same questions for last 5 years. Why hasn't the district explored a capital referendum immediately. You have my FULL support. DEPERE continues to add subdivisions for single family homes and yet we do not expand our schools. It's way over due. Go big!

👉 We are years behind a plan to expand and upgrade our facilities.

👉 Concern about transportation around the school corridors (parking, pickup/drop offs by schools, parents have to go between schools in a short amount of time leads to impatient drivers.

👉 It is sad that all of the above needs have grown while so much money has gone to athletics facilities in the last 5 years.

👉 This is what we should be putting the money towards. I would even be willing to pay more in taxes to cover the above items as well as free school lunches for all kids regardless of their families income. I feel that these items fall in the needs category and not a wants category.

👉 I would suggest a STEM space at the Middle Level as well. Preferably one with funds contributed by a local business (Belmark) like the Sheboygan one or the Brilion one.

👉 I agree 100% with the tech Ed space and a field house

👉 Need to invest in more counselors. Students don't get the time they need to really plan for life after high school. I feel like the kids are just a number and there is not a lot of individualized conversation to help students. It is more of a paper pushing position.

👉 We need a better weight room/training area for athletes -- something similar to what West De Pere recently opened.

👉 in my opinion, it sounds a bit derogatory to keep referring to technical education as "shop".

👉 I would support a facilities referendum because I feel these are necessary improvements but I believe that these improvements should have been budgeted appropriately.

👉 I believe the Softball (especially) and baseball programs are in dire need of facilities upgrades.

👉 Would also encourage the district to keep employees compensated to retain great staff.

👉 The buildings are past capacity and that is not serving students or staff. We need more space. Also, I am concerned about Foxview. The building is very old and I'm wondering if it has ever been tested for black mold or other illnesses caused by aging facilities.

👉 This is critical. We are exploding and need to fit our growth... yesterday.

👉 Our taxes are already so high in the city of DePere!

👉 This is long overdue. The community support is there and, compared to other neighboring districts, our support is not reflected in the facilities. I feel it is time for an update.

👉 Why aren't you looking at an indoor turf facility and an expanded weight room?

👉 Our family strongly backs any referendum the district brings forward that betters the facilities and retains quality staff for our kids.

👉 It needs to include athletic upgrades as well. Our weight room is pathetic and softball and soccer deserve a concession stand and bathrooms not ports potties.

👉 Of course all of these things are necessary! Failure to spend our collective tax dollars on our community's children is a failure for the future of De Pere. We will regret it later, and catching up will cost more. I'd add that we should find a way to continue the federal lunch program that ran during the pandemic. Feeding our neighbors' children should be an obvious step to take. Is there a way to use this referendum, perhaps along with a partnership between the district and local farmers/coops to continue this program?

👉 Much of the financial gifts and donations given to the school district are dedicated to sports. It's time the district put more emphasis on the learning and now building and upkeep needs. Do a major fundraising event aimed at raising much of this capital needed. Reach out to De Pere businesses and Entrepreneurs.

👉 We should also be lobbying our WI state legislature to allow for more funding of the school's needs.

👉 It would depend on the details on allocation of resources

👉 Long overdue

👉 We spend so much to update our sports equipment and sports areas. I would love to see an upgrade to the theater in our school. It needs a full rebuild. More seating so all parents can attend shows, orchestra pit, updated sound/light equipment, etc. We could bring in so many things for our community too if we could get a larger scale theater. Focus on arts is just as important as sports and it seems to take a second seat at De Pere High School.

👉 The over capacity issues at the intermediate, middle and high schools are a major concern of mine as a parent. We have two children in 1st and 3rd grade this year and I am concerned about class sizes 5th grade and beyond in anticipation of their transition out of elementary school. We have greatly appreciated the prioritization of small classes at the elementary level. Overcrowding also poses additional issues beyond academic achievement (ie. safety and security).

👉 100% willing to pay higher taxes to improve facilities, especially high school and middle school.

👉 It is essential we keep our schools up to date and safe for our students.

👉 This is a large list and I don't know what the prioritization would be and associated costs. More information is needed to know the extent and how long and what the affects would be.

👉 I would want to see more information before committing to supporting the referendum. I lean towards yes.

👉 It's important to ensure that we are future planning for school facilities and are not in a constant defensive state.

👉 Some of the items listed should be able to be part of an annual budget (roof replacements can be forecasting, updated tech servers, switching to LED's are basically self funded if they save money, HVAC upgrades, fire alarms, etc). I would not be in favor of a referendum for these types of items. I would support a referendum for areas for growth or building expansion (Dickinson entrance, space for STEM in elementary school, middle school changes to separate auditorium/cafeteria) or preparing for residential growth. As for 4K being in our buildings, I would love to see a cost comparison. Housing 4k offsite might deliver the same quality of education and be more economical.

👉 I very much support creating larger classrooms for "shop" classes to allow more students to participate in these classes.

👉 We need to improve our sports facilities other than football & basketball.

👉 Would love to the arts facilities updated.

👉 This is VERY much needed!

👉 While the physical facilities are important to support staff, quality staff and curriculum should come first.

👉 COVID has brought to light the importance of indoor air quality /filtration and I hope that is something that can be addressed as well. I know probably expensive and not as high of a priority of some of the other things mentioned but if it can help keep students healthier and prevent absences, then it is important!

👉 Absolutely! Our district is ready for significant facilities upgrades. Before Covid, I thought we would have something in the works. Hopefully some plans come through soon. We need to build a new high school. I'm not sure where it should be, but our current building has run it's course (the commons set up is very weird and the building doesn't have enough bathrooms for its size). Perhaps it could be useful in some other way. I'm supportive of us building other facilities as needed and making appropriate upgrades to our current facilities.

👉 I would like to be leaders and not followers in some instances with facilities. A 20 year plan to catch up and stay ahead of the schools in the Green Bay area would be amazing!!

👉 I 100% support whatever is necessary to maintain and improve/expand our school facilities!

👉 Safety is the utmost importance, would definitely support a referendum for safety.

👉 We need a fieldhouse to competitive with other similar schools in the area and the state. Soccer, baseball, football, and even band should have a place to go that is not the high school gym.

👉 This districts needs an early childhood building.

👉 Yes, we need so many improvements/expansions! Please add that the high school auditorium is in need of an upgrade. Our community needs to support our district!

👉 This is a terribly leading question. As it relates to survey design, can you really get good data by identifying a laundry list of items that are in need of addressing followed immediately by a question on whether facilities need to be updated. I assume you'll get the responses you desire from this question. With that said, this District needs to have a plan to accommodate growth to be addressed by facilities and I would support nearly any plan to better serve our students. I have yet to see any significant strategic planning for this pending issue which has been on the horizon for years. This Board has been derelict in its duties to strategically plan around this issue. Are the issues listed above the result of a facilities study or based on the perspectives of those who have worked in the District? A strong strategic plan for facilities would have included a systematic evaluation of its facilities. Further, it would appear as though the fiscal plan to accommodate growth has been to go to referendum with little or no forethought. The superintendent has stated this publicly. This is not a failure of the new superintendent but of the Board to have a strategic plan around facilities.

👉 Facilities need to keep up with current and future growth

👉 In addition to a facilities referendum, I would like to see funds go towards additional teachers and staff. In order to acquire and retain quality teachers and staff, and meet the needs of all of our students, we must increase the staff sizes.

👉 I wholly agree with the need to upgrade/update the performing arts spaces at the high school, middle school as well as fox view. I believe that our fine/performing arts facilities are some of the worst in the Green Bay area. Our HS choir room has to compete with music and sound coming from the rooms below. The HS auditorium is land-locked in the middle of the school making any type of loading or unloading of materials and show necessities a long and arduous task. The HS scene shop lacks tools and space to actually build a show, as well as no adequate loading door to move scenery from the shop to the stage. While I do not think the Green Bay area \*needs\* another 750 seat performing arts space, our students \*deserve\* a space to create and showcase the many talents they possess. A new performing arts space would easily be able to accommodate the 3 school mentioned above and would better allow those resources to be shared.

👉 I don't feel educated on our current budget and spending practices. De Pere already has very high taxes, which I have always been in favor of due to our community and schools. I think that if we do go this route, it will be important to educate our citizens on the current budget and why a referendum is the last option for funding.

👉 Also to update the athletics fields/training areas that don't get the attention like basketball and football. For example, safe and up to ADA codes for the baseball and softball fields.

👉 Focus on most pressing needs, not everything at once

👉 I would definitely support facility maintenance over anymore efforts being put into athletics.

👉 Is there is ability to shift some funds from athletic facilities to general school facility management? I feel like we have really good capabilities in that space.

👉 I fully support a referendum

👉 Accessibility is a major issue

👉 Our schools need to be safe inside and out so we should do whatever we have to, to be sure our students are getting the best they deserve.

👉 Parking Lot & traffic flow Could use enhancement Updates to the gym with a field house would be great Cosmetic updates to the dated school finishes Opportunities for students that do NOT participate in sports. What facilities are available for them to use?

👉 I'd gladly take on a tax to help better my children's resources/environment. As long as I knew the money was being used responsibly.

👉 A lot of money was recently given to schools with Covid funding. Please make public an accounting of how much was received and how it was used.

👉 These do seem like a lot of items that should be in a yearly budget for maintenance and upkeep. We know that roofs, ventilation, and paint get old. There should be funding built up over time for when these need to be replaced or updated. I do find value in being proud of the buildings that we learn and work in. I'm unsure at this point what would vote for on the referendum.

👉 You need to explain to the public why the changes are needed. Need to show how building capacity issues will be fixed and convince the public that 5-10 years after changes are made that we are again bursting at the seams or worse we don't need the added space now because population has tales off. Also the district need to have the guts to change school boundaries to alleviate over crowding

👉 Don't forget at about weather/tornado safety.

👉 Many of the projects listed above have been a need for quite some time. How are decisions made as to how funds from the annual budget and fundraisers such as the Redbird Rally, are allocated? We don't seem to have an issue upgrading sports facilities and refinishing the gym floor every year; however we don't see any urgency to ensure our buildings are safe and conducive to providing a high quality education. What are the estimated costs and the amount of the referendum to be proposed? Parking at the high school also needs to be addressed.

👉 We need equitable learning environments that will meet the needs now and in the future. I am deeply concerned about the Technology infrastructure. Our teachers need technology and internet that is fast and reliable. Our students deserve touchscreen Chromebooks with displays that are clear and don't cause headaches. As I mentioned previously, we need buildings with flexible learning spaces and seating. Not everyone can learn sitting in a desk listening to a lecture/lesson for hours on end. We need classrooms that are designed to meet the needs of all learners. I'd also like to see accessible playgrounds added to the list of projects above.

👉 The amount of courses at the high school seems adequate and using the 7 AM class period, my kids are able to take advantage of some of the engineering, extra science courses and computer science and still be able to take band and choir courses. I am greatly concerned with recent talk of doing away with this extra period in an effort to shorten our school year. Limiting students ability to take extra courses including STEM courses to end school 4 days earlier will only hurt the quality of our district.

👉 At a minimum could you have a guard at the high school for crossing Chicago St. When school gets out the 200 walkers INDIVIDUALLY cross the road. This blocks the traffic from the high school parking lot, at the round about. Thus NEW impatient HS drivers end up clogging the parking lot exit while commingling with buses. Very scary the exits of the hs parking lot.... New drivers, busses and pedestrians. It's easy to see..... just watch it.

👉 An athletics fieldhouse is needed for the district.

👉 High School students could be bussed to NWTC for learning trades, service industries such as paramedics, dental hygiene, nursing and teaching. This could be presented as a dual enrollment option.

👉 Enrollment at the elementary schools, especially Dickinson, is only going to continue to grow. Don't forget about enhanced & expanded playground equipment to accommodate a diverse array of students and abilities. This is not an amenity, but an essential component of an elementary school.

👉 I don't want my taxes to go up. They are already to high.

👉 High School is definitely in more of a need than the other schools as it relates to the building itself and the ability to offer appropriate courses for successful students.

👉 My personal belief is that schools are for education and if we are requiring children to attend school and educators to work at the physical buildings, those buildings need to be safe and secure. The schools need to be a priority whether people choose to believe that or not.

👉 Security would be my chosen priority, but all of the needs appear appropriate

👉 I would, however I am unsure that I would have a vote on that since we live out of district and do open enrollment to your school.

👉 Highly dependent on priority plan for needs.

👉 I would support a responsible referendum for these issues. I am also very skeptical of requests that go beyond the stated purpose. I would limit the scope of the referendum as much as possible. If bloated, I would be a no vote.

👉 More information needed.

👉 I would support this if the planning, budgeting and updates are communicated to the community on progress and cost.

👉 I find it frustrating that the final page of the survey provides no options for additional comments/questions/suggestions. I don't believe that the questions of whether or not DP provides support for students who struggle or provides support for children with special needs or provides social-emotional/mental health support can be questions answered with "agree" or "disagree". I have to agree with the statements because they do provide afore mentioned support but is it effective and available to those who need it? I would like to give my opinion on quality of the support provided rather than whether or not it is provided. I believe that those who are providing these supports, ie: teachers, counselors, administrators, are doing an excellent job, but I don't feel that enough or appropriate support is provided for those who need it.

👉 Investing in our schools is also investing in our community for the present and the future. A reasonable referendum focused on the most pressing issues that will allow us to continue to be a leader in the state

👉 Our facilities are aging quickly. We need to not only re-work our facilities, but we also need to have an operational budget capable of maintaining and servicing the facilities.

👉 We would hope that there have been budget provisions set aside for long range building projects. Upkeep and maintenance is an important process for certain. Hopefully, the district has been and continues to be fiscally responsible in planning over the past several years.

👉 Please see my prior comment. As long as De Pere employs two school districts and wastes this type of money with two full time administrations, it is hard to argue that there should be more money given. Every other city in the nation has figured this out but one.

👉 Since our children have graduated from the De Pere High School, it's difficult to evaluate some questions and provide feedback.





## Survey Analysis System

**Accessing results summary** from "2022-23 Community Planning Survey, page:  
**Families & Staff Only** from Unified School District of De Pere.






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<b>(Families and Staff Only) All items begin with the words, "The District ..."</b>		
Item	Response	






<b>Creates a healthy and respectful school environment. (n=1065)</b>		
Strongly agree (5)	274 (25.7%)	
Agree (4)	616 (57.8%)	
Disagree (2)	94 (8.8%)	
Strongly disagree (1)	12 (1.1%)	
Not sure/ no opinion (0)	69 (6.5%)	
<b>AVG: 4.05 SD: 0.87</b>		

<b>Disciplines students in a fair and consistent manner. (n=1064)</b>		
Strongly agree (5)	157 (14.8%)	
Agree (4)	402 (37.8%)	
Disagree (2)	180 (16.9%)	
Strongly disagree (1)	61 (5.7%)	
Not sure/ no opinion (0)	264 (24.8%)	
<b>AVG: 3.52 SD: 1.25</b>		






**Teaches courses that are both challenging and relevant. (n=1060)**

Strongly agree (5)	282 (26.6%)	
Agree (4)	647 (61%)	
Disagree (2)	35 (3.3%)	
Strongly disagree (1)	7 (0.7%)	
Not sure/ no opinion (0)	89 (8.4%)	
<b>AVG: 4.2 SD: 0.68</b>		



**Challenges students who excel in the classroom. (n=1061)**




Strongly agree (5)	220 (20.7%)	
Agree (4)	520 (49%)	
Disagree (2)	116 (10.9%)	
Strongly disagree (1)	13 (1.2%)	
Not sure/ no opinion (0)	192 (18.1%)	
<b>AVG: 3.94 SD: 0.96</b>		






**Provides support for students who struggle. (n=1062)**






Strongly agree (5)	219 (20.6%)	
Agree (4)	479 (45.1%)	
Disagree (2)	121 (11.4%)	
Strongly disagree (1)	25 (2.4%)	
Not sure/ no opinion (0)	218 (20.5%)	
<b>AVG: 3.88 SD: 1.04</b>		





**Provides support for students with special needs. (n=1061)**

Strongly agree (5)	204 (19.2%)	
Agree (4)	412 (38.8%)	

Disagree (2)	54 (5.1%)	
Strongly disagree (1)	22 (2.1%)	
Not sure/ no opinion (0)	369 (34.8%)	
<b>AVG: 4.04 SD: 0.94</b>		

<b>Encourages students at all levels to take rigorous and challenging courses. (n=1060)</b>		
Strongly agree (5)	160 (15.1%)	
Agree (4)	448 (42.3%)	
Disagree (2)	139 (13.1%)	
Strongly disagree (1)	18 (1.7%)	
Not sure/ no opinion (0)	295 (27.8%)	
<b>AVG: 3.78 SD: 1.05</b>		

<b>Provides students with academic support during the school day when needed. (n=1061)</b>		
Strongly agree (5)	238 (22.4%)	
Agree (4)	576 (54.3%)	
Disagree (2)	88 (8.3%)	
Strongly disagree (1)	22 (2.1%)	
Not sure/ no opinion (0)	137 (12.9%)	
<b>AVG: 4 SD: 0.92</b>		

<b>Helps students choose courses that align with their plans after high school. (n=1055)</b>		
Strongly agree (5)	138 (13.1%)	
Agree (4)	382 (36.2%)	
Disagree (2)	88 (8.3%)	
Strongly disagree (1)	22 (2.1%)	

Not sure/ no opinion (0)	425 (40.3%)	
<b>AVG: 3.83 SD: 1.03</b>		

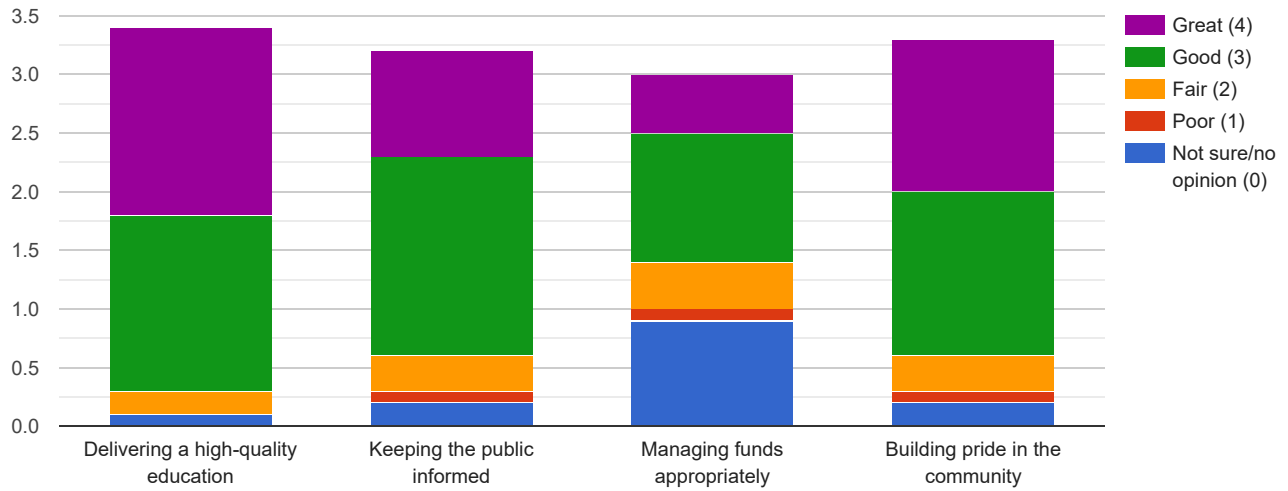
<b>Ensures all students have access to technology. (n=1062)</b>		
Strongly agree (5)	350 (33%)	
Agree (4)	555 (52.3%)	
Disagree (2)	31 (2.9%)	
Strongly disagree (1)	7 (0.7%)	
Not sure/ no opinion (0)	119 (11.2%)	
<b>AVG: 4.28 SD: 0.7</b>		

<b>Helps students understand and use technology. (n=1062)</b>		
Strongly agree (5)	291 (27.4%)	
Agree (4)	591 (55.6%)	
Disagree (2)	51 (4.8%)	
Strongly disagree (1)	6 (0.6%)	
Not sure/ no opinion (0)	123 (11.6%)	
<b>AVG: 4.18 SD: 0.74</b>		

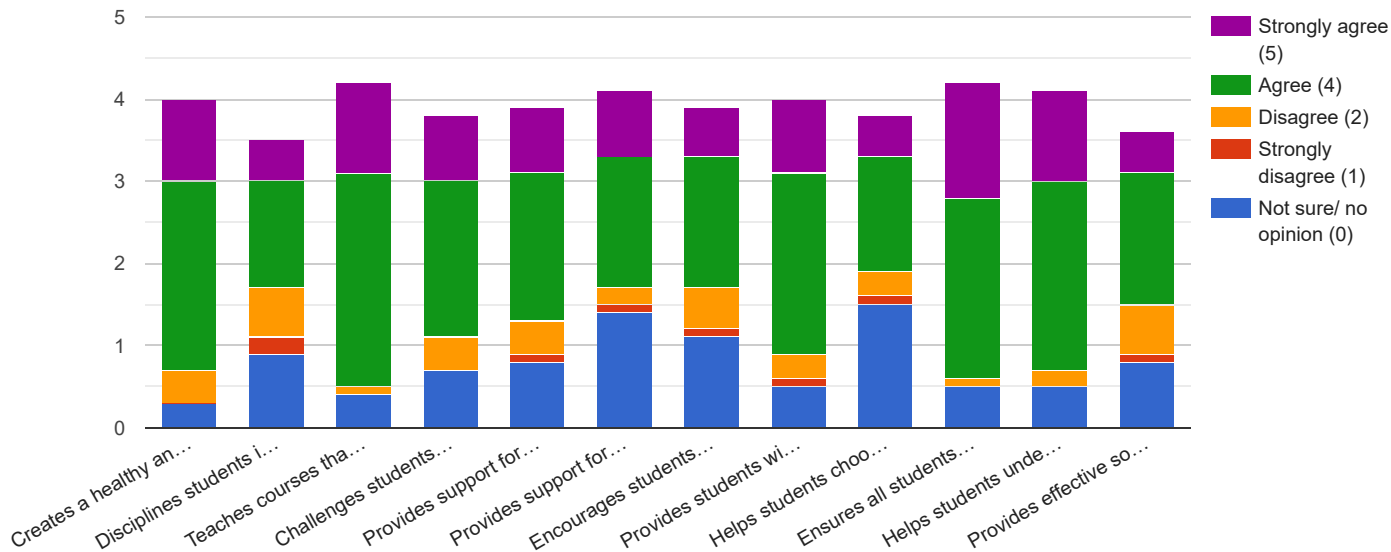
<b>Provides effective social-emotional/mental health support. (n=1066)</b>		
Strongly agree (5)	146 (13.7%)	
Agree (4)	475 (44.6%)	
Disagree (2)	170 (15.9%)	
Strongly disagree (1)	42 (3.9%)	
Not sure/ no opinion (0)	233 (21.9%)	
<b>AVG: 3.62 SD: 1.14</b>		



**Overall Satisfaction: How is the District doing in each of the following areas?**



**Families & Staff Only : (Families and Staff Only) All items begin with the words, "The District ..."**



**Your Feedback: Each item begins with the words, "The District..."**

