

## Forum Summary Feedback

Feedback was sought from the following groups:

- **Board of Education**
- **Administrative Council**
- **CMA Executive Board**



**Question One:** Can you support the following STRENGTHS?

1. **Student enrollment with strong diversity** among students, family, and community.
2. Mathematics, English language arts, and science **student achievement increasing** last three years on state assessment. **Outperforming neighboring districts with similar demographic makeups** on state assessments.
3. **Highly qualified, caring staff members** with many advanced degrees, endorsements, and certification in multiple subject areas.
4. **High staff retention** with 32% living in the community.
5. **Strong financial health** with highest state financial rating, balanced budget
6. **Debt free by 2025** paying off all building improvement expenses from prior referendum.
7. **Advanced technology** with devices and support to enhance teaching and learning.
8. District action to enhance **safety and security**.
9. **Supportive community** who values public education.
10. Our high level of communication with parents, students, and community leaders—via the **newly designed website, our multilingual e-Newsletter, and consistent social media**.

Board Strengths Refinements	Ad Council Strengths Refinements	CMA Strengths Refinements
	<p>10. Communication is not consistent, pockets of strength combined with pockets of opportunity.</p> <p>7. Consider the wording of “Advanced” Perhaps 1:1 device available for all students–how the devices are used can be considered an opportunity.</p>	None
Board Strengths Missing	Ad Council Strengths Missing	CMA Strengths Missing
	<ul style="list-style-type: none"> <li>• None</li> </ul>	<ul style="list-style-type: none"> <li>• District action to enhance safety and security via camera installations at each building (in progress), phones in each classroom, enhancement of security systems at each front entrance, introducing Raptor Visitor Management system for all visitors</li> <li>• Extensive training with First Responders and focusing on adding security measures in all schools.</li> </ul>
DEA Strengths Refinement	DPESPA Strengths Refinement	
<p>DEA Supports:</p> <p>3. <b>Highly qualified, caring staff members</b> with many advanced degrees, endorsements, and</p>	<p>a. Student enrollment and diversity is a strength and a weakness. Buildings and classrooms are overflowing.</p> <p>3 Separate certified and classified staff into two statements as</p>	

<p>certification in multiple subject areas.</p> <p>5. <b>Strong financial health</b> with highest state financial rating, balanced budget</p> <p>7. <b>Advanced technology</b> with devices and support to enhance teaching and learning.</p>	<p>classified do not have advanced degrees and certification in multiple areas</p> <p>4. Classified staff do NOT have a high retention rate.</p>	
<p><b>DEA Strengths Missing</b></p>	<p><b>DPESPA Strengths Missing</b></p>	
<p>None</p>	<ul style="list-style-type: none"> <li>• Highly qualified, caring classified staff</li> <li>• Responsiveness of administrators to needs and concerns of support staff</li> </ul>	
<p><b>Question Two:</b> Can you support the following WEAKNESSES?</p> <ol style="list-style-type: none"> <li>1. <b>Student performance on state tests is still lower than pre-pandemic levels</b> in English language arts, Mathematics, and Science.</li> <li>2. <b>Achievement gaps among student gender and ethnic populations</b> exist and need to be closed.</li> <li>3. <b>Multi-Tiered Systems of Support (MTSS) for academic and behavioral support</b> for students struggling and in need of acceleration need improvement.</li> <li>4. <b>Readiness:</b> Preschool, Kindergarten, 3<sup>rd</sup> Grade Reading on level, and placement in High School are below standards and expectations.</li> <li>5. <b>Staff demographics</b> need to mirror student demographics with implications for future recruitment and hiring.</li> <li>6. <b>Student Satisfaction:</b> Parent Supportiveness, Classroom Disruptions, Course Clarity, Academic Press/Expectations</li> <li>7. <b>Certified Staff Satisfaction:</b> Classroom Disruptions, Teacher Safety, Collective Responsibility, School Commitment, Quality of Student Discussion, Collaborative Practices</li> </ol>		

- 8. **Involved Families Satisfaction:** Every opportunity for child to be successful, Feedback on how child is learning, Safe environment, and Cleanliness & well-maintained buildings.
- 9. **Support Staff Satisfaction:** Ensure opinions count, Feel recognized, Fairness to all employees, and Understand why changes are made
- 10. **Enrollment shifts:** Class size, space, staffing, and resources

<b>Board Weaknesses Refinement</b>	<b>Ad Council Weaknesses Refinements</b>	<b>CMA Weaknesses Refinements</b>
	None	None
<b>Board Weaknesses Missing</b>	<b>Ad Council Weaknesses Missing</b>	<b>CMA Weaknesses Missing</b>
	None	None
<b>DEA Weaknesses Refinement</b>	<b>DPESPA Weaknesses Refinement</b>	
DEA can Support: 3. <b>Multi-Tiered Systems of Support (MTSS) for academic and behavioral support</b> for students struggling and in need of acceleration need improvement. 5. <b>Staff demographics</b> need to mirror student demographics with implications for future recruitment and hiring. 7. <b>Certified Staff Satisfaction:</b> Classroom Disruptions, Teacher Safety, Collective Responsibility, School Commitment, Quality of	2. Disagree with gender gap 6. Change Parent Supportiveness to Parent Disengagement 7. Do not know what Collective responsibility means	

Student Discussion, Collaborative Practices		
<b>DEA Weaknesses Missing</b>	<b>DPESPA Weaknesses Missing</b>	
NONE	<ul style="list-style-type: none"> <li>● Paras uniformed about the needs of all students they work with.</li> <li>● Communication to and about support staff is spotty</li> <li>● Teachers are not always informed about paras responsibilities</li> </ul>	
<p><b>Question Three:</b> Can you support the following OPPORTUNITIES?</p> <ol style="list-style-type: none"> <li>1. <b>Student Ownership of Learning:</b> Voice, Choice, Interests, Goal Setting, Accountability</li> <li>2. <b>Equity</b> (DEI) Continuum</li> <li>3. <b>Transitions</b> from elementary to middle and middle to high school.</li> <li>4. <b>Innovative project-oriented, inquiry-based learning</b> instructional practices and space.</li> <li>5. <b>Full Day Kindergarten</b> implementation</li> <li>6. <b>Middle School Experience</b> implementation</li> <li>7. <b>Newcomers Needs and Belonging</b> implementation.</li> <li>8. <b>Aging facilities</b> with capital projects, replacements, remodeling, inclusive playgrounds, etc.</li> <li>9. <b>Parent Engagement and Education</b></li> <li>10. <b>Community Partnerships</b> to enhance learning, teaching, as well as college, career, and life readiness.</li> </ol>		
<b>Board Opportunities Refinements</b>	<b>Ad Council Opportunities Refinements</b>	<b>CMA Opportunities Refinements</b>
	None	None
<b>Board Opportunities Missing</b>	<b>Ad Council Opportunities Missing</b>	<b>CMA Opportunities Missing</b>

	None	None
<b>DEA Opportunities Refinements</b>	<b>DPESPA Opportunities Refinements</b>	
<b>DEA Can support:</b> 2. Equity (DEI) Continuum 7. Newcomers Needs and Belonging implementation. 9. Parent Engagement and Education	None	
<b>DEA Opportunities Missing</b>	<b>DPESPA Opportunities Missing</b>	
None	<ul style="list-style-type: none"> <li>● Internal Communication with staff</li> <li>● SPED needs, requirements, belonging</li> <li>● Support Staff training</li> <li>● Retention of Classified Staff</li> </ul>	
<b>Question Four:</b> Can you support the following THREATS <ol style="list-style-type: none"> <li>1. Political unrest and world events</li> <li>2. Safety and Violence</li> <li>3. Student and Family Mobility</li> <li>4. Social and emotional student and staff needs following post COVID.</li> <li>5. Social media access, appropriate use, and platforms accountability</li> <li>6. Evolving Technology challenges</li> <li>7. Federal and State mandates and funding resources</li> <li>8. Education staffing shortages and state certification barriers</li> <li>9. Lack of support and respect felt in the field of education due to societal unrest post pandemic.</li> <li>10. Cyber security measures up to and including the requirements for ISO 27001 + 27701 certification.</li> </ol>		

<b>Board Opportunities Refinements</b>	<b>Ad Council Opportunities Refinements</b>	<b>CMA Opportunities Refinements</b>
<b>Board Opportunities Missing</b>	<b>Ad Council Opportunities Missing</b>	<b>CMA Opportunities Missing</b>
	None	<ul style="list-style-type: none"> <li>• Safety, violence and cultural differences in society.</li> <li>• Hard to anticipate threats in society as they are ever-changing.</li> </ul>
<b>DEA Opportunities Refinements</b>	<b>DPESPA Opportunities Refinements</b>	
<b>DEA can support:</b> 2. Safety and Violence 4. Social and emotional student and staff needs following post COVID. 9. Lack of support and respect felt in the field of education due to societal unrest post pandemic	None	
<b>DEA Opportunities Missing</b>	<b>DPESPA Opportunities Missing</b>	
None	<ul style="list-style-type: none"> <li>• Building/Classroom capacity</li> <li>• Parent Supportiveness</li> <li>• Staff cynicism about students, families, and other staff</li> </ul>	
<b>Your feedback will be shared with the Strategic Planning Team when it meets on November 14.</b>		