

Midland Public Schools
Focus Panel Findings
related to
Midland Public Schools Facilities Needs

September 2024



BANACH, BANACH & CASSIDY

OUTSIDE INSIGHT

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Background

On September 24 and 25, 2024, Banach, Banach & Cassidy, Inc. conducted focus panels on behalf of Midland Public Schools. The focus panels were commissioned by the Superintendent of Midland Public Schools, Penny Miller-Nelson.

The purpose of the focus panels was to obtain qualitative data from all community members, including parents, teachers, support staff, and students, related to two bond proposal scenarios being considered for the May 2025 ballot.

Ten focus panel sessions were conducted. Four focus panels were conducted in person at the Midland Public Schools Administration Building, and six focus panels were conducted online using virtual conference software. Panelists were identified and invited to participate in the focus panels by Superintendent Miller-Nelson, following guidance from Banach, Banach & Cassidy, Inc.

Focus panels represented the following key demographic groups residing in Midland Public Schools.

- Midland Public Schools High School Students
- Long-time Residents (two groups)
- Business/Community Leaders
- Non-profit Partners
- Support Staff
- Pre-school/Elementary Parents
- Pre-school/Elementary Teachers
- Secondary Parents
- Secondary Teachers

Each focus panel began with a ten-minute pre-recorded video by Superintendent Miller-Nelson. The pre-recorded video provided background information about the process for addressing current and future facility needs, a review of the seven priorities that shaped the scenarios to address facility needs, and the components of the scenarios under consideration for a May 2025 bond proposal.

Following Superintendent Miller-Nelson's pre-recorded video, panelists were presented with a series of questions about the proposed scenarios.

A Snapshot Summary of focus panel commentary begins on the next page. All *Respondent Commentary* begins on page 9.

Snapshot Summary of Focus Panel Commentary Related to Midland Public Schools Facilities Needs

This *Snapshot Summary* of focus panel commentary highlights the recurring comments of focus panelists.

Each focus panel began with a ten-minute pre-recorded video by Superintendent Miller-Nelson. The pre-recorded video provided background information about:

- the process for addressing current and future facility needs,
- a review of the seven priorities that shaped the scenarios to address facility needs, and,
- the components of scenarios under consideration for a May 2025 bond proposal.

After the video, panelists were asked a series of questions. The first question focused on asking panelists to share their opinions about the school district. *“On a scale of 0 - 10 (with 0 being very unlikely and 10 being very likely), how likely are you to recommend Midland Public Schools to a friend or colleague who is new to the community?”*

Most panelists assigned a rating of 8 or above, showing their support for recommending Midland Public Schools to a friend or colleague who was new to the community. Most panelists said they appreciate the staff, parent and community support for schools, the community feeling at each school, the quality of the academic program, and learning and extracurricular opportunities for students.

Panelists were then asked, *“What do you think is the greatest strength of Midland Public Schools?”* The most frequent responses to this question included the quality of the educational program, the variety of learning and extracurricular opportunities for students, and the caring, dedicated staff.

Next, panelists were asked, *“What do you think is the biggest challenge Midland Public Schools is facing?”* Most panelists identified outdated facilities as the number one challenge, followed by the need for advanced academic and athletic opportunities for students and addressing staff shortages.

Regarding facility needs, panelists were asked to share their thoughts about two scenarios being considered for a May 2025 bond proposal.

Scenario A

Most panelists said they like Scenario A because it maintains the current grade-level structure with two high schools and two middle schools. They also like constructing a new elementary school and replacing Northeast Middle School with a new school on the same site. Panelists also like the proposed safety and security updates and the updates planned for all buildings.

Panelists who were not in favor of Scenario A mentioned they did not like moving the Pre-K students into the elementary buildings. Panelists suggested providing residents with a detailed list of infrastructure updates and improvements proposed for each facility. In addition, panelists also requested a complete list of all proposed athletic facility improvements.

Key questions about Scenario A included:

- Can the updates to auxiliary facilities be added to Scenario A?
- What updates will be completed at each facility?
- How many classrooms will be added at each site to accommodate Pre-K students?
- Will Pre-K students have a separate entrance, gym, playground, and cafeteria?
- Is there a list of all proposed athletic improvements?
- How many students will be served at each elementary school?
- How long will we be able to maintain two high schools?
- Is this the best plan to address Pre-K student needs?

Scenario B

Panelists who favored Scenario B said they liked the proposed grade re-configurations because students would attend all secondary buildings. Panelists also liked that Scenario B would address declining enrollment issues and that updates would be completed at all school facilities.

Panelists who were not supportive of Scenario B mentioned that, at all grade levels, students may lose the benefit of older students mentoring younger students; there isn't a site identified for the new high school; transportation costs may increase with the new grade configuration; students will attend multiple buildings for their secondary education; transforming the current high schools to serve younger students will be difficult; that they didn't like putting Pre-K in the elementary buildings; this scenario will have logistical concerns with parents who have children in multiple grade levels and, the plan doesn't address elementary overcrowding since Pre-K students will replace 5th grade students.

Key questions about Scenario B included:

- How will Dow High and Midland High be transformed into new educational spaces for younger students?
- How many students will be served at each building?
- Will 9th grade students be able to attend classes at the high school?
- What will be the impact on the athletic program and auxiliary facilities with fewer teams and fewer athletic opportunities for students?
- What will be the impact on student participation in the Arts?
- How does Scenario B improve educational opportunities for students?
- What curriculum changes are necessary to implement this plan?
- Will Dow High and Midland High be used in their entirety to serve a younger population of students, or will portions of the buildings be demolished?

- Where is there space in the school district to build a single high school with ample space for all the auxiliary facilities?

Scenario B with auxiliary facilities

This option includes completing all projects outlined in Scenario B and constructing new auxiliary facilities on the new unified community high school site.

Most panelists who favor Scenario B also favor adding auxiliary facilities at the site. The benefits panelists identified to adding auxiliary facilities to Scenario B include high school students and teams would have daily access to the facilities, including a pool and a larger auditorium. It was also suggested by panelists who favor this scenario that current auxiliary facilities be maintained for student and community use.

Panelists who do not favor Scenario B with auxiliary facilities questioned the need for additional auxiliary facilities; the extra cost of replicating facilities; and, if a single community high school is created, there will be fewer student teams to use the athletic facilities.

Key questions about Scenario B with auxiliary facilities included:

- Will a site plan be shared (after a site is purchased) to show where facilities will be located?
- Will the current auxiliary services be maintained for school district and community use?
- Will more sections of all courses be available at the new high school?
- What renovations will be completed at each building?
- Does the site plan include installing tennis courts, soccer fields, and baseball and softball fields at the new high school?
- What is the justification for building an additional pool, auditorium, etc.?
- What is the renovation budget for each building?
- Does the school district have operational dollars to support additional auxiliary facilities?
- Can the addition of auxiliary facilities be phased in to reduce costs?
- Is there a way to reduce the cost of the proposal through support from booster groups or foundations?
- Can Scenario A be amended to include updating current auxiliary facilities?
- With fewer athletic teams due to one high school, do we need more auxiliary facilities?

After reviewing all scenarios, panelists were asked, *Based on what you now know about the scenarios being considered, which scenario do you think the school district should place on the May 2025 ballot, Scenario A, Scenario B, or Scenario B with auxiliary facilities?*

Focus Panel	Preferred Scenario	Favorability Score o (Unfavorable) - 10 (Favorable)
High School Students	A	6.04
Long-time Residents	A	6.52
Business/Community Leaders	A	5.80
Non-profit Partners	A	6.57
Support Staff	A	7.90
Pre-school/Elementary Parents	B /Auxiliary Facilities	7.53
Pre-school/Elementary Teachers	A	4.81
Secondary Parents	A	5.57
Secondary Teachers	B /Auxiliary Facilities	9.08

Panelists who could not select a scenario they would like to see placed on the May 2025 ballot said they didn't like the scenarios as presented, would like Scenario A combined with auxiliary facility updates, or need more information about what projects would be completed at each facility before choosing a scenario.

Panelists were also asked, *“Regardless of which scenario is selected, are there any specific projects that you think SHOULD be included as part of the ballot proposal?”* Project suggestions included:

- All improvements should be made with sustainability in mind.
- Consider the length of bus rides—students already spend too much time on the bus.
- Show a plan of what will be updated at each school so that residents can see that all buildings are treated equally.
- Add a pool. (2 mentions)
- Add auxiliary facilities for Arts.
- Add a more permanent Robotics/STEM facility. (2 mentions)
- Improved security.
- Add more opportunities for the trades program.
- Fully update Dow High School.
- Add air conditioning to the high schools.
- Make sure all programs and spaces are accessible for all students.
- Provide spaces for special needs students.
- Create an alternative high school.
- We need more cameras and cameras that work.
- Improve safety and security at the administration building.

- Address mold issues at Dow High School.
- Improve air quality and air conditioning/heating issues in all buildings.
- Add an auditorium.
- Construct a stand-alone early childhood center.
- Add additional parking at Central Auditorium.
- Create a dedicated space for auxiliary staff.
- Add more student and staff bathrooms. (3 mentions)
- Update all buildings. (2 mentions)
- Close the buildings that are at the end of their useful life.
- Keep two high schools.
- Expand the auditorium.
- Include baseball and softball field upgrades.
- Build a new middle school.
- Replace Northeast Middle School. (2 mentions)
- Redistricting needs to happen regardless of the proposal. (3 mentions)
- Update auxiliary facilities. (2 mentions)
- Construct a press box at the baseball and softball fields.
- Add storage for baseball and softball fields.
- Improve concession areas.
- Construct new storage at Jefferson.
- Establish a budget to maintain fields so parents don't have to mow the grass.
- Add more space to current elementary schools.
- Construct a safe entry at all schools.

Panelists were also asked, *“Regardless of which scenario is selected, are there any specific projects that you think should NOT be included in the ballot proposal?”*

- Don't do anything that limits opportunities for students.
- Don't develop a plan that keeps students on the bus longer.
- Updates should include a greater impact on serving younger students.
- All projects should be funded through the bond proposal. PTOs should not have to support updates.
- Do not construct a stadium. (10 mentions)
- The grade configuration included in Scenario B. (12 mentions)
- Don't put Pre-K in the elementary schools (4 mentions)
- Consider phasing in the addition of auxiliary services.
- Don't keep Jefferson open just for Robotics. (2 mentions)
- Don't build a single high school.
- Don't eliminate schools of choice, but don't accept more students when a building is full.

To conclude the focus panel sessions, participants were asked, *“If you could send one message or idea to Superintendent Penny Miller-Nelson or the Board of Education about the bond or any other topic, what message or idea would you send?”*

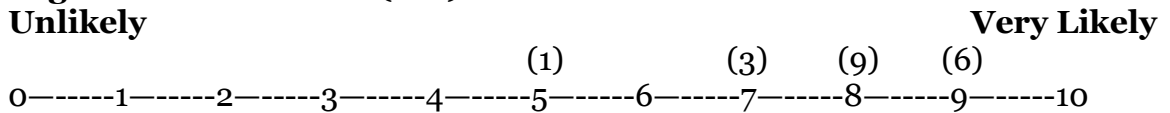
Over 150 comments were identified by participants. A complete list of all ideas, suggestions, and questions is included in the verbatim portion of this report starting on page 9.

**Midland Public Schools
Focus Panel Commentary**

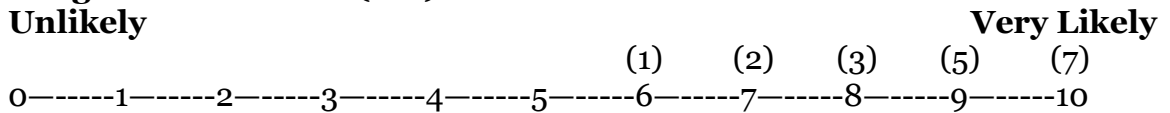
Below are the verbatim comments shared by focus panel participants about Midland Public Schools facility needs.

- 1. On a scale of 0 - 10 (with 0 being very unlikely and 10 being very likely,) how likely would you recommend Midland Public Schools to a friend or colleague who is new to the community?**

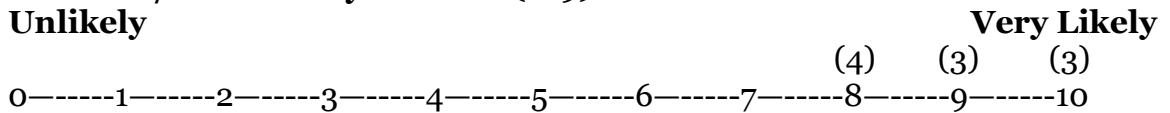
High School Students (8.0)



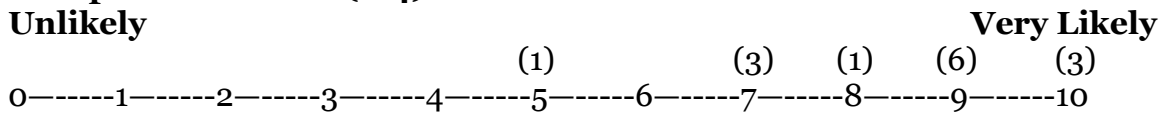
Long-time Residents (8.8)



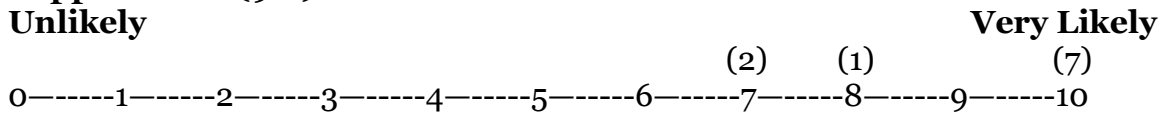
Business/Community Leaders (8.9)



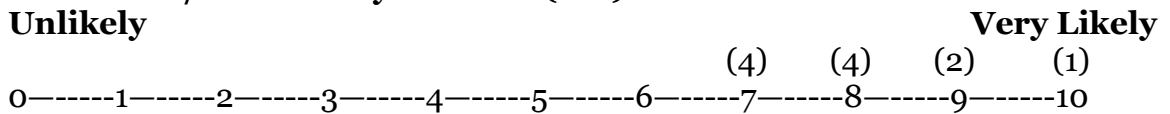
Non-profit Partners (8.4)



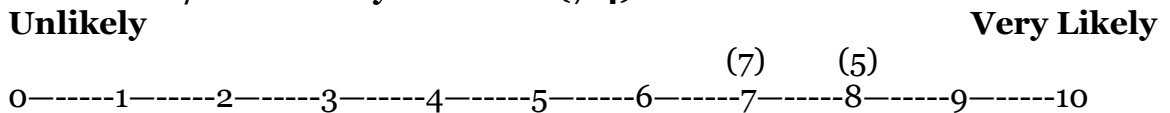
Support Staff (9.2)



Pre-school/Elementary Parents (8.0)



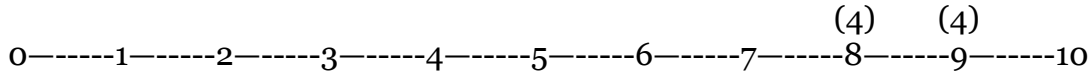
Pre-school/Elementary Teachers (7.4)



Secondary Parents (8.5)

Unlikely

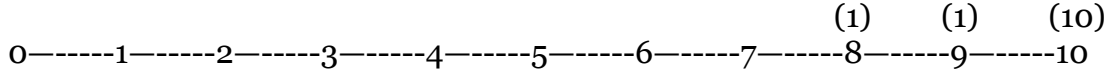
Very Likely



Secondary Teachers (9.75)

Unlikely

Very Likely



2. What do you think is the greatest strength of Midland Public Schools?

High School Students

- The variety of programs. (9 mentions)
- Program offerings for the Arts.
- Theater and music programs.
- We have great staff members who support students.
- We have an educational program that’s better than surrounding school districts.
- Two high schools offer expanded classes for students.
- Two high schools - each high school has its unique community.
- Inclusion of all students.
- College preparation.
- Vocational opportunities.
- We have high-level courses to prepare students for college.
- The auto-lab class.

Long-time Residents

- Excellent teachers. (6 mentions)
- The community at large. (2 mentions)
- Parental support.
- All school buildings are close to downtown.
- How the community values education. (2 mentions)
- The program offerings and extracurriculars for students. (2 mentions)
- The teachers and staff.
- The quality of teaching. (2 mentions)
- Individualized teaching and care for the students. (2 mentions)
- The athletics offered and student participation,
- The number of resources that are available within the school district.

Business/Community Leaders

- The school district has resources for all students.
- We have high-quality teachers and administration.
- The school district has a strong presence in the community.
- The academic program. (3 mentions)
- The variety of extracurricular programs available to students. (2 mentions)

- The leadership at my elementary school.
- The neighborhood environment.

Non-profit Partners

- The opportunities for the students - parents school of choice because of these opportunities.
- The school district pushes for excellence.
- Secondary programming and the support offered for students. (2 mentions)
- The classroom experience and the opportunities outside of the classroom.
- The teachers.
- We have excellent staff.
- The relationships between students, teachers, and paraprofessionals. (2 mentions)
- The communications and partnerships that have been established between the school district and local partners.
- The quality of the educational program and extracurricular activities (including Robotics). (2 mentions)
- The school district has high academic standards.
- The staff (teachers, administrators, and support staff).

Support Staff

- We have great teachers who work hard.
- There is something for every student.
- The staff meets the educational needs of students.
- The variety of opportunities that are available to all students. (3 mentions)
- Academics and the wide variety of course offerings. (2 mentions)
- The course offerings and the opportunities for parents to be involved.
- The shop classes are complimented on by local contractors.
- Our special education program works to identify the kids that need support.

Pre-school/Elementary Teachers

- The staff and community support. (4 mentions)
- The teachers. (4 mentions)
- The way teachers support each other.
- The teachers and staff.
- The paraprofessionals and office staff in the teaching buildings are great.
- The culture within buildings.
- The number of paraprofessionals we have to support student learning.

Pre-school/Elementary Parents

- We have experienced staff and administrators.
- Educational opportunities for students.
- MPS prepares students for graduation.
- There is a unique community within each school. (3 mentions)

- The variety of classes prepares students for college or to enter the workforce.
- The teaching staff.

Secondary Parents

- Variety of programs and educational offerings. (2 mentions)
- Quality of the academic program. (2 mentions)
- The culture of the school district and individual schools.
- The school district emphasizes safety and security in all buildings.
- Communication is good between the administration and parents.

Secondary Teachers

- Class offerings/programs.
- Everything.
- The teachers. (3 mentions)
- The faculty and staff. (2 mentions)
- The resources that are available for students. (2 mentions)

3. What do you think is the greatest challenge Midland Public Schools is facing?

High School Students

- Not all programs are offered at both high schools (DECA at Dow High School and BPA at Midland High School).
- Inclusivity of ESA students.
- Students have to travel to Dow for advanced classes (engineering).
- It is difficult to plan class schedules since many classes are offered at the same time.
- Lack of diversity – not many students mingle between grade levels or programs of study.
- There's a division of students based on class selection (advanced studies vs. regular classes).
- Not all students have access to all classes. Sometimes, students must take a course at Delta because they can't take it in high school.
- More counselors are needed to help students.
- There's not enough support for students who need to make class changes.
- A lot of courses are double-coded for IB and AP, so the curriculum doesn't always match the testing.
- Students need help balancing academic, extracurricular, and home activities.
- Bus rides to and from school are too long for students.
- Students should be allowed to enter the building in the morning when the bus arrives.

Long-time Residents

- The buildings are crumbling.
- We need to modernize and update our facilities.
- They are trying to keep up with the times, and right now, it's difficult.
- Communication between everyone in the school district.
- I don't know our facilities' enrollment projections or current state.
- The administration feels entitled to spend a lot of money and implement a lot of programs.
- We are trying to replicate school districts that have a larger tax base to support funding.
- Management of current revenue.
- Equal treatment of all students.
- Lack of transparency on all topics.
- Residents still remember when the school district closed buildings.
- We don't have parent involvement in the school buildings like we used to.
- Kids aren't getting the support they need at home.
- There's a lack of foresight and communication with the community.
- Student mental health creates challenges in the classroom.
- When school funding changed, it hurt Midland Public Schools.
- We do a great job with our special needs kids, but it does put a financial strain on options for other students.
- Education right now is an extremely challenging field.
- There are enough programs to get kids out of the 31-A funding.
- After reviewing the student population predictions, I'm not convinced that our enrollment will remain the same.
- Keeping all facilities up to date.
- Maintaining small class sizes.
- Transportation and logistics.
- There is not enough push by the staff to get all kids involved in school activities.
- Maintenance and security.
- Our dilapidated facilities; we need facilities that will draw people to the community.
- We are not focusing enough on student mental health issues.
- We have a portion of our community that does not have access to all opportunities.
- We need more emphasis on STEM.

Business/Community Leaders

- The age of our buildings.
- Our city government.
- Political correctness-people aren't free to say what they want to say.
- The look of our facilities.
- Updating technology.
- Our facilities are aging.
- Overcrowding at the elementary level.

- Providing technological resources for kids to learn IT and software programming.
- The imbalance between the two high schools.
- Recruiting new talent as staff retires.
- The student-to-teacher ratio is too large at the elementary schools.

Non-profit Partners

- People's beliefs of how schools should be instead of thinking about the future.
- The teacher shortage; attracting or retaining talent.
- The divisive environment and the request to do more without the necessary resources.
- We need to equip our staff with continuing education relevant to today's world.
- We need to focus on the students with disabilities and what they need and then provide the appropriate resources.
- Due to the change in leadership, more time is required to complete the steps related to the needed change.
- The lack of education regarding differences in class and diversity.
- Students are being treated differently and disciplined differently.
- Student-to-teacher ratios. Class sizes are too large to educate students effectively.
- The entitlement in the community has been challenging for the school district for many years.
- Parent involvement.
- We aren't providing the resources for the teachers to do their job.
- We have a new superintendent in her first year and taking on a major bond that will reshape our district.
- There is a growing disparity of equity in the school district.
- Picking up the pieces of student mental health issues after the pandemic.
- Trying to get the whole community to collaborate.
- Not everyone's perspective is taken into account.
- The educational program doesn't support all kids.
- Addressing mental health issues and treating the whole child.

Support Staff

- The lack of internal communication needs to be improved. (3 mentions)
- We don't have enough staff.
- Parent demands.
- Social media.
- Our low-income kids slip through the cracks in a lot of different ways. We need to provide more opportunities for these kids.
- The administrative staff focuses more on the process of education instead of meeting the needs of students.
- Parents don't know who to communicate with at their schools.

- There needs to be more consistency in how student behaviors are monitored across the school district.
- Our teachers should be paid more.
- There needs to be continuity or rationale for how or why things are done.
- Meeting the needs of our disadvantaged and non-English speaking kids.
- There is no documented process of job roles.
- The legislation requires more school staff.
- Retaining teacher talent. School districts can't compete with salaries and benefits compared to other businesses.
- The lack of staff training doesn't match the MPS reputation.
- Parents don't take the blame for their children.
- The school district doesn't hold parents accountable for their children.

Pre-school/Elementary Parents

- Facilities. (7 mentions)
- Class sizes are too large.
- Elementary school playgrounds are unsafe. (4 mentions)
- There are class size inconsistencies between buildings.
- Dow High School has mold issues that need to be addressed.
- Current classrooms are too small and are not conducive to learning.
- There isn't enough support staff personnel.
- Staff shortages need to be addressed (lack of school nurses, social workers, etc.)
- The community is forward-thinking and always looking for improvement.
- Aging facilities need a lot of updates to make all buildings equitable. (4 mentions)
- A desire to be competitive with similar school districts.
- PTOs are relied on to cover too many expenditures that should be covered by the school district. (4 mentions)
- The reading curriculum needs to be adjusted.

Pre-school/Elementary Teachers

- Midland is a little behind the times with the reading and writing curriculum.
- The curriculum. (2 mentions)
- There is a lack of student support and consistency for Carpenter Pre-Primary.
- Too many things are expected from administrators and staff.
- Special education services.
- We make staff attend training that they don't implement.
- Consistency in all aspects.
- We have a lot of initiatives, but we don't do them well.
- We take on way too much as a school district so that we can say that we offer a program or service.
- The lack of trust of central administration staff.

Secondary Parents

- Athletic facility conditions.
- Northeast Middle School needs to be replaced.
- Lack of equity between elementary buildings.
- The poor learning atmosphere at Northeast Middle School.
- We need to expand athletic opportunities for students.
- Band facilities don't enhance the band program.
- Communication from schools to parents needs to be improved.
- Facilities for volunteers to work concessions are old, don't have running water, and there isn't any storage.
- Access needs to be improved for people with mobility issues.
- Bleachers need to be accessible to everyone.
- Low teacher salaries are causing teachers to leave.
- Central Auditorium needs to be expanded.
- Addressing auxiliary facility needs.
- Issues with teachers are overlooked.

Secondary Teachers

- Inconsistencies between buildings.
- Economic differences between residents.
- District attendance areas that don't make sense.
- Lack of technology.
- There is a discrepancy in the programs between the high schools.
- Facilities that are run down and not welcoming.
- We move too slowly; as a school district, we are fearful of change.
- We have aging facilities with many needs.
- Northeast Middle School is crumbling around us; it needs to close.
- The high school facilities don't support current programs.
- Lack of communication between teachers and administration.

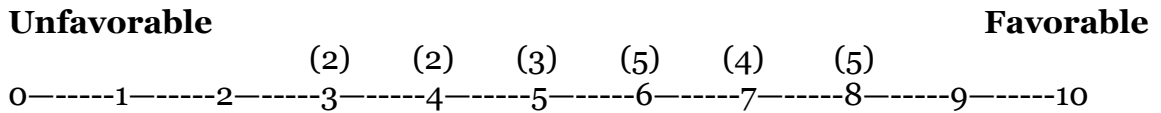
Scenario A (overview) - This scenario includes:

- Updates to enhance the learning experience for all students at all facilities, including:
 - infrastructure improvements;
 - interior and exterior updates;
 - technology upgrades;
 - safety and security upgrades;
 - arts, play space, athletic facility improvements; and,
 - classroom furniture replacement.
- Closing Carpenter Pre-Primary Center, relocating all Pre-K programs to all elementary schools, and adding capacity for expanding Pre-K programs.
- Constructing a new elementary school at the north end of the school district to align with enrollment trends.

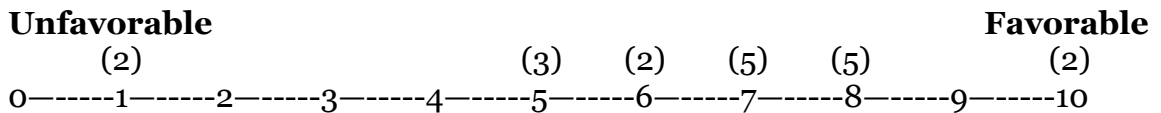
- Balancing enrollment among the seven Pre-K-5th grade schools by adjusting school boundaries.
- Closing Northeast Middle School and constructing a new middle school on the same site.
- Updating Jefferson Middle School to ensure enhanced learning environments for students.
- Maintaining the current grade structure at the secondary level, with middle schools serving grades 6-8, and high schools serving grades 9-12.
- Purchasing buses as they reach the end of their useful life.

4. On a scale of 0 to 10, where 0 is unfavorable and 10 is favorable, how favorable are you about Scenario A?

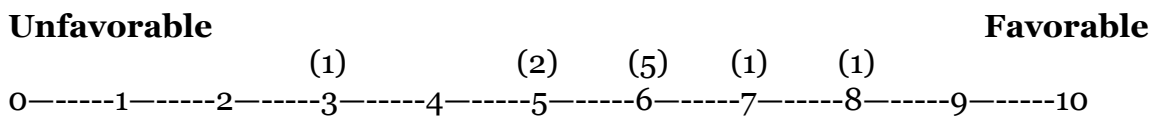
High School Students (6.04)



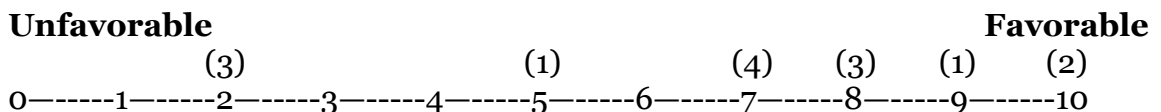
Long-time Residents (6.52)



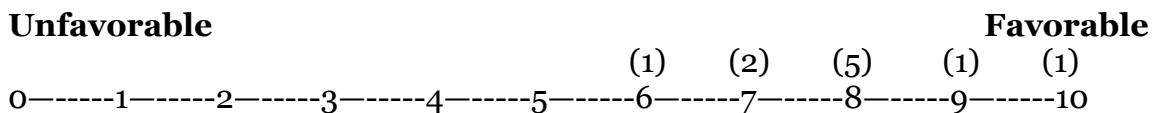
Business/Community Leaders (5.80)



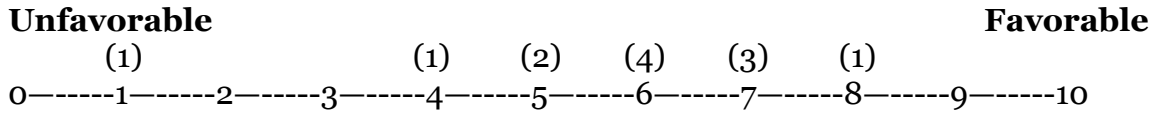
Non-profit Partners (6.57)



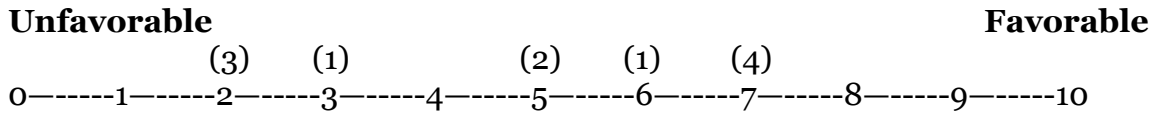
Support Staff (7.90)



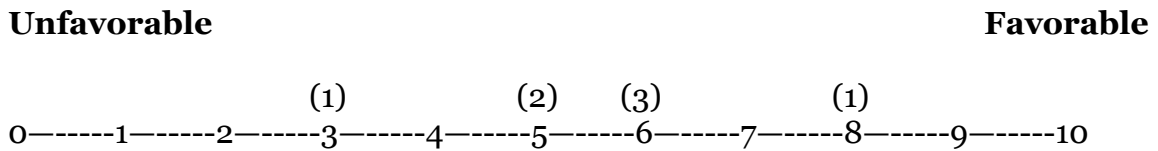
Pre-school/Elementary Parents (5.66)



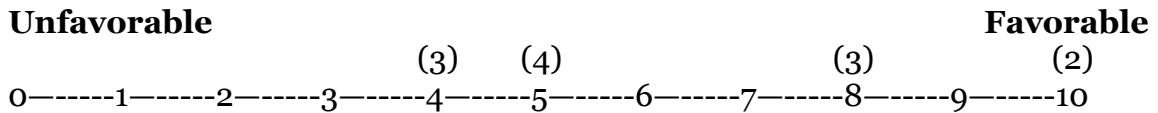
Pre-school/Elementary Teachers (4.81)



Secondary Parents (5.57)



Secondary Teachers (6.33)



5. What do you like most about Scenario A?

High School Students

- We will continue having two high schools. (3 mentions)
- There will be a new middle school.
- We like the rivalry between the two high schools.
- The high schools will still house 9-12 grade students, and the middle schools will house 6-8 grade students.
- There will be more opportunities for students to participate in clubs and athletics. (4 mentions)
- A new elementary school will be constructed.
- We will continue the current grade levels.
- Dow High School needs to be updated.
- Two high schools may keep class sizes smaller.
- 9th graders have an opportunity to take high school classes and participate in high-school-level course offerings.
- This is a less disruptive model.

Long-time Residents

- I'm happy with this option. Change will happen, and there is nothing glaring with this option.

- Two high schools give you more opportunities. (2 mentions)
- I love the idea of Northeast coming offline and a new facility being constructed on the site. (5 mentions)
- I love the idea of the construction of the new elementary school.
- I'm ok with the structure, but the project costs must be cut in half.
- I like the continuity of the same building for Pre-K-5th grade.
- I'm just "ok" with this option.
- I support all of these improvements, but there may be a better way to do some of them.
- All buildings will be updated.
- The school district needs updates.
- The safety and security updates are needed, and the tax increase is reasonable to complete the projects.
- I like the grade configurations.
- I support this option if the new middle school gets a pool.
- I like the idea of Pre-K in the elementary buildings. (2 mentions)
- Keeping the current grade level and the building structures makes sense.

Business/Community Leaders

- The grade configurations stay the same, and I like this option better than Scenario B.
- This scenario has better teacher-to-student ratio options.
- This scenario addresses elementary classroom overcrowding.
- This is the best option for kids.
- Scenario A keeps the current grade structure.
- It keeps the neighborhoods together.
- Two high schools give kids more opportunities to play sports.

Non-profit Partners

- I like this scenario because it will keep everyone happy.
- I support this scenario as long as the operational savings return to the classrooms. (4 mentions)
- Scenario A has the least movement for teachers and students.
- If this scenario frees up the operational budget then I support it.
- I like the grade structure and moving Pre-K to the elementary schools.
- This scenario provides the support our staff and students need.
- All buildings will be updated.
- This scenario has the least movement for teachers and students

Support Staff

- I like that elementary schools will include 5th-grade students.
- I like having two high schools as it allows for increased opportunities for kids. (2 mentions)
- All of the updates need to happen.
- Northeast needs to come offline.
- I like the idea of a northern elementary school.

- This scenario doesn't impact bussing.
- This scenario is probably the best because it doesn't go above and beyond the school district's means.
- This scenario addresses all seven priorities with the least amount of headaches.

Pre-school/Elementary Parents

- It may reduce class size.
- A new elementary school will be built where the population is growing.
- This scenario keeps current class levels. (4 mentions)
- A new school allows for redistricting.
- This scenario keeps the status quo.
- It may unify the City.
- All buildings will be updated.

Pre-school/Elementary Teachers

- I like the idea of keeping the high schools 9-12.
- I like keeping the two high schools. (3 mentions)
- I like the addition of the new elementary.
- I like having the two middle schools.

Secondary Parents

- High schools will continue to serve 9-12 grade students.
- Rebalancing elementary enrollment by constructing an additional elementary school.
- We will remain a two-high school district.
- Issues with Northeast will be addressed.

Secondary Teachers

- This scenario keeps current neighborhood schools.
- The construction of a new elementary school.
- Not a lot of change for families. (2 mentions)
- Northeast Middle School will be replaced.
- 5th grade will still be in elementary school.
- The current school structure stays the same.

6. What do you like least about Scenario A?

High School Students

- It isn't a permanent solution for the school district. How long will we be able to support two high schools?
- Both high schools need a lot of updating.
- Combining Pre-K into elementary schools isn't a good idea.
- There will be too many students in each elementary school.
- Pre-K students need their own facility.

- Roof leaks need to be fixed. There are also gas leaks that cause headaches for students.

Long-time Residents

- The construction of the new elementary school. (2 mentions)
- That a pool is not included. (4 mentions)
- The total project cost.
- The auxiliary facilities are not included in Scenario A.
- Even though we are getting two buildings, this plan doesn't seem impactful.

Business/Community Leaders

- The community will have a hard time digesting the cost.
- I have concerns about adding Pre-K when the buildings are already full.
- I have more questions about a consolidated high school that need to be answered.
- I don't like the idea of a northern elementary school.
- In 10 years, we will still need a new high school. This scenario is a band-aid approach.

Non-profit Partners

- There are a lot of projects in one package.
- This scenario has a big price tag.
- I don't see how this scenario fixes our overcrowding problem at the elementary schools.

Support Staff

- I have concerns with the Pre-K being in the elementary schools because of their play-based learning. (3 mentions)
- I have an issue with Pre-K being in the same building with older students. (3 mentions)
- School-of-choice families will want to attend the new high school.

Pre-school/Elementary Parents

- I don't like that Pre-K students will be in the elementary schools. (4 mentions)
- We need a stand-alone Preschool Center. (4 mentions)
- How many Pre-K rooms will be available at each school site?
- Will new Pre-K rooms be constructed at each site, or will the rooms be retrofitted to meet the learning needs of young children?
- Will Pre-K students be separated from older students and have their own cafeteria, gym, and entrance?
- The new school will be new, and the rest of the elementary facilities will still be old and run down. (3 mentions)
- Having one new facility will create further equity issues between schools.
- Too many children will be in each building.

- Are just preschool students moving to the elementary school or also programs for 3-year-olds?
- What building improvements will take place at the current elementary schools? (4 mentions)
- How long will we be able to support two high schools?
- This scenario doesn't address high school issues.
- Building a new school could cause more requests for Schools of Choice.

Pre-school/Elementary Teachers

- I don't like this plan.
- I don't like the move of Pre-K. (6 mentions)
- I'm worried about redistricting.

Secondary Parents

- I don't like that Pre-K will be in the elementary buildings.
- How will athletics and performing arts be addressed in this scenario?
- Is another elementary school needed?
- The construction of a new elementary and issues at Dow High School aren't being addressed.
- The options for auxiliary facilities should be included in Scenario A.
- If we are building a new facility, it should be community-wide (athletics or arts auxiliary type building).

Secondary Teachers

- This plan is just more of the same.
- The plan doesn't address all the issues or provide a high school we can all be proud of.
- Our high schools are over 60 years old and need a lot of renovations.
- We are kicking the can down the road to deal with high school issues.
- This scenario doesn't address high school issues.
- This scenario doesn't allow for expanded learning opportunities for students.
- MPS values providing parents with choice, but choice sometimes creates additional problems.
- This plan doesn't allow us to keep up with other school districts.
- The proposed renovations will only address temporary fixes to most buildings.
- Don't add Pre-K to elementary buildings.
- We need a flagship high school.

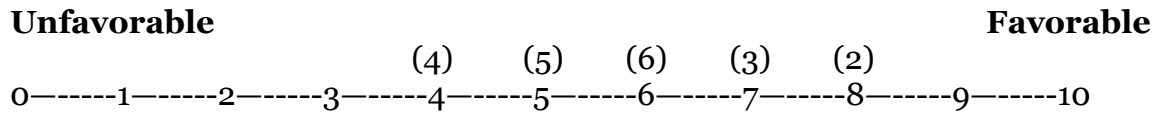
Scenario B (overview) - This scenario includes:

- Carpenter Pre-Primary will be closed.
- Maintaining all existing elementary schools to serve Pre-K through fourth-grade students.
 - All elementary schools will be updated to enhance the learning experience for students, including:

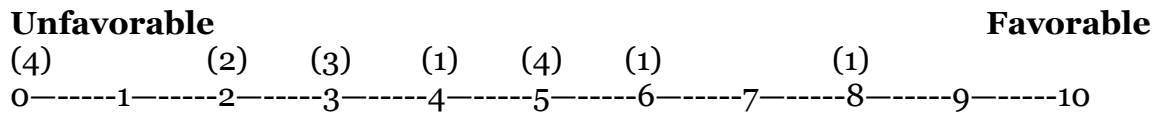
- infrastructure improvements;
 - interior and exterior updates;
 - technology upgrades;
 - safety and security upgrades;
 - arts, play, and athletic improvements; and
 - classroom furniture replacement.
- Northeast Middle School will be closed.
- Jefferson Middle School will be repurposed.
- Dow High will be remodeled and updated and become an Intermediate School to serve 5th and 6th grade students.
 - Dow High School will be updated to enhance the learning experience for students, including:
 - infrastructure improvements;
 - interior and exterior updates;
 - technology upgrades;
 - safety and security upgrades;
 - arts, play, and athletic improvements; and
 - classroom furniture replacement.
- Midland High School will be remodeled and updated to become a junior high school and serve all 7th through 9th grade students.
 - Midland High School will be updated to enhance the learning experience for students, including:
 - infrastructure improvements;
 - interior and exterior updates;
 - technology upgrades;
 - safety and security upgrades;
 - arts, play, and athletic improvements; and
 - classroom furniture replacement.
- A new unified community high school will be constructed and serve grades 10-12.
 - The school district will need to acquire land and will work with local partners and professionals to determine an appropriate location.
 - The new high school will continue using the current auxiliary facilities, such as the pool at Dow High, the Midland Community Stadium, Central Auditorium, and some existing outdoor athletic fields.
- Buses will be purchased as they reach the end of their useful life.

7. On a scale of 0 to 10, where 0 is unfavorable and 10 is favorable, how favorable are you about Scenario B?

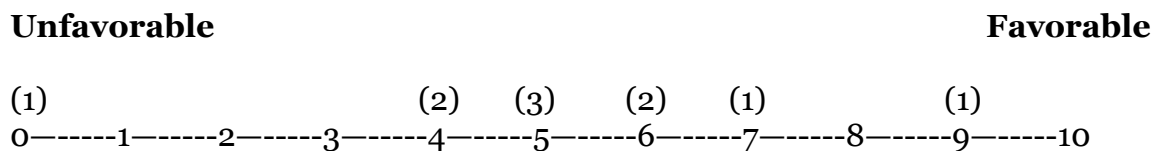
Secondary Students (5.70)



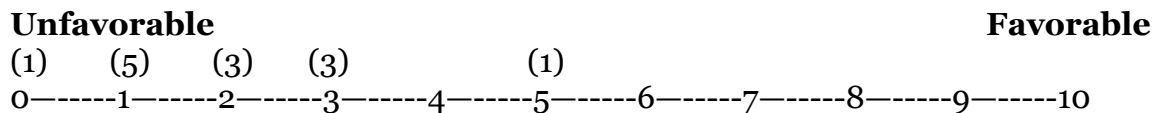
Long-time Residents (3.18)



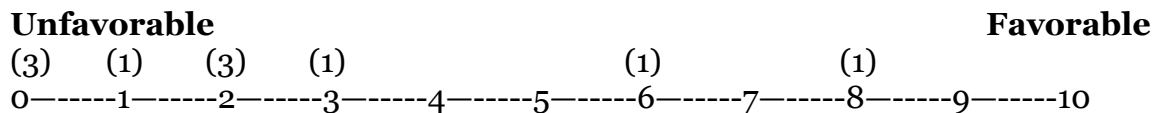
Business/Community Leaders (5.10)



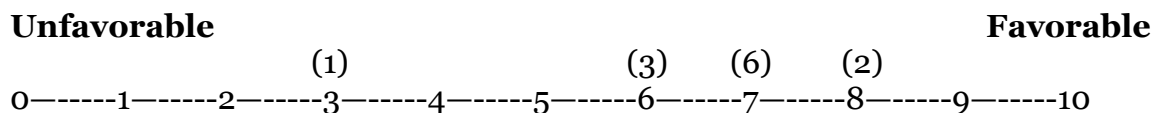
Non-profit Partners (1.92)



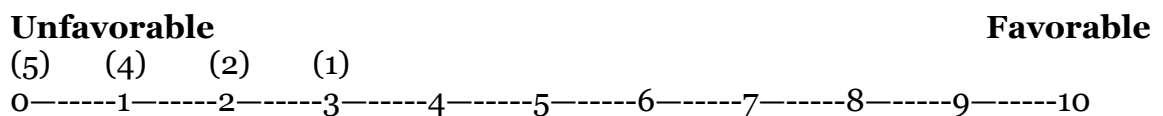
Support Staff (2.40)



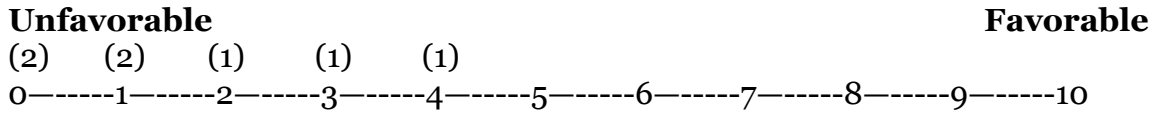
Pre-school/Elementary Parents (6.58)



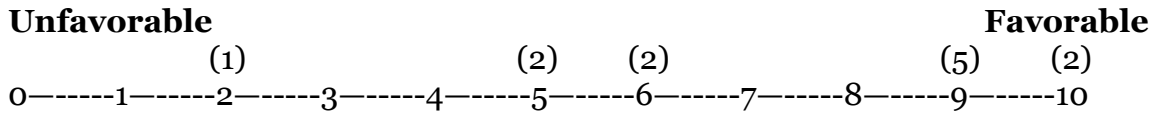
Pre-school/Elementary Teachers (0.91)



Secondary Parents (1.57)



Secondary Teachers (7.00)



8. What do you like most about Scenario B?

Secondary Students

- It would be helpful to have all classes offered at one high school.
- The age range of students attending high school will be narrower.
- 5th and 6th graders would be together in the same facility.
- With one high school, more classes could be offered.

Long-time Residents

- I like the grade re-configuration.
- I like the idea of a new high school, but I prefer we update our current facilities.
- I think this scenario is a progressive move.
- There isn't much I like about Scenario B. (3 mentions)
- The Pre-K in the elementary buildings.

Business/Community Leaders

- I can see the pros and cons of this scenario, but the school district will have a hard time convincing the community that this is a good idea.
- This might be a good move, but I want to see the impact of combining the high schools and what it does for extracurriculars for students.
- I like that this scenario keeps the elementary building footprint.
- The one high school could bring our community together.
- One high school could bring teachers together and increase collaboration.
- This scenario looks like the next 100 years instead of the next 10-20.
- This makes sense because enrollment has dropped.
- I would like this plan better if the high school was 9-12.

Non-profit Partners

- No comments were offered.

Support Staff

- I like the elementary, intermediate, and junior high configurations.
- The freshman discipline issues could be fixed with this option.

- This option might provide more opportunities for kids and close the divide between the haves and have-nots.
- I like that grades 5th and 6th will be in their own building.

Pre-school/Elementary Parents

- All students would eventually attend all secondary schools.
- This scenario is equitable for everyone.
- 5th and 6th grade students will be together.
- We will get more for our investment.
- Students will have more opportunities for a fresh start in a new building.
- I attended a school district with this structure, and I liked it. (2 mentions)
- This scenario spreads out change and improvements across all buildings.
- It has a lower cost than other options.

Pre-school/Elementary Teachers

- No comments were offered.

Secondary Parents

- A new elementary school will not be constructed.
- This scenario includes the possibility of updating auxiliary facilities.
- All schools get updates and/or repurposing.
- One high school will make joining a team more competitive.
- Dow High School will be updated.

Secondary Teachers

- A combined high school.
- We have space at the current high schools that is not being used.
- All programs offered would be held in one building. (3 mentions)
- Offering programs in different buildings impacts the ability of students to take advantage of programs.
- Other high schools put us to shame. Our high schools are an embarrassment.
- There are economic differences between the populations that attend each school.
- There could be more programming opportunities for students.
- This scenario could be a way to better use the resources we have.
- This could be the most cost-effective way to reduce costs.
- I only like the updates for auxiliary buildings.

9. What do you like least about Scenario B?

High School Students

- Upper-level students are good role models for 9th grade students.
- If 5th grade students are no longer at elementary school, they won't be able to mentor younger students.
- It will be a large building with a lot of students.

- 9th graders would be separated from upper-level students.

Long-time Residents

- Moving kids all over town is not going to be cost-efficient.
- Dow High and Midland High seem like large buildings with not enough kids. (2 mentions)
- I don't like the breakup of grades in multiple buildings.
- This scenario is a logistical nightmare. It will be hard to track growth and development when the kids move every few years.
- This scenario will be a transportation nightmare with the four levels of buildings.
- Transportation costs will increase with this scenario.
- It doesn't make sense to build a new high school and not include auxiliary facilities.
- I don't like the one high school concept. (4 mentions)
- Scenario B seems short-sighted.
- This scenario will be difficult for families who have multiple kids.
- This scenario is a lot of change for kids
- I don't understand what problem this scenario is solving.
- Kids will have trouble being involved in this scenario.
- I don't like the idea of combining the two high schools because it will reduce opportunities for kids.

Business/Community Leaders

- Kids could get lost in a larger high school.
- Kids will lose the opportunity to take higher-level classes.
- The drive time for kids to get to the new high school will be a problem.
- I don't like the 10th-12th grade configuration. We already tried this, and it didn't work.
- Community leaders think this scenario is misleading.
- If you are going to build a new high school, you also need to build auxiliary facilities on the site.
- I don't think taking 9th grade out of the high school is a good idea. It will limit academic programming and extracurricular activities.
- The open-endedness of where the high school is going is challenging.
- The location of the new high school impacts the community, business owners, and more.
- I don't like the grade configuration of the high school.
- Having one high school increases graduation sizes, which doesn't align with our community size.
- I think we will lose the opportunity to keep the school district close in the downtown community.
- The new high school would have state-of-the-art opportunities, but you would also be reducing opportunities for students.

Non-profit Partners

- This setup is not conducive to learning.
- The larger school will be a tough environment for kids
- This scenario is lacking something.
- I can't imagine 5th graders trying to get around Dow High School.
- This scenario makes me uncomfortable; there are so many changes.
- This is a horrible idea. I'm against the one high school.
- We need an elementary school more than a high school.
- 9th graders need to be in high school to get their graduation credits. They won't take this seriously in junior high school.
- This scenario is not great for parents with multiple kids.
- I don't agree with this scenario because of educational concepts.
- I don't think this scenario will pass.
- This scenario will be difficult for people to vote on because of the new middle school configuration.
- I do not like the transition to the one high school as it will limit opportunities for students.

Support Staff

- I don't like the one high school; kids will lose out in one high school.
- I don't like the move of the Pre-K to the elementary school.
- This scenario is the biggest headache from a transportation standpoint.
- This is a big change from what the community is accustomed to.
- I don't like that there is not a northern elementary school with this scenario. (3 mentions)
- One high school is not a good idea.
- This will be difficult for families that have multiple kids.
- I think the 9th graders should attend the high school to give students more class offerings.
- The high school should be more centrally located.
- This scenario limits opportunities for 9th graders; how will they participate in sports, extracurricular activities, and course offerings?
- This scenario doesn't address the overcrowding at the elementary level.
- This grade configuration will have to be addressed if our school district continues to grow.
- The only place to put a high school is in the northern part of the school district, which is the furthest distance from our low-income families.
- I think sports will take a huge hit with this scenario because not all kids will have an opportunity to participate.
- Parents will have to adjust before-school and after-school child care.
- Parents will be driving all over the palace with this scenario.

Pre-school/Elementary Parents

- I don't like that the high school will be so large.
- I don't like that 9th grade students would not be in high school. (2 mentions)

- If 9th grade students attend the high school, won't the size of the high school be almost 3,000 students?
- This scenario doesn't address elementary overcrowding issues. 5th grade students will move out of the elementary school, but Pre-K students will replace them.
- With such a large high school, more extracurricular activities will have to be added.
- Students won't be able to participate in all the activities now available to them.
- We will lose the community feeling if 1,800 students are in one building.

Pre-school/Elementary Teachers

- I don't like the constant building changes for our students.
- I don't like creating one high school as it will limit student opportunities. (3 mentions)
- Putting 5th graders in Dow High School will be overwhelming. (2 mentions)
- This scenario is not convenient for families that have multiple kids. (3 mentions)
- This scenario is a lot of change for staff, students, and families.
- This scenario will be difficult for the transportation staff.
- I don't like moving the Pre-K. (2 mentions)
- I think there will be a lot of space at Dow High School and I have a feeling eventually 4th grade will move into Dow High.
- Having all 5th and 6th graders in one school is a terrible idea.
- Dow High School will have to be completely renovated for 5th and 6th graders. (2 mentions)
- It would be hard to see one high school in our community.
- I'm concerned about playgrounds for multiple age groups at the elementary level.
- I'm concerned this scenario will not support special classes and auxiliary staff.
- This scenario doesn't seem fully thought out.
- This scenario sucks the soul out of the whole town and does not solve the problems we have.
- I'm concerned about putting all the high school kids in one building.

Secondary Parents

- One high school reduces recognition for scholarships and academic standing.
- I don't like that 9th grade students will attend school with 7th and 8th grade students.
- The high school should serve 9th-12th grade students.
- I don't like that so many high school students will be in one building.
- With such a large number of students, some students may get lost in the crowd.
- There will be fewer art, leadership, and athletic opportunities for students.

- With one high school, bussing costs will increase.
- There isn't a new location for the high school.
- I don't like the combination of grade levels.
- Moving the high school to the north end of the school district will put new drivers on the road longer each day.
- There are mold issues at Dow that aren't being addressed, and now we are going to make it a school for another group of students. It doesn't make sense.
- Dow High School has a gas leak that isn't being addressed.
- There will be fewer dollars for academic and athletic scholarships.
- It has been said that the stadium is sinking, yet we are going to put more money into it.

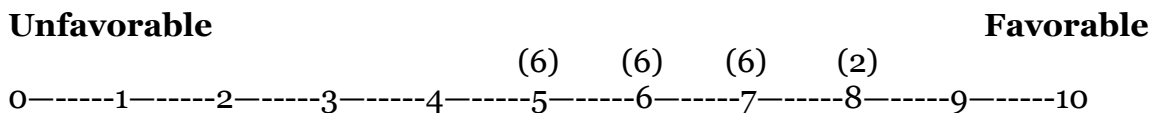
Secondary Teachers

- Moving to a grade-level split will impact the way we teach music programs.
- With only one school, competition for participation in theater, music, and athletic programs will be greater.
- I don't see how this plan will alleviate congestion at the elementary level.
- We need more details on how the current high schools will be renovated.
- The grade configuration will likely limit extracurricular activities for students.
- The grade configuration could impact families who have students in multiple buildings.

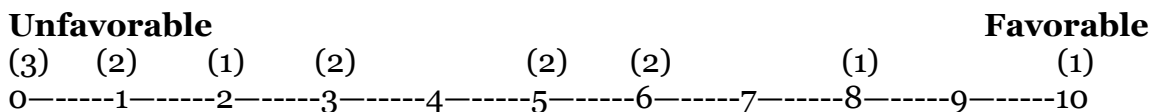
Scenario B with auxiliary facilities -This option includes all of the updates of Scenario B with the addition of Auxiliary facilities at the new community high school.

10. On a scale of 0 to 10, where 0 is unfavorable, and 10 is favorable, how favorable are you about adding auxiliary facilities to Scenario B?

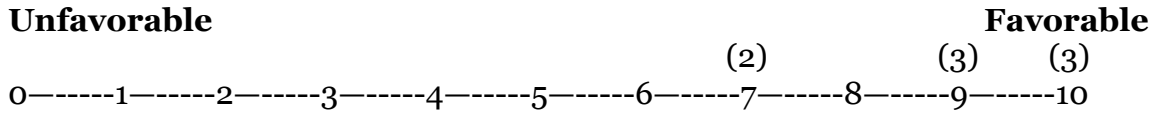
High School Students (6.20)



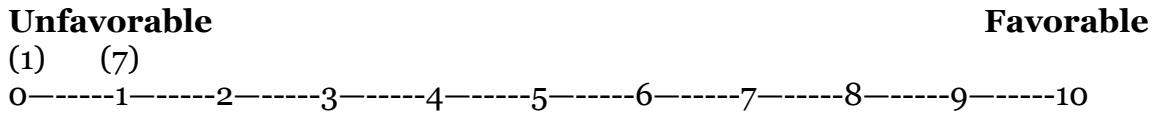
Long-time Residents (3.57)



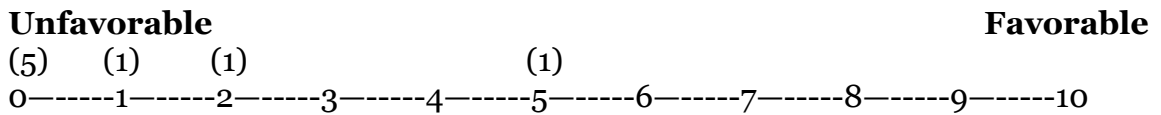
Business/Community Leaders (8.87)



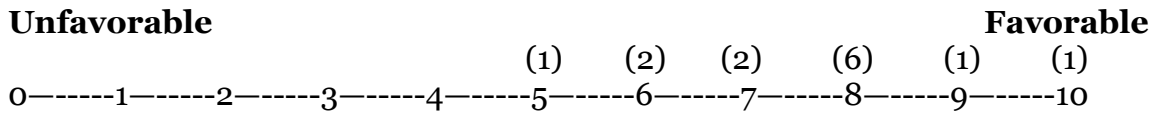
Non-profit Partners (1.00)



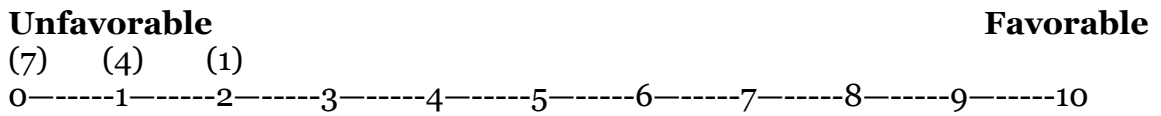
Support Staff (1.00)



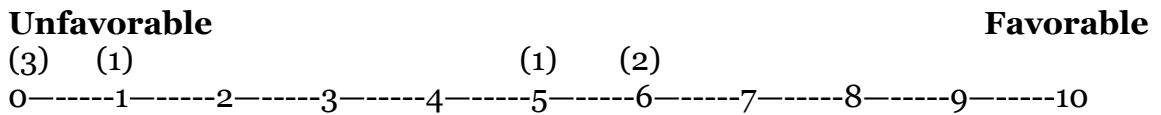
Pre-school/Elementary Parents (7.53)



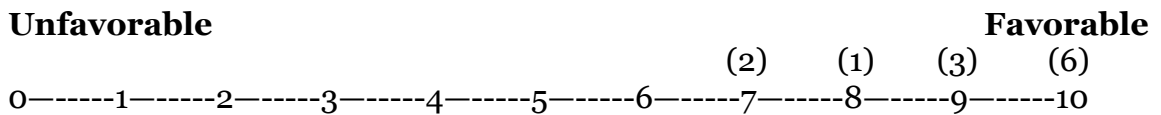
Pre-school/Elementary Teachers (0.50)



Secondary Parents (4.22)



Secondary Teachers (9.08)



11. What do you like most about Scenario B that includes auxiliary facilities?

High School Students

- I like this idea.
- It makes sense to have these facilities at the high school.
- If a new auditorium is constructed, will the current auditorium remain open?
- These facilities are used daily. It would be nice to have them at the high school.
- If a pool is added at the high school will the current pool be closed?
- A larger auditorium would be nice. The orchestra doesn't fit on the current stage.
- It will be easier for high school students to use the facilities.
- Would all sports be located at the high school (tennis, baseball, softball, soccer, etc.)?
- It would be nice to have a 1,000-seat auditorium.

Long-time Residents

- I like the new auxiliary facilities but don't like building a new high school to get them.
- I like the pool. (5 mentions)
- The community could get behind this scenario because of the auxiliary facilities.
- I'm indifferent, but I feel the auxiliary facilities could excite people.
- Scenario B, with auxiliary facilities, is better than Scenario B alone.
- The auxiliary facilities make Scenario B better. (2 mentions)
- High school students will have daily access to the facilities.

Business/Community Leaders

- I would like to add the auxiliary facilities to the plan if the data shows that we need these facilities.
- The way this is presented makes it look like the school district wants us to pick Scenario B with auxiliary facilities.

Non-profit Partners

- No comments were offered.

Support Staff

- No comments were offered.

Pre-school/Elementary Parents

- I don't like anything about this option.
- We need a new pool rather than a stadium.
- Installing a pool at the new high school site is a must.
- This option would allow us to create world-class facilities for our students.
- If we build a new high school, make it stand out.

Pre-school/Elementary Teachers

- No comments were offered.

Secondary Parents

- I only like that auxiliary facilities will be updated.
- I don't like this proposal.
- I don't like that 9th-grade students will not be in high school.
- Going to one high school (including 9th-grade students) will have too many students in one building.

Secondary Teachers

- All facilities would be updated.
- It would be sad to be a new high school without updated auxiliary facilities on site.
- This plan solves all the issues but comes with a high price tag.
- A new stadium will help ease the transition to one high school.
- Will some of the current auxiliary facilities stay for use by the community and schools?
- Keep the current auxiliary facilities and build new ones.

12. What do you like least about Scenario B that includes auxiliary facilities?

High School Students

- Families who drive their kids to school may have to drop their children off and pick them up from multiple buildings.
- Will more sections of classes be offered?
- The community may view constructing a new pool, stadium, etc., as excessive and too costly to operate.
- Will the current auxiliary facilities be demolished?
- Students may be unable to participate on athletic teams or in theater, dance, and other activities.

Long-time Residents

- I don't like moving the kids around that much.
- I feel like I'm being steered toward this option to get a pool.
- I don't like the addition of the auditorium and stadium.
- There are other facilities that the school can use instead of the school district building their own.
- I despise the stadium.
- The whole town will become a giant school complex.
- I don't like the total project cost.
- I don't think this scenario is necessary.
- I don't like any part of Scenario B.
- I don't see how combining two buildings and adding auxiliary facilities is beneficial.

Business/Community Leaders

- I'm concerned we will miss out on opportunities for our kids because programming is spread all across the school district.
- That there are no program enhancements for the trades. (2 mentions)
- I don't think there has been enough collaboration throughout the community regarding the pool.

Non-profit Partners

- I can't support this scenario. We should be working with the community regarding building auxiliary facilities.
- I don't like this idea because it's still paired with Scenario B. (7 mentions)

Support Staff

- This scenario is like putting a sparkly band-aid on the problem. (5 mentions)

Pre-school/Elementary Parents

- The cost of this scenario is too high for many families.
- I worry that we don't have the operational capacity to take care of all these facilities.

Pre-school/Elementary Teachers

- I can't support this because it is attached to Scenario B. I prefer that auxiliary facility updates be included in Scenario A.
- Adding the auxiliary facilities doesn't make Scenario B better. (2 mentions)

Secondary Parents

- All the questions aren't answered.
- Mold issues at Dow High aren't being addressed.
- Will Dow High and Midland High be used in their entirety, or will portions of the buildings be demolished?
- This proposal needs to be clarified. Residents need to know what projects will be completed at each facility and what changes must be made to the academic and athletic programs to implement each scenario. Without that information, it will be hard to support any scenario.
- With fewer teams (one high school), do we need more auxiliary facilities?

Secondary Teachers

- The cost is very high.
- I am concerned that students will have less of an opportunity to participate in extracurricular activities and sports.
- Where is there space in the school district to build a single high school with ample space for all the auxiliary facilities?

13. Based on what you now know about the scenarios being considered, which scenario do you think the school district should place on the May 2025 ballot, Scenario A, Scenario B, or Scenario B with auxiliary facilities?

High School Students

Scenario A (8)

Scenario B (7)

Scenario B with auxiliary facilities (4)

Not sure/can't say (0)

I cannot support placing any of the scenarios on the ballot (0)

Long-time Residents

Scenario A (7) But it has to include a pool.

Scenario B (1) So the proposal gets voted down.

Scenario B with auxiliary facilities (1)

Not sure/can't say (0)

I cannot support placing any of the scenarios on the ballot (0)

Business/Community Leaders

Scenario A (6) This has a better chance of being approved

Scenario B (0)

Scenario B with auxiliary facilities (1) Let the community decide then scale it back when it doesn't pass.

Not sure/can't say (0)

I cannot support placing any of the scenarios on the ballot (0)

Non-profit Partners

Scenario A (8)

Scenario B (0)

Scenario B with auxiliary facilities (0)

Not sure/can't say (0)

I cannot support placing any of the scenarios on the ballot (0)

Support Staff

Scenario A (7)

(3) With auxiliary facilities

Scenario B (0)

Scenario B with auxiliary facilities (0)

Not sure/can't say (0)

I cannot support placing any of the scenarios on the ballot (0)

Pre-school/Elementary Parents

Scenario A (1)

Scenario B (2)

Scenario B with auxiliary facilities (7)

Not sure/can't say (2)

I cannot support placing any of the scenarios on the ballot (0)

Pre-school/Elementary Teachers

Scenario A (5)

Scenario B (1)

Scenario B with auxiliary facilities (0)

Not sure/can't say (1)

I cannot support placing any of the scenarios on the ballot (5)

Secondary Parents

Scenario A (4) Only if auxiliary building updates are included

Scenario B (0)

Scenario B with auxiliary facilities (0)

Not sure/can't say (1)

I cannot support placing any of the scenarios on the ballot (2)

Secondary Teachers

Scenario A (2)

Scenario B (3)

Scenario B with auxiliary facilities (7)

Not sure/can't say (0)

I cannot support placing any of the scenarios on the ballot (0)

- 14. Would you mind telling me why you feel that way?** (Asked only of panelists who said they can not support placing any of the scenarios on the ballot.)

Secondary Parents

- I don't like the scenarios that were presented. (2 mentions)

Pre-school/Elementary Teachers

- I don't have all the information I need about the actual projects that will be completed. (2 mentions)
- I don't like the scenarios that were presented. (3 mentions)

- 15. Regardless of which scenario is selected, are there any specific projects that you think SHOULD be included as part of the ballot proposal?**

Secondary Students

- All of our buildings need to be updated.
- All improvements should be made with sustainability in mind.
- Consider the length of bus rides—students spend too much time on the bus.
- If we move to one high school, all auxiliary services should be on the new high school site.
- Keep current grade level configuration.
- Keep class sizes small.
- Offer the same programs at each high school.

- Show a plan of what will be updated at all schools so that everyone is treated equally.
- Update all playground spaces.

Long-time Residents

- A pool.
- Auxiliary facilities for Arts.
- More permanent robotics/STEM facility. (2 mentions)
- Improve security.

Business/Community Leaders

- Add more for the trades program.
- Fully update Dow High School.
- Add AC to the high schools.

Non-profit Partners

- Make sure all programs and spaces are accessible for all students. (8 mentions)

Support Staff

- Something for special needs kids.
- Is there a consideration for an alternative high school?
- We need more cameras and cameras that work.
- Safety and security at the administration building needs to be improved.
- Redistricting needs to happen with either scenario.

Pre-school/Elementary Parents

- Address mold issues at Dow High School.
- Improve air quality and air conditioning/heating issues in all buildings.

Pre-school/Elementary Teachers

- An auditorium.
- A stand-alone early childhood center.
- Additional parking at Central Auditorium.
- Creating a dedicated space for auxiliary staff.
- We need more bathrooms for students and staff in all buildings.

Secondary Parents

- Fix all the buildings.
- Remove mold at Dow High School.
- Close the buildings that are at the end of their useful life.
- Keep two high schools.
- Address equity problems throughout the school district.
- A proposal that people can afford.
- Address all problems in all buildings.
- Expand the auditorium.
- Build a new pool.

- Make baseball and softball field upgrades.
- Build a new middle school.
- Continue current grade configurations.
- Update bathrooms.
- Close Northeast Middle School.
- Include redistricting regardless of the proposal.
- Will new fields be at the new middle school?
- Update auxiliary facilities.
- Construct a press box at baseball and softball fields.
- Need storage for baseball and softball fields.
- Address concession areas.
- Construct new storage at Jefferson.
- Establish a budget to maintain fields so parents do not have to mow the grass.

Secondary Teachers

- Replace Northeast Middle School.
- Re-district to better distribute student attendance.
- Update auxiliary service facilities.
- Add more space to the current elementary schools.

16. Regardless of which scenario is selected, are there any specific projects that you think should NOT be included in the ballot proposal?

High School Students

- Don't do anything that limits opportunities for students.
- Don't develop a plan that keeps students on the bus longer.
- Updates should include a greater impact on serving younger students.
- All projects should be funded through the bond proposal; PTOs should not have to support updates.

Long-time Residents

- A stadium. (9 mentions)

Business/Community Leaders

- No suggestions were offered.

Non-profit Partners

- Scenario B. (11 mentions)

Support Staff

- Do not relocate Pre-K to the elementary schools.

Pre-school/Elementary Parents

- Placing Pre-K at elementary sites; Pre-K programming should be at a stand-alone site.
- Consider phasing in the addition of auxiliary services.

Pre-school/Elementary Teachers

- Don't put Pre-K in elementary schools. (2 mentions)
- Keeping Jefferson open just to house robotics seems like a waste of space. (2 mentions)
- A new stadium is unnecessary at this point.

Secondary Parents

- Don't change grade configurations.
- Don't build a single high school.

Secondary Teachers

- Don't eliminate schools of choice, but when a building is full, don't allow any more students to attend.

17. If you could send one message or idea to Superintendent Penny Miller-Nelson or the Board of Education about the bond or any other topic, what message or idea would you send?

High School Students

- Will 9th graders be able to participate on JV and Varsity teams?

Long-time Residents

- Why isn't the school district saving money?
- Can you reduce funds from administration or transportation to pay for projects?
- Is there a way for any of this to be funded by the big businesses?
- Why are you placing this on a May ballot? Can you move it to save money?
- Can you present more scenario options?
- I would like to know where you're going to get the land to do all of this.
- If this passes, how will the educational program improve?
- Do we have enough teachers to support the construction of buildings and the moving of grade levels?
- There is something to be said about the smaller group of grade levels and teachers working collaboratively.
- Share more information with the community, such as current class sizes, what programs are offered, and what repairs are needed at each building.
- We need more details of the seven categories and how you developed them.
- Don't allow cell phones in schools.
- If you get rid of Carpenter, what will happen to Robotics?
- What will happen with the Carpenter and Jefferson sites if Scenario B is approved?
- We have a great, diverse group, but what unites us is taking the time out of the day to discuss these options. However, there is a significant chunk of the public that needs to be educated on this topic,
- Is there a priority list of what has to happen first?
- Is there a way to break this up over a series of years?

- Why do we have to go so big with the projects right now?
- Take care of our facilities; people have to learn and work in them every day.
- For this to be successful, there must be a shared value of why it is needed.
- The Board of Education needs to be very careful about earning back the community's trust.
- What is the logic behind the two scenarios that were presented?
- I would like to know what other scenarios were considered.
- It looks like the BOE is trying to make Scenario B look better than Scenario A.
- Why didn't MPS work with the Community Center to build a 12-lane pool?
- Will MPS still offer Schools of Choice?
- Why do they have to tear down Northeast?
- How does building a new elementary and moving Pre-K alleviate overcrowding?
- What would be the combined number of kids per high school?
- The fact that Carpenter is still open is confusing.
- I don't think the district planned well for the future by closing Cook.
- The new middle school could use updated auxiliary facilities.
- It would be nice to have more information about the updates at each of the facilities.
- Where is the research that shows taking 9th grade out of high school is beneficial?
- What happens with the current auxiliary facilities with Scenario B?
- Why are there no auxiliary facilities with Scenario A? (2 mentions)
- Where is the new high school going to be located?
- If you're going to build a new high school, it has to include the auxiliary facilities.
- I would like more details about the updates for the current high schools.
- The auxiliary facilities should be three separate packages for people to vote on.
- Why can't we use current community auxiliary spaces?
- We need auxiliary facilities to support the Arts.

Business/Community Leaders

- Be transparent and communicate.
- Don't be afraid to communicate well.
- You will gain more respect by being transparent.
- I'm not sure every building needs to be replaced.
- There seems to be a difference in students and family involvement between the high schools.
- What is the bond term?
- In Scenario A if you close Carpenter and build a new school, I don't see how that will fix elementary overcrowding. The facility updates will cost more if you're only replacing two buildings.

- When the school district closed the six buildings, there was data to show that the population of the northern end was increasing. Now we are proposing a new facility there. (6 mentions)
- The high schools currently share services, and staff go between buildings; these staff members don't feel like they belong anywhere.
- If you're going to keep both high school facilities, you need to invest in them.
- Two high schools will keep the rivalry going instead of kids jumping between buildings.
- Make the high school building big enough for 9th-12th graders.
- Why are kids leaving Midland?
- I would like to hear how this grade configuration is going in other school districts that have combined two high schools.
- I like the 5th and 6th graders in one building and a junior high for 7th through 9th grade students, but how many kids are in each school with this configuration?
- Midland always seems to do things cheaply and doesn't spend its funds the correct way. They shouldn't be sharing resources between the high schools.
- If you're going to build a new high school, you have to build the auxiliary facilities on the site.
- You can't do Scenario B without auxiliary facilities. (10 mentions)
- There has been enough collaboration throughout the community with the pool.
- What is the trajectory of use for all of these facility additions?
- What is the inadequacy of the Central Auditorium and why do we need a new one?
- I think there will be a lot of confusion if these are presented as two different options. Scenario B should include all facilities so you're not coming back to the community in a few years to construct these facilities. (7 mentions)

Non-profit Partners

- We aren't providing the resources for the teachers to do their job. And if we aren't going to provide those resources, we need to change our expectations.
- Reading scores are not getting better. A facilities plan will not change helping kids to read.
- They should never have closed Cook.
- I would love to know all of the operational costs we are currently paying for at each building before making decision on the next steps.
- How are you going to market this to the older population? (2 mentions)
- Educate the community on how the bond will take the stress off the operational budget and create operational cost savings. (2 mentions)
- Consider the impact on busing and the length of bus rides for each scenario.

- You have to get the buy-in of the educators who actually work in the buildings.
- Updating the schools could attract more talent to our school district. (2 mentions)
- The teachers have more hope in the school district now and you need to continue that momentum.
- Support the teachers.
- Listen to the teachers and implement their suggestions.
- Educate the community on the status and conditions of the buildings.
- Teachers are candidates for sainthood.
- If we don't have proper support from our teachers and students, this will not pass.
- The morale of the school district needs to continue to improve. (7 mentions)
- We are at a crossroads. We need to part ways with the buildings that need to come offline. (10 mentions)
- If we are going to update the schools, we need more information on the pros and cons of each scenario.
- We need to address facility needs, but how are we making sure there is enough space for our special needs kids and implementing IEPs? If we don't accommodate everyone's needs, then this is a zero.

Support Staff

- How do you plan to sell this to the community with the tax increase?
- We need to do something about student cell phones and the dress code.
- We need full-time para positions, and we need more paras.
- Our elementary office staff needs to be year-round, like at the secondary level.
- The school district is good at putting in new programs without looking at the programs already in place.
- SEL coaches are paid well, but their role is unclear to the staff and to them.
- Staff needs more training. (2 mentions)
- All schools should have a school nurse.
- Will all Pre-K classrooms have bathrooms?
- Will Pre-K have their own wing?
- Will building one elementary school help with elementary overcrowding?
- How will parking be improved at the new high school and with the auxiliary facilities?
- I want Scenario A plus auxiliary facilities updated.
- If you're going with scenario B, you have to construct the auxiliary facilities at the high school site.
- I want auxiliary facilities updated in Scenario A. (3 mentions)
- I don't understand why updating auxiliary facilities is included in Scenario B instead of Scenario A.
- Is Scenario B with auxiliary facilities a fiscally responsible option? What are you going to do with the current auxiliary facilities?

- Go with Scenario A with auxiliary facilities. We prefer a bond proposal that will pass.
- The money can go to something more important than facilities. (2 mentions)

Pre-school/Elementary Parents

- Meet with the PTO at each school building to determine building needs.
- Involve teachers in the decision-making process when it comes to facilities.
- What are the student growth projections for the next 15-20 years? Will we need two middle schools and two high schools?
- Can we afford to operate another school building?
- Tell the community what teachers think should be addressed.
- Support our school front office/support staff. They are our first line of defense and support for students. They have too many job responsibilities.
- Technology is aging; Chromebooks need to be replaced.
- Increase the pay of para pros, and maybe they will want to work for the school district instead of McDonald's.
- Will Scenario B address elementary overcrowding issues?
- Will more sports opportunities be added with Scenario B?
- Will bus rides be longer than they already are with Scenario B?
- Does the structure of Scenario B add to bussing costs?
- We already have a beautiful auditorium so how can we justify building another one?
- Can we plan to add auxiliary facilities but do it at a different time?
- How much renovation dollars are included for each building?
- If we build new facilities, how will the current facilities be used?
- Will all high school sports fields be included on the site with Scenario B?
- Does Scenario B include installing tennis courts, soccer fields, baseball and softball fields?
- Is there a way to reduce the cost of the proposal through support from booster groups or foundations?

Pre-school/Elementary Teachers

- We need more paras.
- We need more training for paras.
- Reduce class sizes to give kids better opportunities. (2 mentions)
- Choose a curriculum like they used to. Use a curriculum team to look at all of our needs. (2 mentions)
- Get input from teachers on facility needs. (2 mentions)
- We need equitable pay for our paraprofessionals. (4 mentions)
- We need fulltime paras with benefits.
- We need better maternity/paternity benefits. We are in the business of kids, this needs to be improved.
- We need to evaluate technology in our buildings.
- The administrative team needs to talk with each building staff to identify needs/wants.

- We need to take care of what we have now.
- We need to improve preschool teacher pay.
- I worry about putting too much on our building administrative staff; they are spread very thin.
- Support special education services.
- We are going to lose good administrators because they are not being supported.
- The rules from HR make it difficult for staff to use their benefits fully.
- The school district is asking too much of staff, and they are reaching a breaking point.
- Use the best resource you have, the knowledge of your teaching staff.
- Special education only receives training on the general education curriculum.
- Respect teacher prep time for class prep.
- I'm concerned about the move of Pre-K to the elementary schools. How will Pre-K teachers collaborate when spread across several buildings?
- Where will the specials or auxiliary staff go?
- If we build a new elementary, I hope they learn from the mistakes made at Central Park.
- How will redistricting work for Plymouth, Central Park, and Chestnut Hill? (2 mentions)
- Will all of Jefferson be used as the Robotics site?
- We need paraprofessional help for lower elementary students.
- Do we still own the land from our previous buildings?
- Dow High School is too big for 5th and 6th grade students.
- Is there a better way to repurpose Jefferson?

Secondary Parents

- Don't admit Schools of Choice (internal or external) if a building is at capacity.
- Does the budget include rebranding and the purchase of new band uniforms, etc. if we move to one high school?
- Please address the mold issues at Dow High School.
- Limit Schools of Choice if needed.
- Be more transparent on project lists and costs.
- If we move to one high school, consider phasing in updates to auxiliary buildings.
- How will advanced classes be available to 9th grade students with Scenario B?
- How will the curriculum be changed with Scenario B?

Secondary Teachers

- Other school districts (such as Lapeer) have made major changes to grade-level structure, we should contact them to see what is and isn't working.
- Consider combining Scenario A with a new auditorium, pool, and stadium.

- Provide all the details on the bond proposal. Parents and staff want to know what updates will be completed at their building.
- Explore what other school districts are doing to keep their facilities up to date.
- Sometimes it's good to let people know how bad the facilities are, and the problems we need to address. Pretending that everything is wonderful is misleading to residents who don't have children attending our schools because they are surprised when a bond issue is on the ballot.
- Invite people to tour our facilities or provide a video tour that people can view.
- How much renovation will take place at Dow and Midland high schools to convert the facilities to support a new population of students with Scenario B?
- The high school buildings are large, so what will be done to maximize the use of space and make it appealing for younger students with Scenario B?
- Will any portion of the high school facilities be torn down with Scenario B?
- Any examples explaining why the bond proposal is needed should be compared to a homeowner updating their house. People understand that their furnace, roof, etc. won't last forever and need to be replaced.
- Use the teaching staff to help you explain why the bond is needed. We are in the buildings daily and know what needs to be updated.
- Don't be talked into something that doesn't match with what we know about educational pedagogy. Teaching methods have changed, and facilities need to support the learning environment.
- Thank you for the opportunity to share our thoughts.
- Will 9th grade students be able to take part in high school athletics?
- How many square feet of space will be added to each elementary school?
- Security measures need to continually be addressed. We need to tighten security after school hours and during public events.