

Stakeholder Input Report for

***Hacienda La Puente
Unified School District
City of Industry, California***

submitted by



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Hacienda La Puente Unified School District Stakeholder Input to the Search for a Superintendent

Executive Summary

Between September 8-19, 2025, Mrs. Nicole Anderson, Mr. William Spalding, and Mr. Ben Johnson of McPherson and Jacobson Executive Search Firm conducted twenty (20) sessions (one-on-one and small group meetings in-person and virtually). An online survey was also available to all stakeholders in the Hacienda La Puente Unified School District community in English, Spanish, and Vietnamese, Mandarin. Input was collected from approximately one hundred thirty-three (133) individuals via virtual/in-person sessions and four hundred forty-three (443) additional responses to the online survey for a total of five hundred seventy-six (576) responses from stakeholders.

Input was gathered regarding the selection of a new superintendent for the district using four consistent questions:

1. Tell us what is good about your community.
(This information is used to help us recruit quality candidates.)
2. Tell us what is good about the district and the schools.
(This information is used to help us recruit quality candidates.)
3. What are the issues a new superintendent should know about when coming to this position?
(This information is shared with the final candidates.)
4. What are the characteristics, attributes, and skills one should have to be successful in this position?
(This information is used as we screen potential candidates.)

In the executive summary are the major themes that emerged from the input and a few representative samples of raw data. The final section of the report consists of responses by individuals who completed the online survey and responded to the same four questions. These survey comments are reported unchanged, with the exception of the omission of vulgarity and attacks on individual names/positions.

Major Themes In Responses

1. Good About the Community

- **Deep Roots & Pride:** Generational families stay or return to the district; strong sense of history and tradition (i.e. community parade).
- **Diverse & Inclusive:** Multicultural, multilingual, and welcoming community with shared focus on student success.
- **Family & Civic Engagement:** Parents are highly involved, supportive of schools, and form strong partnerships with civic leaders, businesses, and faith organizations.
- **Safe & Resource-Rich:** Community feels secure and has access to cultural, historical, and educational resources.
- **Advocacy & Passion:** Persistent, vocal community members committed to improving schools and advocating for children.

2. Good About the District and the Schools

- **Academic Excellence:** Award-winning schools (Blue Ribbon, Golden Bell), high graduation and college/career readiness rates.
- **Innovative Programs & Pathways:** Award winning programs/schools, early college, dual enrollment, adult education, CTE, STEM, IB, aviation, speech and debate, and other enrichment opportunities.
- **Adult Education & Community Schools:** Nationally recognized programs serving thousands, plus MTSS and wellness centers.
- **Dedicated Staff:** Teachers, principals, and classified/support staff are often alumni who are invested in long-term success of students and schools and cultivate a “family” culture.
- **Resilience & Collaboration:** Strong principal networks and teacher collaboration, student spirit, and commitment to continuing learning even during leadership gaps.

3. Issues a New Superintendent Should Know

- **Declining Enrollment & Fiscal Pressure:** Lack of affordable housing, negative reputation of district, school closures/consolidation, program cuts, and budget constraints affecting operations and staffing.
- **Broken Trust & Governance Strain:** Community mistrust, divisive board meetings, lack of clarity on roles and protocols, perceived inequities between schools and cities, and varying or conflicting narratives that may not represent the entire school community have created a loss of “family” culture.
- **Special Education Gaps:** Parents call for stronger advocacy, consistent inclusion, skilled staff, and equitable support across all schools.
- **Operational Challenges:** Teacher/staff turnover, substitute shortages, facility maintenance issues, and uneven program funding.
- **Community Division:** Socioeconomic and geographic divides (Hacienda Heights vs. La Puente) impacting perception and engagement.
- **Communication & Legal Load:** Fragmented communication, excessive litigation and PRAs divert focus from student outcomes.

4. Desired Superintendent Characteristics

- **Strong, Brave Leadership:** Able to manage board and community relations, set governance norms, and stand strong in student-centered decision making.
- **Strong Educational Leadership:** Strong instructional background, able to champion innovative programs, promotes differentiation for various student learning styles, and promotes inclusive practices inside and outside of the classroom.
- **Integrity & Transparency:** Honest, ethical, willing to confront misinformation, and consistent in follow-through.
- **Strategic & Fiscal Expertise:** Skilled in budget management, position control, and long-term financial planning.
- **Trust-Builder & Unifier:** Empathetic, collaborative, and able to bring staff, board, and community back together.
- **Equity & Inclusion Champion:** Advocates for special education, underserved students, and equitable resource allocation across the quads of the district.
- **Visible & Approachable:** Present in schools, listens to students, parents and staff, engages directly with community partners.
- **Skilled Communicator:** Rebuilds public narrative, markets the district effectively, and restores pride in HLPUSD.

Responses from In-person/Virtual Meetings

Stakeholder Group: District Leadership

No of participants: 18

1. Tell us what is good about your community.

- Active.
- Family-oriented.
- Education based.
- Organized youth sports are paramount.
- Lives in the community because she wanted her child to attend these schools
- Families and parents support education, are service oriented, and engaged in the life of the schools. Families are partners with the schools. Excellent partners.
- A lot of amazing history in the region and a rich cultural diversity and legacy.
- The community is passionate and persistent. Vocal advocates. Cuts both ways.
- Alumni that get involved with the schools.
- Business and industry that get involved and support our schools.
- The Workman Homestead Museum, The Hsi Lai Temple are amazing community resources and cultural centers
- Large swath of the community including multiple cities; West Covina, City of Industry, Hacienda Heights/West La Puente valley-unincorporated
- Great amount of advocacy across community, especially for underrepresented voices
- Community relies on district for advocacy beyond education
- Reliance of community for schools to do good for them
- Community engagement is higher than other school districts
- Rich history
- Community is fairly stable; generational student attendance in schools
- Positive nostalgia is a great asset for the school district
- Has a lot of legacy
- Education is valued
- Tell us what is good about your community.
- Linguistic and ethnic diversity
- Care deeply about child's education, schools, teachers
- Lot of strong parent involvement
- Family community
- Diverse community
- Enjoys the personal engagements

2. Tell us what is good about the district and the schools.

- **Alumni that comes back to work with and in the schools.**
- **Lots of award winning schools. National Blue Ribbons and Golden Bell Awards.**
- **Nationally ranked schools.**
- **Two middle schools got silver awards for PBIS implementation.**
- **CSTEM schools of the year, UC Davis certified.**
- **Many innovative and amazing programs in our schools.**
- **Very pronounced pathways in our schools.**
- **Over 90% college and career ready.**
- **Excellent and large Adult Ed program. Nationally recognized. 15,000 adult students**
- **Excellent CTE programs.**
- **VAPA programs throughout the district.**
- **\$22 million for Community Schools Program**
- **Excellent service to foster and homeless.**
- **Excellent speech and debate program**
- **Dual Language Programs- Chinese, Spanish, Korean**
- **Highest number of Blue ribbon schools awarded in California in 2023**
- **Healthy Meal Incentive Lunch Trail Blazer award and Innovation in the Preparation of School Meals award from the USDA**
- **We have our own Teacher Induction Program and Administrative Clear Credential Program.**
- **Conga Kids, Youth Cinema Project, Mariachi Program**
- **Great support network for students with IEP. Programs at many sites. Great teachers. Related services for all including Transportation from home to school.**
- **Golden Bell for Youth Court - Restorative Practices**
- **UC Davis C-STEM Programs integrated with Math in numerous schools with Teachers and Admin's of the Year.**
- **Numerous schools with Teachers and Admin's of the Year.**
- **National Blue Ribbon district, highest honor**
 - i. **Won more wards than the state of Arizona at one point**
- **Good track record with student achievement and social-emotional mental support**
- **17 of 27 Community schools-engagement is increasing**
- **Second largest adult education program in California; top 50 in nation in US Today**
- **District invested a lot in academic programs**
- **Largest and best school district in San Gabriel Valley**
- **On track to finish modernization for all schools by 2026 to bring them into 21st learning**
- **A lot of teachers and school principals are former students of the district**
- **Most (75%) classified staff live within the community ; 40% teachers live within the community -understand culture of the district**
- **Overall good relations with labor partners although they may friction at times**
- **Strong fiscal place with reserves although lay offs may be looming**

- Board members are dedicated to district although views vary
- Good district overall
- Staff is positive and resourceful
- 4 national blue ribbon schools
- Golden bell
- Recognized by US News
- Robust academic program
- Progressive board
- Dedicated district staff
- Establishing and promoting initiatives taken far in short amount of time (22 sections established asap)
- Experienced teachers who are dedicated
- Administration is fairly new at district office
- Site leaders are fairly experienced; some veterans shifted to new sites though (approx. 7, interim/acting positions)
- Community is open to change, collaboration, and want to work together
- There is support in moving the district in a different
- LMI-Labor Management Initiative (collaborative mindset, shared decision making)-Current HR Assistant Supt is open
- Outstanding initiatives and specialized programs across the district (C-stem, aviation, 17 community schools, speech-debate, etc.)
- Great relationships with HLPTA and SEIU
- *Positive relationships*
- *Many people have grown their careers within the District*
- *Most of staff in-spite of challenges remain student focused*

3. What are the issues a new superintendent should know about when coming to this position?

- Budget issues in the coming years.
- Trust issues between board and admin.
- Passionate and persistent advocacy from various groups. Will have to work with these groups.
- Declining enrollment and school closures. Four closed last year. Community not happy with the closures and reconfigurations. Fingerprinting to specific board members.
- Reconfiguration around elementary and middle grades. K-8 schools reconfigured to K-5. Some in community felt they were misled on configuration.
- Mistrust from the community, staff, and administrator in the wake of decisions and processes.
- Entire Ed Service Dept at one point had been pink slipped.

- **Struggles with board meetings—public commentary can be negative and divisive and distracting. Noise supplants the business and celebrations on the agenda.**
- **Huge misunderstanding in community and schools about just how devastating declining enrollment is on the budget for schools. It gets explained over and over, but many can't hear it.**
- **Affordability of housing in the community is an issue.**
- **Hacienda Heights vs. La Puente conflicts exacerbated by declining enrollment.**
- **Open enrollment figures into the declining enrollment situation in the tensions between the geographic parts of the district.**
- **Hacienda Heights has more white collar vs La Puente with predominately blue collar families.**
- **Some schools with negative reputations rooted in the past.**
- **Perceived inequities felt in the community. Race and class. Where new schools have been built. Equity vs. Equality.**
- **Three labor groups, and at times, negotiations can be contentious. CTA, SEIU, and CSEA. Trust issues. Transparency issues.**
- **Issues over employee benefits.**
- **New strategic plan in place.**
- **Need to be more judicious and evidence-based and student-centered in our decision-making. Be more effective in our time us and processes. Need to focus more on return on investment.**
- **Focus should be stronger on skills and fundamentals as opposed to enrichment and exciting programs. Are our students truly ready for college and career?**
- **FCMAT requested for audit. Ultimately went with FHRA.**
- **Big bond-funded projects underway. Surplus property that needs to be sold.**
- **Need to balance focus on academic vs enrichment outcomes in light of funding shifts. Need to measure impact of these programs-data analysis**
- **Strings program, many districts do not offer this....**
- **Two current board members had previously been anti-district activists.**
- **Union Association having heavy influence with specific Board members to increase mistrust with District operations.**
- **Turnover in district staff driven by pink-slips for entire Ed Services group. Now having to refill those positions—having difficulty recruiting. Role of union influence in driving administration layoffs.**
- **Nastiness in social media. Anonymous posts that board members pay attention to.**
- **PRAs, Executive summaries, board inquiries weekly**
- **People do NOT feel valued at this moment**
- **People are in CYA mode and should not be.**
- **Excellent leadership team in place.**
- **There is no city council so the community often comes to our board meetings bringing issues that are out of our scope and trying to make our board meetings function as a city council when we need to stay focused on concerns directly related to our district.**

- Do research on needs of the segments of the district and where parent groups supplement needs
- Expectation from some board members to pursue school bond in 2026 election
- Managing the budget; state and county projections, declining enrollment 2-3% in next 10 years; manage expectations with available resources; staffing, program sustainability
- Will need to interact with the community as lay offs may occur, hard decisions to make
- Knowing the law/legal landscape-agencies that govern school districts (personnel commission, casbo, csba, etc)
- Future budget cuts for 26-27 could be a 1% (\$3 million) cut in expenses while trying increase benefits in employment considering the cost of living
- Managing board relations-individual dedication but dysfunction as governance team where disagreements interfere with decision making to allow staff to focus on day to day operations
- Unifying the board, board is working on establishing goals now
- Rebuilding trust in the community
- Enabling staff to be able to focus on the daily operations
- Streamline communication and protocols to clarify systems with staff
- Rebuilding trust with CSEA
- Need a staffing ratio for teachers and classified to be tightened up in light of budget forecasts
- Rebuilding team capacity considering all of the staffing reductions; impact on HR and ES departments due staffing changes
- Sustain programs in light of losing one time grants/funding-funds may be exhausted at end of this year (EEF, LRGB, Cal Serves, no line item in ethnic studies by governor, MTSS/TOSA positions)
- Declining enrollment
- Fundraising needed to subsidize programs (i.e. music conservatory, speech-debate); community holds in high regards, host competitions on our campuses and charge for outside participation
- Need to limit the distractions and refocus on student outcomes
- *Economic divide within the District.*
- *All the noise does not define the District.*
- *The divide within the District is*
- *US vs Them exists in multiple areas: Community vs District,*
- *Board is too entrenched in daily operations*
- *Needs to change the public narrative*
- *District needs to be proactive not reactive*
- *The staff wants to support whoever comes in next to lead the District*

4. What are the characteristics, attributes, and skills one should have to be successful in this position?

- Brave leader

- **Unity (a unifier–can manage the board)**
- **Strength and transparency**
- **Emotionally tough**
- **Consistency**
- **Rugged (tough)**
- **Morality (and strength to back up their position)**
- **Sense of humor**
- **Strong enough to bring the board back into order and effectiveness**
- **Integrity**
- **Bravery. Has a strong backbone.**
- **Honest**
- **Clear vision for student success. Need a common vision that is clearly communicated focused on the “why” ... the students ...and support for those that work with them.**
- **Deep understanding of educational best practices**
- **Collaborative**
- **Builds trust-very important**
- **Advocate for students and staff (will have the staff’s back)**
- **Supportive.**
- **To be seen and heard.**
- **Principals need to be supported.**
- **Decisive.**
- **Being valued.**
- **An authentic backbone**
- **Control the competing demands on staff and the traffic of written requests.**
- **Fiscally savvy.**
- **Authenticity.**
- **Will counter misinformation immediately. The message feels like it's more important to keep the peace at the expense of the staff**
- **Common sense**
- **Compassionate and empathetic.**
- **Manage board relations; push board in one direction**
- **Resourceful, relationships with agencies (various city councils, county supervisors, municipalities, congressional reps, chamber of commerce, faith based organizations)**
- **Culturally sensitive**
- **Budget savvy**
- **Able to interact with various personality**
- **Assertive but not aggressive; able to balance**
- **Strategic and thoughtful with big picture in mind**
- **Integrity**
- **Honest**
- **Transparent**

- Avoids perceived bias towards certain groups, departments,
- Humility, not about public accolades
- Experienced
- Open to feedback
- Calming presence
- No need for big personality, bells and whistles
- Can steer the ship steadily, calmly
- No easily suaded by noise
- See things from high altitude, but not reactive
- Proactive
- Connect with diverse populations without being unintentionally division
- Easy to talk to , approachable
- Effective communicator
- Positive experience working with associations
- Background in Ed services and understands feedback from teachers and admin and can communicate rationale to board about decisions and priorities
- Need a champion
- Student centric
- Strong character and backbone
- Someone that acknowledges the contributions of others
- Doug is already having a positive impact on the culture
- Confident and humble leadership

Stakeholder Group: Teachers

No. of Participants: 14

1. Tell us what is good about your community.
 - Loyal, even when moving out of area, still send kids to our schools
 - Love our schools
 - Strong parents who love our schools
 - Involved in youth programs (football, little league)
 - Fireworks show
 - Strong sense of family, generations come back to city
 - Child development, family-oriented community and strong program, Multiple generations return to program, trust has been developed
 - Child and parents who graduate from high come to our adult school
 - Amazing CTE programs, Full program from TK-12
 - Students return to become staff in district
 - High school setting, parents who can be involved are extremely involved and open to participating in programs opened up by principals

- Parents want to have their voices heard; they take pride in having a voice in planning of the future of their schools and communities
- Community is supportive of students involved in their activities (i.e. festivals, HOSA, speech-debate, music, fundraisers, volunteers)
- Families trust our district and bring their kids to activities even when they lack resources
- Outside provides (i.e. counselors, Del Haven program, afterschool, childcare, etc) support families/students at school -this has sparked an evolution in the community schools model
- Strong community partnerships and relationships
- Wealth of resources in community
- Strong cultural identity
- Strong sense of faith based support (i.e. arch diocese, Hsi Lai temple)

2. Tell us what is good about the district and the schools.

- Teachers are awesome
- Teachers have lots of experience on average, stay for the long run and don't leave for higher pay
- Teachers are invested in the community and schools
- Staff work well together, love who we work with
- Teachers are committed even during rough times
- A lot of staff have gone to school here; level of connections is deep
- Level of commitment is strong even when staff doesn't always live in the city; attend extracurricular activities
- Lots of pride in the identity of school T-shirts
- One of best paid teaching staff in the area; district has been supportive of them
- Despite what is going on, teachers were supportive and highly respected and acknowledged
- Past pride in working or being on board in HLPUSD
- We know how to do our job, cutting edge in EL, common core, programs, etc.
- Model district and has been observed by so many districts . set the bar for good teaching practices, innovative programs
- People wonder how they have a loving and great culture; Administrators let us do our job
- Over 20 CTE programs , so many programs to offer to students and adults
- Adult school is amazing!
- Longevity is unique and supports younger teachers in their growth in culture forward
- Commitment to working in district and having their kids attend
- Students first is a focus for all staff
- Students are prepared for college
- Support staff love what they do and go above and beyond
- Parents trust teachers 100%
- Care for students and families; invested to attend their activities, football games
- Great training for teachers; proactive opportunities to learn about programs to be ahead of the game
- This is who we are.

- Collaboration-Labor management initiative and interest based bargaining has brought success, production, and student success.
 - When kids see happy teachers, it makes kids want to come to school
 - Hacienda La Puente Unified is a Strong, Family-oriented district with award winning schools, innovative programs like STEAM and career pathways,
 - Rising 93% graduation rate . Our Schools are diverse, welcoming, and provide whole- child support through community partnerships and family engagement.
3. What are the issues a new superintendent should know about when coming to this position?
- Be able to lead for stability of schools and programs despite turnover in leadership
 - Understand the powerful partnership that the district has with its employees has
 - Severely declining enrollment
 - No position control makes it difficult to have stable future
 - Understand that there is a fiscal cliff but can be avoided if hard decisions ; supt has to guide that and have experience
 - Fiscal challenges that could impact adult ed-understand it is so much more than continuation from high school
 - Understand that there are the haves and have nots; understand importance of adult ed ; kids need options beyond going to universities
 - Vocational opportunities is critical for special ed students ; need opportunities to learn a trade
 - Lack of awareness of great adult ed program-need to promote more and make early connections to seniors
 - Large district with different needs in the quadrants; merge facets of these differences-authentic listening, collaboration
 - Navigate through turmoil and differences with knowledge through conflict resolution
 - Board meetings are hard to watch: Culture clashes, parents are involved, hurt feelings
 - Trust has been lost; unsafe and unsure who to talk
 - District leadership has not stayed long (11 district admin)
 - If a candidate has not watched a full board meeting, I would find that disqualifying. If they have, I would then want to here a plan on how they would deal with similar situations.
4. What are the characteristics, attributes, and skills one should have to be successful in this position?
- Rebuild trust
 - Be strong enough the balance the noise
 - Make personal connection HLPUSD
 - Appreciate the HLPUSD culture of long standing staff, even if coming from outside
 - Be committed to stay for the long run
 - Collaborative
 - Understand the job, roles/lane
 - Experienced in the job

- Be hands on with adult ed; be present; prioritize adult ed
- Presence and connection from administration
- Need a leader with a backbone
- Bring our community back together, culturally and morally
- Strong person
- Understand history of district
- Professionalism
- Understand governance (PRA, Roberts Rule of Order, roles) in order to guide and reach
- Have an engaged teacher core who is watching the foolishness but could leverage the engagement in a positive way
- There are lots of connections
- Ability to stand up/protect our children and guide board to refocus on kids
- Driven by the joy of working in public education
- Can drive positive change
- Can we model after an older supt? Dr. Barbara Nakaoka?
- Personally Strong, Professionally Expert and experienced,
- Professional, personable, knowledgeable.
- fortitude, experience
- Present in schools and community , speak to all staff
- Professional but personally friendly-has a heart
- Belief in the magic of the “HLPUSD family”
- assertive leader, passionate about the kids and learning, ability to bring people together and build trust,
- They should be experienced in district higher leadership. They should be familiar with HLP, not just as someone who’s perhaps worked in a neighboring county, but as someone who has taught in our district or been an admin here maybe. They will need to be able to stand tough but also have a kind way about them. This person should not be seen as an outsider. And not being their cronies with them like they’re going to bend HLP to your vision. We are already us. We need someone to fit us, not the other way around.
- Present (on sites), curious (speaks to all staff), visible, dedication (to students and staff)
- A successful HLPUSD superintendent should be a visionary, equity-driven leader who models professionalism and respect. They must communicate clearly, manage resources responsibly, support teachers and staff, and build strong partnerships with families and the community while focusing on child development, special education, and student success.

Stakeholder Group: High School Students

No. of Participants: 15

1. Tell us what is good about your community.
 - Vibrant

- Lot of neighbors throw parties
- Kids are outside
- Near workman area, crime drastically lowered
- Everything is close, easy commute
- Peaceful and friendly neighborhood
- Kids are safe
- Cars drive safe
- Security and supervision-if i get lost, there is always someone there
- If something bad happens, people come together
- Park La Puente
- Near wilson-hacienda heights, walkable
- Diverse community-ethnicity, tight-knit
- If there issues, we are willing to stand up for others in our community
- 2 communities are still one; support is very apparent
- Unified communities
- Close knit, supportive community
- Our parks are getting better, renovated in 21-22; has become a beacon for the community, lots of events hosted there
- Downtown La Puente, restaurants small businesses, students like to walk through there, vibrant
- Comes together for schools and businesses
- Set a good example for youth in the future

2. Tell us what is good about the district and the schools.

- Lot of our schools are walking distance, many of us have grown up together
- Lot of clubs that are connected to other schools
- Good relationship between schools
- Schools are competitive but it brings us together
- At Workman, started a program called WeCan that is really cool. Helps students get real college credit-partner with Mt. Sac; not too complex for students
- No matter the name of the school, we can all be top class/school, everyone is equally great
- At Workman, we host clubs, extra Felix Ventures, Key Club, community service; really good leadership teams-renaissance and leadership; outgoing and talk to students
- All schools are amazing
- La Puente, offer program called Upward Bound-period where students are able to study and meet with college counselors and have summer opportunities like dorming to get that college experience ; host College Access Plan-college essay and application and presentation support ; dream center on campus where students can hang out -games, snacks, movie nights, homework help, mental health support; Key Club-attend alot of events, Mecha-club for Latino students, Ace-Asian cultural education , CSF-college scholarship federation -fundraisers, scholarships

- Focus on recognizing student achievement , qualities; career zone club-bring people in from different fields (i.e. mechanic), bring in different colleges to show students
- School has well rounded students
- Lots of programs for students, always something out there for you (ie sports, etc)
- At Los Altos High, new aviation program; medical pathways, engineering pathways
- Emphasis on other pathways beside college
- Encourage students to start new clubs, energizes the campus
- Student leadership works hard to make sure it's not just a regular high school; lots of spirit days so that school is enjoyable not just focused on academics
- Lots of pathways-culinary, business, etc.
- Club rush, Mr. Wilson, fundraiser opportunities for clubs and sports; balance fun with education
- Wilson is a stem school-balance academics, sports,
- National ranking for SBAC test scores: 1st in district , 28 of 664 in county, 72 of 2856, 557 of 17901 nationwide
- Global market, renaissance , asb, science olympiad, speech and debate, basketball -like a farmers market
- Evolved a foster youth system with a lovely counselor that helps them venture out-field trips, help them know they aren't alone, explore college (USC, Mt. Sac); we have something to look for and fight for
- Amazing clubs- FBLA, mock trial, HOSA, speech and debate-compete at state and national levels, fun clubs, HOSA focuses on mental health
- International Baccalaureate program -career and diploma pathway
- Wellness centers dedicated to relaxing environment for students who feel overwhelmed ; open most of the day
- AVID program at high school, AIM at middle schools-study skills, visit colleges like UCLA; help students with college applications, sponsor apps so kids can apply for free
- College and career fair; every school hosts it. Students get to visit booths where colleges and businesses are there , food vendors, family event , expand their horizon

3. What are the issues a new superintendent should know about when coming to this position?

- Not enough resources for foster youth; one counselor we have can be overwhelmed with all of the students who have needs since the foster youth system can be overlooked and not have enough resources-need scholarships, etc.
- At Workman, we are short staffed and our student enrollment is lower but classes are way too full. My class has almost 40 students, some students couldn't find a seat; some students were encouraged to drop it since they were only using it to make their transcript look better
- Low funding so we have to compensate with fundraising
- Class schedule has been a challenges, I couldn't take AP physics but 4th and 5th period makes it hard for us. Conflict with AP Lang and Calculus-2nd and 3rd period
- Students can be overworked being in sports, AP, ASB

- Don't have many electives-no AVID for Sophomores and Juniors
- At Los Altos, hard to take AP, Jazz, and higher level classes; lots of staff cuts, we lost AP lang and chemistry teacher
- Newer programs could be cut if funding is cut
- New teachers were good at connecting with students but they were cut-one teacher was amazing and had high AP pass rates; hate we had to lose them so soon
- Focused on number of AP students more than pass rates; we need to be challenged more; teachers need to put themselves out ; priorities to have teachers stay vs. how they do their job
- At Workman, we get overlooked because of what they do-have tough background/status-seen as not good enough; they need to have high expectations because they can go to harvard, usc
- Workman has a rhetoric placed on it due to failing rates, overlooked based on not having a stadium; now that we have a stadium culture has increased , reputation could improve
- Students had to struggle due to math, staff who were cut were ones students wanted to stay; the ones who stay have made students failed-being harsh on them
- We miss Ms. Palomo, assistant principal -she helped us stay motivated
- Now students don't want to go to the football
- Some stay uphold a bad standard, seen teachers hold kids back from graduating
- La Puente declining population in our city is affecting us as well; closing in on 700 students; when I was a freshman, it was super crowded and now I get to class too quickly because no one is in the hallway; lost a lot of beloved school teachers; more stress on teachers , less AP classes due to conflicts and lack of staff
- Some teachers are teaching multiple AP courses; doesn't work in student favors
- School spirit is down
- Declining population could be more expensive in our area; economy changes -newer areas have better schools; parents may not be incentivize to put their kids in the schools
- ASB at Workman has low funding, in debt-HOCO dance-dj took half of the money; higher funding needed; people are not willing to give money due to economic situation
- Students are ambitious but funding is limited; students are told we can't do all that we want to do; this affects event attendance (prices are too high)
- At Wilson, safety is prioritized but not equipped to take care of students; fire alarms going off randomly-students are desensitized to it ; our AC hasn't been working and it was in the high 90's; some of our classes had to relocate to empty school; experienced copper theft, stadium lights not working -football and soccer home games; cyber attack-academics interrupted
- Reputation is amazing gets overlooked by the perception that we don't need the same funding or same support of clubs
- At Board meetings decisions are impactful to us; we are experiencing disparities ; be sure schools are equalized
- Speech and debate program funding may be affected and some wanted to cut it; but it's life changing and vital; other programs support us reach our goals in the future ; understand how important and benefit our students-had to go to board meetings to advocate for our program not being cut; over 600 students being impacted

- Students need essential funding
- Need to focus on prevention vs. fixing facilities issues

4. What are the characteristics, attributes, and skills one should have to be successful in this position?

- Unbiased and doesn't overlook some schools-no favoritism
- Doesn't look at you based on status
- Face of district, conversational with students, faculty, family
- Empathetic towards our issues, provide solutions while knowing our struggles
- Conversational
- Acknowledge students
- Amplify our voice
- Listen to students and taking them into account in important decisions
- Making us feel comfortable and listens to us
- Sense of urgency , not passive when listening to our issues
- Present at all schools, don't stay with the problems they have
- Make sure people know them
- Be proactive
- Take actions to take measures to improve our district
- Challenge them to see the issue and not run away
- Put students first in decisions
- Not just hold up to their status
- Open minded
- Be real and authentic with students and staff; not just tell us what you think we want to hear
- Understanding our diversity; take that into account the different situations every person is in
- Solutions that are malleable for everybody
- fair , large student body and need resources and money to accommodate each schools' needs
- Not judgemental and not act like their in a higher class; no mockery of students; don't turn blind eye
-this is unprofessional

Stakeholder Group: Site Administrators

No. of Participants: 11

1. Tell us what is good about your community.

- Oldest school in the district
- Lots of pride in the school and community
- Generational stability
- Parent education and invite stakeholders to all events to build strong partnership
- Family ties and connections
- Opened campus for 50th reunion; kids and grandkids are here
- Mayor of City of Industry comes to our school, relationship has been enhanced

- **Tight knit community**
- **Great sense of pride with our families**
- **People are deeply rooted and strong advocate for community and schools; want the best for students and community**
- **Desire for the northside schools to thrive**
- **Diverse, rich traditions**
- **Students excel in arts, sports, leadership**
- **Collaboration with civic partners**
- **Career pathways**
- **Near colleges**
- **Humble and hardworking, multigenerational at home ; lots of families are involved**
- **When call put out, families support at events**
- **Families support administrators**
- **Our parents are passionate about what our kids will do after high school; very involved**
- **Parents in both communities are very dedicated and responsive despite different resources**
- **Parents are respectful of us and want to be involved**
- **So many employees were born and bred in this district ; teacher and leader pipeline from within ; we take pride in this. It is unique to our community**
- **Staff, employees care and support and building relationships is the heart of our district**
- **Relationships have helped us stay strong in the midst of the challenges with the board**
- **As big as it is, it feels hometown; people have historical knowledge of schools; they appreciate education , they appreciate us**

2. Tell us what is good about the district and the schools.

- **All have unique qualities about their schools but we all work together**
- **Lots of collegial meetings due to being in same quad**
- **Even when short on leadership at district office, we are still going; we continue to meet and focus on academics and social emotional needs of kids**
- **Similar demographics and challenges with enrollment**
- **Prior leadership left the distinct but left us in a good place to function well**
- **Each of our schools have our own niche; highest pass rate in AP math, when we were going to lose teacher due to budget cuts-lots of advocacy**
- **The way that our students cheer and rally for one another is genuine. It brings immense pride**
- **Have intentional conversations with our students and plant seeds with students who may not know their capability**
- **We push our kids and they want to be pushed, teachers have strategic conversations**
- **We are small so it allows us to have personalized and tailored for our kids**
- **Lots of vertical articulation; collaborate often . took the challenge of reconfigure even though it wasn't popular. We expanded programs dual immersion, VAPA, and athletics. We want to make sure they have the best opportunities**

- District initiatives that we want to continue: through ed services-early literacy, mandating professional develop to learn best practices in early literacy -lots of funding towards it
- MTSS Tosa was hired for each one of our Tk-12 schools to implement multiple interventions in academics-focus on literacy and will branch to math
- PD for teachers for culturally responsive teaching
- Mandated PD on EL standard and how to integrate into curriculum
- 2 years ago, 17 of our schools got the community schools grant-building up our resources for mental health, financial and food securities; moderate sized distinct with so many schools having this grant
- While we are lacking leadership positions in the district office, we are still pushing forward. We are here for the kids; we will provide resources and support for our children
- Dual enrollment numbers at all high schools; early college academy provides opportunities for our students to increase college offerings for all high schools
- Options are presented to kids; our job is to ignite that fire
- Dual enrollment with Mt. Sac embedded in the school day initiated by Dr. Anderson
- Under Dr Jimenez leadership, a lot of great programs were brought to our district (ie. youth cinemas project, speech and debate, MTSS, civic engagement, community partnerships)
- Our kids work so hard and will run through a wall for us
- We don't see each other by quad, we are united
- I have been able to be student here and now lead
- Parents and community has everybody's back
- Kids want to create a thriving community for them
- Each school is different, but our programs are unique (pathways, clubs,etc)
- Students and parents have a voice
- We are becoming an IB school through parent and student advocacy
- We are responsive to individual school needs; we are not identical
- We have freedom and support and trust to be responsive to our student needs
- We listen to community
- We hear about each other programs and learn from each (i.e. cyber patriot-stem)
- We strive to make our schools equitable and not equal to address needs of students and community needs, student voice

3. What are the issues a new superintendent should know about when coming to this position?

- Most have been in HLPUSD for a long time....when we went to open enrollment, it impacted our district
- I.e. Youth Cinema project, overlapping programs and nothing sets us apart, having specialties may be needed to help support various needs for students-we may lose students due to programs
- Inequities at some sites; extracurriculars make it difficult for students; being a small school, working families , we don't have the involvement and engagement that is needed to bring in revenue to operate the high school.
- Understand what it means to run comprehensive high schools and not just based on enrolment

- Understand budget, allocation of funds is critical -transparency about how funding is spent at district office
- Schools on southside have a good number of students who should be at La Puente high; funding them goes to the programs at other sites. We need the students in our feeder program to fund our program needs
- Competitive enrollment is a pressure site leaders experience as students who are supposed attend their schools but they move; students leave in middle school so we don't have opportunity to retain students in high school -principals find themselves fighting for students
- Open enrollment deadlines are arbitrary and not abided by; district office overrules any denials by sites; parents have learned how to get these transfers approved without evidence
- Have amazing families but don't have financial resources-schools have to come up with money-i.e. CIF dues, ASB cards
- Inequities in budgets- i.e. Similar demographics of two schools, but budget drastically different -we wonder how budgets are developed ;supt should have understanding of different finance structures; all sites could benefit from more funds although needs may vary
- Declining enrollment led to school closures and reconfiguration that harmed lots of family; caused lack of trust and polarized board culture.
- Need to unify stakeholder around student needs, losing students to neighboring districts at a quick pace
- Mass exodus of district leadership-majority were well qualified
- Infighting and lack of professional behavior by board is unacceptable; it's embarrassing. Lost focus on kids and how to focus on the operations of the district (i.e. facilities, etc.)
- Our district allows parents to move kids to schools whether there is room at a school or not (south side has full classes and adding portables, north side has empty classes and are filled with special ed classes); larger sp ed population created challenges in balancing how we address academic needs across schools, need extra funding to address staffing and resources for sp ed
- Chaos on board has also added to why families are moving kids out
- Lines of communication, complaints go straight to supt office and have been allowed bypass the site principals -sense of fear of parents ; we are empowering small group of people with bad intentions to allow them to interrupt our schools
- No divisiveness in community in past until new board has come on
- Rhetoric that all schools have to be identical and have a cookie cutter model-creates division between district, board, schools
- Recommendations by board don't foster the feedback from parents in regards to programs (based on personal opinion and not voices at school sites)
- Since 2001, been through 4 supts
- New board has caused schools to have to focus on doing the same things in the name of equity instead of based on each site's needs
- Meetings with supt and principals stopped happening to share highlights and needs
- Integrity of education has been compromised by fear of new board agendas; impacts resources allocation; lots of top-down bottom processes

- **Ridicule, shame by board member**
 - **Social media witch hunts have caused harm, threats to safety of staff; no one is stepping up to protect teachers, students, administrators**
 - **People are leaving due to seeing the board meetings**
 - **Lack of understanding of how to leverage programs to attract people outside of the district and school finance-need to increase ADA;**
 - **With regards to enrollment, our marketing has become board meetings twice a month; it works against us**
 - **Everything we are doing at site is being undone by board**
 - **Social media is out of control and the district is responding to this; i.e. anonymous posts, signs being posted outside of schools saying to fire us)**
 - **Lots of board policies and need to be updated (i.e. technology, etc.) parents can get ahold of these and confront us on these**
 - **Board members reach out site principals which is out of their role; daily operations of school is not role of board**
 - **Our HLPUSD pride has been lost**
 - **Blame, shame expressed by board towards some schools who are doing well or have more funding or highlighted and made to feel guilty if other schools who don't have the same-shamed for being celebrated ; now schools don't want to be on the radar**
 - **Site leaders felt disrespected when movement occurred without input or perspective being considered (i.e. school closures, etc)**
 - **Site leaders hear things at board meetings, from parents, social media after the fact and don't get much support**
 - **Long term poor cycles of communication across district -principals need weekly agendas or reports from departments and information to stay in the know. Communication comes in different forms and much has been inaccurate.**
 - **We are now working in silos due to poor communication-DLT information needs to be put in writing as well as verbally communication**
 - **Some employees were insubordinate and not held accountable**
 - **Site leaders are thirsty for streamlined communication-clear, timely, in writing**
 - **Level of trust has been broken!**
 - **Site leaders are wearing multiple hats in light of staff shortages; these cause safety concerns; we need support and have someone to go to**
- 4. What are the characteristics, attributes, and skills one should have to be successful in this position?**
- **Want someone who will bridge gaps and provide access to opportunities for students**
 - **Be professional but not try to appease the board; lead without fear but assertiveness to refocus the board on the issue**
 - **Not be afraid to be the boss, implement board policy and stand strong in the face of challenges**

- Extensive background as educator, solid understanding of TK-12 and how it prepares students for college and career
- Knows the intricacies of managing the high schools
- Someone who challenges us but doesn't look down on us
- Integrity and ethical
- Fair and consistent
- Since cabinet is primarily has strong elementary experience, supt needs to have a good understanding secondary education (especially high school)
- Support site administrators; give us the benefit of the doubt and not cave to parent pressure; trust that we are doing our job (i.e. overturning a suspension)
- Be a shared decision maker-include site leaders at table; ensure we have a voice
- Be able link elementary and secondary effectively (understand we want to break cycle of poverty and support that first generation kid)
- Have a strong instructional background and understand early literacy and intervention
- Have assistant supt experience at the least
- Support and leverage vertical articulation and cohesion through TK-12 site principals (curriculum, behavior, etc)
- Strong systems vision for district with district funds attached to it; understand challenges of inequitable funding at sites
- Help us regain that sense of community
- Supt needs to stand up with integrity for what's right for students and community
- Empower our leaders to be responsive to our school community and student needs
- Push the mission and vision of the district
- Ethical role in supporting staff
- Understand governance and finance and role of board members ; focus board meetings on students
- Rebuilds district pride and trust -"unified" help us work together
- "Hear" our voices
- Repair harm done by false narratives about schools (facilities, school closures, etc)-understand history and help inform community
- Emphasize importance of programming and staffing and understand how to balance to preserve both
- Collaborate effectively with principals as decisions are made
- Protect site leaders
- Be present at sites to gain knowledge and relationships
- Leadership is not about being in charge. It is about taking care of those in your charge.
- I really want someone that'll bring us together!
- Understand the HR process
- Knowledge of restorative practices to help repair harm and fear and comfort in rebuilding relationships
- Create a culture where we feel safe to innovate, fail forward, and grow not just comply

Stakeholder Group: Special Education, Community Advisory Committee

No. of Participants: 21

- 1. Tell us what is good about your community.**
 - Multicultural, multilingual
 - Easily accessible
 - Resilient based on current situation
 - Parents are genuinely invested in their kids education
 - I have never experienced crime, safe community
 - Community is ready for change
 - We have a good educational legacy, I am a product of this school district, I had an amazing experience
 - A lot of diverse roots, people have stuck around
 - Always been a welcoming community , different groups of people have been able to come together

- 2. Tell us what is good about the district and the schools.**
 - Inclusive mindset about special students, kids are learning with general ed teacher; Workman elementary has this culture
 - Lots of training on inclusive teaching
 - Having inclusive specialist is amazing
 - Willingness to adapt to change
 - Training for teachers
 - Recognizing that all students are equal even though some students have IEP
 - Resilience of staff, staff do a lot with a lot on their plate
 - Newer wave of teachers are flexible to the different needs, encouraging to see how they adjust to the climate and still show a desire to support their students
 - From what I have learned from CAC and school site for my young students, staff and teachers are great

- 3. What are the issues a new superintendent should know about when coming to this position?**
 - Teachers need more support
 - Supt needs to have inclusive mindset
 - Have an awareness of what is going on with special education , know the gameplan
 - Keep our students at their homeschool and not having to be bussed at different school; ie. SDC at home school (at least TK-5)
 - More transparency; districts in this area; talk about backing special education but don't follow up with what they say; issues like our son having 2 years not having full time teacher; delayed him; minimal responses, site leaders not trained on how to give us answers
 - Parents wonder and wonder what is going, parents have to advocate on their own, need a district to advocate for special education

- News to have solid sound performance management skills with this group, no accountability in making sure things are equal amongst all schools, sometimes principals seem to pick and choose what they want to do; clear standard across the district, follow up with principals about what happened at this meeting (CAC)
- Supt Be willing to break cycles, thinking outside of the box
- Supt who wants to achieve state of the art standards in special education, parents should involved but this should be a standard
- When it comes down to grant writing for individual schools, need supt to encourage each school to do the best they can to ensure support for ; incentivize teachers to write grants
- Needs to tackle the achievement gap, API/Lation, low income, special ed-sp ed has 30% chronic absenteeism rate, Latino underperforming API student by 30 points and this has gotten worse over 10 years
- LCFF is set aside for foster, ELL, special ed-we get a lot of money for that but it doesn;t seem to be ing used for target students=seems to be going towards pd for teachers and renovation -needs to go to targeted student
- Lack of focus on sped-against the law not to have a teacher
- Parents have had difficulties to get IEP ; under law students deserve quality education
- Supt needs to do performance evaluations for staff and afterschool programs-need reports to measure impact o this
- Restructuring of police department, they have been weaponized and used against parents who speak out; feel like parents are retaliated when speaking out
- Using school district facilities and not paying for it, need to be investigated (different programs operating out of them)
- Fcmat report shows school district budget is not good -staff layoffs, potential to be taken over by state
- Capability of doing great work but needs to be more equity; investment in all schools without defunding flagship schools
- Sometimes feels like there are two school districts
- Someone who can see the divide in the cities, inclusiveness in funding; majority of students have IEPs in HLPUSD; students are segregated and bussed to cities with less funding ; not having access at home school forced, for example, I think there are 400 of 1000 students they have IEPs at Sparks Elem vs Robles Middle has very low numbers
- Losing site of how to transition students out of IEPs, tell parents they have access to general ed; not getting exposure and confined to sp ed; getting STEM and out of state activities
- I wish that the general education teachers can be trained in how to deal with students in sped front so that they have more immersive experiences
- Need supt to help sp ed students be included in school sports and not be pushed to side to only be in afterschool activities; help teachers and school staff to remove the stigma of sp ed; more inclusion for sp ed-motivation and attendance with out pressure of IEP requirements like 2.0 gpa to be in sports; create adaptive sports teams, improve lack of knowledge and mindset

4. What are the characteristics, attributes, and skills one should have to be successful in this position?

- Making intentional public appearances
- Willing to listen to the good stuff we have to share
- Have in depth level of education not just a course in special education due to complexities
- Champion for special education and partner with the executive director to feel 100% support for changes
- Dedication to being an example of full inclusivity
- Prepared to have candid, honest conversations
- Create dashboard with all metrics for success so that we can transparently see what is going on
- Confront inequities
- Follow law and address special needs to ensure quality education
- Needs to be fiscally responsive; not sell properties to developers and not outsource to consultants when we can do things in house
- Improve CTE pathways-kids off ipads and be in gardens, have wellness curriculum
- Innovative
- Genuine and caring and sincere
- Be here for the kids not the title and accolades
- Be able to handle and tackle deep rooted issues
- Care about the kids
- Cares about the quality of the schools, quantity of schools-have multiple children-sent my kids to 2 different schools (1 has IEP and 1 in gen ed)
- Sees every child as gen student first and then whatever supports they need
- Open to learn all of the time, children need change frequently
- Inclusive
- Open to positive criticism
- Responsible and takes accountability for decisions they make
- Responsive to parents who advocate for kids news
- Active and assertive
- Speak spanish
- Have strong background in special education; when these students are thriving, we help everybody else
- Healer
- Proven track record with experience with bringing people together when there is division

Stakeholder Group: Parents and Community Members/Partners

No. of Participants: 28

1. Tell us what is good about your community.

- (La Puente/Valinda/West Covina)
- Working class community

- Dedicated to the children
- Active, engaged, dedicated, enthusiastic parents
- Parents have high hopes and aspirations
- Many different cultures and backgrounds—all over the globe
- Close knit community
- Savvy parents—they know what is going on
- Majority latinos
- Thriving, and value the work the teachers are doing in the classroom
- Learning how to make the district responsible
- Newcomers. Many new Asian population coming in. Very welcomed.
- People gather around parents and families who need help. Great community.
- Great hiking trails
- Community safety
- Road access to freeways for commute
- Close to many great places
- Diversity in the community
- Building community and connections and making it a safe place
- Great food to be found in the community
- Smooth traffic
- Safe environment
- La Puente community have humble, united, and willing to help; have knowledge of the good work that the principal and teachers do in the schools
- Hacienda Heights-kids when to Los Altos, want best education for students not just in our community but all across the district ; support of special education
- Focus on data driven, accountable and results
- Focus on CTE, needs other pathways for success beyond
- La Puente stand united, willing to help where we needed , volunteer alot , staff hard working but not get recognized
- Hacienda Heights are supportive, organizations interact with school district, many don't have kids in schools but are still active but you don't always see active
- Passion from all and we all want what's best for our kids
- Used to be Hudson Usd in 1970, then became unified
- We had a community parade that has gone on since the 80's that no longer exist due to political pressure in the past 2 years
- Strong faith based community, lots of churches in the community
- Very diverse community
- Orange groves and avocados everywhere at one point, have changed over time
- Del Haven community center in La Puente
- La Puente, Roland Heights, and Hacienda Heights have always been unified and operated at one; students may go to different schools

- We have helped with the parades in various communities, as retirements have occurred, hard to get volunteers
- Unincorporated community with multiple cities
- All about the kids
- This community of Hacienda Heights is property tax rich ; new homes being built
- Before HLPUSD, used to be called Hudson Unified
- Just the other side of the hill is Orange county
- We had a community parade that has gone on since the 80's that no longer exist due to political pressure in the past 2 years
- Strong faith based community, lots of churches in the community
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2. Tell us what is good about the district and the schools.

- Not impressed with the district. District allowing schools in this community to be underperforming
- Feels that the board undermines or doesn't fully support the school sites in his community
- Sparks and Valinda doing well, largely due to parents and staff and site leadership
- Those schools make the community proud of them.
- Excellent administrators at those two schools; attentive to the needs of the students. One is a product of their schools.
- Some schools really shine
- Blue ribbon schools
- Many varied academic programs
- School police
- School safety
- Great administrators—particular schools named
- Good mental health services
- Good McKinney Vento services
- Outstanding Equity and Access Department

- Many great opportunities and resources for students
- Virtual academy
- Excellent alternative education programs
- Great career pathways at high schools
- Caring and compassionate and thorough teachers
- Aviation; speech and debate pathways are outstanding
- Schools in La Puente, we have caring teachers
- As a student, my teachers cared about students were falling behind; teachers would stay after school hours to bring to students to level
- La Puente and county have offered support for low income and single parents, have afterschool and childcare program
- Teachers are still here because of the love for our children; not for wages (district is not the best paying district)
- Principals understand diversity and needs of new multilingual and special ed students
- Teachers go beyond call of duty to help parents , home visits to
- CTE pathways
- Ap classes/College courses at high school-get credit for college
- Lots of activities -get to understand culture and live together (one school, not divided by race, etc)
- Vertical articulation at schools
- Parents are very involved
- Diversity of teachers from all over the world; they care for our children
- Have award winning teachers due to skills and care
- Supt used to have monthly meetings for parents (questions, discuss problems)
- Lots of community/parent engagement
- Local Boy Scouts are in schools
- Schools are great
- Lots of schools in the community
- A lot of alumni come back and work as staff in the schools
- Good district overall
- La Puente city is primarily Hispanic population, Hacienda Heights community primarily Asian
- School of choice in high school no matter where you live
- Schools consist of students of from multiple cities:
 - County of Los Angeles-unincorporated
 - City of Industry
 - West Covina (southern portion)
 - La Puente
 - Hacienda Heights, Bassett, Valinda-incorporated

3. What are the issues a new superintendent should know about when coming to this position?
- Some schools not fully supported, which is why some of the schools are not achieving like they should
 - Haves and have nots in school communities. Stronger, more qualified teachers flocking to schools in more desirable neighborhoods
 - Some parents are deserting their schools and the district
 - Communication an issue. Meetings held without translation at times. Messages that have not always been translated.
 - Availability of curriculum sometimes late in the school year.
 - District not always responsive to the needs of the schools, and maintenance and repair, particularly in certain schools and communities
 - Some parents feeling harassment and intimidation coming from administration and police
 - We do not want our schools to be closed. There should be other solutions. May not need to close schools if parents could have more confidence in the schools.
 - Issues with arrests of parents for “cease and desist” letters, parent pushback.
 - Need more support for parents.
 - The way the board is being run. Superintendent should be like the band director of the board (“the band”). Steer the board. Board issues.
 - Parents arrested for voicing opposition at board meetings.
 - Community opposition to school closure.
 - Teacher movement.
 - Lots of school closures. How to best re-utilize closed properties. Sports venues?
 - Clashes at board meetings and harassment from community members to staff and board members
 - Budget issues limiting new and innovative programs and support
 - Good administrators who are leaving because of the conflicts in the district
 - Focus on great programs, but maybe not so much on the basics
 - Board must hold the superintendent accountable, but not micromanage. Superintendent needs to be strong enough to set boundaries
 - Strife on the board. Censures. Restraining orders.
 - Skilled in district fiscal operations.
 - Community is very passionate. Superintendent will need to have a thick skin.
 - Be ready to reduce programs and close schools, freeze finances because of the fiscal situation.
 - Advise that candidates really do their homework coming in.
 - Challenges with technology—students not always taking care of their devices. Need to instill greater responsibility with their equipment.
 - Have had some excellent supt in past but have not always had support of the board
 - Have felt like have been given the short end of stick
 - District doesn’t support
 - Board and supt has to work together
 - Supt must know what they will face in this district
 - In 20 years the district has changed. They listen but no results

- Our son was bullied and discriminated against by a teacher
- A teacher has intimidated whole class and created fear and confusion (presented about ICE)
- Teachers don't always follow the IEP requirements; kids can be triggered by pressure, anxiety,-gets ill-feels like nobody cares
- We need people who really care about human race
- Teachers need to understand different needs and challenges in low income communities
- Financial stress, supt must be strong in fiscal issues; be honest and tell community where we are; pull community together in midst of cuts; they must be transparent
- Understand risk management to avoid getting sued over and over; district losing money which could go towards teacher salary, students, mechanical
- Adequate and severe look at past issues in order to fix going forward to reduce that expenditure
- Need to have good eye on on contracts; spend a ton of money
- Spend millions of dollars but when analyzing impact, they need to measure to determine if this program is working or not
- We are worried we could go under state receivership
- Compliance on agreements that have been made; i.e. contract with teacher union-leave time; need to look at entire of contract-salaries/benefits
- Paying excessive amounts on people we don't need for former union prez; this money could be used to pay for extra curricular activities ;
- We need to look at why we are losing enrollment ;
- Multilingual, sp ed, low income leaving to other districts to have better classes
- We like to keep students in higher performing side of district
- Supt used to do what the former board prez wanted
- Police does not respect the community; feel like they intimidate parents; schools uses police
- School closures were misleading and not truthful....they called is school consolidation and then closed 4 schools-closed the ones that were for high needs -schools were ADA compliant; not community input; we lost a lot of parents to other districts and community lost trust in district
- Combo classes are not good in our schools
- Too many substitutes in classes
- A substitute wanted to fight with a student about a phone who had an IEP as an accommodation
- Staffing challenging and hard to attract teachers
- 2 year temporary status of new teachers; we lose good teachers who aren't tenured
- discrimination -shouldn't treat people differently just because of how they look
- Don't throw our complaints to the side; follow through-small or large
- Don't take employee side-my child was harassed and they took staff side
- Classified staff/SEIU support staff are not treated as respectfully and decently as teachers; don't mistreat support staff-CSEA union members didn't get much allocated
- HLPUSD reputation isn't good
- Respect all students not matter if they have special needs or are genius
- Police is very bad; was concerned about my kid, but treated badly, staff should be held accountable; lack of ethics and professional

- Board direction should be followed
- Over spending money on cabinet members who are not doing their job; multilingual programs have not seen gains, no new programs, no best teacher training for students
- A lot of teachers are off line; they need to be able teach and not be doing administrative duties (TOSAs); this contributes to 2 year cycle of losing new teachers
- When board members want to engage in board trainings and travel, there should be limits (be clear on limit on training, protocol)
- When are in board meetings, there is not space for community and parents who want to make complaints; staff in back of meeting are just sitting
- Nearby us, is a battery recycling plant -chemicals are dangerous and contaminating parts of our schools and this was ignored when doing school closures-board has refused to hear presentation on the danger of this (air, soil, water contamination)-school district may not be able to control this but could still attempt to address this; Soil testing wasn't done yet; school that is closest to the plant was left open; analysis didn't take into consideration
- Combo classes exist because they didn't do a good calculation when tk kids coming in; then some kids left so it caused combo classes
- No matter where kids go to school, there needs to be a balance of allocating resources
- Supt needs to have an effective system for guiding site leaders to address parent and students
- No accountability for staff when harm is done to students
- Pervasive attitude to ignore concerns/complaints or even spoken to rudely; when response is given, they are told it didn't happen
- Public records requests are being ignored; which has led to lawsuits and loss of funding
- Kids with disability don't seem to have rights or lawyers to protect kids ; feel like there is no one to help my son
- Staff seem to not want to be on the spot and be invisible and not answer questions
- Personnel commission being separate ; district wanted to control them
- Hiring seems to be corrupt and people have been hired based on their relationships
- Board and supt has used police department as their personal police-need to know the role of local law enforcement-efficient policing considering complex roles (sheriff, district police dept), roles need to be clear
- Housing is more expensive causing people to leave
- Political divide amongst county supervisors which has trickled down to the community
- Historically, we lost our cityhood; politics have caused finances to be shifted
- Cell phones are destroying kids
- Closing down schools
- Used to be a bedroom community, affordable housing and now it is too expensive and is causing people to leave
- Concerned about the district finances
- Community relations
- Racial divide amongst the board, adults; the kids are great and very diverse coming from multiple cities

- Supt should join the community clubs-i.e. Kiwanis, Rotary, etc; we used to have the supt be a part of this; politics have impacted this as well
- Community voices are sharing negative narratives and don't live in this community nor have kids in the district
- New supt needs to be a sales person who sell the district to bring more students in and partner with community organizations
- Great programs were brought in for kids but there are political views that have tried to put these down
- School district should take on the community parade or at least partner with community clubs to do so (have kids, schools, staff, new volunteers involved)-could be a way to unify the community
- Small group of community members follow a few voices who don't represent the community

4. What are the characteristics, attributes, and skills one should have to be successful in this position?

- Need to hold teachers, principals, and board members accountable for the success of their schools
- Needs to be equitable attention and allocation to the school sites.
- A listener and a doer. Don't make promises. Get things done.
- Someone focused on support for every school, and will hold schools accountable for achievement.
- Knowledgeable about the needs of students and the needs of each school.
- Someone who will listen to the teachers.
- Someone who can build confidence back in the schools and district
- Someone who will build strong and trusting relationships with parents and the community
- Do the research about why families leave the district, and what can be done to retain them
- You have to cater to your customers
- Hold the cabinet and principals accountable for achievement.
- Recognizes that "word of mouth" is critical in parent decisions over where their children will go
- Needs to inspire confidence in the district and the board
- Needs to keep up competitive salaries for employees
- Needs to unify the board. Some are power hungry. Make the board functional.
- Focus on safety
- Would like support for an indoor sports center
- Care for students, teachers, and schools and build friendly and harmonic community.
- Promote positive value and build up students' character and contribute back to the community.
- He needs to know the board is dysfunctional... he needs to be well versed Robert's rule, brown act, conflict of interest, Board Bylaw, strong understanding of local state funding
- We need a superintendent who is not afraid and can keep our board in line. The board has been an embarrassment for years
- Communicate broadly to all groups.
- Humble. Welcoming. Open door policy.
- Put students first

- **Speaks other languages. Spanish speakers have the largest demographics, but other languages are also spoken in the district.**
- **Someone who has been a teacher, principal, director, assistant superintendent. Understands all the roles.**
- **Someone who is familiar with and completely understands the district. Not a politician. Someone invested in the community.**
- **Understands the particular needs of children at risk. Engaged and involved. Hands on.**
- **Knows the job duties and can navigate the board members.**
- **Understands and appreciates diversity**
- **Kind and also effective.**
- **Caring. Does not “take sides.” Treats everyone kindly and equally. Greets everyone.**
- **Brings people together.**
- **Someone who will confront the issues; not sweep things under the rug.**
- **Knowledge and understanding of district cultures and can bring people together.**
- **Willing to make changes**
- **Transparent. Will follow through on issues and communicate results and solutions.**
- **Knowledgeable about special needs and ADA laws. Committed to SPED students and inclusion.**
- **Honesty. Demonstrate honesty.**
- **Look at local options, businesses, and programs for resources and service.**
- **Lets everyone speak. Won’t discriminate. Listen. Hear everyone’s voices.**
- **Someone who is skilled with mediation.**
- **Someone with advanced educational background**
- **Strong knowledge of law, finance, and business operations.**
- **Courageous**
- **Has a background as a teacher and increasing administrative responsibility**
- **Supt needs to lead and not divide**
- **Acknowledge people and be respectful no matter how we look**
- **Multilingual**
- **Strong-process driven**
- **Proven accomplishments, concrete driven results**
- **Someone who is supportive**
- **Hold self and team accountable**
- **Be able to manage board relates**
- **Needs to unite Hacienda Heights and La Puente communities-these are all of our kids**
- **Have strong personality to lead without getting intimidated**
- **Board needs to respect the community as the supt does**
- **Need to give equality for kids with/without disabilities**
- **Advocate and stand up for parents who are afraid to speak up**
- **Follow up after parents come to address issues**
- **Make people feel value and worth**
- **Supt needs to understand the dynamics of working with board is needed and not about power**

- **Unite community**
- **Have an understanding of high education for students**
- **Strong , real leader**
- **Can take a stand and call things out**
- **Understands of diversity of our community, primarily our students to ensure they have the same rights and opportunities**
- **Need to help heal and shift negative narratives to unify and not divide**
- **Have to model for our kids**
- **Respectful and honest**
- **Transparent**
- **Hold community meetings with parents/community at different schools ; hold board meetings at different location with space larger audience**
- **Empathy and treat people equally**
- **Acknowledge students, especially kids who are struggling and have disabilities**
- **Don't leave kids with disabilities in the shade, they are smart and shouldn't be ignored**
- **Bridge and unite between La Puente and Hacienda Heights (we are one district)**
- **Fix the little problems that are there before they become huge**
- **Pay attention to us and give an answer**
- **Be present in schools and greet people**
- **Strong personality and stand with feet on ground and not be intimidated**
- **Don't separate schools, cities-all things should be together**
- **Strong personality and say not to board**
- **Honesty and integrity to do the right no matter what without reference to color, city boundaries**
- **Personable and friendly**
- **Honest should shine through**
- **Not driven by perceived power or celebrity**
- **Be brave**
- **Not afraid to stand up to board and not deal with the bullying**
- **Kind hearted but strong minded**
- **Teamwork**
- **Accountability**
- **Open door**
- **Transparency to community**
- **Hold community forums to answer questions**
- **Attend community partner meetings (Kiwanis, HHIA, City of La Puente, City of Industry); find out who the pillars are in the community**
- **Show up at community events**
- **Focus on moving forward and not what happened in the past, but honor history and culture on community**
- **Effective communicator**

Stakeholder Group: CSEA

No. of Participants: 20

- 1. Tell us what is good about your community.**
 - Diversity
 - People live in the community
 - Sense of community/Small town feel
 - Lots of community engagement
 - Community involved with The District
 - Community values Ag and open space

- 2. Tell us what is good about the district and the schools.**
 - Community schools at 17 sites
 - Community engagement
 - Support for students
 - Mental health support for students and families
 - Personal needs being addressed in the areas of food, clothing,
 - Equity in Access
 - Focus of foster youth
 - Great adult education
 - Child Develop Program
 - Aquatic Center
 - District has Trustee areas
 - Aeronautics Program
 - Mariachi Program/Music program/Speech & Debate
 - Pathways for students
 - Apprenticeships
 - Dual enrollment
 - Upward Bound (College Access)

- 3. What are the issues a new superintendent should know about when coming to this position?**
 - Administrative: Lack of engagement with staff
 - Previous HR Director left the District
 - Accountability concerns
 - Lots of lawsuits;
 - Board is divided and dysfunctional
 - Racial issues within District
 - Quadrant: How District is Divided

- **Some Black employees feel targeted**
- **Adversarial**
- **Personnel Commission boundaries being crossed**
- **Perception that The Board is the only problem; previous leadership was not a bridgebuilder**
- **FCMAT Report**
- **Benefits are misaligned**
- **Treatment of bargaining units is different**
- **Board lacks professional governance model**
- **Police Department antagonist with some members of the community**
- **Retaliation when people district**
- **District hides significant issues that will impact employees**

4. What are the characteristics, attributes, and skills one should have to be successful in this position?

- **Collaborative Labor Relations** A superintendent with a proven history of working collaboratively with classified employee unions—especially CSEA—and who respects and upholds collective bargaining agreements.
- **Recognition of Classified Employees** A leader who understands the essential role classified employees play in student success and daily school operations, and who actively includes them in strategic planning and decision-making.
- **Trust and Transparency** A candidate who has built trust with labor partners through transparent communication, fair practices, and a commitment to resolving issues collaboratively.
- **Fairness in Dispute Resolution** Someone who approaches labor disputes and grievances with fairness, consistency, and a genuine desire to maintain positive working relationships.
- **Equity in Negotiations** A superintendent who promotes transparency and equity in negotiations, especially during times of fiscal challenge or organizational change.
- **Support for Internal Growth** A leader who supports promotions from within and prevents out-of-class assignments that violate union contracts or bypass qualified classified staff.
- **Investment in Professional Development** Someone who invests in professional development and career advancement opportunities for classified employees across all departments.
- **Inclusive Workplace Culture** A superintendent who fosters a respectful and inclusive workplace culture, where classified staff feel appreciated, supported, and empowered.
- **Accountability for All** A superintendent who holds top-level administrators accountable for their actions and decisions. Historically, only CSEA members have been held accountable in HLPUSD, and this imbalance must be corrected.
- **Responsible Use of School Police** A leader who will not misuse the school police department, nor allow school board members to use school police personnel to carry out personal agendas or retaliatory actions.

- **Compliance with Labor Law A superintendent who upholds the recent PERB decision that found HLPUSD violated CSEA members' rights related to union activity, ensuring full compliance with labor law and protection of union rights moving forward.**
- **Respect for the Personnel Commission A superintendent who respects and complies with the authority of the Personnel Commission, recognizing that HLPUSD is a merit district.**
- **Understanding of Commission Authority A superintendent who ensures that all administrators and managers fully understand and comply with the fact that the Personnel Commission is a completely separate and independent entity, with its own jurisdiction and authority over classified employment matters.**
- **We are looking for a superintendent who will ensure that all complaint investigations are conducted fairly, impartially, and without retaliation.**

Stakeholder Group: SEIU

No. of Participants: 6

1. Tell us what is good about your community.

- **Diverse**
- **Traditions**
- **Generational**
- **Supportive Services Groups**
- **Transportation/Close to freeways**
- **Shopping**
- **Aquatic Center**
- **Good Food**
- **Easy access**
- **Community Events**
- **Parks**
- **Religious Centers/Diverse**

2. Tell us what is good about the district and the schools.

- **Virtual Schools**
- **Community Day Schools**
- **Special Ed.**
- **Adult School**
- **Dual Immersion**
- **Pathways**
- **VAP**
- **Police Department**
- **Longevity**

- Many employees children that attend schools
- Employees live in the school
- Modernization at sites
- New School
- Technology/Phone System
- Upgrades to kitchens
- Events Centers
- Partnerships with Cities
- Employees are able to attend classes for free
- Some New Facilities

3. What are the issues a new superintendent should know about when coming to this position?

- *School Board:*
 - Conflicts within the Board
 - Focused on themselves not the community
 - Cannot be a trustee and an advocate
 - Hidden agenda
 - Not a professional demeanor
 - Should not disrespect or speak negatively about employees
 - Last minute requests/Duplicate information
- Pay & Benefits
- Communication
- Turnover
- Public Records
- Lots of solar
- Facilities
- Old infrastructure
- Lots of programs without proper measurement of impact and results
- Teaming is missing

4. What are the characteristics, attributes, and skills one should have to be successful in this position?

- Good Listener
- Strong Leadership Skills
- Communicates Well
- Honest/
- Problem Solver
- Ability
- Common Sense

- **Get to know people in the District**
- **Team Player**
- **Lead by Example**
- **Unifier**
- **Rebuild morale**
- **Be visible/approachable/present**
- **Can have courageous conversations**

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

Results and Analysis

McPherson & Jacobson/Sogolytics
September 8 - 19, 2025





Overview of the Research Project

The Superintendent Search Feedback Survey was open from September 8-19, 2025.

The survey was available via a public URL posted on the district's website

The was translated into Chinese, Spanish, and Vietnamese.

This report summarizes district-level survey results. For each question, participants were groups by parents/guardians, current employees, and community members with no school-aged children were grouped with those who selected 'other' for their relationship to the district. There were not enough student responses to warrant analysis.

The report incorporates an analysis of open-ended response items. Responses were systematically coded through pattern coding, after which related codes were consolidated into broader thematic categories.

Findings for each item in the report exclude participants who did not answer.

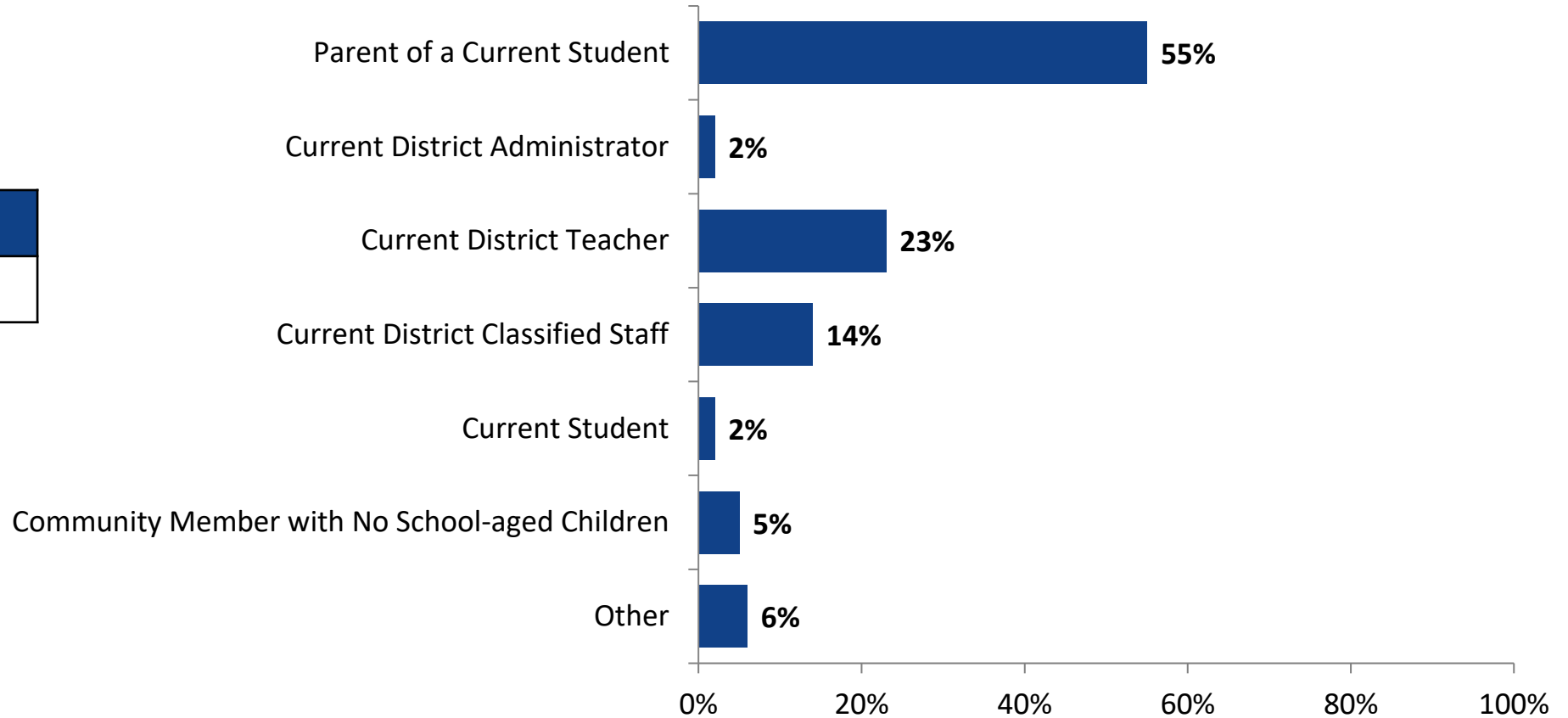
Data labels less than 5 percent are not shown in charts and graphs.

Percentages may not total 100 due to rounding.

8 Relationship to the District

Which of the following describe your relationship to the district? (N=442)

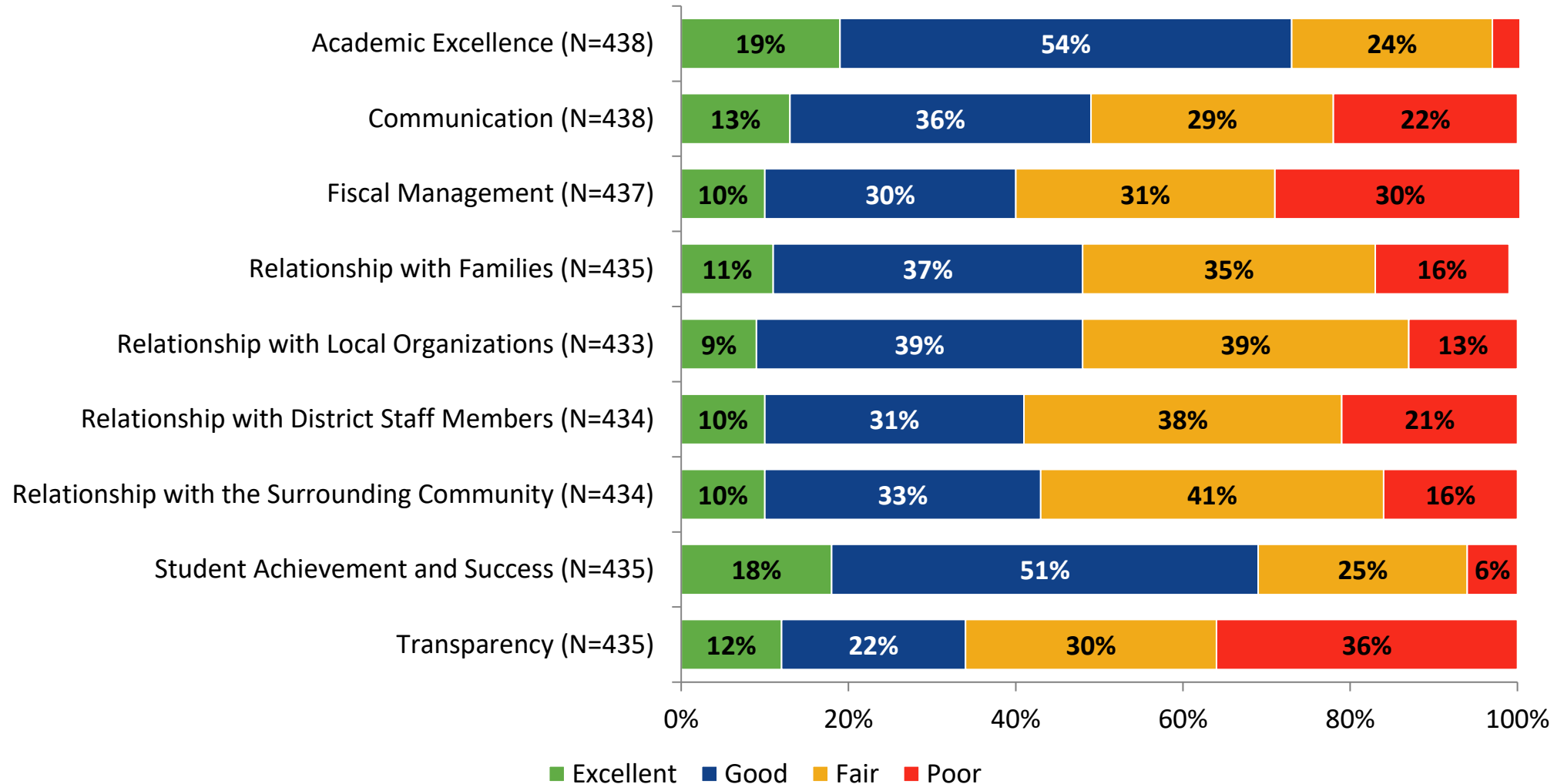
Total Responses
443



Percentages added may exceed 100 since a participant may select more than one answer for this question.

8 Perceptions of the District

Please rate the quality of the following aspects of the district.





Great Things about the Community

Please tell us great things about your community that potential candidates for superintendent should know. (N=148)

Cultural Diversity

The community is consistently described as multicultural, multilingual, and rich in traditions. Families take pride in the wide range of cultural backgrounds, cuisines, festivals, and histories that make the area vibrant and welcoming.

Family and Community Involvement

Parents and families are deeply engaged in their children's education and school life. From volunteering at events to serving on PTAs, there is a strong culture of partnership between schools, families, and community members.

Hardworking and Supportive Spirit

Residents describe themselves as hardworking, motivated, and willing to step up when needed. The community is seen as caring, supportive, and united in pursuing better opportunities for children and families.

Safe and Supportive Environment

Participants value the sense of safety and community trust. Many highlight the welcoming atmosphere, strong traditions, and a focus on ensuring children feel protected and included.

Strong Commitment to Education

There is a shared pride in academic achievement and programs that support student success. Families emphasize their high expectations for excellence, access to quality education, and a desire for schools to focus on learning and student growth.

Talented Teachers and Students

The community recognizes the dedication and passion of its teachers, as well as the intelligence, motivation, and potential of its students. Many note that both educators and students make the schools special and are key to the district's success.



Great Things about the Community

Please tell us great things about your community that potential candidates for superintendent should know. (N=119)

Cultural Diversity

The community is described as vibrant, multicultural, and multilingual. Families and educators take pride in the rich cultural traditions, diverse backgrounds, and inclusive spirit that bring unique perspectives and strengths to the district.

Dedicated and Caring Staff

Teachers, classified staff, administrators, and support personnel are praised for their passion, commitment, and care for students. Many go above and beyond their roles to ensure student success, often staying extra hours and serving as role models in the community.

Family and Community Engagement

Parents, families, and community members are actively involved in education through volunteering, PTAs, and partnerships. There is strong pride across multiple generations who have attended district schools, creating deep connections and shared investment in student success.

Programs and Opportunities for Students

Award-winning academic programs such as Dual Immersion, CSTEM, CTE, Adult Education, and strong arts and athletic programs are highlighted as strengths. These offerings provide pathways for students at all stages—from preschool through adult learning—to thrive and prepare for future opportunities.

Strong Sense of Pride and Support

The community rallies around its schools, celebrates successes, and supports one another in times of challenge. Pride is reflected in local traditions, cultural celebrations, community events, and a history of working together to improve outcomes for students.

Talented and High-Achieving Students

Students are recognized for excelling in academics, arts, athletics, leadership, and community involvement. They are seen as motivated, capable, and supported by both families and educators to reach their full potential.



Great Things about the Community

Please tell us great things about your community that potential candidates for superintendent should know. (N=42)

Cultural Diversity and Rich Traditions

The community is proud of its racial, ethnic, and cultural diversity, as well as its long history in the San Gabriel Valley. Families celebrate multilingualism, traditions, and shared heritage, which contribute to a strong sense of identity and belonging.

Family and Community Engagement

Parents and families are highly involved—volunteering at schools, supporting sports and events, attending board meetings, and working with PTAs. Many families are multigenerational, with deep ties to the schools, and they consistently advocate for opportunities and resources that benefit children.

Hardworking and Supportive Spirit

Residents describe themselves as hardworking, resilient, and willing to step up despite limited resources. Families sacrifice and contribute time, energy, and creativity to ensure students succeed, reflecting a grassroots spirit of determination and support.

Partnerships and Collaboration

Strong relationships exist between schools and community-based organizations, local businesses, and civic partners. These partnerships bring resources, programs, and opportunities that help strengthen student engagement and community well-being.

Safe and Connected Environment

The community values being friendly, interconnected, and people-centered. Neighbors look out for each other, creating a sense of belonging, security, and pride that extends into the schools and helps students feel supported.

Talented Students and Dedicated Staff

Students are recognized as hardworking and high-achieving, while teachers and staff are praised for their commitment, compassion, and care. Special education staff and school teams are especially valued for going above and beyond to support all learners.



Great Things about the School District

Please tell us great things about your school district that potential candidates for superintendent should know. (N=135)

Academic Excellence and Student Achievement

The district is recognized for strong academics, high-achieving schools, and award-winning programs. Many students graduate into prestigious universities, and families take pride in consistent academic success.

Caring and Dedicated Staff

Teachers, principals, and staff are praised for their commitment, compassion, and willingness to go above and beyond. Many are long-term employees, alumni, or deeply tied to the community, creating continuity and trust. Special education teams and support staff are highlighted as especially strong.

Diverse and Inclusive Community

The district embraces cultural, linguistic, and socioeconomic diversity, which enriches learning and strengthens the student experience. Families, staff, and students value equity, inclusion, and collaboration, while recognizing the importance of serving all groups fairly across the district.

Innovative and Varied Programs

A wide range of programs is seen as a major strength: STEM, CTE career pathways, arts, athletics, speech and debate, robotics, adult education, wellness programs, and after-school offerings. Families appreciate that students have opportunities to explore interests beyond core academics.

Partnerships and Family Engagement

Strong relationships with parents, community groups, and local partners are central to the district's success. Parents actively volunteer, contribute resources, and advocate for improvements, while community-based organizations and businesses support programs and expand opportunities.

Safe and Supportive Environment

Participants value the district's commitment to safety, wellness, and social-emotional learning. Free meals for all students, wellness programs, counselors, and community liaisons are noted as positive supports. Schools are described as welcoming and student-centered, fostering a sense of belonging and care.



Great Things about the School District

Please tell us great things about your school district that potential candidates for superintendent should know. (N=112)

Academic Excellence and Student Opportunities

The district is proud of strong academic performance, high graduation rates, and nationally recognized schools. Students benefit from a variety of offerings—dual language immersion, STEM, college prep, arts, athletics, and specialized pathways like WECAN and CTE—that prepare them for college, career, and life.

Adult and Continuing Education

HLPUSD's Adult School is one of the largest in California and a significant strength of the district. It provides career training programs with strong job placement rates, veteran services, ESL, parent education, and lifelong learning opportunities that extend the district's impact beyond K–12 students.

Caring and Dedicated Staff

Teachers, classified staff, and administrators are consistently recognized for passion, professionalism, and commitment to student success. Many staff are alumni or long-term employees, creating strong ties to the community. Their hard work, resilience, and experience are seen as the backbone of the district.

Community and Family Partnerships

The district benefits from strong relationships with parents, volunteers, civic organizations, universities, and businesses. These partnerships expand opportunities, provide resources, and create a family-oriented environment where multiple generations feel connected to their schools.

Cultural Diversity and Inclusion

Families, students, and staff reflect a wide range of cultural, linguistic, and socioeconomic backgrounds. This diversity is celebrated as a strength, enriching the learning environment and fostering creativity, empathy, and global awareness.

Innovative and Enriching Programs

HLPUSD is noted for its innovative practices—such as Ethnic Studies, restorative programs, wellness initiatives, arts, music, and afterschool programs. These opportunities emphasize the whole child and provide students with experiences that go far beyond core academics.



Great Things about the School District

Please tell us great things about your school district that potential candidates for superintendent should know. (N=39)

Academic Achievement and Alumni Legacy

The district has a long tradition of producing high-achieving graduates, many of whom return as alumni to mentor, coach, and support current students. Blue Ribbon schools, strong academic outcomes, and student success in STEM and other fields highlight the district's legacy of excellence.

Caring and Dedicated Staff

Teachers, classified staff, and administrators are consistently praised for their commitment to students, often going above and beyond—even purchasing supplies or volunteering after hours. Many employees view the district as family and take pride in serving their community.

Community and Family Commitment

Parents, families, and community members are highly engaged and deeply invested in ensuring student success. Schools serve as community anchors where families and alumni remain connected, reflecting a shared pride and responsibility for student outcomes.

Cultural Diversity and Inclusion

HLPUSD is recognized as a diverse district that values equity, cultural respect, and student-centered decision-making. Programs like dual immersion and multicultural events are highlighted as important supports for reflecting the district's diverse population.

Innovative and Enriching Programs

The district offers a wide range of programs that enrich student learning beyond core academics: Dual Immersion, arts, music, aviation, drama, speech and debate, and career pathways. New district-wide initiatives such as musical theatre and film/cinema are seen as expanding opportunities for all students.

Student Potential and Passion

Participants emphasize that HLPUSD students are talented, motivated, and capable of achieving great things when given the right resources. The district is viewed as having strong potential to grow further with collaborative leadership that prioritizes student well-being and learning.



Significant Issues and Challenges

What are the most significant issues and challenges the next superintendent should know about when coming to this position? (N=155)

Board Dysfunction and Lack of Trust

The Board of Education is described as combative and deeply divided. Meetings are characterized as chaotic and overly political, with public disputes and a lack of cohesion undermining leadership and community confidence.

Budget Pressures and Enrollment Decline

Declining enrollment has created funding shortages, leading to school closures, staff reassignments, and program cuts. Poor budget management and lack of transparency around fiscal decisions have fueled mistrust. Families fear further inequities and instability if these issues aren't addressed.

Equity and Resource Disparities

Disparities exist between Hacienda Heights and La Puente schools, with one side perceived as receiving more resources. Racial and cultural tensions exacerbate these divisions. Families consistently call for fair distribution of funding, facilities, and opportunities across all schools.

Facilities, Class Sizes, and Staffing

Aging facilities, overcrowded classrooms, and inconsistent staffing are major concerns. Frequent teacher reassignments, lack of aides in special education, and insufficient support staff disrupt learning. Families cite safety issues, poor food quality, and inadequate playgrounds as pressing needs.

Student Support and Academic Gaps

Achievement gaps remain, particularly for English learners and special education. Participants want stronger academic rigor, equitable access to enrichment, and improved counseling services. Concerns about bullying, student engagement, and inconsistent expectations across schools.

Transparency, Accountability, and Community Engagement

Participants stress the need for honest, transparent communication and involvement in decision-making. Many emphasize the importance of rebuilding accountability and fairness, ensuring that leadership decisions prioritize students and community needs.



Significant Issues and Challenges

What are the most significant issues and challenges the next superintendent should know about when coming to this position? (N=132)

Board Dysfunction and Toxic Climate

The Board of Education is viewed as unprofessional and divided. Meetings are described as damaging to the district's reputation. This dysfunction creates a hostile work environment, slows decision-making, and undermines trust at every level.

Budget Pressures and Financial Instability

Declining enrollment has created fiscal challenges, forcing school closures and reconfigurations. Participants cite wasteful spending, inequitable allocation of resources, and ballooning benefit costs.

Community Division and Equity Gaps

Deep divisions exist between Hacienda Heights and La Puente, with families perceiving favoritism, inequities in resources, and unfair program distribution. These tensions are compounded by racial and socioeconomic divides.

Declining Enrollment and Staff Retention

Enrollment loss has led to shrinking budgets, larger class sizes, and disruptive teacher reassignments. Families are leaving for other districts with better facilities and smaller class sizes. Staff morale is low, citing slow hiring processes, inadequate pay, and unaffordable health benefits.

Facilities, Programs, and Technology

Aging infrastructure, outdated classrooms, and inconsistent program offerings are ongoing challenges. Participants cite the need for modernization, better technology management, and fairer access to enrichment programs.

Transparency, Trust, and Community Engagement

The district faces widespread mistrust due to poor communication, lack of transparency in decision-making, and dismissive treatment of community input. Participants call for honest leadership that listens, engages openly, and prioritizes students over politics or personal agendas.



Significant Issues and Challenges

What are the most significant issues and challenges the next superintendent should know about when coming to this position? (N=46)

Board Dysfunction and Political Drama

The school board is described as divided, unprofessional, and focused on personal agendas rather than students. Meetings often devolve into conflict and intimidation. Rivalries between Hacienda Heights and La Puente are amplified by board behavior, further dividing the community.

Budget Pressures and Fiscal Mismanagement

Participants express concerns about deficit spending, collapsing reserves, and inequitable allocation of funds. Families perceive wasteful spending, lack of transparency around contracts and expenditures, and fears of deeper cuts or even state takeover if financial stability is not restored.

Community Division and Equity Gaps

Historic inequities between La Puente and Hacienda Heights continue to cause tension. Families call for fairness in academic programs, facilities, and extracurriculars. Cultural and class divisions, along with lack of authentic community engagement, exacerbate mistrust.

HR, Staffing, and Retention Issues

Slow, inefficient hiring processes are driving away potential candidates and creating staffing shortages. Teachers, counselors, and support staff report being overworked, underpaid, and burdened with high health insurance costs. Morale is low, with staff leaving for better conditions elsewhere.

Student Achievement and Support Services

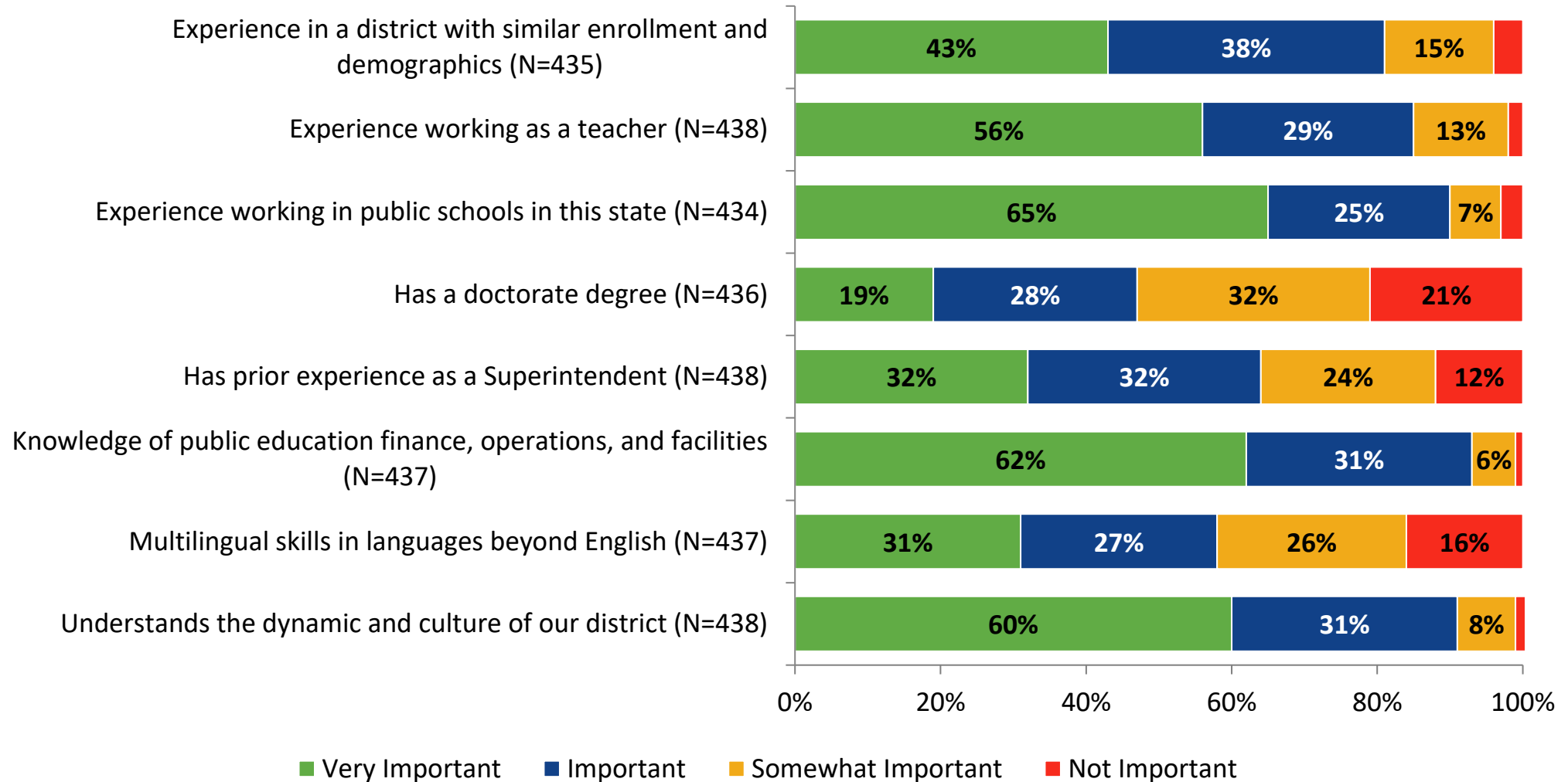
Participants highlight the need for stronger academic rigor, improved test scores, and equitable access to quality programs. Counseling services are insufficient, with some schools having a counselor-to-student ratio far above recommended levels.

Transparency, Trust, and Community Engagement

The district faces a severe trust deficit due to opaque decision-making, lack of communication, and exclusion of families from key processes. Many call for leadership that actively listens, rebuilds trust, enforces respectful conduct, and ensures the community has a real voice in shaping priorities.

8 Preferred Areas of Expertise

From your perspective, how much importance should the Board of Education place on each area?





Qualities, Skills, and Characteristics

What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful? (N=151)

Cultural Competence and Community Connection

Participants want a leader who understands the district's unique diversity, and who is bilingual/multilingual, sensitive to cultural and socioeconomic differences, and committed to serving all students equitably. They should engage authentically, showing respect and presence at school sites.

Integrity, Transparency, and Accountability

Participants stress the need for someone who is honest, ethical, and transparent in decision-making. The community is calling for someone who rebuilds trust after years of mistrust, models accountability, and ensures fairness in resource allocation, staffing, and financial planning.

Leadership Strength and Courage

Participants want a strong, visionary leader who can stand up to board dysfunction, navigate political drama, and keep the focus on students. They emphasize the need for resilience, decisiveness, and the courage to make difficult choices while remaining calm, fair, and professional under pressure.

Student-Centered and Equity-Driven

Above all, the superintendent must put students first. Families expect a leader who raises academic standards, expands enrichment opportunities, and strengthens programs for English learners, special education students, and those from low-income families.

Strong Communication and Relationship-Building

Excellent communication skills are essential—someone who listens actively, host forums, explain decisions clearly, and maintains open, respectful dialogue. Building positive relationships and simplifying ways families can engage.

Visionary, Innovative, and Fiscally Responsible

Participants seek a forward-thinking leader, practical and innovative. Someone who can manage declining enrollment and financial challenges, while embracing new technologies, partnerships, and programs that prepare students for future success.



Qualities, Skills, and Characteristics

What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful? (N=136)

Approachability and Visibility

Participants want someone who is present in schools, approachable, and willing to listen. Someone who visits campuses regularly, greets employee, and builds authentic relationships across the district.

Character and Integrity

The community emphasizes integrity, empathy, fairness, and humility. They should treat everyone with respect; model professionalism; and demonstrate moral courage in the face of political or personal pressures.

Communication and Relationship-Building

The superintendent must unify competing voices, listen deeply, explain decisions openly, and de-escalate tensions. Relationship-building with staff, unions, families, and board members will be critical to rebuilding trust and morale.

Educational Experience and Community Knowledge

Participants want someone with experience as a teacher, principal, and district administrator, who understands classroom realities. Local ties and a genuine connection to the community are seen as vital to credibility, stability, and long-term commitment.

Leadership Strength and Courage

Someone who is strong-willed and unafraid to stand up to board dysfunction, micromanagement, or political agendas. They must balance firmness with diplomacy, guiding meetings professionally, saying “no” when necessary, and keeping the focus on student learning over adult drama.

Vision, Innovation, and Fiscal Responsibility

Participants want a leader with vision—able to set short- and long-term goals, embrace innovation (CTE, technology, enrichment), and keep the district competitive despite declining enrollment. Business acumen in finance, HR, and governance is also expected, alongside equitable allocation of resources and accountability in budgeting.



Qualities, Skills, and Characteristics

What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful? (N=46)

Authentic Connection and Visibility

Participants want someone who is approachable, visible at school sites, and genuinely engaged with the community. They should greet staff at all levels, meet with parents directly, and show humility by being willing to help with everyday tasks.

Broad Educational and Professional Experience

Many emphasized the need for someone who has experience as a teacher, principal, director, assistant superintendent, who understands classrooms as well as district operations. Knowledge of curriculum, MTSS, special education, discipline, grants, and data-based research is considered essential.

Cultural Competence and Bilingual Skills

Given the demographics, bilingualism (especially Spanish) and deep cultural awareness are strongly preferred. They should understand the different realities of Hacienda Heights and La Puente, and be able to bridge divides across race, language, and socioeconomic status.

Firm, Courageous Leadership

They must be able to manage a combative, politicized board with authority and diplomacy, someone unafraid to say “no” to board members, unions, or outside interests when necessary, while ensuring meetings remain professional and student-focused.

Integrity, Transparency, and Trust-Building

Participants want a leader who is honest, fair, and transparent—especially around budgeting, decision-making, and program implementation. They should restore trust after years of perceived mismanagement and ensure equitable treatment for all schools.

Student-Centered and Visionary

The superintendent must keep students’ education, safety, and well-being at the center of every decision. Someone who values academic rigor, expands extracurriculars, and supports mental health and student rights.



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Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

Open-ended Responses

McPherson & Jacobson/Sogolytics
September 8 - 19, 2025

McPherson & Jacobson/Sogolytics
 Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

Which of the following describe your relationship to the district?		
Responses	Count	%
Parent of a Current Student	241	55%
Current District Administrator	10	2%
Current District Teacher	101	23%
Current District Classified Staff	63	14%
Current Student	7	2%
Community Member with No School-aged Children	21	5%
Other	27	6%
Total Unique Responses	442	
Total Responses	470	
Note: Because multiple answers per participant are possible, the total percentage may exceed 100%.		

Q 1. Which of the following describe your relationship to the district?: Parent of a Current Student	
Q1. Which of the following describe your relationship to the district?	
SR No.	Response Text
1	Other (Please specify) : Former employee
Q 1. Which of the following describe your relationship to the district?: Current District Administrator	
Q1. Which of the following describe your relationship to the district?	
SR No.	Response Text
No responses found.	
Q 1. Which of the following describe your relationship to the district?: Current District Teacher	
Q1. Which of the following describe your relationship to the district?	
SR No.	Response Text
1	Other (Please specify) : alumni
2	Other (Please specify) : former HLPUSD went through all 12 years as a student, hacienda heights property owner, active community member, multiple positions on multiple committees
Q 1. Which of the following describe your relationship to the district?: Current District Classified Staff	
Q1. Which of the following describe your relationship to the district?	
SR No.	Response Text
1	Other (Please specify) : Retired Classified Sub: Currently assigned to California Elementary
Q 1. Which of the following describe your relationship to the district?: Current Student	
Q1. Which of the following describe your relationship to the district?	
SR No.	Response Text
No responses found.	
Q 1. Which of the following describe your relationship to the district?: Community Member with No School-aged Children	
Q1. Which of the following describe your relationship to the district?	
SR No.	Response Text
1	Other (Please specify) : district speech therapist

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

2	Other (Please specify) : Alumni and former teacher
3	Other (Please specify) : Alumni
Q 1. Which of the following describe your relationship to the district?: Other (Please specify)	
Q1. Which of the following describe your relationship to the district?	
SR No.	Response Text
1	Other (Please specify) : district speech therapist
2	Other (Please specify) : Former employee
3	Other (Please specify) : certificated staff
4	Other (Please specify) : Counselor
5	Other (Please specify) : Community School Site Specialist
6	Other (Please specify) : counselor
7	Other (Please specify) : Counselor
8	Other (Please specify) : Retired Classified Sub: Currently assigned to California Elementary
9	Other (Please specify) : Uncle to school age child enrolled.
10	Other (Please specify) : alumni
11	Other (Please specify) : School Psychologist
12	Other (Please specify) : Teacher k-12
13	Other (Please specify) : Counselor
14	Other (Please specify) : Ex alumno, padre de egresamos y abuelo de este distrito
15	Other (Please specify) : Current District Certificated Staff
16	Other (Please specify) : Current District Certificated Staff
17	Other (Please specify) : Grandparent of students attending district
18	Other (Please specify) : My kids graduated
19	Other (Please specify) : Alumni and former teacher
20	Other (Please specify) : past student
21	Other (Please specify) : Parent of a child that use to go there.
22	Other (Please specify) : Community member with HPLA teacher daughter
23	Other (Please specify) : Current substitute teacher
24	Other (Please specify) : consultant
25	Other (Please specify) : School Psychologist
26	Other (Please specify) : former HLPUSD went through all 12 years as a student, hacienda heights property owner, active community member, multiple positions on multiple committees
27	Other (Please specify) : Alumni

Q 1. Which of the following describe your relationship to the district?: Parent of a Current Student	
Q2. Please tell us great things about your community that potential candidates for superintendent should know.	
SR No.	Response Text
1	Culturally diverse.
2	I want to see the superintendent put efforts to show equal treatments in all school.
3	Families are very motivated and involved. We want what is best for our children.
4	We want the best education for our children, equity, and inclusion.
5	Very good families and strong community involvement in both Hacienda Heights and La Puente.
6	We are a tight-knit community whom aren't afraid to work hard for our children, our homes and our future.
7	HLPUSD is proud to be a diverse cultural community. We have cultural events, a "multi-verse" of culinary delights, and places to shop/visit. I would like to someone in the Superintendent role who can unite our district further and bring more to the table for our kids to experience and learn culturally. Someone who can mediate and show the way of things in a professional and sensitive manner. We need someone who can represent all of the cultures and backgrounds here at HLPUSD while maybe claiming only a fraction of it. Yes, our community has it challenges but meet them head on - take on the issues that we need to resolve. We try very hard with that we have - we are trying to do better for our kids.
8	Multicultural community.
9	Expansive demographics, proud of our community.
10	Our community care about the future of the children.
11	Diverse community with potential to achieve great things if working together
12	Teachers are passionate about their students and their school community.
13	Value of our amazingly diverse community and potential of immigrant and first and second generation students.
14	Academic and success minded students
15	Scores are a joke. The board meetings are a circus. I get told stuff by family n friends that the board meetings.
16	My community is giving and always supportive when asked.
17	These are real great student who are looking for community. Their parents and teachers are looking for someone who will help lead that effort
18	People in this community can unite and work as a team to achieve a certain goal
19	Great things about my community include wonderful families and very special kids. My community has kids that deserve the best. We all deserve a super intendent who is honest, respectful, kind and a hard worker. I expect a man or woman who will not cover up the truth to protect their or the district's interest. I expect a superintendent who is competant. They need to be graceful- yes men can be graceful without being . It would be great if the superintendent also has a family. This will demonstrate relatability. We need a leader who is not corrupt, not entitled, and who is not . Sorry but this had to be said in 2025. Our children deserve to be safe. Our family deserve a superintendent who is going to be a resource we can turn to. Someone we can lean on. Someone we can trust. Appropriate

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

	is important and a thorough disciplinary check should be done. Thanks.
20	These kids are very smart and willing to learn.
21	This community really does have people who are willing to step up and help at schools and events as long as they know that the end goal is for the betterment of the kids. It has an older community that values tradition and would love to see that tradition come back in some way that represents all schools.
22	We have a community of hardworking families who value education and want strong leadership to guide our schools forward.
23	How to manage the different need of our diverse population.
24	The community is strong when it comes to the education of our students . They truly care about student needs and are very involved in their education.
25	Our community is rich in different cultures. We want what's best if ALL students no matter what quad they live in.
26	Great programs offer to students
27	Forecast of birth rate which affecting the resource and funding distribution around the school district, plan ahead and not last minute.
28	There are many churches of different beliefs in Hacienda Heights. Our community is diverse with strong values.
29	Our district is diverse with many minorities. We have many dual immersion programs. However we should also have other programs for those that not benefit from it.
30	No far ideologies. Just focus on education and hard skills not political messaging and indoctrination.
31	mesa robes elementary 4Excessive class size
32	We care about education and access to the best education possible!!!
33	The community is diverse and generally supports public education.
34	Good performance art programs for the students
35	We have high expectations for excellence. We value multi vector diversity. We have the ability to privately fund any school program if there is a shortfall of funds since we are also business owners engaged in pacific rim trade. We are linked into a diverse array of notable and distinguished international and national figures (economic, political, cultural, technological, literary, scientific) which are on standby and available when appropriate.
36	We are huge on inclusion. May I have two children with disabilities and we believe that inclusive education benefits everyone. We want to create and support a more accepting community of all abilities.
37	that principals communicate with parents
38	Growing entrepreneurial working community need resources and tools to improve education so that students can go to college
39	We have some amazing teachers at Palm Elementary, Newton Middle, LAHS and Wilson HS. I'm sure we have great teachers at others school as well, I just know about these schools.
40	Minority students of color are struggling to receive academic resources to better their academic careers.
41	We are a diverse community and value hard work, accountability, and merit.
42	is a child bully should not be in that school.
43	- We have a long history social justice-oriented activity: a history of resistance. - our

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

	community is divided along social class and racial identities (between Hacienda and La Puente area) - we are a beautiful community that has amazing potential for growth into a unified beautiful family - but we needs lots of work
44	We are a community with alot of good history, great students and parents. The district needs a professional individual that will continue to embrace the needs for our students.
45	We care about the future of our students
46	“Our community is welcoming, diverse, and deeply supportive of education. Families here are highly engaged in their children’s learning and partner closely with schools. We take pride in our strong traditions, close-knit relationships, and a culture of collaboration between staff, students, and parents. Our community values innovation while also honoring its history, and we work together to provide opportunities for every student to succeed. It’s a place where people truly care for one another and celebrate both academic and personal growth.
47	Excellent staff, very friendly, very attentive
48	About the students
49	We are a close knit community that fiercely advocate for our kids' best interest. We care about education and where resources are allocated.
50	We need a more united board members that respect each other.
51	General demographic, general income of residents, common landmarks, happenings at LP rec center
52	We are diverse!
53	We are a community of hard working parents, who care about building strong community relationships.
54	Focus on the problems of schools, students, teachers, and administrators. Provide solutions to these problems
55	Despite not being a member of the community, based on my experience and understanding, the community looks out for their community member/take pride in their community and want to see their community thrive and become successful.
56	Hacienda Heights and La Puente are vibrant, culturally rich communities in the San Gabriel Valley that offer a unique and inspiring environment for any incoming superintendent. Together, they form the heart of the Hacienda La Puente Unified School District, serving a diverse population that values education, tradition, and innovation. The area is known for its strong family values, community pride, and deep-rooted cultural heritage—evident in landmarks like the Hsi Lai Temple in Hacienda Heights and the historic Donut Hole in La Puente. Both communities are home to schools with dual-language immersion programs, academy-based high schools, and a forward-thinking focus on whole-child education.
57	A small community, eager to progress
58	Park activities for the family.
59	Our community really shows up for its schools. Parents, teachers, and neighbors pitch in to support students, and there’s a strong sense of pride in seeing kids succeed. It’s a diverse, hardworking community that values education and gives students both encouragement and opportunities to grow.”
60	Centrally located to Los Angeles and Orange County
61	The diversity of the community and the needs of the community.
62	The sole positive aspect of this community lies in its sports and events. In all other respects, I believe the community should prioritize its own affairs.

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

63	We are a tight community who cares about the education of our children
64	It is a tight knit community with parents and teachers that care. We just need to figure out a way to create some buzz with the parents to make sure they are involved with their schools and kids.
65	We are proud of our rich cultural diversity and we bring a wealth of perspectives, traditions, and experiences to the floor. This diversity is one of the greatest strengths. We also recognize that at the same time, with such a range of cultural views, this can lead to passionate discussions and differing opinion. However, this passion reflects how deeply our families care about our children.
66	We're poor and speak mainly Spanish. We get less community and parental support than the South schools. We also don't get our campuses as clean and pretty as the south side.
67	There are very caring and involved parents of students who have been the key factors of improving one or more schools in HLPUSD, however the # of such parents is relatively small.
68	Equality and understanding
69	Family fueled community. We strive for inclusion of all people and pride in our community.
70	Work together.
71	This is a very diverse community in both culture and social. Things that this community cherishes are the kids and their safety.
72	Hacienda heights is a tight knit community where a lot of people spend time together. Meaning a lot volunteer, work, do activities with one another and very involved. We do NOT want division with the hacienda heights la puente district. We want to be treated as we are people and that we are a community that appreciates being together.
73	N/A
74	Everyone that is involved shows sincerity and dedication
75	Hacienda Heights community is involved in community events. Our schools have great PTA members.
76	na
77	diverse background
78	Multi-cultural community.
79	Our community is diverse and comes together in times of need. Always working towards the common goals and striving towards a better future.
80	We are united
81	More sport and instruments
82	I hope that in the future, the superintendent can ensure that each school will not adjust the number of teachers and student classes one week after the start of school, which has happened in this school district for several consecutive years, such as reducing teachers and disrupting classes three weeks after the start of school!
83	Not sure
84	More people are coming together and working together and getting along and helping out one another.
85	That any parent has the confidence to talk to them and that they lend themselves to listen to the needs of both students and parents
86	Special Education Assistance

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

87	Good place
88	The great things is that many people from our community have been living in hacienda heights for many years through many generations.
89	n/a
90	Sometimes when commuting to and from school, there are many vehicles around the school, and some of them will be faster, which is disturbing. I hope there is a good way to improve it. Thank you
91	In my opinion, my community is very quiet, bandalism is not heard, everything is very good.
92	I believe parents in this community are involved and very interested in their kids doing good in school. Schools are great here.
93	We live in a multicultural community with residents from different ethnicities and backgrounds, and this diversity is both an advantage and a focus to focus on. Parents in the community generally attach great importance to education and hope that schools can provide a safe and inclusive environment for children to feel respect and equality in learning. At the same time, there is a language barrier in the community, and some families have limited English skills and are prone to difficulties in communication and resource access. Therefore, candidates for superintendent should focus on how to strengthen the connection between schools and families, such as providing bilingual information and translation support, and establishing transparent communication channels. In addition, the community has high expectations for campus safety, including campus environmental safety and mental health support. Candidates who understand these situations will help them better serve their communities.
94	Our community is great at making sure everyone is included.
95	Is a knitted and humble community . Old fashioned with new visions .
96	We have 4 schools recieving blue ribbon award. watch out for from La Puente
97	Leaders should attach the greatest importance to students' safety. This includes personal safety and food safety. The physical and mental health of children. The learning environment of children and their academic performance. The physical and mental health and working ability of all teachers. Teachers are the ones who have the closest contact with children every day. Therefore, the recruitment of teachers is also very important.
98	We all want the best education for our children.
99	Great teachers and after school programs
100	There is nothing good about this community. It has never been so divided as we are today. All because of groups of on the . Fix it or .
101	My community cares about education, healthy programs, and learning through activities. We like to be informed about what is happening.
102	Our community comes together when they need it. It's Beautiful & Bright our students are all special our staff as well
103	Our community is proud of its rich cultural diversity, strong family values, and deep commitment to education. Families, businesses, and local organizations work together to support our schools, creating a welcoming environment where students thrive and traditions are celebrated. With engaged parents, vibrant neighborhoods, and a spirit of collaboration, this is a community that takes pride in nurturing the next generation.
104	None
105	Our community is diverse. We are proud. We have different types of food and Parks in our

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

	community. We are good neighbors with each other.
106	We love living here.
107	I love the hardworking teachers at our site. I think for superintendent it's important that they know the community-someone who has been in the district and understands the ins and out on how to improve the district. Home grown for me is so important!
108	Solid understanding of the Brown Act and other laws that govern school districts. Transparency and lawful decision-making are non-negotiable
109	Safe and supportive environment, Diverse and inclusive culture, academic excellence, plenty of parking spaces available
110	Our community is experiencing rapid growth and increasing diversity with nearly all available land being developed for new housing, families continue to move into Hacienda Heights at a steady pace. To meet the needs of these new residence, it is essential that our public schools remain strong, appealing, and competitive otherwise families may return to private schools which diminished community investment in our local public education system strengthening our schools will not only support student success, but also enhance the overall appeal and stability of our community.
111	Changes related to changes in the school and students' learning situation
112	We have a brand new school at Wedgeworth that took SO many years and SO much effort from our community!
113	We are a very diverse community that deeply care for the education of the students of La Puente and Hacienda Heights. We pride ourselves with top notch staff and students who want to learn.
114	safe
115	We are a community.
116	Students and parents are great.
117	Parents who want to be involved.
118	Diverse community, great eating establishments, close to the freeways, great schools, multi-generational families, lots of history, wonderful small businesses, district covers about three cities
119	We are a diverse community with different cultures. We have a rich history of people migrating to our city. Understanding the land, history and people we can grow as a community. We have families that have been here generations while others a new to the community. Overall, its a great place to live.
120	Hacienda Heights is a diverse and welcoming community with strong family values, active parent involvement, and a deep commitment to education. Our families and community partners work together to support students academically, socially, and emotionally. It's a safe and connected place where culture, tradition, and innovation come together to help every child thrive.
121	Diverse population. Not having to drive far to green space.
122	Diversity between asian, mexican and korean community makes hlpusd strong
123	The schools here are absolutely amazing. The small business workers are friendly and the surrounding natural habitats are beautiful. We have a beautiful space.
124	My community provides a great library for people to search information for self-tutor. And preschool has provided excellent services, like mental health, nutrition and child development to help student. Library and school are the two foundations for a community to thrive.

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125	Our community is full of wonderful people with limited resources. We need to do everything we can to help our community thrive.
126	Focus on learning and engagement
127	We are diverse community that needs a superintendent that views all students as important.
128	Students reflect good values
129	Hacienda Heights is a safe and welcoming place for families, where people from many backgrounds—Hispanic, Asian, African American, and Caucasian—live and work together with mutual respect. The community offers excellent opportunities for children to participate in both sports and academic programs at very low costs, ensuring access for all families. In addition, there are many fun community events designed for children, which help bring families together and create a strong, family-friendly environment.
130	More involved w parents and students
131	We are a multicultural and multilingual community. The incoming superintendent should be comfortable with diversity and approachable.
132	Our community is proud of its dedicated teachers, supportive families, and diverse student body. We value innovation, strong programs, and collaboration to create a safe, inclusive, and bully-free environment for all students. Candidates should know we are engaged, welcoming, and committed to excellence in education.
133	Our community is made up of parents who are deeply involved in their children’s education and care about their safety and wellbeing. We value a strong focus on academics and expect schools to stick to teaching core subjects, without introducing topics like LGBT issues or other subjects unrelated to traditional learning. Families here want leadership that listens to parents, keeps politics out of the classroom, and works to support students in learning and growing in a safe environment.
134	“I believe schools should have a superintendent. A superintendent can guide students toward a brighter future and help ensure that each student has access to the best possible educational opportunities.”
135	Academics and great programs
136	La Puente is wonderful place to make a good impact on the children that reside and go to school here. The neighborhood is well loved and full of multi-cultures.
137	Highly involved and engaged in education and board meetings
138	We have blue ribbon elementary(wedgeworh) and high school (Wilson high). So we need to improve the middle school to finish the line.
139	Too much homeless
140	diversity, great schools, close to highways, lots of eating establishments from different cultures, diverse religious places of worship, lots of history, multi-generational families,
141	Some great teachers, great students and good parents.
142	Care about the needs of students
143	Safety
144	Regarding safety, preparing to build a homeless shelter will be my concern for the safety of the entire community in Hacienda Heights. Because there is no police station in our community, I have seen homeless people living on the streets near my house and no police patrols! I hope to pay attention to safety issues. Some of the park's facilities are old and hope to be renovated so that more children can enjoy better facilities

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145	Resource distribution, future development planning of the school, major matters of the school district
146	An active community that cares about children, public education and making a difference in their and their families' lives.
147	Don't discriminate
148	Years of experience in serving the community, strong leadership, knowing how to serve the community, and strong communication skills

Q 1. Which of the following describe your relationship to the district?: **Current District Administrator**

Q2. Please tell us great things about your community that potential candidates for superintendent should know.

SR No.	Response Text
1	A dedicated team that cares deeply about students and the community we serve
2	Excelente personal, muy amables, muy atentos
3	Our HLP community is diverse, vibrant, and deeply committed to education. Families value strong partnerships with schools, and many generations have attended within the district, creating lasting pride and connection. La Puente and surrounding areas celebrate rich cultural traditions and multilingualism, while uniting around shared values of supporting students and preparing them for success. Students excel in academics, arts, athletics, and leadership, supported by caring educators and staff who go above and beyond. Local businesses, faith-based groups, and civic partners collaborate with schools to expand opportunities and resources. Located in the heart of the San Gabriel Valley, our community benefits from proximity to universities, cultural centers, and career pathways, giving students access to higher education and future-ready opportunities. Above all, our community embraces diversity as a strength and shares a united vision of helping every student thrive.
4	Parents care about their children and want the best for them.
5	Award Winning Programs that bring people to our district including Dual Immersion, CSTEM, and others Caring staff who go above and beyond with the community
6	Great cultural diversity. Passionate Classified staff, Certificated staff, families and students. Rich, successful history and award winning schools.
7	Parents, families, staff, students --the whole gamut of individuals who are passionate about student learning and development!

Q 1. Which of the following describe your relationship to the district?: **Current District Teacher**

Q2. Please tell us great things about your community that potential candidates for superintendent should know.

SR No.	Response Text
1	Get rid of all and start fresh. Toxic
2	It is a very culturally diverse community and students and families have different needs that need to be met.
3	The community needs complete transparency
4	My community has amazing students. We have many wonderful parents that are involved. We also have parents who want to be involved, but don't know how or where to start. The teachers on this side of the district (La Puente/North side) work extra hard and put in many hours to support our students and families.
5	The La Puente Community is culturally rich and diverse. We need a superintendent that

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

	understands that both sides of the district are not the same, and is willing to act equitably towards both sides when making decisions.
6	We have a diverse community that is deeply committed to the principle of pluralism, equity, and inclusion.
7	We are a diverse community with caring parents whose concerns include school safety and a quality learning environment.
8	The teachers who have remained with this district in spite of the turbulence have done so due to being dedicated to the students and the community. They enjoy the support they receive from the community...there are however holes within the communication and respect from the school board and the previous cabinet members
9	Job Security Low enrollment
10	Our community is strong and willing to work with qualified individuals who respect our community and everyone involved through trust and loyalty.
11	High performing students Highly dedicated teachers
12	Adult Education at Willow Adult Center is a resourceful school of excellent programs from learning English to training to be an LVN.
13	Our students are high achieving in many areas. Our faculty and staff care deeply about our students and our programs.
14	We support a vast diverse population of students. We offer everything from preschool to CTE career programs. A perfect place for families and students to have a full education from start to finish.
15	We are a diverse group of neighborhoods that embody a wealth of experiences and a long history of the original inhabitants and more recent additions.
16	The community wants to help out our district and wants their kids to have a quality education/experience.
17	Teachers are passionate about their students and their school community.
18	The teachers are dedicated to all their students. All teachers work together for improve students learning.
19	NA
20	Parents consider education important and are supportive.
21	Our community is a strong and carrying group of people. Our community is very proud of their heritage and their accomplishments.
22	Sports. Student involvement is great. Student interaction. Teacher involvement.
23	We are committed to growth and we set objectives/ goals and commit to them until is completed.
24	Don't let the drama of the distract from the amazing schools here
25	Strong Community Pride: Families, educators, and neighbors take great pride in our schools. We celebrate our successes together and rally to support one another during challenges. Safe and Supportive Environment: We are a welcoming community where relationships are valued and students are encouraged to grow not only academically but also socially and emotionally.
26	We have a good number of veterans in our community and i like the fact that the adult school runs a veteran program that helps veterans in the community to deal with PTSD, homeless issues, training opportunities and supportive services to help our nations hero's.
27	I feel they should already have been part of the hlpusd community and some type of leadership role. There's not only should speak English but Spanish minimum.

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

28	The community is increasing in diversity. The culture is family oriented and most parents want their children to succeed academically. Many families have lived in the community for multiple generations, so they have history with how things were when they were both bad and good. Most want better. Students form strong friendships because of going to school and living in the same community.
29	Nothing
30	Amazing
31	We have great parents that are involved 100% in their child's (children's) education.
32	La Puente community—one that values close-knit families, higher education, and strong communication between leaders and board members who genuinely care about student success.
33	Excellent staff, very friendly, very attentive
34	Adult education is an important resource for the community, parents, high school graduates, ESL learners, and job seekers.
35	involved donate a lot to school/classroom
36	Teamwork PTA presence Personable/knowledgable principal
37	Our community is a very diverse and proud. We have had three generations of students at our school (that I know)!
38	our community has so many things about it. We are inclusive, quick to help one another. We are passionate, and are very dedicated. I love the progress our school and community has made throughout the years. increasing our graduation rates, and offering more selections of electives.
39	Rich culture abounds on both the Hacienda Heights and La Puente sides of the district.
40	We are a fairly close knit and conservative community. We have high expectations of our students/children and gear them towards college/university. We have a variety of ethnic backgrounds and respect one another's differences and embrace our similarities.
41	We are a close community family as staff/parents of students. We look out for each other.
42	Very connected community with smart students
43	Our school Nelson family work very hard to meet the needs of our community. The needs are vast in our neighborhood. We service 4 Sdc classes and many special needs students in the general ed population.
44	We used to be a great district. There's still hope for the future.
45	Despite not being a member of the community, based on my experience and understanding, the community looks out for their community member/take pride in their community and want to see their community thrive and become successful.
46	La Puente is a hard-working family community.
47	We need someone that really understands what the La Puente quad of schools need. We do not have the same needs as the Hacienda Heights quad need.
48	Excellent teachers that really support the kids.
49	Families only want the best for their children. Sometimes these families just don't know how to make it happen for them. We need a hard working superintendent that will show up and dedicate themselves to this community.
50	I am not from this community
51	This is a community that cares about school climate. Parents want to send their kids to schools that are supported by the district and encourage a welcoming and caring environment. Equity across both sides of the district is important as well.

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52	Close knit, multigenerational school attendees,
53	We are proud of our rich cultural diversity and we bring a wealth of perspectives, traditions, and experiences to the floor. This diversity is one of the greatest strengths. We also recognize that at the same time, with such a range of cultural views, this can lead to passionate discussions and differing opinion. However, this passion reflects how deeply our families care about our children.
54	Family fueled community. We strive for inclusion of all people and pride in our community.
55	a person that has been in the district.
56	Los Altos has a strong culture that values the WHOLE student. We care about academics, but we also value school culture, co-curricular programs, athletics, and more. We need someone who supports this vision and understands that quality schools are about more than just academics.
57	The parents in our community are very helpful, passionate about their beliefs, and always willing to do what it takes to support our schools.
58	Our community is rich cultural diversity and carries a variety of economic needs.
59	Our community in the LP quad is very loyal and hard working. They are supportive of their children and the schools.
60	The community in HLPUSD is diverse.
61	We are a family and support each other.
62	The job should be their goal, not a stepping stone or opportunity to boost their career. They should be seen as a leader, not someone who only shows up for media events and photo opportunities.
63	We are a very diverse community that deeply care for the education of the students of La Puente and Hacienda Heights. We pride ourselves with top notch staff and students who want to learn.
64	The candidates should know that making sound budget moves that protect the financial health of the district is at the forefront.
65	The community is very diverse, safe, and has many opportunities for families, children, and business owners to get involved in local events.
66	It is a diverse community with various needs. It is filled with hardworking families.
67	Our school has wonderful families that care greatly about their children and their education. Our school is in a high risk area and we are a title 1 school. Many students are here at school from 7:30 am to 6 pm. 80% of our kids are in the after school program. Parents are very busy and don't have time or ability to help students who are struggling. We have a high percentage who are ELs. We also have a high percentage of students who come in with many traumas in their lives who need counseling. All these demands upon the students make it imperative ALL their needs are met, not just focused on academic achievement. Parents need parenting classes to navigate these challenges as well.
68	are you reading this ? is a candidate already been selected? Be part of the community , embrace the families, get to know the people, be out there. don't use HLPUSD as a stepping stone. hacienda heights is going through a transition in multiple levels, are you the one that will pivot it back and bring the community together cultures and people and all that ?
69	The community of our schools is strong. They protect and support one another. It has strong sports programs such as the La Puente Little League and the La Puente Junior All-American Football and cheer programs. The community like gathering for community events such as the 3rd of July Fireworks Show, the concerts in the Park and the a lot more community events.

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70	strong parent community and involvement. shared commitment to student success, access, support, and opportunities from all stakeholders.
71	Our kids are amazing and come from families with so much to share and contribute.
72	Our community consists of dedicated families, staff, and community members who care deeply about our students. Each of these entities comes together to make HLP a family.
73	Our community is diverse and can be passionate. We have many parents that are willing to help at schools and will advocate for students and staff. There are many opportunities in our community for students to participate in many activities.
74	The community wants the best education for their children. Adults are highly motivated and take advantage of the programs offered in job training and high school diploma programs.
75	Our community is deserving of a superintendent that will treat both the la puente and hacienda sides with equity.

Q 1. Which of the following describe your relationship to the district?: **Current District Classified Staff**

Q2. Please tell us great things about your community that potential candidates for superintendent should know.

SR No.	Response Text
1	We want the best education for our children, equity, and inclusion.
2	community gets involve in their children safety and health environment parents and community knows what their children needs
3	Our Speceial Education department is made up of amazing people who really care about our kids!
4	Very diversified.
5	hard-working community
6	Very good families and strong community involvement in both Hacienda Heights and La Puente.
7	Our community has hard working parents that are dedicated to their children and our school. The community is very involved with PTA and volunteering opportunities at our school site.
8	N/A
9	Wilson high school has great staff and students. Staff is caring and really work to help students succeed.
10	As a classified staff and a proud product of this district. I would love to have someone that truly puts the student's 1st.
11	We are a tight-knit community whom aren't afraid to work hard for our children, our homes and our future.
12	Students, staff and community members are dedicated, passionate and committed to fostering a safe and valuable learning environment. We are a diverse community that takes pride in the array of cultures we represent.
13	HLPUSD is proud to be a diverse cultural community. We have cultural events, a "multi-verse" of culinary delights, and places to shop/visit. I would like to someone in the Superintendent role who can unite our district further and bring more to the table for our kids to experience and learn culturally. Someone who can mediate and show the way of things in a professional and sensitive manner. We need someone who can represent all of the cultures and backgrounds here at HLPUSD while maybe claiming only a fraction of it. Yes, our community has it challenges but meet them head on - take on the issues that we need to resolve. We try very hard with that we have - we are trying to do better for our kids.

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

14	He/She will need to work hard on regaining the trust of our community.
15	Candidate should know how a school runs, not just the district office
16	Excellent staff, very friendly, very attentive
17	I don't live in the community.
18	We are a strong community that wants a superintendent that meets the needs of the community.
19	I work at a distinguished school and would like to to be a part of an environment of learning that encompasses excellence in the development of students academically, also emotionally training the clientel to be leaders in their communities wherever that may be.
20	our community needs a leader and superintendent that can deal with people from all walks of life. we have a diverse population from low income to high income. all folks want to have resources spread out fairly, not favoring only the higher income.
21	Supportive community engagement: Showcase active engagement from parents and community members, citing strong participation in forums, surveys, and parent-teacher organizations. Highlight a history of community and school collaboration for initiatives and projects. Diverse student population: Frame your district's diversity as a key strength, providing opportunities for rich and varied learning experiences. Mention specific initiatives that promote equity, diversity, and inclusion. Focus on the whole student: Emphasize any programs that go beyond academics, such as social-emotional learning, robust athletics, and arts programs. This demonstrates a commitment to creating well-rounded individuals.
22	The City of Industry is a thriving community of businesses and organizations.
23	General demographic, general income of residents, common landmarks, happenings at LP rec center
24	We are a community of hard working parents, who care about building strong community relationships.
25	Our community has a wide range of mixed cultures. Our community centers offer many opportunities for families. Many families have been in La Puente and Hacienda Heights for generations.
26	This community is evolving from the mix of generations who have grown up in the area. As a long term resident who is a product of Hacienda La Puente Unified, I see more investment and demand from the local population in terms of quality education and resources.
27	The community wants a leader who in it for the students and the parents. The community deserves a leader who they know they can trust and will help with situations that arise in their child's school.
28	We appreciate being respected and cherished for the hard work that we put in to make every day wonderful for the parents, other staff members, and students.
29	Be active with community, don't listen to advocates that want to start trouble nd not from the area!
30	Close to 4 major frwys. Diversity. Variety of foods / restaurants choices. New Community pool in La Puente.
31	Diverse community, great eating establishments, close to the freeways, great schools, multi-generational families, lots of history, wonderful small businesses, district covers about three cities
32	My community is full of people, parents and families who want to see more community opportunities for our children. Baseball, softball and the Fourth of July parade where taken from us and we are praying that it is given back. This community lacks programs for our youth and for our elderly. There are many people who are willing to support our school district with

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	bringing back what we had and open to new ideas that will benefit our community and our schools.
33	HLPUSD stakeholder groups in the community provide support to our students and schools. Transparency and engagement with the community is desirable. The community has an invested interest in the District.
34	The community shows a lot of passion for their beliefs, and are actively involved with District events.
35	Our community is active, engaged, and passionate about our schools. I appreciate how many people attend board meetings and speak during public comment. It shows how much they care and want to be heard. I believe the district and superintendent can create real change by truly listening to the community. However, I've also seen public comments turn personal, with individuals being publicly criticized or attacked. While freedom of speech is important, I don't believe public forums should be used to bash others—it sets a harmful tone and discourages collaboration. I also value our diverse community, but sometimes conversations become divided, especially around API vs. Hispanic identities. When that happens, the message of unity through diversity can get lost. I hope under your leadership we can encourage respectful dialogue, focus on solutions, and celebrate our shared commitment to student success.
36	La Puente has a diverse heritage and is committed to preserving its history.
37	We have two historical homes in our community. The John Rowland Home is located next to the school district and services multiple school districts, including hlpusd.

Q 1. Which of the following describe your relationship to the district?: **Current Student**

Q2. Please tell us great things about your community that potential candidates for superintendent should know.

SR No.	Response Text
1	Excellent staff, very friendly, very attentive
2	Understand the community's shortcomings (improvements) and listen to community members and change
3	there is nothing good about my community
4	nothing

Q 1. Which of the following describe your relationship to the district?: **Community Member with No School-aged Children**

Q2. Please tell us great things about your community that potential candidates for superintendent should know.

SR No.	Response Text
1	Our community cares about the education and safety of our children. We are a diverse community.
2	Great special education staff.
3	A wise Superintendent should ask themselves how and why top performing schools are so successful .
4	Our district is rooted in a strong tradition of community connection, and we take pride in being a people-centered community that values collaboration. Partnerships with our local community-based organizations are central to who we are and to the success of our students and families. As we look to welcome a new superintendent, it is vital that candidates share this commitment and recognize the importance of working hand in hand with our CBOs to ensure our community continues to grow, thrive, and prosper together.

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5	Our community is diverse, and deeply invested in education. Families here value academic excellence. A successful superintendent will appreciate our diversity, understand our community values, and lead with transparency, collaboration, and a focus on student success.
6	Close to 4 major frwys. Diversity. Variety of foods / restaurants choices. New Community pool in La Puente.
7	My community is full of people, parents and families who want to see more community opportunities for our children. Baseball, softball and the Fourth of July parade were taken from us and we are praying that it is given back. This community lacks programs for our youth and for our elderly. There are many people who are willing to support our school district with bringing back what we had and open to new ideas that will benefit our community and our schools.
8	Whatever and whichever are important to them
9	Diverse, and we want to be heard equally
10	The racial/ethnic diversity, rich community histories, and community involvement
11	It's a diverse and changing community. Lots of culture and history in the San Gabriel Valley.
12	The community is interconnected, provides a sense of belonging, and those that live in the community have very similar interests and goals.
13	Small community with a lot of potential to grow. People are involved with political events. Great local events for citizens. Community center offers classes for all ages.
14	The Valinda community loves their schools and their families. They cherish family time. Families in my area are asking for increase advocacy for the programs liked immersion and special education.
15	It's a great school district for Students and Staff
16	Hacienda Heights is a diverse and beautiful bedroom community that is freeway close to all parts of Southern California. Mountains, beaches, Hollywood, amusement parks, sports and concert venues are all within easy reach.
17	HLPUSD has a strong, caring community. Families and teachers are invested in students, and the district has a history of being a great district.

Q 1. Which of the following describe your relationship to the district?: **Other**

Q2. Please tell us great things about your community that potential candidates for superintendent should know.

SR No.	Response Text
1	Great special education staff.
2	This community really does have people who are willing to step up and help at schools and events as long as they know that the end goal is for the betterment of the kids. It has an older community that values tradition and would love to see that tradition come back in some way that represents all schools.
3	Our community is deserving of a strong candidate who will represent those from all walks of life including low SES and High SES populations. The community would benefit from a transparent leader who is equitable in their ability to support both disparities within the district.
4	Our community is A-M-A-Z-I-N-G! Our parents are wonderful volunteers, leaders and advocates for their children.
5	Our communities are diverse and bring tremendous strengths to our district schools. Through the Community Schools Grant, available at 17 of our sites, we are able to connect families with a wide range of resources that strengthen student engagement. This program is essential to

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	continue at the school level so we can sustain and build upon the strong foundation created over the past year and a half.
6	We have very hard working students with great families. Our school is surrounded by great staff who really care about our students .
7	We have highly involved parents/guardians and achieving students who are our futute. Together, we can all make change
8	The City of Industry is a thriving community of businesses and organizations.
9	Hacienda La Puente is a working-class community where families sacrifice a lot to give their kids a good education. Many of us are immigrants, bilingual, and raising children in the same neighborhoods where we grew up. Our schools are more than classrooms — they are gathering places, safe spaces, and centers of community life. Parents volunteer at events, cheer at games, cook food for fundraisers, and show up at board meetings because we care deeply about our kids’ future. Even when resources are limited, families step up with time, energy, and creativity. We are proud of our cultural diversity and the way neighbors look out for each other. Potential superintendents should know this is a grassroots community that values hard work, family, and opportunity. With honest leadership that listens to parents and students, HLPUSD can continue to be a place where children from all backgrounds have the chance to succeed.
10	La Puente is a hard-working family community.
11	It would be beneficial for the incoming Superintendent to have prior experience working with diverse student populations as well as with special education students and staff. The Superintendent should demonstrate compassion, approachability, and a commitment to being accessible. While superintendents often interact primarily with administrators or attend school events in a more formal capacity, it is important that the new leader make a genuine effort to engage directly with staff, students, and families.
12	School that I work at is super supportive
13	Our community has caring families that want their children to be successful! Wilson high school has been working hard and has done great things to see ALL students succeed. Our teachers, counseling staff and admin have been intentional about looking at data to evaluate our practice and pivot when necessary to push student achievement.
14	It is a united community, working class, values and principles with parents and that we want the improvement of our children and grandchildren
15	The two schools that I am assigned to have great PTAs/Parent volunteers. Parent involvement is strong.
16	It is a friendly community that people look out for one another.
17	Families involved in community sports. Parents care about their children's success.
18	Brown Act: Understand California’s open meeting law, ensuring all board meetings and decisions are conducted transparently and accessible. Robert’s Rules of Order: Know parliamentary procedures to run effective, orderly, and inclusive meetings with the Board Conflict of Interest Laws: Be clear about state and district regulations to avoid any decisions that could personally benefit the Superintendent, Board members, or staff. Education Code and State/Federal Laws: Stay current with laws governing student rights, special education, assessments, and accountability. Understand the district budget cycle, funding sources and restrictions on categorical funds. Ensure fiscal transparency and long-term sustainability while prioritizing students and classroom needs Ensure district programs benefit all students, regardless of background, ability, etc Support initiatives that close achievement gaps, strengthen career/college readiness. Communicate clearly Lead with a student-first
19	Our district is rooted in a strong tradition of community connection, and we take pride in being a people-centered community that values collaboration. Partnerships with our local

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	community-based organizations are central to who we are and to the success of our students and families. As we look to welcome a new superintendent, it is vital that candidates share this commitment and recognize the importance of working hand in hand with our CBOs to ensure our community continues to grow, thrive, and prosper together.
20	the San Gabriel Valley wildlife corridor
21	Our community is diverse, resilient, and deeply invested in education. Families value strong relationships with teachers and staff, and there is a true sense of pride in supporting children's growth and success. Parents are highly engaged and want to work with school leaders to create positive change. The community brings unique cultural strengths, talents, and traditions that enrich the learning environment and help students feel connected and supported.
22	Community with multiple ethnic groups and difficulty with merging of backgrounds and ideals.
23	Know the nationality make up of the community, know the needs of the students, schools and what the parents would like. Know what is needed from listening to the teachers.
24	are you reading this ? is a candidate already been selected? Be part of the community , embrace the families, get to know the people, be out there. don't use HLPUSD as a stepping stone. hacienda heights is going through a transition in multiple levels, are you the one that will pivot it back and bring the community together cultures and people and all that ?
25	HLPUSD has a strong, caring community. Families and teachers are invested in students, and the district has a history of being a great district.

Q 1. Which of the following describe your relationship to the district?: Parent of a Current Student	
Q3. Please tell us great things about your school district that potential candidates for superintendent should know.	
SR No.	Response Text
1	Have some excellent schools on the HH side of the district.
2	Many great career pathways for kids to choose from before college.
3	The district has great programs. Our children loved the summer Broadway Bound Program. We have valuable arts programs in our home school Mesa Robles.
4	Innovative and effective
5	Very diverse, friendly, and experienced staff, teachers, and administrators.
6	Our district is filled with bright students who have the support of our talented and committed staff family.
7	We are friendly - you'll see many of the staff at HLUPSD hugging each other in greeting. Many of us grew up here - this is our community. We want to improve on what we experienced. We have free breakfast and lunch for all kids in the District. That's amazing - but let's do better and have healthier lunches that the kids will actually eat and not just waste. Our District is hard working, caring, and we put in 110%. Our pay and benefits could be better - we need to keep our hard workers. We lose many to other districts. We also need to feed and care for our families. - many who are in the District. Some of our schools are big on STEM and we offer a good after school program.
8	The district has a history of academic excellence; it offers a variety of programs to students and parents.
9	Great potential, staff that truly cares about our students.
10	The HLPUSD has great teachers who care about the students. Supportive parents donate their time and money.
11	Great schools, Great teachers, Great students
12	The school offers competitive comprehension.
13	Serious about education and high aptitude
14	We have had excellent administration and communication within the district, as well as innovative staff and teachers.
15	lie or do not respond to messages until days later. Many issues and situations can be prevented.
16	Really appreciate how involve the teachers are with parents. I love the pictures and information the school district shares on the parent app, it's a convenience we all appreciate.
17	This district is well known in the mouth of the communities around them. This district leads by example of how to instill education and motivation to reach a student's potential.
18	Not sure any more.
19	You have to be an honest person. A professional. Strong willed. Caring and kind but not creepy. Our kids can become the next generation of good people if we keep them safe. Bring back see something- say something. And no more sweeping stuff under the rug.
20	I like how the school district supports programs such as speech and debate, science Olympiad, robotics. Without these programs, we would have probably left to another district.
21	The school district has great teachers and principals that have done a great job with their

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	schools despite issues at the district level. There are lots of good/hard working people in the district office and some may feel defeated with the idea of all the turmoil going on lately.
22	The district is diverse and has committed families who want the best for their children.
23	Schools are always needed for greater funding.
24	Unfortunately this district is no longer a great district . It's t is not even a tad bit of how great it used to be to be . It is full of corrupted and extremely unprofessional . It truly needs a full blown clearing up and start with new . There really is nothing great to say anymore about this district .
25	Student-to-teacher ratio
26	Hard working individuals teachers staff and administrators
27	Forecast of birth rate which affecting the resource and funding distribution around the school district, plan ahead and not last minute.
28	Most of teachers are dedicated and caring.
29	We need a transparency plan for our school. Staffs at grazide are great but we had too many changes which caused a disruption for our kid class. Many parents decide to move to other schools in the district where they get a better support and less uncertainty.
30	Education. Not lowering grading standards.
31	Mesa Robles Elementray Grade 4 Class Size Oversized Other Elementray Average class size is 23 students
32	There are some good teachers that should be recognized for their contributions in the classrooms and used as examples for all of the bad ones.
33	The district is diverse and serves two cities. The different demographics seem to really support their own group.
34	We need to support labor. While we have high expectations for our teachers, we believe in compensating them well for above and beyond excellence.
35	There has been opportunities to grow and improve and our district has been proactive in doing so.
36	The teachers are very good people
37	The district's dedication to better student approval
38	I don't really have anything great to discuss about our school district. I believe they are corrupt. I believe we have too many people working in the district offices that take away money from our schools.
39	There is ample opportunities to bridge the gap between various minority groups.
40	There could be more work done in the school district like weird days off
41	- lots of effort is put toward making schools welcoming for children - principals are amazing - we have an Intersectional Ethnic Studies program and that can help us flourish should we focus on meaningful implementation
42	It's now a smaller district than before, but has great staff.
43	Our district is proud to serve a diverse and supportive community that values education and student success. We have dedicated teachers and staff who go above and beyond to create a positive learning environment. Families are actively engaged, and strong partnerships between schools, parents, and the community make a real difference for our students. The district offers a variety of academic programs, extracurricular opportunities, and support services designed to help every student thrive. We are a district that embraces growth, innovation, and collaboration,

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	while celebrating the achievements and traditions that make us unique.
44	We love our kids and take care of those that put our kids' needs as the upmost important thing in the agendas. Keep our kids safe.
45	Cedarlane Academy needs a playground shade ASAP! PLEASE!
46	General cost of school supplies, cost to play sports, graduate rate, college bound rate, rate of foster, homeless, and custody involved students
47	Dei. Kids come first.
48	Diverse and eager to work towards better learning
49	Es una comunidad con ganas de trabajar por un bien común que son los estudiantes.
50	From my experience in the district, this school district has gone through a lot of change, but the focus and drive to provide not only stellar academics, leveraging technology and real-world connections while still trying to provide inclusion and address the ever changing issues with mental health. In addition, school now provide Wellness programs and have on-site counselors and community liaisons to in an attempt to provide wraparound supports.
51	HLPUSD is a district that champions equity, innovation, and community-centered education. It offers a dynamic environment where a superintendent can lead transformational programs—from STEM to civic engagement—supported by robust infrastructure and an engaged, diverse student body. This is a district where leadership means fostering inclusive excellence, leveraging high-impact grants, and scaling strategies that shape the next generation of learners and citizens.
52	Has more engaging programs for students.
53	We have great students, supportive parents, and dedicated teachers. Most students are simply trying to learn and grow, and our schools offer robust programs in academics and extracurricular activities. Overall, our communities are peaceful, caring, and willing to work together to support students and their success.
54	It has high achieving schools. Has great teachers that have been at HLP for many years.
55	The district has great teachers that are passionate about educating their students. The district provides many opportunities for students to participate in various activities.
56	The district should prioritize the lunch menu at schools. While it is commendable that many schools have implemented peanut-free policies, they should also enforce stricter regulations regarding the intake of snacks from external sources. Schools should focus on catering to the preferences of students rather than discarding food that is not enjoyed by them.
57	There are many activities and events and resources available to the students such as band, school clubs such as speech and debate and a wide variety of extracurricular activities.
58	Our community is deeply invested in the success of our students. With the deep and rich cultural diversity, brings creativity, empathy and a global mindset among our students and staff.
59	We have the most interesting board meetings! You never know what's going to happen! It's exciting to watch, sometimes eve comical.
60	Parents of top students have been a force of success. Tap them and engage them for ideas and success factors.
61	Our children are rapidly growing and we need a leader to keep up
62	Our district is large and have many outstanding opportunities for all kids
63	We hope that the school administration and teachers will pay greater attention to the well-being of the students.

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

64	Our district is always looking for ways to bring everyone together
65	The school district needs significant change. Having and bullying at the district level is toxic to a very well knit community. Not only does everyone talk about how toxic the district but we are a community of so much potential and the district needs to recognize that instead of bullying one another.
66	All teachers must grade papers in a timely manner
67	Each school shows great support for all the students and the teachers and staff are ssoooo amazing and dedication
68	The district has great programs for all ages.
69	na
70	I hope that the quality and variety of lunch will improve.
71	keep schools that are performing in grades and attendance
72	Use of technology and extra-curricular activities including sports allow our students to shine. More investment needed in the Arts.
73	The district has great schools with high levels of academic achievements. The district provides support, resources and services that enable students to excel.
74	I liked the old principal's organization the way she sorted the carts in the morning that she was always outside greeting every kid who came in
75	I hope that in the future, the superintendent can ensure that each school will not adjust the number of teachers and student classes one week after the start of school, which has happened in this school district for several consecutive years, such as reducing teachers and disrupting classes three weeks after the start of school!
76	High academic achievements Varied opportunities for extracurricular involvement
77	My child attends at Sparks Junior High and the office manager, is very sweet helpful caring understanding takes her time. Explains things if needed
78	Ofrecen mucha ayuda
79	I love that wedgeworth was built brand new and we should try our best to keep it clean as much as possible so future students can still enjoy a nice campus.
80	- Higher paying district - You have a group of parents who really care and support staff
81	In perfect condition and safe and maintained.
82	So much drama about their meetings being exposed on Facebook is embarrassing. I wish they would actually spend time doing what they're supposed to do and help schools do a good job.
83	At the school district level, the most important thing is how to ensure the quality of education and resource equity. There is a certain gap between different schools, some schools have strong teachers, while others face the dilemma of insufficient resources. Parents are generally concerned about how to close the gap so that all students can enjoy the same quality education. At the same time, the curriculum and teaching methods in the district need to be more relevant to future development trends, such as providing students with more opportunities in technology, language and arts. Superintendent candidates should pay attention to teacher training and support to ensure that teachers are capable of meeting the diverse learning needs of students in a diverse classroom environment. In addition, student mental health, academic stress, and cooperation with families in the school district are also important issues that cannot be ignored
84	Our school district checks that things are going well in the schools

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85	I would like the district to continue to help marching band and science and sports programming. So that children and young people have better support and better development. And more help for children in special classes.
86	Same as above
87	Leaders should attach the greatest importance to students' safety. This includes personal safety and food safety. The physical and mental health of children. The learning environment of children and their academic performance. The physical and mental health and working ability of all teachers. Teachers are the ones who have the closest contact with children every day. Therefore, the recruitment of teachers is also very important.
88	Classrooms are being remodeled and updated with latest technology.
89	School are trying to have more parents involved
90	An abundance of great activities for students
91	Good district
92	School board is biased
93	There is nothing good about this community. It has never been so divided as we are today. All because of groups of on the . Fix it or
94	They're trying their best
95	Hacienda La Puente Unified is a top-performing district recognized with National Blue Ribbon and Gold Ribbon awards. HLPUSD offers innovative programs like dual language immersion, career technical education, and strong student support services. With dedicated educators and a focus on excellence, our schools prepare students for success in college, career, and life.
96	None
97	We have very good teachers and good principals in our district. But I can't think of anything more positive because of the current school board. I know that many employees are not happy and that many people who held important positions have left the district.
98	I don't know anything good.
99	I think there's a lot of teachers sticking around even though our school board is unprofessional because they love the school, and the kids! Teachers work hard everyday to support students. We need someone that will do the same-hands in, visiting schools, getting to know and building relationships with principals and teachers.
100	diverse community, dedicated staff, and families deeply invested in their children's success.
101	Wilson High is excellent in STEM and Academic Excellence! Science Olympiad at Wilson High is outstanding! The school is ranked top 2% in the nation. The team has been LA Regional Champions since 2021! They won 3rd place in the state competition!
102	Positive changes are beginning to take place within Hacienda Heights schools, particularly in higher leadership roles. This progress helps assure families that they are no longer facing the same leadership, the same responses, and the same outcomes for ongoing issues. These changes build confidence that the district is moving in a new direction to better meet the needs of our growing community.
103	Wedgeworth elementary school is able to transition into the new school building successfully and expanded enrollment dramatically this year!
104	HLPUSD has a reputation of being innovative in offering wonderful programs for students.
105	Give students a good education
106	Great comunicacion with parent, continue with extracurricular activities.

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

107	We support human kindness and respect each other.
108	Stidents and parents are great with many involvement. Most teachers are great specially ines with long tenure who has built rapport with parents and community.
109	many awards for many schools, wonderful employees, lots of employees who are alumni of HLP, students get in to great colleges, students doing great things,
110	Dedicated to preparing children for higher education, making our schools safe. Dedicated to making the youth experience a memorable one where they feel excited to go to school. So much that they didn't want their school to close down. I know the district is a good place, it has great schools.... Hopefully this new superintendent can take it to the next level and bring community together for the best interest of the children and schools.
111	Families and community members are highly engaged, creating strong partnerships that enrich educational opportunities. We value equity, innovation, and academic excellence while also nurturing the social-emotional well-being of our students.
112	Four blue ribbon schools recently! Great dual language immersion programs!
113	Great academic, stem, speech & debate clubs offering supported by teachers.
114	We care deeply about each student and their family. The district understands that's it takes a village to raise a child.
115	They care about the students and their parents/glidants, teachers are doing their best to find strategies to help students, and there is professionals to assist and provide solutions when necessary.
116	We have wonderful schools with amazing staff.
117	Students are given a wide range of opportunities and their voices are listened to.
118	Our schools are well known for their strong academic performance and consistently high rankings. Many students graduate and go on to attend prestigious universities, including UC campuses and Ivy League schools. The district also places a strong emphasis on technology and computer-focused academics, preparing students with skills that will be vital for their future success. Beyond the classroom, our schools excel in competitions, with students earning awards in areas such as Science Olympiad, Speech and Debate, Cybersecurity, and other academic challenges.
119	The district does its best to provide a quality education for our children. There is so much room for improvement though and hopefully the incoming superintendent will be open to change and progress.
120	Our district is full of dedicated teachers and staff, supportive families, and a diverse student body. We have strong programs in academics, arts, and athletics, and there's a real sense of pride and collaboration between schools and the community. It's a place that values inclusion, innovation, and creating a safe environment for all students.
121	Our school district is full of families who are actively involved in their children's education and prioritize their safety and wellbeing. The district is committed to providing strong academic instruction and focuses on core subjects, without introducing topics like issues or unrelated social topics. Parents here want a superintendent who listens to them, supports student learning, keeps politics out of the classroom, and ensures every child can grow and succeed in a safe, focused learning environment.
122	Motivated students and parent involvement
123	My daughter has been going to school at HLPUSD for 2.5 years now and I have pleased with the education and guidance she has received so far.
124	Engaging parents, many award winning and high performing schools, great teachers

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

125	We have blue ribbon elementary(wedgeworth) and high school (Wilson high). So we need to improve the middle school to finish the line.
126	Lack of teachers
127	great leaders, great teachers, great staff, several schools with national or state awards, lots of programs,
128	N/A
129	The number of students cannot be too large
130	safety at school & food quality at cafeteria
131	As a parent of a student, I hope that the school district will give more funds to the school, not reduce the funding, and have a better school to make the community better. Make the school environment better and let students enjoy more resources
132	ditto
133	There are keystone schools that are the best in CA and the nation. The Board recently removed its showing its renewed commitment to public education as opposed to politics and self-interest.
134	Cooperation between the two districts, not struggle
135	How much money should the community invest in schools, do not discriminate against race, do not suppress any ethnic group, fairness and justice

Q 1. Which of the following describe your relationship to the district?: **Current District Administrator**

Q3. Please tell us great things about your school district that potential candidates for superintendent should know.

SR No.	Response Text
1	Dedicated staff Community that cares about education
2	HLPUSD is a dynamic district with a proud history of serving generations of families. We offer diverse programs that support the whole child, including award-winning academic pathways, dual language immersion, visual and performing arts, athletics, and strong career technical education. Our dedicated teachers and staff create safe, caring environments where students are encouraged to excel. While recent school closures and reconfigurations created challenges and differing viewpoints, they also demonstrate how deeply our community values its schools and the future of our children. Potential leaders will find passionate families, committed educators, and strong partnerships with local universities, businesses, and civic groups. Together, we are focused on preparing every student to succeed in college, career, and life.
3	The district tries to offer programs but the often comes up against road blocks
4	Innovative practices such as Ethnic Studies and restorative programs Equity and Access department that provides programs to all families and schools Adult education who runs our Afterschool Program and Parent education
5	Great team who for the most part men well and work hard for students.
6	Adults who are trying to build a positive experience for the youth.
7	Award-winning schools with various specialized programs

Q 1. Which of the following describe your relationship to the district?: **Current District Teacher**

Q3. Please tell us great things about your school district that potential candidates for superintendent should know.

SR No.	Response Text
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Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

1	Great school, committed teachers, wonderful students & families ,
2	We have great teachers and great administration at the school site level. Schools have been overlooked due to the school board mess, and many parents are opting for alternate districts due to the lack of focus on the schools, teachers and students.
3	Everyone cares!
4	This school district has always been supportive of the teachers. They have always had the best interest of the students at heart. We have had some amazing superintendents that have been involved and engaged with teachers and staff as well as students. I feel that is something that has started to go away in recent years.
5	We have some of the most dedicated teachers. A little acknowledgement and visits from time to time would go a long way. We need someone who knows the community and the effort and commitment that our teachers bring and provide.
6	Students and teachers work together to promote academic and personal growth.
7	Our school district has historically been a place that has offered a large variety of activities, experiences, and learning opportunities for students.
8	Teachers are highly trained and invested in the school district. Many have been employed with the district for over 30 years. The employees who have remained with the district through thick and thin should be valued and provided with salaries and benefits to be retained. Community members and organizations are supportive of the schools.
9	May of us that are here have been here for many years.
10	Our school district is full of highly qualified individuals. We hope to find a superintendent who is willing to maximize and grow those individuals with more opportunities.
11	High performing students Attention to College and Career Preparedness
12	All students, employees, and community members are focused on education and learning in this district.
13	Many district employees are products of the district, having attended HLP schools themselves. We have many employees who have served HLP for decades.
14	We are the second largest adult school in California. Our CTE programs are amazing. Students can take a program and less than a year, have a career. We have many programs with 100% placement. Students graduate and are able to sit for state licensure exams. This allows them a stable career for themselves and family.
15	Candidates should know that our district's administrators and instructional staff are very knowledgeable, well-trained, and passionate. Our district doesn't need a new program or outside educational influencers - we need to build on the strengths that currently exist in our teachers and students in a way that is intentional and culturally responsive.
16	There are a lot of great programs and opportunities for students.
17	The school offers competitive comprehension.
18	Our students receive art, dance, and music each week. They enjoy it. They also coding through Scratch from a trained instructor.
19	NA
20	Nothing great right now. A new \$50+ million school with new grounds (I think I saw 3 basketball courts?), yet other schools wait years to get their blacktop's lines repainted. Those who supported the new school should be plastering their pride for the school everywhere and sharing all of their successes all over social media and the like. Has district staff been invited to see the campus? Has it been opened up for all community members to visit? Or, only the people who benefit from it? Why doesn't it show up on the district website? It's a great thing,

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

	right?
21	Our district is a great one to work with. I believe our district does care for community. We have great programs such as Dual Immersion and WECAN.
22	Hacienda La Puente School District cares about the students, their families, and all their staff. They are committed to your child's education.
23	The arts are very important
24	Committed Staff: Our teachers, support staff, and administrators care deeply about student growth and are eager to collaborate with leadership that values their dedication. Future-Focused: Our families and educators share a vision for preparing students for the future—whether in higher education, careers, or service—and are open to innovation and new ideas.
25	I think HLPUSD is doing a great job in providing services to all our nations hero's when they return from active duty. We should be proud to offer our veterans the training opportunities that we offer at the Willow adult school campus.
26	They should be aware of all the programs that we have but how not to overwhelm the schools with too many were disrupt learning
27	HLPUSD has many active parent volunteers in the schools. Teachers are committed to programs and policies that will advance student learning. There are learning opportunities that extend to parents and adults in the community through Willow Adult School, and the extended community uses programs for job and skills training.
28	We used to be that great district people wanted to send their kids to. We used to be the place people stayed, retired in, recognized in the community and say hello and have conversations with. We used to be the place that made great headlines for GOOD things, not a spectacle on Youtube to be talked about in other districts. We used to be all be on the same page for the same reasons and not try to kick people out of a job because the didn't like you. We used to be supportive of everyone.
29	Strong student outcomes and growth Engaged community and partnerships Stable, collaborative leadership culture
30	Can't think of anything right now.
31	1. Establish Clear Goals and Values Define the mission and vision for community leadership. Create a set of core values that all leaders should embody (e.g., transparency, accountability, empathy, equity). 2. Create a Leadership Framework Develop a leadership rubric or standard that outlines expectations for: Communication Decision-making Community engagement Professional development Would you like help drafting this rubric? 3. Foster Collaboration Among Members Set up regular meetings or forums for leaders to share ideas and challenges. Use tools like: Google Workspace or Microsoft Teams for shared documents and communication. Trello or Asana for task management and accountability. 4. Provide Training and Mentorship Offer leadership development workshops. Pair experienced leaders with newer ones for mentorship. Include topics like conflict resolution, cultural competency, and inclusive practices. 5. Encourage Community Feedback Create channels for community members to share input on
32	The Hacienda La Puente Adult School is the 2nd largest in the state and a wonderful resource to the surrounding community.
33	transparency
34	VAPA MTSS Support system for teachers
35	We have many diverse communities within our district.
36	Our school district has made strides in building a modern online presence and has made some progress updating or refurbishing our schools. One big thing is our new stadium that was

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

	promised and approved prior to COVID, but has been in the process of being built this year.
37	There is a lack of focus, a lack of communication, a lack of teamwork, and inequities between the Hacienda Heights side of the district vs the La Puente side of the district. Our new leader must find a way to bring the 2 sides together - to build collaboration, teamwork, and communication that is focused on student success academically, socially, behaviorally, culturally.
38	Our school is rigorous. We have high standards and expect our parents to be our strongest allies in preparing students towards higher learning. Parent engagement is extremely important and evident in our school.
39	Potential for fiscal responsibility
40	Teachers are hardworking and they really care about their students and community.
41	was all talk and two faced with teachers, but we can learn from the mistakes and start fresh.
42	From my experience in the district, this school district has gone through a lot of change, but the focus and drive to provide not only stellar academics, leveraging technology and real-world connections while still trying to provide inclusion and address the ever changing issues with mental health. In addition, school now provide Wellness programs and have on-site counselors and community liaisons to in an attempt to provide wraparound supports.
43	Our district provides drama, art, speech and debate, aviation and other activities for students who are not interested in sports. It would be a shame if our school board gets rid of such programs.
44	We are hardworking. Our students want to do well but they face tons of obstacles in their home life that interferes with learning and growth. Teachers here are giving too many responsibilities and trainings that do not improve conditions of learning.
45	Students need someone that believes in them and shows up for them. Families deserve someone that takes them into account and listens to what they want for their children. Teachers are the backbone to this district and without them, the whole school system would not work. A school is only as strong as their weakest link. Everyone in the district must be held accountable for the job they hold.
46	The school district has some great programs in schools, that most other school district don't have. Example; Dream Center, Lending Closet and Army JROTC to name a few
47	We are a relatively big district but feel like a small hometown community.
48	Workman High School has a thriving Early College Academy called WECAN (Workman Early College Academy Network), along with many APs, elective, and other offerings. Community Schools initiative working well to meet needs of community at school sites
49	Our community is deeply invested in the success of our students. With the deep and rich cultural diversity, brings creativity, empathy and a global mindset among our students and staff.
50	Our district is large and have many outstanding opportunities for all kids
51	Hire within...someone who is honest and doesn't steal money as
52	Our school board is incredibly dysfunctional. They are who care more about their personal beef than in doing the job for their stakeholders. The new Sup needs to be a steady force for the district. They need to be a STRONG personality who can move beyond the petty drama and focus on what's best for students and teachers.
53	Our teachers are involved, dedicated, and very supportive of the community and always willing to go the extra mile to help students.

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

54	Our schools around the district reflect that cultural diversity, and because of the various economic needs, our schools in turn have to provide a multitude of supports to make support successful academic progress.
55	Our district has the most resilient and hard working teachers and support staff. We aren't always treated the greatest by the district yet we persevere for the students.
56	HLPUSD has a wealth of experienced teachers that are dedicated and passionate about the students they serve. The school district is comprised of a diverse population of learners - cultures, strengths, needs, interests, and passions.
57	Extremely dedicated, hard-working teachers with numerous years of experience and expertise.
58	This district is full of educators who share comraderies that are absent in other districts, who truly care about the students and the community and not just a paycheck.
59	HLPUSD has a reputation of being innovative in offering wonderful programs for students.
60	As a teacher, there is freedom to teach and there is a trust that educators know hot to best meet the needs of their students. This goes on down to the afterschool program and extra curriculars as well
61	Each "quad" in the district offers differentiated pathways that give students some choice in their curriculum. As a whole, the district performs well in standardized exams when compared to the rest of the state and rest of the nation, and has some Blue Ribbon Schools.
62	Staff are dedicated and have years of experience with the community
63	We have a very dedicated faculty and staff. Our teachers go above and beyond their basic duties to help students.
64	Wilson High School students for the most part get along well and help each other out. It's amazing to see the peer to peer support in classes and on campus.
65	are you reading this ? is a candidate already been selected? amazing teachers are are undervalued , under recognized, overworked because they go the extra mile and beyond. They need need need the full support of the school district and backing and professionalism .,
66	Our district in the past has been ahead of different innovative ideas. *The district likes to promote from in house which helped because they know what works and what doesn't. *loyal teachers *teachers come back to the district to teach *caring professional teachers
67	very big district with a large student body requiring all sorts of needs. district is committed to serving all students and providing equity and access to all
68	We have so many adults who are dedicated to student well being and achievement. We have experts in so many fields.
69	We are comprised of highly qualified staff. Our teachers are highly educated and passionate about the needs of our students. We strive to give our students the best education and expand our knowledge to benefit them.
70	Our school district has caring staff members and many of us live within the boundaries of the school district. Many of us have deep roots in this district with children, grandchildren, and even ourselves having attended school here. We love our community and district. We want the district to show the same love to us.
71	The teachers in this district are highly motivated and put their whole heart into improving student achievement. Over the years many programs have been established to achieve student success, especially in the Adult Education program.
72	Within the last few years there have been many opportunities for teacher professional development opportunities.

Q 1. Which of the following describe your relationship to the district?: **Current District Classified Staff**

Q3. Please tell us great things about your school district that potential candidates for superintendent should know.

SR No.	Response Text
1	Innovative and effective
2	the most important in our district is the safety of our children they deserve excellent conditions to grow and learn and more attention to their nutritional services need it
3	N/A
4	hard-working employees.
5	Very diverse, friendly, and experienced staff, teachers, and administrators.
6	Hard working dedicated staff members. Amazing students and families.
7	We have some caring and dedicated classified staff and teachers
8	Although the environment at Wilson is great, the workload is heavy..Especially for Administrators. I see them work very long hours often without breaks.
9	Our district is filled with bright students who have the support of our talented and committed staff family.
10	We have highly reputable staff that serve our community with the utmost passion every single day!
11	We are friendly - you'll see many of the staff at HLUPSD hugging each other in greeting. Many of us grew up here - this is our community. We want to improve on what we experienced. We have free breakfast and lunch for all kids in the District. That's amazing - but let's do better and have healthier lunches that the kids will actually eat and not just waste. Our District is hard working, caring, and we put in 110%. Our pay and benefits could be better - we need to keep our hard workers. We lose many to other districts. We also need to feed and care for our families. - many who are in the District. Some of our schools are big on STEM and we offer a good after school program.
12	We are an awesome district, we have great programs for the kids to learn beyond books. We have been around for many many years, my mom, dad, husband and (his siblings), brother and myself all attended HLPUSD
13	Hlpusd is a good district to work for.
14	Good rapore and investment in good education is apparent here at Los Altos
15	we have a lot of great leaders who have created great things for our community like the Hacienda Heights community center. Hilda Solis the aquatic center, and are hoping this new leader can also contribute to the community by linking students, parents, and staff to more activities that serve all the childrens best interest such as play.
16	Positive work environment for staff Investment in professional development: Show that the district invests in its teachers and administrators through continuous learning and opportunities for growth.
17	HLPUSD is a family-oriented community, there is something for everyone.
18	General cost of school supplies, cost to play sports, graduate rate, college bound rate, rate of foster, homeless, and custody involved students
19	Diverse and eager to work towards better learning
20	We have wonderful teachers. We have wonderful bands and athletes.
21	I think that we need to maintain our CTE high school programs at the strength and quality we have invested into this area. Our Adult Education programs are strong and have plenty room to expand.

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

22	As of now, there is not too many great things about the school district, starting with the board.
23	Let's try to make it a family again!!! You have great employees treat them right!
24	Good and dedicated staff.
25	We have some really great employees at HLPUSD.
26	many awards for many schools, wonderful employees, lots of employees who are alumni of HLP, students get in to great colleges, students doing great things,
27	All three of my children have attended Mesa Robles and Wilson HS. I am fortunate that I was able to work in the same district that my children attended. I believe we are a good district but we could be better. It saddens me when I hear employees from different departments say that our district is unorganized, terrible, and lacks relationships with employees. There are many people who want to work hard and have a passion for what they do, but because of what has been happening with our board of directors, our wages and of course the terrible health plans we have, moral is down.
28	The Hacienda La Puente Unified School District (HLPUSD) is a highly-rated, diverse, and forward-thinking educational community that any potential superintendent would be excited to lead. The district boasts a high graduation rate of 92.6%, and its commitment to academic excellence is reflected in its schools, with two designated as National Blue Ribbon Schools and three high schools recognized by U.S. News & World Report as among the best in the nation. As a shining example, Glen A. Wilson High School, a 2024 California Distinguished School and a 2023 National Blue Ribbon School, stands out for its strong academic program, extensive career technical education pathways, and a wide array of extracurricular activities, all contributing to a remarkable 71.1% college and career readiness rate. HLPUSD's strength lies in its strong community partnerships, rich multicultural environment, and dedicated staff, all working to prepare students for a changing world.
29	HLPUSD has dedicated Classified and Certificated employees who work hard to support student success. The parents also support the schools to ensure our students receive the best possible education. The services, programs and opportunities for our students are wide and vary. These are made available due to the efforts of staff district-wide. Our students are thriving and deserve to have the best leader for the District in order to ensure this will continue to be feasible for our students.
30	My experience with staff has been positive. They are loyal to the District, and truly care for the wellbeing and success of students.
31	This district is home to many long-term staff and community members committed to making a lasting impact. It's inspiring to see so many people working here with a shared ambition to create meaningful change. As one of the largest and most diverse districts in the San Gabriel Valley, we have a unique opportunity to lead by example and influence neighboring districts in positive ways. One of our greatest strengths is the Adult Education program. It's so well-regarded that people travel from outside the district—and even from other counties—to participate. In fact, the program is so large that adult education students make up nearly half of HLPUSD's total student population. This reflects both the scale and importance of the program in serving lifelong learners. I look forward to seeing how your leadership supports both our traditional K–12 students and the broader adult education community we proudly serve.
32	It's the largest school district in the San Gabriel Valley and serves a diverse range of ethnic backgrounds.
33	We have many active community schools that will benefit from support from our school board

Q 1. Which of the following describe your relationship to the district?: **Current Student**

Q3. Please tell us great things about your school district that potential candidates for superintendent should know.

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

SR No.	Response Text
1	All students' learning and difficulties, help students solve difficulties
2	this district is a mess
3	NOTHING

Q 1. Which of the following describe your relationship to the district?: **Community Member with No School-aged Children**

Q3. Please tell us great things about your school district that potential candidates for superintendent should know.

SR No.	Response Text
1	To be honest, it's hard to say. I do know they have mental health services for our children. Which in my opinion is needed to help students succeed. All student get free breakfast and lunch.
2	The staff wants to do good for the kids.
3	I would have to point out San Jose Edison Academy. This is a Charter school but if I was a superintendent I wouldn't definitely model there core values and curriculum. Both my children have benefited from that school . The foundation SJEA K-8 instilled in my children at an early age was paramount.
4	Humanity programs ie; speech and debate Mocktails The new district wide Musical Theatre program Film Cinema
5	Our district has a proud tradition of producing generations of graduates who carry with them not only knowledge, but also a lasting sense of pride in where they come from. Time and again, these alumni return to share their talents, resources, and leadership, enriching the schools and neighborhoods that once supported them. Their ongoing commitment reflects the strong bond between our district and the community.
6	HLPUSD is a diverse district with dedicated teachers and deeply involved families. Our community values excellence, cultural respect, and student-centered decision-making. While perspectives may differ, everyone wants the best for their schools. I believe in true equality-resources should be earned and allocated with fairness, not automatically divided in ways that ignore the hard work and strong results of certain schools.
7	Good and dedicated staff.
8	All three of my children have attended Mesa Robles and Wilson HS. I am fortunate that I was able to work in the same district that my children attended. I believe we are a good district but we could be better. It saddens me when I hear employees from different departments say that our district is unorganized, terrible, and lacks relationships with employees. There are many people who want to work hard and have a passion for what they do, but because of what has been happening with our board of directors, our wages and of course the terrible health plans we have, moral is down.
9	same as the above
10	There's hard working certificated and classified workers at HLP
11	School helps assimilate all children, people and cultures. Teach about bringing people together as you educate a divided community. Most of us are all in this great place by choice.
12	N/A
13	Top notch schools with great teachers and parents..
14	Our school district has some room for improvement, but for the most part has great teachers. My son and daughter had great teachers out of Valinda School of academics from third grade

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

	all the way up to eighth grade.
15	Former Student and Community Member at another School District in California
16	HLPUSD has always had great Teachers, Admin's and staff that are 100% committed to student success! All of my children graduated from HLPUSD schools, K-12. They all hold STEM Bachelor of Science degrees in Electrical Engineering, Nursing, Cellular Developmental Biology and Computer Science. Again, B.S. STEM degrees for all! The foundation for all of that excellence in education was laid at HLPUSD Schools.
Q 1. Which of the following describe your relationship to the district?: Other	
Q3. Please tell us great things about your school district that potential candidates for superintendent should know.	
SR No.	Response Text
1	The staff wants to do good for the kids.
2	The school district has great teachers and principals that have done a great job with their schools despite issues at the district level. There are lots of good/hard working people in the district office and some may feel defeated with the idea of all the turmoil going on lately.
3	We have amazing staff and educators who have true intention in supporting our families, students and overall community. HLPUSD is like a family who shares a common goal and vision.
4	Our school district is currently offering a lot of programs for our students. I believe our district sees the value in our DI programs and supports its continued growth.
5	HLPUSD offers many outstanding programs that support and empower our students and their families. Several of these programs are well-established and deserve to be nurtured and sustained for years to come. One shining example is the Dual Immersion Program, which has been a tremendous success. It is essential that we continue to recognize the value of this program and provide ongoing support to the dedicated staff and schools that make it possible.
6	Very high achieving schools.
7	We have great community resources, many options for extracurricular activities/clubs, and passionate educators
8	HLPUSD is a family-oriented community, there is something for everyone.
9	HLPUSD has incredible students, families, and staff who give their all every day. Our district reflects the best of the San Gabriel Valley — diverse, hardworking, and determined to see our kids succeed. Even with limited resources, teachers and classified staff go above and beyond, often buying supplies, mentoring after hours, and supporting students like family. Many of our schools are neighborhood anchors where alumni return to volunteer, coach, and mentor. We have strong programs in dual language, arts, sports, and career pathways that show the talent and potential of our youth when they are supported. What makes HLPUSD great is not money or prestige but the people who pour their heart into these schools. A strong superintendent will see that this district has the spirit, pride, and commitment to thrive with honest leadership and stability.
10	Our district provides drama, art, speech and debate, aviation and other activities for students who are not interested in sports. It would be a shame if our school board gets rid of such programs.
11	The communities of Hacienda Heights and La Puente are vibrant and supportive, with students who demonstrate great potential and a genuine love for learning. It is essential that we continue to prioritize students and schools by addressing their diverse learning needs. Parents in these communities are deeply committed to ensuring that their children have access to the highest quality education.

Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

12	School district is great but this past year that I started working there I realize that board members are not that .
13	We have great students and employees that are trying their best to ensure student success but unfortunately, it hasn't been the focus.
14	For more than 5 decades we have been relegated and forgotten, we have not had good representation and the board of education or superintendent have forgotten us
15	Most people I have met at HLPUSD have been very welcoming. Overall, one of the best parts of my job as a school psychologist is working with amazing providers like SLPs, OTs, APE teachers, etc. as well as administrators and office staff.
16	We need someone who actually works/worked in a classroom for an extended amount of time to understand the challenges educators are facing these days. We do not need a politician.
17	District has parents who care
18	One of the best thing thing is that they closed school. And we have many blue ribbon schools
19	Our district has a proud tradition of producing generations of graduates who carry with them not only knowledge, but also a lasting sense of pride in where they come from. Time and again, these alumni return to share their talents, resources, and leadership, enriching the schools and neighborhoods that once supported them. Their ongoing commitment reflects the strong bond between our district and the community.
20	Our district has passionate students and dedicated families who want to see schools thrive. Many teachers and staff are committed to making a difference, and with the right leadership, they can be empowered to do even more. The district also benefits from programs and resources that can be built upon to strengthen academic achievement, student well-being, and family engagement. There is great potential here, and with collaboration, accountability, and strong leadership, the district can truly shine.
21	Possibly a multiple goal oriented district goals for the best services for students.
22	This school district supplies the students and teachers with the needed supplies for every classroom. They are making sure to complete the 21st century remodel of all classrooms as promised.
23	are you reading this ? is a candidate already been selected? amazing teachers are are undervalued , under recognized, overworked because they go the extra mile and beyond. They need need need the full support of the school district and backing and professionalism .,

Q 1. Which of the following describe your relationship to the district?: Parent of a Current Student	
Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?	
SR No.	Response Text
1	Lack of transparency and accountability Lack of oversight Retaliatory practices Lack of cohesive Board Of Education Too many highly paid administrators
2	The disparities of La Puente when compared to Hacienda Heights. Which is unfortunate because no one race is superior than others.
3	The school board is too combative and overly political. They do not seem to be able to get along and it is an embarrassment to the district.
4	Racial division between the API vs Hispanic communities. Better programs are offered on one side of the district vs the other. Lack of trust and transparency on the board members. Personal vendettas due to past issues that overlook the end goal of working together to help our students.
5	Kids not going to home schools and all schools do not offer same programs
6	As a parent in the Hacienda Heights/Wedgeworth community and a staff member in the La Puente/Sparks MS community, I see two very different communities with different needs and concerns. Our school board and district community have unfortunately been plagued by finger-pointing and disunity. This needs to stop, and we need to focus on how to work together and the big picture of how to bring up enrollment, be financially sound, and improve student engagement and achievement in both Hacienda Heights and La Puente.
7	Most significant issues our district and community has is the embarrassing actions of members in public seats. We need a strong leader to build us up and leave the past where it lies.
8	Mediating the Board - it's been crazy and we have heard comments from other Districts from ACROSS THE COUNTRY regarding our Board meetings. Help keep our kids out of crime. Offer more healthier lunches and breakfasts. Offer more for the employees so they can feed and care for their families and not look elsewhere. We are good but we can always be better and happy employees = a happy District. Our benefits are horrible. I cannot afford to put my children on my insurance. That is not good.
9	There is a marked division between the board members. In my opinion, as a parent, some schools appear to be favored by certain board members, while others have been neglected for a long time. Opening a state-of-the-art, brand-new elementary school, while closing 4 other schools in the same year, does not make sense to many community members. Having a surplus budget last year, and eliminating key roles in education, many Directors left as their jobs were jeopardized by fiscal misuse of funds, including the
10	Get rid of ideology.
11	More resources for learning, and more resources for learning
12	There has been toxic administration, previous worked on creating a better culture, but allowed high level administrators create chaos.
13	The toxic clown show that is the Board of Education.
14	The Board is a mess. There is so much drama that board members are unable to come to an agreement and leave their differences aside. The community is divided. Much work is needed to bring the Community together.
15	Downsizing of classes and programs. Lack of administrative trust.
16	Classes are just too big and people will continue to seek other cities and alternative schools.

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	Reputation and academic rigor has to improve.
17	Continuing the excellence in all areas we have come to expect
18	Budget. Accountability and transparency for parents.
19	I would say school funding for security technology.
20	We want schools, not the selling of public land to develop private lofts. We need promises to be completed, not like the space left empty where Temple Academy. We need accountability, not behind the scenes deals to take money or make money off spaces that can serve local children.
21	Poor judgement of how many teachers are needed in each school. The staffing re-structuring suggestion made by the district was very bad, it was not solving any problem and instead put a lot of kids in a difficult situation. Poor handling of the budget in this district. Failure to listen to the community's feedback/suggestions.
22	Poverty. Families out here need resources and support. Example: if a family has no place for a child to do homework put it in the budget to provide them with a little desk for home or whatever things they need. You know all this Title 9 money just goes in teachers and staff and administrators pockets and not to the children. They think spending that title 9 money on "more instruction" is helpful well to be honest its not. And I know there are still so many kids who get overlooked it breaks my heart. Also 8am to 2pm is quite a bit of time for learning but then to have to come home and do homework too. The home already has work and doing schools curriculum at home takes away from important time that should be dedicated to the home. Family time, chores, early bedtime, cooking with mom/dad, ect.....
23	The school board members are dysfunctional.
24	The school board is the biggest issue. It seems like the school board members would rather fight with each other rather than work together for the betterment of the district. Instead each member focuses more on their specific designee area which has caused major division between schools, admin, board members etc. Each board member has select group of followers (groupies) who seem to cause more harm than good and most of those followers don't even have kids in the district. Board members seem too afraid to speak up against their own followers and tell them to be civil because they would rather another board member look bad. It's embarrassing.
25	1. Enrichment Programs: Other districts offer choir, band, arts, and PE as part of the core experience, while ours has fewer options, limiting well-rounded student development. 2. Academic Reputation: Walnut and Diamond Bar are seen as destination districts with strong college-prep pathways and magnet programs; families here want similar rigor and recognition. 3. Community Engagement: Parent volunteer processes are more streamlined in nearby districts, leading to higher family participation, while ours feels more difficult. 4. Extracurricular & After-School Opportunities: Neighboring districts provide a wider variety of clubs, sports, and after-school programs; our students have fewer choices. 5. Sense of Pride & Cohesion: Districts like Walnut and Diamond Bar foster strong school pride and unity; here, cultural divisions can make that harder to achieve
26	Funding for the classrooms and field trips.
27	The issues with uncaring and unprofessional board members will be a huge challenge. They are not articulate nor professional. They have become a circus show during meetings. They not only rudely bully parents and students but bully each other as well. They do not care about the schools, or students needs. They are embarrassing as board members. I believe their illiterate and unprofessional behaviors will be his / her biggest challenge.
28	Like all other districts there's tension. There's tension in ours with certain members who don't always have the ENTIRE DISTRICTS best interest and would rather sell property and displace students. You will have a hard job but I hope you are able to do your job and steer the

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	district in the correct direction which is what's best for the STUDENTS.
29	Some of the school policies like Covid vaccines to volunteer I understand TB but Covid vaccines is seriously ridiculous for anyone staff teachers volunteer it goes against our religious beliefs. Create better ways to allow parent involvement and support for schools
30	To set up more bilingual schools
31	Budget issues are the biggest concern Getting a school board that works together is also a big challenge
32	Recognizing school is great but All school should get the same supports not just the one that got awards. That way it can encourage staffs and students to make a better outcome. Need to be fair!!! At the end of the day, these kids will go to the same high school in the district and should get the same levels of support since elementary schools
33	Education. Not lowering grading standards.
34	Parents are concerned about the quality of their education especially in the elementary schools.
35	There are racial undertones in some of the board of education's comments. The community is divided.
36	Balance without sacrifice between 1) City of Industry special economic interests, 2) incorporated La Puente's structural needs, and 3) unincorporated Hacienda Heights' tax base and emphasis on overachievers/ivy league expectations
37	We need a more united team that will continue putting the needs and supports in place for our students.
38	Composer Today's The Schools and Bisitarlas
39	Education and safety in schools so that students graduate and have access to and right to resources.
40	There seems to be some major division between Hacienda Heights side in the La Puente side of the school district. I personally have been attacked by the API parents on the Hacienda Heights side. They investigate individuals they call those individuals jobs they try to get them in trouble it's just ridiculous the extent that they go to to sew so much division in our district and half of them don't even have children who go to our schools. You also have board members who do not respond to their constituents I personally have emailed and have never got a response from him. However I've received multiple responses from and those seem to care about our community care about our concerns and our issues that we are having in our schools they communicate with the community and they look into issues when parents send emails and they take our concerns seriously.
41	Students of color are being segregated out of receiving fair academic resources.
42	We are a diverse community and value hard work, accountability, and merit. Unfortunately, there has been backlash for the high performing schools when the community should be proud of those accomplishments.
43	Please listen to your parents the school is lucky I didn't make a tik tok about what that teacher did to my son and several other children.
44	- the board needs lots of help 😊 it feels as if it is being done intentionally to hurt individual board members and that is just hurting the whole district - some schools need shaded areas - the school year starts during the hottest months of the year and having blacktop and no shade forces schools to restrict outdoor activities for children - let's replace blacktop and add shade
45	The school board has challenges
46	Our schools in La puente need as much support as those in hacienda heights
47	School board drama is very concerning for parents - all the dirty laundry is aired on diff social

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	media groups. Parents (myself included) very concerned about class room sizes. Seems some schools get more resources than others
48	Like many districts, we face challenges that require thoughtful leadership. Key issues include ensuring adequate funding and equitable resource distribution across all schools, recruiting and retaining high-quality teachers and staff, and addressing learning gaps that widened during the pandemic. Meeting the diverse academic, social, and emotional needs of students is a priority, along with strengthening family and community engagement. The district is also navigating facility maintenance and modernization needs, while balancing growth and changing enrollment patterns. The next superintendent will play a vital role in guiding us through these challenges with vision, collaboration, and transparency.
49	Parents have no confidence in the current or past Board. Board members do not value parental input.
50	Bring solutions to school safety issues.
51	Cedarlane Academy needs a playground shade ASAP! PLEASE!
52	Budget!!!! Get us back to the black. Accountability on all levels especially principals!!!
53	Transparency. Absolutely no corruption. To be on the side of the kids
54	Not enough representation of students in community and lack of paying positions for parents who want to work in school district with hours that fit children's schedules.
55	Really get involved with each of the schools according to their school level in each of their areas.
56	Probably some of the most significant issues are dealing with declining enrollment, which snowballs into funding and resource shortages, while still trying to provide vital and competitive programs as both mental health and behavioral problems skyrocket with a population of youth that are challenged with the ever advancing technology with the benefits and risks those same advancing technologies bring to today's youth. It is an ongoing challenge to find a healthy balance between digital and face to face engagement, while keeping our youth safe yet connected.
57	The next superintendent of Hacienda La Puente Unified School District will face a critical leadership moment marked by several complex challenges. Chief among them is declining enrollment, which has led to school closures and community backlash over transparency and equity—particularly from underserved neighborhoods. Rebuilding trust with families and stakeholders will be essential, alongside managing tight budgets, aging facilities, and continued efforts to close achievement gaps for English learners and low-income students. The district is also navigating increased student mental health needs, the complexities of implementing its community schools model, and growing concerns over cybersecurity following recent data breaches. In this richly diverse district, the new superintendent must lead with transparency, equity, and strategic vision to strengthen academic outcomes, restore community confidence, and ensure every student has access to a safe, supportive, and future-ready education.
58	Improve physical schools and more trained teachers
59	Student enrollment levels and moving teachers around. No parent and no school wants to constantly have teachers moving between schools. It's disruptive to the community
60	Drop off and Pick up policy.
61	While our schools are strong, our students are thriving, and parents are supportive, one of the biggest challenges the next superintendent will face is the division within the community and school board. Too often, conversations turn into 'us versus them,' Hacienda Heights vs La Puente, with constant comparisons of what one side has versus what the other does not. Instead of working together, some board members—especially past leadership—have added to the divide by spreading misinformation, speaking negatively about others during meetings, and

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	fostering mistrust. This ongoing tension creates unnecessary conflict and distracts from what really matters: supporting our students. Unfortunately, some adults, including board member, have used inappropriate language during meetings and shared misleading information, behaviors that can negatively influence students and undermine the example set by school leadership
62	Disfunctional board of education and divide between schools in La Puente and Hacienda heights. Aging facilities across the board including primary, secondary and High School.
63	To continue to provide the quality education for the community. Equal access and opportunities to all students.
64	The superintendent should be aware that the world is challenging and should prioritize the importance of children.
65	Our district needs help. We need an assistant principal at every middle school.
66	Creating excellence in the district amongst the students. Making sure they are prepared for higher education. Making sure we retain the current student counts we have since school districts have seen a dwindling enrollment. How do we keep our population amongst various hardships and students moving and leaving districts? We should have an exit survey to understand the issues and why we have a dwindling student population.
67	We are a community of families and educators who are active participants in shaping our schools and look for leaders that honor our traditions while preparing students for the future.
68	That it's a constant battle of rich vs poor. That student programs are constantly created only on one side of the district, causing the district population to migrate towards the south side. This leaves low enrollment in the north side, which causes budgetary restraints, leading to loss of programs... that students then can go find in the south side or another district. We have the most interesting board meetings! You never know what's going to happen! It's exciting to watch, sometimes eve comical.
69	You should understand your child's diet, breakfast, lunch, and focus on Chinese eating habits and how to make children like to eat school meals. Instead of always going home hungry.
70	A prior board member have not only marred the reputation of the district but worsened the quality of education and related opportunities for students. Damage control, reassurance with a solid plan and returning to transparency would be key.
71	Transparency and fairness
72	We hope that the school district board members will stay united and not create division.
73	Always be truthful. Don't let others poison your thoughts.
74	Because this community is so diverse the superintendent should be both fair and diplomatic.
75	The toxic current persons on the board. Tons of fighting, restraining orders, disrespect, cursing, unprofessionalism. The numbers are down for district schools because of the DISTRICT officers. Bullying isn't addressed, principals lie, and parents are being withheld info. Hopefully a superintendent comes in and truly wants positive change.
76	They have a lot of work to do . Student engagement is key with more interesting after school projects or clubs
77	To have more teachers/staff and to have better tasting food for breakfast and lunch for the kids.
78	na
79	too many schools
80	Dysfunction in the school board. Misappropriation of district funds for new school campus was not necessary and unfair for existing campuses. Need better pay for our teachers.

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81	-The budget will be critical in continuing to provide the support, resources and services students need. -Programs should not be cut as they are important in student development. -Staff and teachers should be able to do professional development. -Parent involvement and community outreach
82	Care is important for each child
83	There should be responsibility and love
84	Please tell parents that teachers need to be reduced, students need to be reassigned, and the class needs to be re-disrupted three weeks after the start of school.
85	People seem to be unhappy with the lack of diversity and insensitivity to cultural dynamics
86	Na
87	Pay attention to what the community needs
88	At the moment I don't have much to say
89	We need more support in Special Education - Limited information on changes to special education organization - Teachers need better support and training on FAPE and IDEA - There needs to be stronger communication and training for parents of special needs students. The support needs to come directly from the participating school and not just the special education administrators - Schools need to offer the same resources across the district for all special needs students. All rooms should be state of the art and teachers should be provided more aides and accommodations
90	Because of the reason why parents go to work, the arrangement of students during the holidays is always a troublesome problem, parents must take leave to take care of their children, although they also want to spend more time with their children, but after all, they still have to go to work. Hope for a change. Thank you
91	A little more public safety and lighting on certain streets
92	Their Board is venting on Facebook Hacienda Heights page about their own personal complaints which is very embarrassing and distracting, instead of actually doing their job.
93	The biggest challenge for the next superintendent is how to balance the allocation of resources under limited education funding and ensure equity in educational opportunities between different schools. At the same time, it is also necessary to pay attention to students' mental health and campus safety issues and establish a more complete support system. In addition, with the diversified development of the community, how to strengthen the communication between schools, families and communities and improve parent participation is also a topic that must be paid attention to.
94	Making sure the class size is appropriate for the teacher to handle. Making sure class sizes are not too large. Hiring new teachers!
95	To find a way for all children and young people to have the resources they need for their education. Like special children, they should have their teachers give them the attention they need for their academic development. And that the classes are not very big children combo because the children get confused.
96	Workman elementary needs a facility renovation and a beautification day. Murals of community representation are needed. More accessible playgrounds and drop offs.
97	school with higher enrollment should receive budget it is deserving. Not subsidizing school with low enrolment rate.
98	Depending on the difference schools.
99	Budgets

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100	Students with a disability are not included as typical students are in extra curricular activities. Students backpacks are extremely heavy due to all the folders, laptop and lunch they have to carry on a daily basis.
101	1. Expecting more courses or opportunities to make students enroll in the STEM course (or brain competition) and more gymnastic activities, like teaching of swimming, tennis, ball games, and more. 2. Expecting to have information about activities held by the community through announcements or flyers
102	To keep families together.
103	School counselors and outreach staff fail to provide the necessary support for students. They say they will schedule time to see students and then cancel and never follow through with anything that was discussed with parents during meetings. This includes LPHS staff Mr. Lane and Mrs. Soto.
104	School board fight to take back ver old schools and sell them. Biased. Not enough funds allocated for extra curricular activities
105	There is nothing good about this community. It has never been so divided as we are today. All because of incompetent groups of official on the board. This board is as corrupt as with admins making over \$12,000 a month ... fix it or get out
106	Safety, ongoing education and guideline on staying safe online. Establishing sports teams and clubs like chess, math and spelling.
107	The # of law suits they have against them. The staff wants better insurance coverage. Property issues stemming from the closed schools. The back stabbing that goes on.
108	The next superintendent will need to address enrollment declines, funding pressures, and achievement gaps, particularly for English Learners and underserved students. Key priorities include supporting teacher recruitment and retention, strengthening equity across schools, and sustaining innovative programs. Strong, collaborative leadership will be essential to unite the community and guide the district's long-term success.
109	Safety for students against Ice
110	The superintendent should know that we are in serious financial trouble. Board members do not respect each other or respect the community. I have heard that the staff is unhappy and does not feel valued. Many programs are being removed. We don't want any more school closures. Why did they build a new school in Hacienda Heights that cost more than \$50 million? They should have used that money to repair the schools we already have. Air conditioners do not work in all schools. We need someone who cares about our children's education.
111	Education and money
112	You're dealing with a school board that is unprofessional and have their agendas. We need someone that can navigate the varying opinions and put forth the right foot for our students, teachers, and support staff.
113	The most pressing challenge is ensuring the district's financial stability. A strong focus on responsible budgeting will allow our schools to thrive, support students, and restore trust in district leadership.
114	faced criticism for fostering division on the school board, culminating in removal as after a chaotic meeting. confrontational style and public disputes with fellow board members were seen as disruptive. was accused of contributing to board dysfunction and enabling meeting disruptions by supporters. Though advocated for equity and housing reform, approach often polarized the community and hindered collaboration. leadership raised concerns about transparency, professionalism, and the board's ability to work cohesively.

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115	Hacienda Heights schools continue to face challenges with ongoing inaccuracies and enrollment projections, which have led to disruptive restructuring even after the school year has already begun. In addition, schools in our community that have earned strong ratings and built positive reputations have not received the same level of support or access to enrichment programs. Under prior leadership, many new initiatives were launched in La Puente schools, while Hacienda high schools were consistently overlooked- decisions that appeared to be based more on demographics than on reinforcing successful outcomes. This pattern has created frustration among families who want to see resources, distributed, equitably, and excellence rewarded across the entire district
116	How to handle the drastic budget cut to education!
117	Challenges with a negative political climate from outspoken community members deeply affects the business that gets done at board meetings. Some community members from a particular group create unnecessary waves that do not reflect the voice of all the community. This negativity is a terrible way to conduct business.
118	Educate students that knowledge can change their destiny
119	1. There are too many students per classroom, 28 it is too much to handle for a teacher and assistant. 2. When a bully situation happens, should be a follow up of the situation. Only being aware of is not sufficient.
120	Awareness of students with disabilities and adherence to individual needs.
121	Technology: students are using a lot of technology to get good grades The variety of ethnic groups. Keep the whole community together.
122	A good student never stops learning so we will Liek the support children in their education.
123	Division and conflicts between board members. Some new board members have made it their point to enforce divisions and enforced racial division.
124	-The parents don't trust the district -The board members need mediation prior to a board meeting.
125	our board of education, their behavior, the pettiness, what they say does not match their actions, out of pocket cost for benefits is astronomical, almost \$1000 is crazy, the moral is very low, no longer happy to come to work, watching this district fall to what it is now is devastating
126	There's been a big division within our district, which has impacted community relationships and how we see each other. I have not attended in person meetings because it makes me sad and sometimes upset how both the audience and the board hs been disrespectful towards each other. We forget the board is here to serve our youth and we need to the community to be listen too. Many parents have shined away due to the conduct of those meetings including the use of law enforcement to intimidate. Lets not loose focus why the district exists. We need dialogue and bring community and the district together. Be intentional when coming in as a new person. Don't let power lead you... let your passion towards education lead you. My child attends Wilson HS and to be honest it's a great school, but we need the board to raise the bar and do better. Thank you to the principal at Wilson, she raises the bar. Always putting children at the center.
127	The next superintendent should know that one of the significant challenges will be navigating a Board of Education that is not always aligned or supportive. Building trust, fostering collaboration, and keeping the focus on students despite differing perspectives will be critical for success in this role.
128	Disagreement or conflicts between La Puente and Hacienda Heights constituents. Large teacher to students ratio.
129	Being able to deal with diff perspectives, communication and not bias. Dealing with people

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	always challenging. As a superintendent important to bring peace and unity with the rest of board members n community.
130	I feel like this is a very challenging time overall so I think greater awareness, and outreach are crucial.
131	Please help equip the school with sufficient resources, assistance and/or materials for better education outcome.
132	Our board struggles to get along, which makes putting the students first difficult. The toxic nature of the board tends to halt things from happening in a timely manner.
133	Focus on equitable access to rigor for all.
134	We need to combine Workman & La Puente high schools. There is division in our district that is unfair to the students. People are putting political ideology over our kids.
135	No School Routes
136	One of the most significant challenges for our district is the need for stronger unity among school board members. At times, boards focus too much on the schools in their own area rather than looking at the district as a whole. This creates gaps in support and limits opportunities for collaboration. For the district to continue to grow and improve, the boards must respect one another and work together to support every school and every student across the community.
137	Special needs students shouldn't have to be tk-2nd all in one class. It's too much for kids and too much for teachers
138	Our district is unevenly divided in resources. We need a champion to represent and distribute funds to bring all the schools to the same standard.
139	Like many districts, we face challenges with ensuring consistent student engagement, addressing bullying, and meeting the needs of a diverse population. Balancing resources, supporting staff well-being, and keeping up with technology and innovative teaching methods are also important areas for growth.
140	One of the most significant challenges for the next superintendent will be meeting the expectations of families who are deeply invested in their children's education and wellbeing. Parents in our community want a strong focus on academics and core subjects, with a learning environment free from politics and topics like issues that they feel are unrelated to traditional education. Balancing these expectations while ensuring student safety and supporting teachers in providing high-quality instruction will be a key challenge for the new superintendent.
141	"An effective superintendent should be decisive, visionary, and understand how education can provide the best opportunities for students."
142	Hacienda and La Puente should separate. Very different values and vision.
143	I want the next superintendent to not only be a good example to the youth in the community and is willing to protect the children from any hazards and harm.
144	The crazy politics at the board meeting and a very unprofessional board member
145	We have blue ribbon elementary(wedgeworh) and high school (Wilson high). So we need to improve the middle school to finish the line.
146	To solve the problem of lack of teachers, educational resources are allocated to Hacienda HTS schools on demand, not just for la puente schools.
147	the behavior of the board of education, not the greatest role models, communication, many students are not at grade level, teachers not wanting to go the extra mile to help students (I ask myself, would teachers be satisfied if their own child was not being supported to reach grade

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	level knowledge)
148	The district and ALL it's employees need to work on transparency and honesty. Taking time to actually listen(not hear) to what the community needs from the school district.
149	Not very clear
150	Safety at school
151	The school's funding needs hope to get more and better resources for students
152	ditto
153	An embedded anti-Asian hate group exclusively dedicated to racism and harming the School District. Innumerable PRAs, attacks, and scare tactics. They have never said a single positive word on our students or teachers. They are led by people who don't live in our School District. There are multiple members of this hate group that have been criminally prosecuted and have had Restraining Orders issued against them by judges.
154	It is not easy
155	Whether the school's funds are sufficient to operate, whether the community funds are reasonably allocated, and whether the resources are fully utilized

Q 1. Which of the following describe your relationship to the district?: **Current District Administrator**

Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?

SR No.	Response Text
1	Financial future with tough decisions Small schools and declining enrollment
2	The most significant challenge is declining enrollment, which led to difficult school closures and reconfiguration. While necessary, these decisions were painful for many families and have contributed to a loss of trust. The new superintendent will need to prioritize transparent communication, rebuild relationships, and strengthen confidence in district leadership. In addition, navigating a polarized board environment and a community that feels divided requires a leader with diplomacy, empathy, and a focus on unifying stakeholders around students' needs. Ensuring that the district remains innovative and attractive to families while also maintaining fiscal stability will be essential. Ultimately, the next superintendent will have the opportunity to guide HLPUSD through healing, stabilization, and growth by listening deeply, engaging openly, and building a shared vision for the future.
3	The Board is beyond challenging. You need to have a backbone and know your policies and procedures.
4	There is toxicity in this community. It is too much for anyone to handle including the attention given to anonymous complaints and online concerns. This does not help build trust. The way the board handles themselves as models in the community allows this toxicity to grow and gain ground in the community.
5	Fiscal planning beyond the current year. Uncertainty for staff as a result of declining enrollment. Maintaining aging facilities and equipment. The negative perception of the district is being gaslit by a relatively small group of community members. Staff retention is a challenge due to the rising cost of healthcare and the challenging relationship with the Board of Education. .
6	Unprofessionalism by members of the board, confusing direction, a pervasive reactive gotcha-feel vs a supportive team-oriented one.
7	divisions with the board of education; board member openly divides district-targeting administrators and staff with families. Constant bullying behavior by the board member and

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followers is causing a hostile working environment for employees.

Q 1. Which of the following describe your relationship to the district?: **Current District Teacher**

Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?

SR No.	Response Text
1	Remove board, start fresh, bring back peace
2	There is political infighting between board members. More than one board member seems more interested in promoting themselves and getting attention than serving their constituents or the district.
3	There is a lot of movement with teachers. Temp teachers are not valued, and thus, often let go and pulled from sites where they have made a great impact. Parents notice this and ask questions, and we lose valuable teachers at our schools. A better effort needs to be made to retain these teachers and better retirement options should be offered to teachers not teaching 21st century skills to the students in order to make way for the technological inclined teachers who are temps to be retained in the district.
4	Concerns about the Board's focus, and in-fighting
5	This is a very diverse district. The north side has little parent support and is low income. The south side is more affluent and parents are more involved. For years both sides of the district has not been treated equally in my opinion. The Hacienda Heights side has more resources and opportunities, mainly because of the push from the parents. The La Puente side often gets overlooked, as we have more challenges. Many students are homeless, or multiple families live in the same house or entire families often share a bedroom. Schools are not kept up the same on both sides. It is important to make sure the students on both sides are treated equally, and the schools get the same resources and opportunities.
6	The Board of Education is driven by personal vendettas. We need a leader who will be willing to step up to their embarrassing quarrels and bring them back to civility.
7	The biggest immediate challenge is dealing with a highly dysfunctional school board. Another looming challenge is declining enrollment. A third challenge is facing obstacles from federal government.
8	We have some challenges with a variety of things. We have a technology issue in the district. Teachers want to balance technology within the classroom, but our laptop policy makes it difficult to have students come with a charged laptop ready for learning. Parents see a discrepancy between the two sides of the district. Both offer a variety of experiences, but parents view some inequities.
9	The school board lacks knowledge and understanding. Due to the attitude and miscommunication amongst the board members, our schools are held hostage in getting things done in a timely and efficient manner. There is concern amongst the employees of the district with the lack of knowledge and direction. Community organizations that utilize the schools need to be acknowledged and retained as they are supportive of our students and teachers by providing resources.
10	District inequality
11	The community is disgruntled and hurt with multiple leaders who have did not trust the school nor wanted to see our community grow. We hope to see a leader who can unite and help this community and district heal with thinking about the future of the students, hence our community.
12	Toxic environment Declining Enrollment Funding Sources Disconnect between DO and what is actually happening in classrooms (board/admin rarely visits classrooms)

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13	Focus must be in the classroom.
14	The school board situation is embarrassing right now. People who have no business serving in such a capacity have turned meeting procedures in a circus side show which is broadcast all over the internet, damaging the reputation of the district for which we all work so hard to create a positive image.
15	I know funding is always a concern. As an adult school educator, we appreciate the support of our superintendent and welcome them to see everything we offer. Adult schools have the stigma of just being an extension of high school but we have over 20 CTE programs.
16	She should know about the current and historical tension that exists between the north and south sides of the district. She will need to help the community, employees, students, and families deal with our dysfunctional school board members.
17	There are a lot of communication barriers from the district to the sites and red tape that prohibits approval of items on a timely manner. There is not enough support.
18	Downsizing of classes and programs. Lack of administrative trust.
19	We have too many combo classes. This is not ideal for students learning
20	1. Our board of education is incompetent. 2. Tough decisions will need to be made regarding the potential closure of district schools in order to keep our district financially solvent. 3. Unfortunately, our district has become very political. Parents have placed community politics in front of the needs of our students.
21	Lack of transparency and honesty and trust in the school board members. Not saying I support behaviors, BUT has advocated like no other for schools on the La Puente side. And, THAT is true. Because I was there. I know how it was, I saw change with advocacy.
22	An issue that challenges our district is the unfairness treatment between the two sides of the district. One side of the district tends to get better treatment than the other. This has been going historically for decades, Also, the transparency about certain topics does not happen. For example, a school was closed and made into community park/center by the county. Granted, great idea and a benefit for our community, but it was never made transparent that they were going to do that. Another was the rush to close four schools. Once again, it was understood we would have to close schools, but why so fast. Was there a deadline that the district had to make? Once again, just letting the community know was happening.
23	Arguing between board members. (Big Issue). Making sure all students receive some of the same resources as other schools within the district. One school should not have certain things, and the others have what is just given because we want to just give them something.
24	The superintendent needs to be a good listener, an accommodate everyone's needs and prioritize each school needs. He needs to be able to work well with others and be a good communicator. Be organized and a hard worker.
25	Not letting the board stray from important issues
26	1. Student Achievement & Equity • Addressing achievement gaps between different student groups (La Puente students vs Hacienda Heights students) • Ensuring all students—including English learners, students with disabilities, and economically disadvantaged students—have access to high-quality instruction and support. • Raising overall academic performance while focusing on equity. 2. Teacher Recruitment & Retention • Attracting and retaining highly qualified teachers and staff in a competitive market. • Supporting teacher well-being and preventing burnout. • Providing meaningful professional development opportunities.
27	The superintendent should know that there are some administrators at the adult school that do not have the knowledge or experience required to run a successful adult school. Especially when it comes to understanding the funding sources that can bring in more money to help the school district when they are in need of more funding. Administrators dont know how to

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	properly utilize the employee's to make them more efficient in their expertise therefore, we lose enrollment numbers and money.
28	The superintendent should be aware that their job is to manage the board and there is a lot of mistrust of the district ever since the school closures.
29	The last school board was poorly governed and there was a power struggle which adversely affected community relations. Many were disenfranchised when left out of major decision making for changes that would directly affect them in the closing of schools, which was called reconfiguration. There is a serious discrepancy in the resource allocation in schools from LP and HH. Expectations should be consistent and uniform, not disparate and unequivocal. A prime example is the building of Wedgeworth school. Many district schools have not been updated for far too long. Also, parent involvement in the education process needs to be improved but it is hard to do when families are in survival mode.
30	See above Challenges: It's what side of the city you are on; which side of the tracks you represent.. one side gets more than the other..these are the challenges faced when mentioning certain schools in the district. We are definitely a district divided because of who sits on a board
31	Budget pressures Hiring/retention
32	The division the school board has created.
33	The district does not fully value our teachers in regards to meeting strict deadlines and paper work to get hired.
34	Challenges & Potential Solutions Organizing the Board Challenge: Ensuring the board is structured, effective, and collaborative. Solutions: Establish clear roles and responsibilities. Set regular meeting schedules with transparent agendas. Provide training on governance and communication. Allowing Members and Shareholders to Be Heard Challenge: Creating space for input and feedback. Solutions: Host listening sessions or town halls. Use surveys or suggestion boxes. Create advisory committees with diverse representation. Providing a Sense of Community Challenge: Building trust and connection among stakeholders. Solutions: Organize community events and celebrations. Foster partnerships with local organizations. Promote inclusive communication channels. Making Teachers, Families, Students, and Employees Feel Valued Challenge: Ensuring everyone feels respected and appreciated. Solutions: Recognize achievements publicly (e.g., newsletters, awards). Offer professional development and well
35	Hiring practices and HR need to be looked at.
36	communication some parents
37	payraise not enough resources for behavioral students
38	Because the Hacienda Heights side and the La Puente have very different needs, our superintendent will need to be able to address those needs and keep our district's staff and parents unified.
39	The recent division within the school board as well as division between the Hacienda Heights schools and the La Puente schools.
40	That there are undoubtedly old systems and biases that are at play in our district and board.
41	A dysfunctional board. They must address and change the hostile and retaliatory environment in which admin works in. They must be able to work with our current deficit situation and find a way to build solvency without impact to staff and students.
42	Declining enrollment Replacing employees who leave is a super slow process. Schools have to deal with subs to fill those positions long term. Need to speed up the hiring process.
43	Our board is very toxic. It is an embarrassment to watch. We need a strong and ethical

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	superintendent who will not fall prey to the others.
44	Disagreement amongst school board
45	My school district needs stability. We need someone who will stop the nonsense during board meetings so we can move forward. We depend on the board approving many things .
46	Large class sizes, combos created, schools shutting down,
47	The Board is unprofessional, divided, and hostile. It's embarrassing.
48	Probably some of the most significant issues are dealing with declining enrollment, which snowballs into funding and resource shortages, while still trying to provide vital and competitive programs as both mental health and behavioral problems skyrocket with a population of youth that are challenged with the ever advancing technology with the benefits and risks those same advancing technologies bring to today's youth. It is an ongoing challenge to find a healthy balance between digital and face to face engagement, while keeping our youth safe yet connected.
49	Student attendance , achievement, and a toxic school board.
50	Teachers are struggling financially to make ends meet and overworked from running too many programs. They are starting to burn out.
51	Technology issues all the time, no raises for teachers despite having new programs mandated like UFLI, Roboblocky and now SEAL. More work with no compensation
52	School board is out of control. They are an embarrassment to our community.
53	Discipline, I think schools need to enforce more discipline and structure. A lot of incidents go unpunished or the consequences are light
54	We currently have a dysfunctional board and getting things done seems quite challenging. We need someone who can address this issue. Budget cuts are a big problem, but we need someone who can think out of the box and solve problems in a meaningful way.
55	Board politics are making it difficult for things to get done. District tends to bow out of programs after making initial promise to fund (programs not sought through)
56	We are a community of families and educators who are active participants in shaping our schools and look for leaders that honor our traditions while preparing students for the future.
57	Transparency and fairness
58	financial
59	HLPUSD is a financial disaster. We have over a dozen schools operating in the red. We've wasted nearly \$100 Million dollars on two pet-projects (Workman stadium, Wedgeworth School). We lack the institutional courage to make the moves (closing schools, selling property, laying off employees) that are necessary to get this train back on the tracks. This needs to be done and done ASAP or the district won't be able to provide the programs and services needed to serve our students.
60	The division between the Hacienda side of the district and the La Puente side. It is not equitable.
61	Be willing to look at our schools through a culturally and economically diverse lens, and support our staff and families as needed. To have a student centered approach to new policies and implementation of curriculum.
62	Schools and teachers are not receiving the tools and support needed for student success. We work so much longer than our contract hours and spend so much of our own money just to scrape by.
63	Lack of trust from staff that feel our leadership has had too quick a turnover and sometimes not

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	responsive or in tune to the staff it serves/leads. Retaining quality teachers. Leadership has been so top heavy recently with too many bosses and positions at the DO with not enough support at sites. Division and nonsense among school board members, with focus on pet projects and not enough responsiveness to staff and farther reaching needs. Also, slow response time from school board members in addressing needs and business in district with too much time spent squabbling. Declining enrollment. Maintaining properties because in a generation or two, properties may be needed and will be way too expensive to acquire at that point.
64	Blatant school site favoritism. District not prioritizing special populations. Checking boxes instead of effecting authentic change. Lack of transparency.
65	Dysfunctional school board is affecting the leadership of our district. Administrators, teachers, and support staff are holding the district up and are ultimately the backbone.
66	1. Dealing with a school board that has been full of chaos, has been a terrible example for our students, and is quite frankly an embarrassment; 2. Forming a new district office leadership team almost from scratch.
67	Challenges with a negative political climate from outspoken community members deeply affects the business that gets done at board meetings. Some community members from a particular group create unnecessary waves that do not reflect the voice of all the community. This negativity is a terrible way to conduct business.
68	Currently, we have major issues with a few board members who are inflicting more damage than helping. The biggest challenge is to have a clear vision and address some issues such as combining schools due to low enrollment and the systematic technological inefficiencies and issues such as laptop rollout, replacement, and accountability, Have district leadership have ownership of their own policies with clear personnel in charge of specific tasks and be held accountable to school board and district executives.
69	Finances and making tough decisions. Regarding the closing of schools, and being transparent regarding tackling equity across the district. Find ways to press the City of Industry to do more to support students versus pitting one side versus another.
70	Due to prior turnover and leadership, there's been manufactured tension between different sectors of the district, somewhat on racial and socioeconomic grounds. Likewise, due to lack of enrollment and obstruction of high-density residential developments, several school sites had to be closed down. Families want these to stay open despite the relatively high cost of keeping them open.
71	There are varying needs from the populations that are a part of this school district. The poorer areas should not be passed up. Lowering enrollment (less students)
72	They should know our school board is dysfunctional and their issues are affecting everyone in the district. They are not acting out of the best interests of the students. There is a lack of professionalism shown at all board meetings by some board members. Hopefully the new leadership of the board will help accomplish things that should be SOP.
73	-lack of transparency from district supervisors that trickles down to staff, students, and families -in-fighting on the school board -poor fiscal decision that affects students and staff
74	district is out of touch with what the students needs are and the problems that teachers face with all of the changes and lack of district proper solutions or awareness of issues that we battle on a daily basis. big problems in special ed, students are falling through the cracks,, getting more behind, big inadequate and lack of support for newcomers, we need a newcomer class like we used to have, technology issues galore: daily laptops not working, not enough chargers, or loaners. a lot of general ed classes have more special ed students than general ed students at the middle school level and general ed students are not getting proper instruction, no training for co teaching when a gen ed teacher has to co teach with special ed teacher. the burden falls on the general ed teacher who does not have credential to teach special ed and only gets partial

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	support from the rsp teacher. know that teachers are feeling unsupported and that the district admin isn't prioritizing classroom needs
75	Some members of the school board and the community who support them are kind of volatile and operating from self interest instead of the good of the students
76	are you reading this ? is a candidate already been selected? money, of course and expenditures. transparency. be open and honest and don't hide and cover up things. Open sessions and have community events encourage people to be part of process and really listen to them.
77	*Conflicting and wounded relationships of Board of Education Members *Mass Exodus
78	the variety of needs our students face, from homelessness to special education needs, to high achieving needs. The high achieving students need as much support as the struggling students, it's just a different type of support. That's why it's called differentiation. We cannot continue the mentality "oh, they're high achieving, they'll figure it out, and self-study" our IB/AP students need access to resources to support the rigor they're capable of. They need strong educators who are current on their IB/AP training and have access to textbooks, websites, libraries to support this level of learning.
79	The board. The board and their drama is causing so many ripple effects for everyone trying to do their job and deliver a high quality education for all students. The ridiculous number of board inquiries slows everything down and we can't do the jobs we were hired for.
80	-SCHOOL BOARD: Please control the school board. They need to be educated on their role and the direct impact they have on students and staff. They create extra work that is prioritized above the real work: educating, guiding, supporting, and uplifting our students and staff. Requests are sent at all hours; weekends and holidays are no exception. ALL staff should have hours when they cannot be contacted, except in the case of an emergency. School board requests are not emergencies. Boundaries need to be created and respected. Exhausted and overworked personnel cannot provide care for others. -LITERACY: We have made significant progress over the last two years. We need to continue this work. It must be the highest priority. -Highly qualified people have been hired. They need to be allowed to do the work for which they have been hired. -People are not treated with respect. -There is a lack of trust at all levels. This does not build community. It tears at the foundation of all we do.
81	There is some division within our district and baggage that has been carried from previous years. Some members of the community have difficulty trusting the school board and district administration is making decisions with students in mind. There are currently very passionate, one sided views that are limiting the ability for community, schools, and district administration to come together and find compromise. There are also challenges with staff morale.
82	One or two tyrannical board members and the small group of their vocal supporters.I have seen this.
83	The board is at odd with each other. Perhaps a new board should be selected.

Q 1. Which of the following describe your relationship to the district?: **Current District Classified Staff**

Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?

SR No.	Response Text
1	Racial division between the API vs Hispanic communities. Better programs are offered on one side of the district vs the other. Lack of trust and transparency on the board members. Personal vendettas due to past issues that overlook the end goal of working together to help our students.
2	I believe district needs to work hand by hand with nutritional service a children learn more if they are feed first I believe we all do they deserve a better and clean and better place to seat and enjoy their meals and breaks needs more space and time to eat and enjoy a meal

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3	Kids not going to home schools and all schools do not offer same programs
4	IT department is understaffed and overall the district is a mess of technologies, and systems major over hall is needed.
5	Budgeting for nicer facilities over all. Some of these schools are extremely out dated. In comparison to the brand new school.
6	Payroll and HR need a database system in place and should stop using Excel worksheets for payroll.
7	As a parent in the Hacienda Heights/Wedgeworth community and a staff member in the La Puente/Sparks MS community, I see two very different communities with different needs and concerns. Our school board and district community have unfortunately been plagued by finger-pointing and disunity. This needs to stop, and we need to focus on how to work together and the big picture of how to bring up enrollment, be financially sound, and improve student engagement and achievement in both Hacienda Heights and La Puente.
8	Low moral amongst teachers, staff, dept heads. Lack of transparency, lots of confusion.
9	The great majority of our students are minorities coming from disadvantaged homes, with a good percentage of them having undocumented parents and/or being undocumented themselves. We need a leader who is sensible to these facts and who has the ability and will to help the most vulnerable in our community.
10	Be tactful when dealing with our Board of Education. The new Superintendent should be able to bring fresh ideas on how to improve enrollment and work with the Board to establish a clear guidelines on requirement for students who plan to transfer out of our school District
11	This is a very diverse community which is both a strength and a challenge. Also, some people are very loud with their opinions but aren't necessarily the majority. Often they aren't correct and dont speak for others, they are just very vocal.
12	Most significant issues our district and community has is the embarrassing actions of members in public seats. We need a strong leader to build us up and leave the past where it lies.
13	Financial impacts have been hurting our community as it is forcing our Board to make decisions that are not always the best outcome for the community.
14	Mediating the Board - it's been crazy and we have heard comments from other Districts from ACROSS THE COUNTRY regarding our Board meetings. Help keep our kids out of crime. Offer more healthier lunches and breakfasts. Offer more for the employees so they can feed and care for their families and not look elsewhere. We are good but we can always be better and happy employees = a happy District. Our benefits are horrible. I cannot afford to put my children on my insurance. That is not good.
15	Board members conflicts, budget, and medical benefits for employees. We are paying way too much for our medical benefits. Also, communication needs a big improvement.
16	The Budget situation right now.
17	Having to deal with a dysfunctional Board. Namely having to deal with and circle of . They will disrupt Board meetings each month with the same old song and dance instead of actually helping the students and employees of the district.
18	The outdated classrooms and old gavanized piping all around the district.
19	Would like to see higher standards /guidelines for dress that is confusing to learning. Would like to see investigated potential safety violations of no crashbars to get out. Earthquake designed lighting fixtures have been compromised by restrict movement on the hanging bearings as they were designed to do. (will cause the flourescent bulbs to shatter with significant movement)
20	sometimes the chaos that comes with being responsible for every decision. everyone looks up

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	to the superintendent for answers and to take full responsibility. I really hope the new superintendent knows these battles are worthy and do not go unnoticed by the community.
21	Major challenges for new school superintendents in 2025 include navigating budget constraints, addressing staffing shortages, managing the politicization of education, and recovering from pandemic-related learning and mental health issues. The specific issues for any given district depend on its location and demographics.
22	Hopefully, the BOE is now filled with mature and reasonable individuals that will carry on like professionals making good decisions based on facts and the people's input.
23	Budget!!!! Get us back to the black. Accountability on all levels especially principals!!!
24	Not enough representation of students in community and lack of paying positions for parents who want to work in school district with hours that fit children's schedules.
25	Issues . sorry to say but our school board, with 33 years working for this district this is the 1st. time that I wish I did not work for HLPUSD.
26	Many questions concerning financials. Sounds like the board needs leadership. Stop closing schools and selling the land. Less students per classroom. Low enrollment, families are taking to near by schools in Rowland Heights, West Covina, and Whittier. These schools look refreshed, updated, and offer a better student teacher ratio.
27	Our cost of living naturally increases by year, we need to find creative solutions to help offer salary increases in a manner that is fair across all classifications and not stagnant in certain areas. We have declined enrollment due to economic factors , in this working class community it's hard for low wage workers to afford to stay in the area. It's an area that is desirable for its location and nearby access to amenities. We should strategize our efforts to improve existing facilities and perhaps consolidate resources to improve individual schools. Naturally this may introduce staff reductions but those should also be strategic in trying to retain quality staff versus only those with seniority.
28	SPED department needs a lot of support needs a lot of help. There are a lot of students who are in general ed that are a disruption to their class and should probably be in SPED. Support is not where it should be right now. Promises are made to employees and parents about their school, only to find out that nothing is being done. Class sizes are too large, and parents do not like combo classes. Parents are not told that their child will be in a combo class but find out from one day to the next that their child needs to move classes. Parents do not know that there are potential SPED students in their child's class who are creating the class to be unsafe. Also, there needs to be a sense of calmness at the board meetings. Enough with the blaming, name calling, unprofessional way of handling the meetings. The people see this, and we don't like it. We want to be able to trust whoever is on the board and that our voices matter.
29	Us not being treated fairly or paid well enough, and horrible negotiation skills of the district to get us more help in lower health insurance. Makes our lives twice as hard with having to pay an astronomical amount for health insurance when we already don't get paid much.
30	Board and advocates
31	Challenges would be the board. They like to argue and disrespect each other. They don't follow the Civility Code Challenge - high cost of benefits Challenge - low moral
32	Budget. Funding. Fighting from the community. Fighting within the school board members. Trust. Trust. Trust. Visibility. Connections. Name calling.
33	The new superintendent needs to know that the board is screwed up. They're not handling the board meetings in a professional manner. All they seem to do is talk about the issues that they have with each other, which drags on for hours. And then there's the two community groups that attack the school board members and each other on social media. They bring up things that have already happened and there's no way to change it because it's been done. The new

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	superintendent needs to have the guts to tell the board how they should be conducting themselves and to lead them in a direction that is an efficient and effective. and to lead them in a direction that is efficient and effective. She also needs to inform the board that their main responsibility is to hold the superintendent accountable, not to micromanage. The second issue is the financial status. The superintendent is walking into a very challenging and difficult district. The third issue is district morale. and community trust.
34	The lack of professionalism from the Board; high turnover; lack of employee appreciation
35	our board of education, their behavior, the pettiness, what they say does not match their actions, out of pocket cost for benefits is astronomical, almost \$1000 is crazy, the moral is very low, no longer happy to come to work, watching this district fall to what it is now is devastating
36	Lack of support because the hiring process either stops for certain positions or the time it takes to get hired. IT TAKES MONTHS BEFORE PEOPLE GET HIRED, WE LOOSE GOOD CANDIDATES BECAUSE THEY HAVE TO TAKE OTHER POSITIONS THEY HAVE BEEN OFFERED BECAUSE WE TAKE TO LONG.
37	Unifying and addressing diverse needs and groups.
38	1. Declining enrollment and how to retain and increase student enrollment. 2. Engagement with all stakeholder groups to build strong relationships, including the community that does not have students enrolled in the District. 3. Support, in general, for all District employees; issue with high cost of health insurance. 4. Maintaining solvent budget.
39	There is division amongst the board members and community. The constant fighting between board members and public badmouthing distracts the public from focusing on District business and student accomplishments. Board meetings have become fuel for gossip because the board members bicker back and forth, and often delay important District business. The division in the board has also caused division in the community, with people choosing to take sides and support individuals rather than the entire board as a unit. The lack of unity and failed leadership is also taking a toll on the staff, with many choosing to leave the District altogether. The high cost of insurance is also a big issue. Personally, I cannot afford our District's insurance with the pay that I receive, and have been considering employment elsewhere.
40	This district faces several challenges that need urgent attention. Board meetings often run inefficiently, regularly going past 11 p.m., which is unsustainable and discourages meaningful engagement. These meetings have also become a space where personal attacks and negativity are normalized, creating a toxic environment. Internally, the district feels divided—new leadership brings fresh ideas, but some individuals tied to the old guard resist change, creating tension and stagnation. Retention is a serious issue, as many staff leave due to internal politics, lack of support, and poor morale. On top of that, the district's health benefits are inadequate; it's unacceptable that staff must pay over \$900 monthly for insurance. These issues directly impact our ability to attract and retain quality employees. I hope under your leadership, we can create a healthier, more collaborative culture that values staff and prioritizes solutions.
41	From my point of view vacant (Classified) positions take a very long time to fill and become a burden on staff and sites. I also feel that we are "Top Heavy" so many new positions created while classified positions don't get filled. I also feel that the south side of the district takes priority over the north side. Projects, development and staffing.
42	We have many families in our community that are financially disadvantaged. Many of these families rely on services like food bank and school supplies and clothing give away.

Q 1. Which of the following describe your relationship to the district?: **Current Student**

Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?

SR No.	Response Text
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1	Different challenges and challenges that occur (always up for challenges)
2	almost everything
3	THE ENTIRE DISTRICT

Q 1. Which of the following describe your relationship to the district?: **Community Member with No School-aged Children**

Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?

SR No.	Response Text
1	One of the main concerning issues is that we have a school board that doesn't have respect for each other, so they are not truly focused on education. At this current time it's a non functioning board. Second thing is the district financial status
2	Too much political drama on the school board it's embarrassing. Prevents getting things done for the students. HR is too SLOW. Many potential candidates don't get hired due to the outlandishly slow process to be hired.
3	I feel that the Superintendent needs to know that our School Board waste a lot of time and money on things that have nothing to do with putting the students community, or teachers first. Getting the School Board back on track and getting things done in the district. I find it very embarrassing when I have friends that are from out of state asking what is going on with our school board. Control how money is spend. Making English only classes just as important as Dual Immersion classes.
4	We need a superintendent That can bring peace back into our community, which consists of our students, the employees, and parents. Someone that is not afraid to tell the board members the truth about what can and cannot be done, the board is only there to hold the superintendent accountable and not to micromanage. The superintendent should already know what to do. Should know how to run a school board meeting so that agenda items can be processed and conducted in a timely manner. This new superintendent needs to know that we have some financial challenges. Actually anybody that is applying for this position should already know what's been going on with our district. Because if they don't know, then that means they have not put in the time to research our district and that's a major red flag. I would like to see the stakeholders, make the final recommendation to the board.. Maybe that's never been done but just because it hasn't, doesn't mean it can't become part of a new process.
5	I believe children have been disconnected along with parent support. The challenge would be is to connect with the parents starting from Kindergarten . Unfortunately many children will continue to be lost without a solid foundation in the home . Sadly with social media parenting has lost its way by allowing the cell phone to baby sit and in our children ,just look around . Our last line of defense for the sake of the children is our schools.
6	Our current board has Board Members who corroborate ,harass and intimidate community members , teachers district staff and school police along with their coalition of community members who live in the district and most who do NOT live in the district but who are professional activists and agitators as they state themselves .
7	Our school board is composed of many strong voices with diverse perspectives on how best to move the district forward. While this diversity brings valuable insights, it has also made it challenging to reach consensus. Unfortunately, in some cases, discussions have become personal, making compromise even more difficult.
8	The next superintendent should know that HLPUSD faces challenges due to differing priorities and divisions within the district. It will take a strong leader to unite the community and move the district forward without letting these differences distract from student success.
9	Budget. Funding. Fighting from the community. Fighting within the school board members.

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	Trust. Trust. Trust. Visibility. Connections. Name calling.
10	Lack of support because the hiring process either stops for certain positions or the time it takes to get hired. IT TAKES MONTHS BEFORE PEOPLE GET HIRED, WE LOOSE GOOD CANDIDATES BECAUSE THEY HAVE TO TAKE OTHER POSITIONS THEY HAVE BEEN OFFERED BECAUSE WE TAKE TO LONG.
11	just perform professionally
12	The Board of Education is currently facing several interconnected challenges that are impacting both its effectiveness and reputation -- it's a Board wanting the best for the Education of the students, instead the use it for their own platform, social media, for their own personal agenda, vendetta. The leadership culture established by the previous board left behind a toxic residue that continues to affect the board's dynamics. Ww need to move forward..
13	Community members have been excluded from active participation — this was glaring during decisions to build one expensive school and close other schools. The district ignored community members and even kicked out residents from meetings! This was appalling and unacceptable. The district doesn't seem to want real participation. Class and racial/ethnic differences have been inflamed by district disparities in resources and treatment. This has been a historic reality that is most recently exemplified in a new school in the wealthiest part of the district. We need a strong superintendent who is not threatened by community voices and can work to bring us together. The district is also in financial crises
14	There is no unity and a lot of division amongst the community. Bring unity for students, parents, community through outstanding, and exceptional teachers not activism.
15	Challenges of working with a dysfunctional governance and discordant union leadership. As well as the District's fiscal deficit.
16	Saving school property. Use them to invest in the community. Listen to community members. Follow through on tasks.
17	The biggest issues, a special education and dual immersion, and equity among all student populations.
18	Fix every issue their Colleagues disrespects to everyone within the School District
19	1. IMPROVE STUDENT TEST SCORES! 2. Fiscal responsibility using common sense for HLPUSD contracts and expenditures. 3. Equitable allocation of financial resources across all HLPUSD schools. 4. Crystal clear transparency on all financial matters. 5. IMPROVE STUDENT TEST SCORES! 6. The importance of seeking community input on all major decisions. 7. Introduction / reintroduction of 21st century geared programs that will help students achieve academic and professional success. i.e. Programming, Coding, Solar & Green Technologies, Engineering, Financial literacy, Training for the trades: Welders, HVAC Techs, Plumbers, Electricians, Auto Mechanics, etc. 8. IMPROVE STUDENT TEST SCORES!
20	HLPUSD faces challenges with equity and consistency across schools. Some programs, funding, and professional development opportunities are unevenly distributed, leaving students and teachers with different experiences. Communication between district leadership and sites can be unclear, and change management is difficult. Additionally, certain interest groups have created conflict that doesn't serve students' needs. The next superintendent should listen, build trust, ensure all schools have necessary resources, and handle outside influences that disrupt the district's focus on student success.

Q 1. Which of the following describe your relationship to the district?: **Other**

Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?

SR No.	Response Text
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Superintendent Search Feedback Survey: Hacienda La Puente Unified School District

1	Too much political drama on the school board it's embarrassing. Prevents getting things done for the students. HR is too SLOW. Many potential candidates don't get hired due to the outlandishly slow process to be hired.
2	The school board is the biggest issue. It seems like the school board members would rather fight with each other rather than work together for the betterment of the district. Instead each member focuses more on their specific designee area which has cause major division between schools, admin, board members etc. Each board member has select group of followers (groupies) who seem to cause more harm than good and most of those followers dont even have kids in the district. Board members seem too afraid to speak up against their own followers and tell them to be civil because they would rather another board member look bad. It's embarrassing.
3	The in equitability across the district which is the impression the community has. Lack of transparency about budges and financial discourse.
4	Our community currently feels a sense of distrust in the district, following the manner in which the reconfiguration was handled. Parents believe they were misled and not fully informed about the process prior to the decision being made. Additionally, it should be noted that our community feels vulnerable and frightened, considering the current political climate and deportations.
5	The most significant issues and challenges the next superintendent should take into account include the morale of our community (our schools, families, staff, and students). In recent years, there has been considerable turmoil within the board and among district-level personnel. We need a leader who truly knows our community and can bring us back together.
6	Our health care insurance is really expensive! I think we need some other health care plans that are not as much. The school counselor ratio is not where it should be. I work at a school with almost 1300 students and it is just myself and one other counselor. Mental health services, we need more resources for students. We also need more funding for our wellness center that we created on our campus.
7	the current board members cause ruffles within the communities and a rivalry amongst hacienda heights and la puente. WE ARE STRONGER TOGETHER
8	Hopefully, the BOE is now filled with mature and reasonable individuals that will carry on like professionals making good decisions based on facts and the people's input.
9	The biggest challenge is fiscal honesty. Our district has been deficit spending, reserves are collapsing, and parents don't see a real plan to protect classrooms. Families worry about programs being cut while after-school services appear not to be paying their way, leaving questions about how funds are managed. At the same time, there are concerns about foreign exchange programs that seem designed more for developers than for students. Enrollment is declining, schools have closed, and Special Education services face gaps. Staff morale is low, and parents who speak out often feel silenced. The next superintendent must restore transparency, rebuild trust, and put students first. HLPUSD is at a crossroads — either we get accountable leadership now, or risk deeper cuts, state takeover, and more lost opportunities for our children.
10	Student attendance , achievement, and a toxic school board.
11	Unfortunately, there have been divisions within the community that risk detracting from our shared purpose. For the sake of our students and their future, it is important to move beyond past conflicts and remain focused on what truly matters—providing a high-quality education. Our collective efforts should emphasize supporting students, fostering their confidence, and encouraging them to pursue higher education opportunities, including college. I'm all about green space however, there needs to be a balance. We are pushing for parks/farms, let's also focus on school/learning.

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12	maturity levels of the board members are as if you are in an elementary class
13	YOU MUST GET THESE BOARD MEMBERS TO UNIFY AND FOCUS ON STUDENTS AND NOT THEIR OWN POLITICAL AGENDAS. They can argue behind closed doors but in the public, they need to focus on students. YOU need to unify this district. Unfortunately, board members have created a true division between La Puente and Hacienda Heights. This doesn't help kids. Lastly, look at the disservice that Workman High School and La Puente High School have been providing students as their schools don't have programs or opportunities like the other high schools due to low numbers. I'm sure you know that enrollment is a California problem, kids aren't coming. Instead, look at the budget and merge these schools. This will then provide more programs and opportunities for these students.
14	District budget, low academic achievement of low-income, Hispanic, limited English school children, poor role of the bilingual program director, lack of support from bridge schools and teachers, lack of after-school programs
15	We have a huge lack of academic, behavioral, and social emotional interventions at individual campuses. Moreover, there is a lack of personnel on individual elementary campuses to work with and handle difficult behaviors. Support staff such as the school counselor, TOSAs, and even SPED staff (Psychs, SLPs, etc.) get called constantly which impedes us from doing our job description. Additionally, our district has very opinionated people and is very divided. (Please see below for suggestions).
16	Our board education is a mess. There is no transparency at the district level. Staff do not feel supported.
17	Financial distress. Dysfunctional board. Mistrust by community members.
18	Managing Conflict: Be prepared to handle disagreements among board members, staff, and the public in ways that de-escalate tensions and foster respect. Cultural Competency: Lead with awareness of diversity, equity, and inclusion, ensuring that decisions and communications avoid bias and promote fairness for all groups. Responding to Accusations: When community members raise concerns about racism, discrimination, or personal attacks, ensure there is a clear, fair process for investigation and resolution. Community Engagement: Know the importance of listening sessions, forums, and transparent communication to rebuild trust and give all voices an opportunity to be heard. Code of Conduct Enforcement: Work with the Board to establish and uphold expectations for respectful behavior in meetings and communications.
19	Our school board is composed of many strong voices with diverse perspectives on how best to move the district forward. While this diversity brings valuable insights, it has also made it challenging to reach consensus. Unfortunately, in some cases, discussions have become personal, making compromise even more difficult.
20	corruption, housing development, and protection of school lands for the public and students nature-based education
21	One of the biggest challenges the next superintendent should be aware of is the harm caused directly by . Instead of creating a supportive learning environment, installed fear and trauma in classroom. would embarrass and humiliate children in front of others, punish them unfairly, and even retaliate against students. Many children were left feeling unsafe, discouraged, and emotionally harmed. This type of behavior destroyed confidence and trust. The new superintendent must ensure that teachers like are held accountable and that every child is treated with respect, encouragement, and dignity.
22	Conflict among ethnic groups and unproductive board meetings.
23	Since I am a substitute these are issues I have observed: some schools seem to be ignored when it comes to making sure the school is safe for all students due to the behaviors of many other students. Some schools need more discipline measures taken whether it be office staff to assist teachers and students or security staff for them as well. Talking to students to find out what

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	they need to feel safer in school is vital to their learning.
24	Student access and achievement
25	are you reading this ? is a candidate already been selected? money, of course and expenditures. transparency. be open and honest and don't hide and cover up things. Open sessions and have community events encourage people to be part of process and really listen to them.
26	HLPUSD faces challenges with equity and consistency across schools. Some programs, funding, and professional development opportunities are unevenly distributed, leaving students and teachers with different experiences. Communication between district leadership and sites can be unclear, and change management is difficult. Additionally, certain interest groups have created conflict that doesn't serve students' needs. The next superintendent should listen, build trust, ensure all schools have necessary resources, and handle outside influences that disrupt the district's focus on student success.

Q 1. Which of the following describe your relationship to the district?: Parent of a Current Student	
Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?	
SR No.	Response Text
1	Multi cultural Bilingual Accountability Transparent
2	The next superintendent needs to conduct community forums and truly listens to the concerns of everyone.
3	Unwavering belief in all children's potential. Have high expectations for students, staff, and families while providing high support. Rise above the drama of the school board currently.
4	Deep understanding of cultural differences in our community, peace maker, firm and objective, transparent, in addition to his/her professional background. Fiscally responsible.
5	Be fair
6	Strong in leadership, diplomatic, objective and unbiased.
7	We need a superintendent who is committed to all of our students, staff and community. A leader who isn't afraid to stand up to injustices. Who does side with one party or a nor. Who is able to open the eyes of all to come together for the sake of our future.
8	Being able to mediate, be culturally aware and understanding, promote our programs and create new ones to benefits our kids, and be professional. We need someone who is not afraid to say NO when it needs it. We need someone who can LEAD. Say hello to your employees - even if it is just the warehouse worker or the custodians. Walk into an office and greet the staff there. Put yourself out there and make your mark. No puppets. Care about the kids and the employees. Stand up for your people (employees, kids, teachers). We need professional and understanding. Someone who can promote change in a good way and bring good changes to the District. Changes that unite us further.
9	Experience with a multicultural population. Be a team player with the board, teachers, staff, students, and parents. Be willing to listen the concerns of the community and take leadership to make necessary changes. Promote equity across all schools.
10	Education and ability
11	Awareness of union rights, conflict resolution, ability to be present and lead.
12	An experienced Superintendent that knows how to use his/levers of authority to reign in out of control elected officials, and an over zealous employee union that been allowed to run amok for way too long.
13	Excellent leadership skills, open to working with a diverse student population, able to work with people who will challenge his/her leadership
14	Delegation skills, knowledge of the changing climate of schools.
15	Warm and committed a
16	Innovative, apprised with AI developments for the success of teachers and students, putting the well being of students first
17	I think the superintendent should reach out to the parents and students. I've had 5 kids in the district. I've been coming to the schools for the last 22 years. I think the parents aren't treated with respect or dignity. The teachers always act like they are right. Instead of listening to the clinician and parent who work with the child more than the teacher.
18	Spend budget where it's needed.

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19	Someone who puts the interest of the children here in our community first. Someone who will restore trust with community through actions.
20	Honesty
21	They need really good communication skills. And being able to talk to the parents and the public to explain any misconceptions.
22	A superintendent for this district needs to be more in touch with both communities within the district. The La Puente community and the Hacienda Heights community. There are some vast differences that one needs to understand and understand the history (good & bad) about the district to see why community members get so worked up at meetings. The superintendent needs to be the leader of the district while seeking advice from the board. Not the board leading the schools (based on their own wants and needs) and have a superintendent sit back and watch. Someone who is calm but has the respect of the district employees and the school board members.
23	The next superintendent should be a visionary, student-centered leader who can expand enrichment programs and strengthen academics while also building unity in our diverse community. They should use strong networking skills to bring in resources, partnerships, and exciting events that give kids more opportunities to get involved. Simplifying parent involvement, fostering school pride, and creating programs comparable to neighboring districts like Walnut, Diamond Bar, and Fullerton will be key to success.
24	Calm, smart, able to speak to angry people and not loose composure.
25	Being Strong minded, smart , professional, listener , accountable, experience in dealing with chaotic situations. Needs to put the students best in interest first . Not be afraid to go up against the corrupted board members. Be aware and knowledgeable about issues and know how to handle conflicts in a professional manner . Needs to also be articulate and choose professional and correct words and terms when publicly speaking . Needs to be strong enough to stand up for parents and students and be a strong , professional leader . Also needs to cleanup the board members that are extremely unprofessional and spend most of their time yelling and putting down parents . This district is desperately in need of a strong, professional leader that that will put parents and students needs first.
26	RESPONSIBLE. RELIABLE. HONEST. For the community and for the students.
27	Open minded, Good listener and proactive to create a positive enriched experience for all stakeholders
28	Leadership, empathy, transparency, student driven, communicator, approachable b
29	Leadership, financial planning, understand market trends for education and development action plans to support.
30	Education. Not lowering grading standards.
31	The incumbent should know what good teachers look like and clear the district of bad teachers and administrators who don't care about improving schools.
32	-must be able to work with a diverse population
33	Should know the community needs working for
34	Multi-ethnic and cross cultural communications skills is a minimum. More than three languages is a plus. Aptitude to serve underachievers and overachievers without trending towards the middle. Same amount of resources must be spent for helping underachievers reach competency as well as overachievers maximizing their potential. Do not sacrifice resources for overachievers to assist underachievers, which will cause budgetary consequences. The regional population has sufficient affluent population to support an additional non-religious private school but has forgone so since two HLP high schools are close to reaching the next tier of

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	public high schools in the area (Diamond Bar, Whitney, San Marino, Arcadia).
35	Someone who is open to change and growth. Our world is constantly evolving and changing. We need a leader who will listen to families and most importantly our students. Be inclusive
36	amabilidad inteligente y tener michael cumonicasio
37	Que conosca las necesidades y retos de la las familias para poder apoyar a los maestros en la educacion de los Estudiantes
38	They need to be able to separate themselves from the drama that happens in the meetings. They need to be able to not be persuaded by the flowery words that says, and listen to all the constituents not just the Hacienda Heights side but also the La Puente side.
39	Community advocacy for students. Housing resources, dual language opportunities in multiple languages not just one at all school sites.
40	To bring the diverse community together while maintaining the excellence of all schools based on performance. Be able to identify the challenges of each school and the various resources needed to improve each school.
41	Listen to parents take out bully Teachers
42	Have a plan for our district and not just their own career Focus on the schools with highest needs and really allocate the budget equitably - no more lies
43	Integrity, professionalism, and caring for students
44	Be open minded, have great listening skills and abilities, have many years serving as an educator/public servant, have great values and most importantly, Integrity.
45	Fair, caring, look at details
46	Real unbiased leadership
47	The next superintendent should be a strong communicator and an approachable leader who listens to and values input from staff, families, and the community. They should demonstrate integrity, transparency, and fairness in decision-making. A successful superintendent will bring vision and innovation to support student achievement, while also being practical in addressing day-to-day operational challenges. Skills in building positive relationships, fostering collaboration, and uniting diverse perspectives are essential. The ability to manage budgets responsibly, advocate for resources, and recruit and retain excellent staff is also critical. Above all, the superintendent should be student-centered, passionate about education, and committed to equity and excellence for all learners.
48	Food with more flavour
49	Experience with Special Education
50	Approachable, knowledgeable, attentive, transparent, and resourceful.
51	Respectful to his/her coworkers and the community.
52	Courage, stern, organized, compassion, for the students actually not just in word
53	Open communications with students, parents and community.
54	Feel part of the community. To be responsible. Listen to problems and try to provide solutions. Work as a team.
55	Someone who is a problem solver and has a knack for analyzing complex issues, that is well rounded seeing this community and district for more than it weakness, but also sees its potential and it's successes. Someone who see the whole picture, including seeing all students, including those with disabilities for not deficits, or an expense, but a someone's child, a person.
56	To be successful in leading the Hacienda La Puente Unified School District, the next

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	superintendent must embody a unique combination of visionary leadership, cultural competency, and community-centered values. First and foremost, they should be an equity-driven leader who understands the diverse needs of students, including English learners, low-income families, and undocumented communities, and who is committed to closing achievement and opportunity gaps. Strong communication and relationship-building skills are essential—particularly the ability to engage transparently and authentically with families, staff, and community members, especially in the wake of recent school closures and trust challenges. The next superintendent must also be fiscally astute, capable of managing declining enrollment and limited resources while still advancing student-centered programs and facility improvements.
57	Eager to work
58	Patient, responsible and authoritative
59	The next superintendent needs to be a unifying leader. Someone who can bring together diverse perspectives and bridge divides within the community and school board. They should have strong communication skills, transparency, and the ability to build trust with students, parents, staff, and board members alike. focus on keeping students' needs at the center of every decision, and not board members. (remember, without students, we wouldn't be here), while fostering collaboration and a positive culture throughout the district
60	Leadership with a vision and the ability to retrain a dysfunctional board of education.
61	Able to communicate with the diverse communities in the area. Some one that will listen to the community and be an advocate to the district. Someone who will not be a puppet of the school board.
62	Understand the community's needs.
63	Someone that is inclusive of all ethnic groups and cultures. Expand cultural events and menus for lunches and activities. Open our students' eyes to other cultures, customs, geographic regions. This will create acceptance and understanding. Ensure rigorous academic curriculums are upheld. We need to prepare our students for the next steps in education and careers. We need students to be able to pick their majors in high school and start shaping their minds in middle school to what they want to do and become. They have to understand the challenges of life related to working in groups, individually, financial responsibility, learning about mortgages, adulting, stuff they may need to worry about in life. Also how to act, behave and what are manners and family. We need to be their parents in the school since many do not have parents that are present. We need to fill the void to create well rounded human beings.
64	We are ready for a superintendent that can listen with empathy, lead with integrity, and inspire collaboration across our diverse community.
65	Patience. Tact. A strong self conscious to be able to take the attacks and abuse they will suffer when dealing with wealthy land owner board members fighting with poor uneducated board members.
66	High ethics, process driven approach, and responsibility in facing failures and achieving success. (instead of always painting a pretty picture for publicity sake)
67	Dependable, stable, ability to see and understand all fields. Especially special education
68	Fair, impartial, and transparent. No favoritism toward any school, ensuring an equal distribution of resources.
69	He or she needs to be like . Welcome everyone. Always find a solution.
70	They should have a strong ethical background with a heightened sense of responsibility and empathy for those that are targeted in the community.
71	Communication is key . Please read and take a look at my answers below. Any questions feel

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	free to reach out
72	To be able to listen to the community and make sure our schools are safe.
73	charge
74	Be open and fair, trustworthy, good at communicating and listening
75	be firm, fair, and look at the numbers and make decision best for the district
76	Ethical, fair and bringing the district together for the community common good and benefit.
77	-Be student centered - Have great communication - Transparent -Present and accessible to students, parents, staff and teachers.
78	Be more communicative with children who are present at entrances and exits
79	Be patient, distinguish right from wrong, and allocate resources to each school in a balanced manner!
80	They need to be culturally competent and willing to engage with and learn from community members
81	To be involved, stick too of their word.
82	Be sociable, work, decent and willing to listen to parents
83	Good conduct, understanding of education (including special education), and enthusiastic service to others
84	Giving his best for the sake of the children
85	Treating all students and their parents equal regardless of their ethnicity, background, wealth or health condition.
86	- Special Education experience - Help fill the roles of permanent special education executive director - The ability to performance manage their staff and build positive morale in the current toxic environment we have
87	Loving, honest, and responsible. Diversity, professional qualifications.
88	Being aware of the community and good character
89	Stern if needed but also put him or herself in the parents shoes. One thing I have been asking my school in the past is more shade areas for our kids during the summer or maybe an indoors gym for PE when weather is too hot or too cold. That would be amazing.
90	I believe that the next supervisor should have an open and inclusive mindset, be able to listen to different voices, and understand the needs of families in a multicultural context. They need to have good communication and leadership skills to make scientific decisions under pressure. At the same time, there should be a clear educational vision and sense of responsibility to promote the development of fair and high-quality education in the school district, and truly win the trust and support of the community.
91	They should have been teachers in their past.
92	That it is organized and that it listens to the community and sees the best for the students and their academic and artistic development.
93	Be humble Be transparent Be honest Be flexible Be humanistic Be real.
94	Listening, caring, not siding with any party.
95	Please keep the good thing.
96	A good leader, someone experience working with staff and students.

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97	Next superintendent need to keep ALL students in mind.
98	Hold school staff accountable for the work they actually have to do.
99	Trustworthy, experienced.
100	I doubt any sophisticated individual will be willing to work on a district so low and correct.
101	Someone hands on with their foot on the ground and ear to the streets. Someone very familiar with community. Someone who actually makes site visits to the schools to see first hand. Someone who listens to the needs of the schools. Someone who will take honor in caring... and finding ways to raise money for the kids even if the kids have to sell candy or the parents have to pitch in.
102	Patience & compassion & persistency.
103	The next superintendent should be a collaborative, culturally responsive leader who reflects the diversity of Hacienda La Puente. Strong communication, financial management, and problem-solving skills will be essential to address enrollment and funding challenges. A visionary yet approachable leader, they should champion equity, innovation, and academic excellence while building trust with families, staff, and the community.
104	Knowledgeable in laws that can protect the students.
105	We need someone who isn't afraid to tell board members how to run a board meeting. We need someone who knows our community. It would be nice to have someone who speaks Spanish. Someone who has been a teacher, principal, and at least assistant superintendent. Someone who understands special education, finances, discipline, foster children, and of course, the curriculum. Someone who doesn't like gala photos or taking credit for the achievements of teachers and students. An honest and loyal woman that everyone can trust. District employees must have someone who respects and supports them. It should be someone who believes that all children count, no matter where they come from. Someone who is not afraid to do what needs to be done for the sake of our children's education. It has to be someone like us, a hard-working person, not someone who believes himself to be superior to others.
106	It is necessary to be a teacher, a manager, and have kindness to others. It is necessary to understand education and finance.
107	-strong character -hands on- willing to visit schools -problem solving
108	- Must have Integrity with Strong moral character, adherence to the Brown Act - Must possess Strong Financial Management Skills in budgeting and resource allocation. - Must Protect the district from financial instability and political waste. - Must be a Strategic Thinker & Problem Solver to anticipates challenges and creates long-term plans for academic and fiscal growth. - Years of Experience with great standing record - Must possess at minimum a master's degree, preferably a doctorate, demonstrating a strong academic foundation to lead a complex and diverse district effectively
109	Here's your revised version, now without the mention of equity and still within the 700-character limit: The next superintendent should be a visionary leader with strong communication skills, cultural competence, and a collaborative spirit. Plan to remodel aging facilities, provide better laptops to students, reward outstanding teachers, and hold irresponsible staff accountable. Expanding dual enrollment so students can take more community college classes is essential to help them excel. Experience in public education, fiscal management, and multilingual engagement is key. Integrity, empathy, and a commitment to student success will define their impact.
110	Low enrollment in our schools is not simply a numbers issue-It reflects a failure in marketing and outreach by upper management to effectively promote the district to incoming families and surrounding neighborhoods. Strong communication and visible presence from district leadership, especially the superintendent, are imperative to build trust and demonstrate

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	accountability. Hacienda Heights and La Puente represent two very different demographics within this large district. For leadership to make fair and equitable decisions, it is essential that they fully understand the needs and perspectives of both lower-income and higher-income communities.
111	Have sufficient patience and communication skills, and have bilingual fluent oral communication skills.
112	We need someone who is able to listen to the concerns that parents and teachers have and come up with an action plans to carry out in actions!
113	We need a superintendent that has an empecable track record. Someone who knows what this job entails. We need a Superintendent that cares for all students, staff and teachers. A superintendent that is transparent for all stack holders.
114	Have good educational morals
115	1. Proactive 2. Be a good example
116	Timely and clear communication with staff, communities, parents, and other school districts
117	To have people skills, open to different types of people backgrounds, do the best for our students, and to have a great communication, make sure that every student has the opportunity to go to universities or at least to go to best training schools. Students has to be his/her priority.
118	That had a passion for teaching and to be part of our community.
119	Need to be firm, able to keep an order, able to listen both side, able to manage highly emotional situations
120	We need a leader who is knowledgeable, takes initiative, and has compassion.
121	Speak multiple languages Be able to communicate with families Know the community.
122	They can say the word NO, put students first, have courage to have difficult conversations, can stop the board when they are acting up, can unite the district, can bring the moral up, be a leader, have empathy, compassion, no superintendent experience necessary, not afraid to get dirty and do the work along side the staff, can give credit where credit is due, not just show up for photo ops, visit every school, know your staff (not by name but at least known to your staff), know and/or learn the community,
123	I would like someone who stands with equity, diverse, social justice values. We live in a time where we need compassion and understanding to meet families and kids where they are at. To advocate for resources for children. Need someone who is humbled.... So they won't stumble (Father Gregory Boyle).
124	The next superintendent needs to be resilient, courageous, and student-centered, even if faced with resistance from the Board. They should have strong communication and collaboration skills, the ability to navigate conflict with professionalism, and a steady commitment to equity and academic excellence for all students.
125	Good leadership with good judgement. Willing to listen to all sides.
126	Compassion, communication skill, and integrity
127	Integrity, transparency, flexibility, compassion, and consistency.
128	Courage, sympathy, know how to deal with high pressure situation at work
129	Our next Superintendent needs to be kind, compassionate, and willing to prioritize students above anything else. They should also be firm yet fair.
130	Values diversity and appreciates feedback from various stakeholders. Must be Approachable. .
131	She needs to understand that there are nuances to problems that can't be solved swiftly and easily. She needs to understand that to get things done she may need to upset some people.

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132	To be someone courteous, kind and understanding.
133	The next superintendent needs to be a fair and visionary leader with the ability to clearly see what is right and what is wrong, making decisions that serve all students equally. Strong communication skills are essential, as the superintendent must be able to explain and share what is best for both the children and the community in a way that builds trust. Just as importantly, the superintendent should bring people together, encouraging collaboration among school boards, staff, and families so that the entire district can thrive as one united community.
134	Bold Able to communicate and interact with parents Problem solver
135	They need to be bilingual or multilingual. They have to have experience and knowledge in teaching students with exceptional needs. And lastly, be willing to adapt and embrace change for the betterment of our students.
136	The next superintendent should be approachable, collaborative, and able to build strong relationships with students, families, and staff. They should be a clear communicator, open to new ideas, and committed to equity and inclusion and be empathetic. A focus on student well-being, safety, and creating a positive school culture is essential.
137	The next superintendent should have strong leadership skills and a clear commitment to putting children's safety, wellbeing, and education first. They should listen to parents and prioritize families' expectations over personal political views or beliefs, including topics like issues, ensuring the focus remains on academics and a safe learning environment.
138	Smart, euthanasia and good decision maker
139	A vision to support and bring the school district to the next level. Support science and extracurricular programs .
140	Someone with intelligence and good judgement.
141	Be able to handle the politics and stand up to unreasonable requests from board member(s)
142	Financial and strategy
143	多方兼顾，用事实、良心讲话、不带种族歧视、种族色彩，在教育领域有研究。
144	Does anyone even care? Someone who will ALWAYS put students first, truly cares about the community, no superintendent experience needed, they can learn as they go, this will be the best way, not afraid to do work that is ahead, compassion, strong leader, has been a teacher, site admin, district admin, can have hard conversations when needed, can bring the community together,
145	Honesty,transparency, fairness, humility, leadership skills,listening skills, open minded,
146	Humble Education
147	Make more efforts for school students and increase more funds and resources, on the premise of education
148	He should have a keen eye and judgment, a charismatic and active heart for serving the community
149	Expertise/deep knowledge in 3 areas: Ed Services, HR and finance. The ability to withstand personal attacks, and attacks against public education and HLPUSD's financial standing.
150	Humility, people-friendly, and love for the people
151	Fairness and justice, providing the best quality resources and maximum support for the school, teachers and students

Q 1. Which of the following describe your relationship to the district?: Current District Administrator

Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?

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SR No.	Response Text
1	Business background Governance knowledge
2	Food with more flavour
3	The next superintendent must be a visible, approachable leader who listens deeply and communicates with transparency. Building trust will require empathy, tact, and the ability to unify a diverse community with differing perspectives. Strong skills in relationship-building with families, staff, and the Board are essential, along with a commitment to equity and ensuring every student has access to high-quality opportunities. Equally important, our next leader should be well-connected to this district—not someone seeking experience only to move on, but a person rooted here who values and understands our community. A trusted leader with genuine ties will inspire confidence and pride, and bring stability to guide us through challenges. They must balance vision with fiscal responsibility, celebrate our many strengths, and keep students at the center of every decision.
4	They need to be experienced, support their administration, not delegate everything to those underneath them, they need to know what is going on and supporting it and blame others and give credit to those who do the work.
5	They need to be strong in their character and also be progressive. This is a progressive district with a history for decades of protecting our students, advocating, and being innovators for the area. I want this to continue with our new superintendent.
6	High moral value, great communicator, teamwork, fiscal management, human resources, labor negotiations, care and compassion for students as well as staff and administrators. Sense of humor.
7	Some resolution to steer the direction of the ship, to harmoniously bring together competing groups, and to develop leadership so execute the vision.
8	integrity, courage, value, and protect the employees, students, and families from a hostile and racist environment

Q 1. Which of the following describe your relationship to the district?: Current District Teacher

Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?

SR No.	Response Text
1	Visible at schools not just photo opportunities Be helpful and guide your staff Work with all stakeholders holders
2	A ability to somehow draw students to our district by organizing and adopting new programs, new technology for students, and new opportunities not offered elsewhere.
3	He needs to be resilient and patient
4	The next superintendent needs to be empathetic and understand what students and teachers go through on both sides of the district. The next superintendent needs to be involved and show support in our communities.
5	outspoken, leader, someone who is approachable and does site visits, someone who is VISIBLE and who will not treat both sides of the district differently.
6	Our new superintendent has to be strong enough to stand up to board members who are more interested in grandstanding and making disingenuous populist appeals rather than promoting student learning.
7	Our next superintendent needs to be ready to lead the district. Working as a partner with the board is a long term goal. Right now we need a leader who is student focused and can assist to keep all involved on track with that idea.

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8	Be firm with the school board. Attend school events without the need for fanfare. Listen, communicate and respect the knowledge and experience of the district employees. Trained and active knowledge with the way the unions do Interest Based bargaining in a collaborative manner
9	consistency and visibility
10	respect, communication, actually get to know the schools, teachers, students, and especially community
11	Asks questions Calm and rational Organized Identifies/Develops short and long-term goals Efficient
12	Patience and humility. Empathy and responsibility.
13	The next superintendant should have spent a significant amount of time in the classroom.
14	Experience, competence, strength, diplomacy
15	It would be amazing if they have some background with CTE. I truly believe we need to promote these programs because not everyone wants or can go to a university. Our teachers and staff are all heart and do everything for our students.
16	She should spend more time here in our district than traveling to conferences and recognition ceremonies. She should acknowledge that those people being praised are rarely the ones who actually did the work to make it happen. She should be transparent, proactive, and compassionate.
17	A superintendent that focuses on the high school levels. The high schools need more support than the elementary levels in areas of facilities and upkeep. In addition, they need to be more supportive of the arts by advocating for reasonable resources such as basic supplies, repairs, bringing valuable PDs that are meaningful in all fields of education. They champion the access to a full k-12 arts articulation in all arts media across the district and not isolate any quad. They need to not be afraid to spend money They need to not be afraid to close down schools to help increase student populations to ensure a quality education in HLPUSD.
18	Delegation skills, knowledge of the changing climate of schools.
19	The superintendent should be a leader, a problem solver, creative and fair.
20	1. Someone who is strong willed 2. Someone who has vision 3. Someone who will not bend the knee to our board of education due to fear of losing their job 4. Someone who is familiar with Robert's Rules of Orders and can help our board of education function somewhat effectively
21	A superintendent who is not afraid to do what is right and needed for this district. No buddies, no friends, but ready to help this district return to students and families first and do whatever it takes to make that happen. Including providing staff the resources needed to get their jobs done.
22	The superintendent should be one that has empathy for our community and employees. They should want to make sure their transparent. Also, the programs they want to bring should be sustainable so if they leave, the programs can survive after they are gone. They should have experience as a teacher, principal, and district level leadership.
23	Resilience. Understanding. Order. Togetherness. Character to work with the community.
24	He needs to be patient, kind, strong communicator, easy to get along with, demonstrate that he cares, and is willing to grow. Must have good recommendation letters.
25	Open door policy, personable.
26	In short, the new superintendent must be an educational leader, skilled manager, and community partner—able to inspire trust, drive academic improvement, and keep students' success at the center of every decision.

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27	The next superintendent should be knowledgeable in the all areas of the K-12 and the Adult school in order to run a great district and to be able to maximize the funds that can be generated all around the district, not just the k-12 level.
28	I need to have ties to the community such as have worked already in a variety of roles for hlpusd
29	Strong leadership skills with a plan and a vision for making HLPUSD a truly unified district. Being bilingual would help a lot. Being able to work with the various groups that are active in HLPUSD with a singular vision of bettering the district and the education students receive. Experience with implementing processes and programs equitably is a plus. Having a vision and sharing it is good but things need to happen and not just be discussed. Navigating declining enrollment in schools and maintaining quality instructors while not cutting essential services and programs is a needed skill.
30	A BACK BONE NOT BE AFRAID OF CONFLICT BE APPROACHABLE STAND YOUR GROUND
31	Everything great
32	Personable, problem resolution skills, has the best interest of kids, willing to work with all parties involved
33	Making sure to keep all staff and personnel accountable in doing their job to meet strict deadlines for teachers.
34	Leadership Goals for Meetings Organization Create a clear agenda and share it ahead of time. Assign time blocks for each topic to stay on track. Use a facilitator or timekeeper to ensure smooth flow. Shareholder Engagement Include a public comment or Q&A section. Use surveys or feedback forms before and after meetings. Acknowledge and respond to shareholder concerns transparently. District Employee Collaboration Invite representatives from different departments to contribute. Use breakout sessions or working groups to brainstorm solutions. Celebrate cross-departmental successes and teamwork. Student Voice Include student representatives or advisory panels. Share student-led initiatives or feedback during meetings. Make space for student stories or testimonials. Program Visibility & Value Highlight programs with data, stories, and outcomes. Invite program leads to present updates. Use visuals and success metrics to show impact. 🌀 Tools You Can Use Meeting templates
35	Food with more flavour
36	integrity, empathy, patience, decisiveness.
37	friendly understanding involve
38	Flexible open minded concern/care for students concern/care for teachers Been a teacher before leadership skills
39	I strongly feel it would be helpful if our next superintendent spoke Spanish and/or makes heart-felt efforts to reach out to our parents and staff.
40	He/she must have experience working with a diverse community with diverse needs.
41	Connection with the community, knowledge of schools and history,. Strong Leader and fiscally responsible. Technologically savvy, and able to foster community with our clients.
42	Understand the challenges that teachers and schools face daily and have great communication skills.
43	Strong ethics, honest, confident, diplomatic and conservative.
44	To not solely be a business person. A passion for education/learning/helping youth.
45	Determined & bold. Willing to take criticism well & make your own decisions & stand by them.

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46	Open mind, vision for the heights as well as La Puente. Special education department has been overlooked and the teachers and students need support.
47	Caring compassionate and experienced in Education
48	A peacemaker, not easily swayed by board politics. Someone with manners and integrity.
49	Someone who is a problem solver and has a knack for analyzing complex issues, that is well rounded seeing this community and district for more than it weakness, but also sees its potential and it's successes. Someone who see the whole picture, including seeing all students, including those with disabilities for not deficits, or an expense, but a someone's child, a person.
50	I would like for the next superintendent be hired from within. The next superintendent needs to be friendly and bring more art programs to the students. We live near the "industry" and students need to be exposed to jobs that are available.
51	We need a good listener who has worked in an environment like the La Puente quad that will listen to the teachers, families , and children's concerns.
52	Fairness, intelligence and a background in teaching
53	He/She needs to know how to bring together an entire community that involves the students, families, teacher and school board.
54	Structure and disciplinarian.
55	We need someone who has experience working with teachers, families, and board members. Strength in only one area does not serve our district well.
56	Understanding, patience, flexibility, efficiency, visibility (we should see this person out and about at schools (not just during specific events)
57	We are ready for a superintendent that can listen with empathy, lead with integrity, and inspire collaboration across our diverse community.
58	Dependable, stable, ability to see and understand all fields. Especially special education
59	
60	Must be versed in school district FINANCE. Must have the PEOPLE SKILLS to navigate the drama-queens who sit on our school board. Must have the COURAGE to do the right thing, even if it's unpopular. Must be someone who genuinely CARES ABOUT KIDS...I'm tired of selfish, adult-focused educators hijacking the district policies and making decisions that hurt out students. Take care of our kids' needs and pay our teachers a competitive wage...nothing else matters.
61	A good listener, willing to look at both sides of a situation and supportive of teachers and staff.
62	Appreciation for our diversity, supportive of teaching staff and the daily work they do, innovative perspective on how to keep our kids and families engaged in education.
63	Hard worker, well liked, personable, in it for the students
64	The next superindent needs to put the focus back on the schools and the students rather than upper management and a social media presence that creates a false sense of success and equity in our district.
65	Integrity
66	Strong leader who is not afraid to lead through hard decisions, even when not the most popular. Varied experiences in education with some time under their "belt", not just one level, and not someone who "fast-tracked" to DO, but actually spent time teaching, as an admin and can draw from those experiences to lead. It would be amazing to have an HLP person, if a qualified candidate arises. (My favorite superintendent who I think led with integrity, experience, insight into HLP and relatability was). Honest Experience in a district with similar needs and

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	demographics if an HLP person does not exist.
67	The new superintendent needs to listen to the staff who work directly with the students, provide site based resources rather than every school gets the same, speaks plainly and follows through.
68	Be visible Be willing to speak to employees to understand the strengths and challenges
69	They should be an experienced educator and not a PR person who cares about the success of students more than anything else.
70	We need a superintendent that has an empecable track record. Someone who knows what this job entails. We need a Superintendent that cares for all students, staff and teachers. A superintendent that is transparent for all stack holders.
71	A stong superintendent with a clear visions to addresss needs in the correct priority who is unafraid to make tough decisions.
72	Transparent, honest, and make a clear and concise pitch to board members
73	They need to be able to make unpopular executive decisions while also maintaining order and respectful discourse with the rest of the board and community. Likewise, they need to emphasize the assets of the district and not place too much emphasis or spotlight on the decefits.
74	The next superintendent should know how to lead with compassion and make decisions that are fair across the board. He/she/they should be very knowledgeable about the working of various areas in a district
75	Our next superintendent should definitely keep the best interest of the students first. They should also have been the classroom post Covid. There is a definite difference in needs and the way to approach students and parents.
76	-honorable -forthcoming -not a photo-op seeker -well-spoken -approachable and accessible to the community, including employees -someone wanting to make the DISTRICT look good and not just pad their resume -someone in it for the long haul; through good and bad
77	someone who will open the dialogue with teachers, students and parents. Someone who will look deeper into the issues that will be shared with them and not just on the surface but really look into it. Someone who will ask stakeholders to be part of the solution for the ongoing issues. Someone who will not discriminate. someone who is transparent and trustworthy.
78	Peacemaker, mediator
79	are you reading this ? is a candidate already been selected? what is your 1 year plan, 2 year plan 3 year plan. where do you see yourself in 5 years. are you using HLPUSD as a stepping stone. Why did you enter education or why do you want to be the superintendent of this amazing school district of this amazing community called Hacienda La Puente??
80	*Assertive *strong communication skills *drive positive change *focus on staff and student retention *well versed in Educational laws and policies
81	Open-Minded, Caring, Reflective, Knowledgeable about each of the high schools and what they offer their students - guiding and providing resources for each of the specific programs/communities each site serves. Strong understanding of IB mission & vision & understanding of the uniqueness of each campus across the district, not a "one size fits all approach"
82	Someone who loves and values people is essential. It's not about the accolades or the prestige for the top leader- but recognizing who is actually doing the hard work in the classrooms each and every day. We need to get back to the basics of developing strong readers, writers and mathematicians who can communicate effectively- not so many "signature programs" that get all the hype and attention at the expense of everything else. We need someone who is down to earth, willing to step in and help wherever needed, is warm and wants to get to know all

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	employees and families, understands education and teaching, values those around them. We need someone who can help manage, guide and lead the board. They need to be someone who can model healthy and appropriate boundaries for staff by not emailing administrators and expecting an immediate response. Our administrators are tired. They work so hard and need someone who will lead and care for them so they can lead and care for their school.
83	*Models leadership, not micromanaging *Models caring for staff and students *Gets out of the way and let people *Removes barriers *Sets boundaries *Builds relationships and trust *Models respect *Cares about more than just their image *Does the work, makes decisions *Is visible at school sites (We want to know you, to see you on our campuses)
84	The superintendent should be a good listener, good mediator, and creative problem solver. He/she will need to be able to remain neutral and calm during heated moments. He/she will need to be able to express him/her-self clearly to the community so that the community feels heard, cared about, and important.
85	The superintendent needs to know the laws , acts, and procedures that govern the schools and students so that the district does not violate them. He or she must be transparent and be able to stand his or her ground when confronted by board members or community activists .
86	Flexibility. Can stand up for what’s right for students against board members.

Q 1. Which of the following describe your relationship to the district?: Current District Classified Staff

Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?

SR No.	Response Text
1	Deep understanding of cultural differences in our community, peace maker, firm and objective, transparent, in addition to his/her professional background. Fiscally responsible.
2	she needs to take in consideration what her worker needs in able to work in an environment that feel safety and secure and we are able to provide our customers with better service our conditions with shorted staff is hard to meet our goals and to better serve our customers
3	Be fair
4	A focus on supporting the students overall and not be political just focus on what is proper for the students of the many not the few or what will be a virtue signal but what is good for the people of the district not the image of the board.
5	More for community. I do not see a lot of initiative to implement our community strength so we can keep enrollment at our schools. Especially Athletically.
6	The candidate should have the knowledge and experience needed to run a school district.
7	Strong in leadership, diplomatic, objective and unbiased.
8	Needs to be genuine, kind hearted and needs to be involved with all staff thru out the district, all students TK thru 12th and all families... From La Puente to Hacienda Hts.
9	We don not want an obsequious Superintendent
10	Putting students and staff first, Honesty, fairness and a willingness to listen to people in all positions.
11	We need a superintendent who is committed to all of our students, staff and community. A leader who isn’t afraid to stand up to injustices. Who does side with one party or a nor. Who is able to open the eyes of all to come together for the sake of our future.
12	highly knowledgeable of district functions, experience with diverse staff and community, patience and understanding, professional and well spoken, active listener
13	Being able to mediate, be culturally aware and understanding, promote our programs and create

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	new ones to benefits our kids, and be professional. We need someone who is not afraid to say NO when it needs it. We need someone who can LEAD. Say hello to your employees - even if it is just the warehouse worker or the custodians. Walk into an office and greet the staff there. Put yourself out there and make your mark. No puppets. Care about the kids and the employees. Stand up for your people (employees, kids, teachers). We need professional and understanding. Someone who can promote change in a good way and bring good changes to the District. Changes that unite us further.
14	Someone well versed in law and regulations for school districts. * Someone willing to listen to staff and take into consideration suggestions. *Someone with experience in the educational field.
15	Approachable
16	Be transparent and professional with all involved both Classified & Certificated employees
17	Food with more flavour
18	A strong backbone to not cave to the Board and the nonsense they will bring.
19	Really pay attention to the workers(custodians, maintenance workers and teachers) about issues that been going on for a long time.
20	Careful independent observation unswayed & and un biased The ability to act up on inclination. Attentive to occasional survey & observation of the progress of excellence in the classroom setting Excellence
21	patient, caring, personable, jolly, go getter, sounds judgement, loyal, stable
22	For a school superintendent to be successful, they need a blend of strong leadership, business and operational expertise, and communication skills to balance the needs of students, staff, and the community.
23	Good companies and organizations are made of good people. Get to know the people that serve within HLPUSD. There are many supportive, talented and creative friendly individuals that work here. They take pride in their work, and they work hard.
24	Courage, stern, organized, compassion, for the students actually not just in word
25	Open communications with students, parents and community.
26	Listening, open door policy
27	More community contact, personable, visit sites, and put more into every school and not just one. Our children and teachers/staff need safe places to work and play.
28	Our previous superintendent was ideal in humility, generosity with their time and openness to speak with anyone regardless of their station in life.
29	Responsible, good listener, RESPECTFUL, someone who can solve problems, organized and can manage difficulties that arise in the schools, has moral principles, can work with the people of the communities and not try to come across as above everyone, someone with integrity and someone who is emotionally stabled. Presently, I don't believe there is anyone on the board at this moment who meets all these qualities, skills and characteristics.
30	Negotiation skills, compromise, sacrifice, good work ethic, equality and fairness to all, accountability and responsibility, respect for others.
31	Listen to employees, open door. Strong to handle issues and advise board he runs day to day operations!
32	Someone with experience and knows how to say no and stand up. We don't need a yes person
33	Strong shoulders. Making himself know. visibility. Meet ALL staff, friendly. Smile. Smile
34	The new superintendent should have held the following positions: Teacher, principal, director

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	of a district department, assistant superintendent. Preferably a doctorate.. the new superintendent should know a second language, preferably Spanish due to the demographics. She should have experience and knowledge working with a diverse community like ours. she should have an understanding of special education, discipline, budget and grants, facilities, and maintenance, union contracts. Knowledge of setting up new programs. she should be loyal and supportive to the students employees and the community, building strong foundations for the future. She should be humble and truly be a part of the community. Not just be a photo opportunist like the past person. They should be welcoming and personable to everyone. They should be willing to answer the phone or help a family member if their team is busy with someone else. A real leader doesn't think they are better than anyone else.
35	Charismatic, respectful, professional, demonstrates employee appreciation, promotes positive work culture
36	They can say the word NO, put students first, have courage to have difficult conversations, can stop the board when they are acting up, can unite the district, can bring the moral up, be a leader, have empathy, compassion, no superintendent experience necessary, not afraid to get dirty and do the work along side the staff, can give credit where credit is due, not just show up for photo ops, visit every school, know your staff (not by name but at least known to your staff), know and/or learn the community,
37	What I have witnessed myself is the lack of personality from directors. Long story short, I have had to make myself noticed (on purpose) in order to get a respectful hello from a director who literally looked me in the face and turned away. It has happened many times. I would like to see a superintendent and directors who are not afraid to say hello and build relationships with employees. A friendly face goes a long way.
38	Strong leadership and vision.
39	The Superintendent should have leadership skills: visionary, decision-maker, problem-solver, effective communicator, conflict resolution, curriculum, business and HR knowledge, interpersonal skills, and ethical integrity.
40	Strong leadership is severely lacking. Must be able to hold administrators accountable for their roles and responsibilities. Passion and a sincere desire to see all students succeed. Experience with difficult board members and the ability to mediate and inspire them to work together.
41	As you step into this role, I believe strong, balanced leadership will be essential. The district needs a superintendent who can take the reins when situations escalate—especially during board meetings. When public comments or discussions turn into personal attacks or character bashing, it's critical that the superintendent steps in to redirect the tone and protect staff from harassment. Meetings also need to stay focused and efficient, and you should feel empowered to intervene when things go off track. We need a leader who isn't afraid to have hard conversations, make tough decisions, and say no when necessary—but who also leads with empathy and compassion. Staff, students, and families are looking for someone who listens, stands up for what's right, and fosters a respectful, professional environment. I hope your leadership brings clarity, consistency, and a renewed sense of respect and direction to our district.
42	Strong leadership skills to lead and guide their team. Communication skills. Problem solving skills. Skilled in managing budgets. A commitment to student success.
43	The superintendent needs to be able to help our families find the resources to help them. The superintendent also needs to be a mediator between very strong personalities on our school board.

Q 1. Which of the following describe your relationship to the district?: Current Student

Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?

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SR No.	Response Text
1	Food with more flavour
2	Kind, loving, and responsible
3	only god can save you, seriously
4	RESILIENCE

Q 1. Which of the following describe your relationship to the district?: Community Member with No School-aged Children

Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?

SR No.	Response Text
1	We need a superintendent that isn't afraid to manage the school board members. Someone that is not afraid to speak up and be transparent and truthful. Someone that is willing to listen. Someone that has held all positions.(teacher, principal, a director, assistant superintendent/superintendent)) someone that knows curriculum, data based research, understands special education, discipline, grants, MTSS, understands budgets, knows how to implement new programs. Someone that knows the community dynamics. Someone that doesn't need accolades. Someone that truly cares about our students education and safety. That cares about all district employees. Someone that's simple and willing to answer the phone or make copies just because they are a part of the team, even if they are the head honcho. Someone that does not hide in the office. Someone that thinks out of the box to find solutions. And the community &HLP employees can trust. Preferably Spanish speaking, since that's the demographics.
2	Have amazing interpersonal skills, actually get to know staff in order to make better decisions, not be involved in current political drama that's going on.
3	I feel that the new superintendent needs to be strong, a proven leader, someone who can stand up to challenges. They need to have a good rapport with the students, community, and teachers. Not just come around for the photo shoots, that make them look good. They need to be able to get along with the School Board and standup for what they feel is right for the students and teachers.
4	The superintended should have qualities like a Capricorn.. they must be Loyal & Supportive to our students and employees :building strong foundations for the future. Have an open door policy. Someone that is willing to communicate with our families and not ignore them(of course within reason) We need a superintendent that is humble and willing to be a part of the community, not just a photo opportunist. someone that truly understands our community demographics, somebody that can speak Spanish. Preferably someone that has started as a teacher and worked themselves up the ranks, holding the positions of principal, director, assistant superintendent/superintendent. We need someone that understands special education, finance, budgets and all the other departments that help run the district. Someone that can implement new programs. we need someone that comes in every day and is welcoming to everyone. We need somebody that is the complete opposite of the last two superintendents.
5	Do not be afraid to implement new rules especially discipline and consequence. Respect is around the corner from being extinct, you as a superintendent will have the power to reinstate the long forgotten moral compass.
6	.The new superintendent should be well versed in brown act governance, not be afraid to stand up and guide the meetings when necessary which is pretty much every meeting with this current board and to be prepared for these certain board members to divide communities by race and socio economical backgrounds. We need someone that won't backdown and turn the cheek just to keep their job . It would be important to see someone who has business experience in running a business ,who knows about budgets ,how to get it on track , who

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	knows about vendors and contracts and who knows the law. What I see from attending meetings we don't need someone who was a former teacher or principal we need someone who knows how to run an entity you're dealing with big annual budgets! Certain community are members are vying to present their non profit organizations and get in with school board members for a paycheck .We need someone who can to see back room deals. Before they happen and stop it .
7	Our next superintendent must be someone who can skillfully navigate differing viewpoints, foster respectful dialogue, and build bridges among stakeholders. Strong communication and interpersonal skills are essential, as we need a leader who can unite our board, staff, and community around a shared vision for the district's future.
8	The next superintendent should have a master's degree or higher in education,, along with extensive experience in school leadership. They need to be a strong, transparent, and decisive leader who can manage a diverse and sometimes divided community. They must have a strong understanding of education laws, codes, and regulations, including the Brown Act, as well as knowledge of finance, legal matters, and the economy. Key qualities include integrity, fairness, excellent communication and collaboration skills, and the ability to recognize and reward hard work.
9	Strong shoulders. Making himself know. visibility. Meet ALL staff, friendly. Smile. Smile
10	What I have witnessed myself is the lack of personality from directors. Long story short, I have had to make myself noticed (on purpose) in order to get a respectful hello from a director who literally looked me in the face and turned away. It has happened many times. I would like to see a superintendent and directors who are not afraid to say hello and build relationships with employees. A friendly face goes a long way.
11	Students rights are the priority when he/she performs the position
12	Someone with Vision. Firm Leadership, and someone not afraid to say no, respectfully to any Board member, Administrators, Unions when necessary. Someone who is driven and knows the ultimate reason for being in their position is for the student. Training and Experience of the Superintendent: Must have been a teacher (k-12), Principal, Administrator, Executive Assistant Superintendent who is ready for this Superintendent Position. Someone who wants to get in the trenches, not just there gor photo Ops with the Members of the Board.
13	A community builder, a good listener with an open door policy, a clear leader who keeps in mind the needs and perspectives of everyone (especially those who have been most disenfranchised — La Puente residents, immigrants, poor and working classes, classified workers, etc.)
14	No -No Political Interest-No Discrimination-No Bias against any Religion - Willing to hire teachers that will teach basics in reading, writing and math, not their social or political views
15	Authoritative presence, strong communicator, ability to collaborate, problem solve, build relationships, lead a diverse district, understanding and respecting the cultural backgrounds of all students and families to create an inclusive environment.
16	Strong, empathetic, listen to concerns, be transparent, be open to meeting with community members and be creative. We need someone who will stand up against board members who shut down questions and constructive criticism from speakers. We need someone who can pull us to. There is too much division.
17	The next superintendent, like any other superintendent should be transparent and not be favoring one group or another. They should remain neutral and listen to all parent issues and be able to resolve them. The best way he can with his team or her team.
18	They have to be very respectful to their Colleagues, Students, Staff, Parents and Community Members within the School District

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19	Positive, optimistic, energetic, forward thinking, compassionate, sees problems & obstacles as nothing more than opportunities to be successful. A "CAN DO" attitude and spirit is a must!
20	The next superintendent should have strong experience in finance, human resources, and education, and a solid understanding of legal requirements in schools. They should be a leader who is genuinely committed to students and the community, not someone focused on building a resume. Strong communication, fairness, and the ability to listen, build trust, and make equitable decisions are essential for success in this district.
Q 1. Which of the following describe your relationship to the district?: Other (Please specify)	
Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?	
SR No.	Response Text
1	Have amazing interpersonal skills, actually get to know staff in order to make better decisions, not be involved in current political drama that's going on.
2	A superintendent for this district needs to be more in touch with both communities within the district. The La Puente community and the Hacienda Heights community. There are some vast differences that one needs to understand and understand the history (good & bad) about the district to see why community members get so worked up at meetings. The superintendent needs to be the leader of the district while seeking advice from the board. Not the board leading the schools (based on their own wants and needs) and have a superintendent sit back and watch. Someone who is calm but has the respect of the district employees and the school board members.
3	ideally, bilingual to tend to the stakeholders with appropriate means, compassionate, knowledgeable, extensive experience, multicultural sensitivity, financially savvy, eloquently spoken and above all trustworthy.
4	Our next superintendent must be present and able to meet with parents if necessary. Ideally, he/she should be bilingual and familiar with the needs of the community. While spoke Spanish, the Spanish speaking community felt a great deal of distrust during and post reconfiguration. It was often voiced to me that was not available to meet w/ parents. As an employee, I feel our next superintendent should always remember what it's like to be "boots on the ground". It often feels like expectations are becoming greater with less support. Our superintendent should have the skills necessary to deal with a difference of opinions and mediate and resolve conflicts within the school board. Lastly, it would be ideal if our superintendent had some familiarity with our community and not another "outsider" wanting to check off a retirement box.
5	The qualities, skills, and characteristics I hope to see in our next superintendent include being relatable, having a strong understanding of our entire community (not only Hacienda Heights families, but also our La Puente families), and showing a commitment to supporting current programs and initiatives such as Dual Immersion and Community Schools.
6	needs to be a leader and someone who is willing to listen to all perspectives of the different departments, honest, kind.
7	leadership skills, communication skills, and decision-making skills
8	Good companies and organizations are made of good people. Get to know the people that serve within HLPUSD. There are many supportive, talented and creative friendly individuals that work here. They take pride in their work, and they work hard.
9	The next superintendent must be honest, transparent, and unafraid to face hard truths about our district's finances. We need someone who listens to parents, students, and staff instead of silencing them, and who values community input as a strength. Strong fiscal management skills are essential — the ability to stop deficit spending, protect classrooms, and ensure after-school

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	and other programs are sustainable. They should be independent from developer interests and outside agendas, and focused solely on students. Compassion and cultural understanding are critical in a community as diverse and working-class as ours. Above all, the next superintendent must have the courage to stand up for equity, rebuild trust, and provide stable leadership so that every child, from Special Education to college pathways, can succeed.
10	I would like for the next superintendent be hired from within. The next superintendent needs to be friendly and bring more art programs to the students. We live near the "industry" and students need to be exposed to jobs that are available.
11	The next Superintendent should have a comprehensive understanding of the developmental and educational needs of students across all grade levels—elementary, middle, and high school. In addition, it is essential that the Superintendent be well-versed in special education, including the legal requirements, accommodations, and modifications necessary to support student success. Familiarity with interpreting and implementing Individualized Education Programs (IEPs) and Section 504 plans will be critical to effectively meeting the needs of all learners.
12	Be strict, stern, and believe in equity amongst all staff whether that's classified or certified
13	Strategic Leadership not in words but in action. Great communication skills. Problem solving ability. We need a skilled problem solver that can unify this district. Emotional Intelligence is KEY. This superintendent needs to stop the board meetings from being a circus. Management Skills A clear understanding of budgets- you shouldn't have high schools that are bleeding money due to low enrollment merge them!
14	That understands the diverse needs of various language groups, ethnicities, socio-economic and cultural, diverse needs. Understand that there are parents who do not have internet or a computer and there is no way to communicate with schools
15	Our district has very opiniated people and is very divided. This can cause a lot of friction and people management. We need a superintendent who collaborates well and problem solve. The superintendent should be comfortable with someone being upset, yet be willing to compromise.
16	We need someone who actually works/worked in a classroom for an extended amount of time to understand the challenges educators are facing these days. We do not need a politician.
17	Honesty. Integrity. Proven success.
18	Enforce rules !
19	Our next superintendent must be someone who can skillfully navigate differing viewpoints, foster respectful dialogue, and build bridges among stakeholders. Strong communication and interpersonal skills are essential, as we need a leader who can unite our board, staff, and community around a shared vision for the district's future.
20	environmentalism, California's biodiversity crisis, nature-based mental health programming
21	The next superintendent must be a leader of integrity, transparency, and compassion. They need strong communication skills to actively listen to families, students, and staff, and to build trust within the community. They should be fair, consistent, and unafraid to hold people accountable when students' well-being is at stake. A successful superintendent must have the vision to improve academic achievement, but also the heart to prioritize student safety, mental health, and respect. They should be approachable, culturally aware, and committed to creating an environment where every student feels supported, valued, and motivated to succeed.
22	Conflict management skills with multi ethnic communities.
23	They should have experience in management skills, teaching, high communication skills with students, teachers and parents, an understanding of curriculum needed as well as the need for extra curricular activities including the arts.
24	Deep understanding of equity in education and a firm belief in ensuring ALL student groups

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	have the supports needed to succeed by addressing implicit bias and culturally responsive instruction.
25	are you reading this ? is a candidate already been selected? what is your 1 year plan, 2 year plan 3 year plan. where do you see yourself in 5 years. are you using HLPUSD as a stepping stone. Why did you enter education or why do you want to be the superintendent of this amazing school district of this amazing community called Hacienda La Puente??
26	The next superintendent should have strong experience in finance, human resources, and education, and a solid understanding of legal requirements in schools. They should be a leader who is genuinely committed to students and the community, not someone focused on building a resume. Strong communication, fairness, and the ability to listen, build trust, and make equitable decisions are essential for success in this district.