

Lawrence USD 497
Superintendent Search Survey Results
Summary of Comments

From analyzing the responses, the following top themes emerged as the most critical issues the next superintendent should understand:

Teacher/Staff Support & Retention

- Focus on improving teacher and staff satisfaction, pay, and working conditions.
- Addressing high turnover rates and fostering a collaborative, supportive environment.

Budget Management & Financial Stability

- Prioritize transparent and effective use of funds.
- Reduce administrative costs and reallocate resources to schools and classrooms.

Class Sizes & Overcrowding

- Reduce student-to-teacher ratios for better learning environments.
- Address disparities in class sizes across the district.

Community Engagement & Trust Building

- Build relationships with diverse stakeholders.
- Rebuild trust with families and the community after previous leadership issues.

Diversity, Equity & Inclusion

- Strengthen DEI initiatives and ensure equitable resource distribution.
- Address systemic inequalities in education.

Student-Focused Initiatives

- Prioritize student success by improving curriculum and learning environments.
- Ensure resources meet diverse student needs.

Transparency & Accountability

- Increase openness in decision-making processes.
- Rebuild credibility and trust with staff and families.

Administrative Efficiency & Restructuring

- Streamline central office operations and reduce unnecessary positions.
- Shift focus and resources to schools and educators.

Curriculum Development & Standards

- Develop consistent and high-quality curricula across schools.
- Prioritize evidence-based instructional practices.

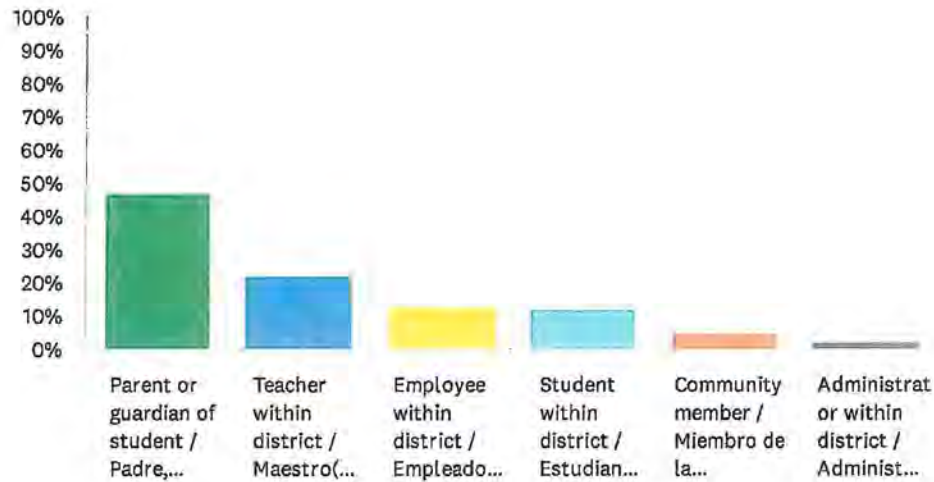
Safety & Discipline

- Improve safety measures in schools for students and staff.
- Address behavioral disruptions and implement fair discipline policies.

*Analyzed with ai - ChatGPT

Q1 Which group best describes you? ¿Con cuál grupo se identifica mejor?

Answered: 804 Skipped: 0



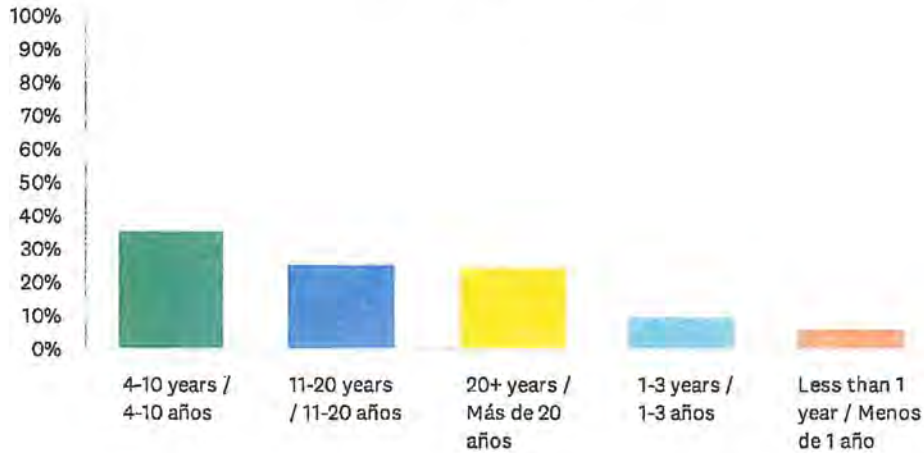
ANSWER CHOICES

RESPONSES

ANSWER CHOICES	RESPONSES	COUNT
Parent or guardian of student / Padre, madre o tutor de un estudiante	46.64%	375
Teacher within district / Maestro(a) dentro del distrito	21.89%	176
Employee within district / Empleado(a) dentro del distrito	12.81%	103
Student within district / Estudiante dentro del distrito	11.94%	96
Community member / Miembro de la comunidad	4.48%	36
Administrator within district / Administrador(a) dentro del distrito	2.24%	18
TOTAL		804

Q2 How long have you been associated with the community or school district? ¿Cuánto tiempo ha estado asociado(a) con la comunidad o el distrito escolar?

Answered: 804 Skipped: 0



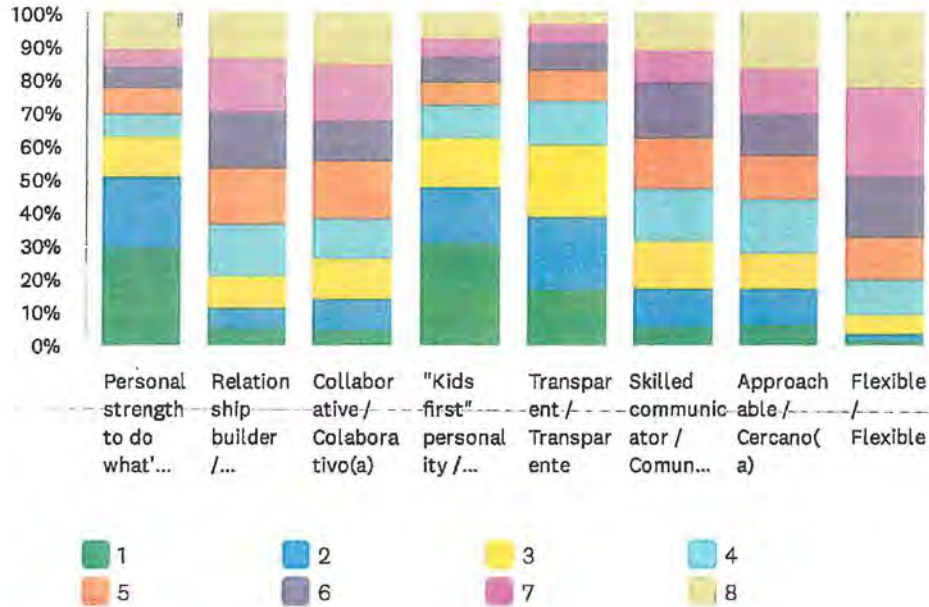
ANSWER CHOICES

RESPONSES

ANSWER CHOICES	RESPONSES	
4-10 years / 4-10 años	35.20%	283
11-20 years / 11-20 años	25.50%	205
20+ years / Más de 20 años	24.25%	195
1-3 years / 1-3 años	9.33%	75
Less than 1 year / Menos de 1 año	5.72%	46
TOTAL		804

Q3 Rank order the list below in terms of your priorities for the identified personal qualities of the next superintendent, with the highest priority at the top. Ordene la lista a continuación según sus prioridades para las cualidades personales identificadas del próximo superintendente, colocando la prioridad más alta en la parte superior.

Answered: 600 Skipped: 204

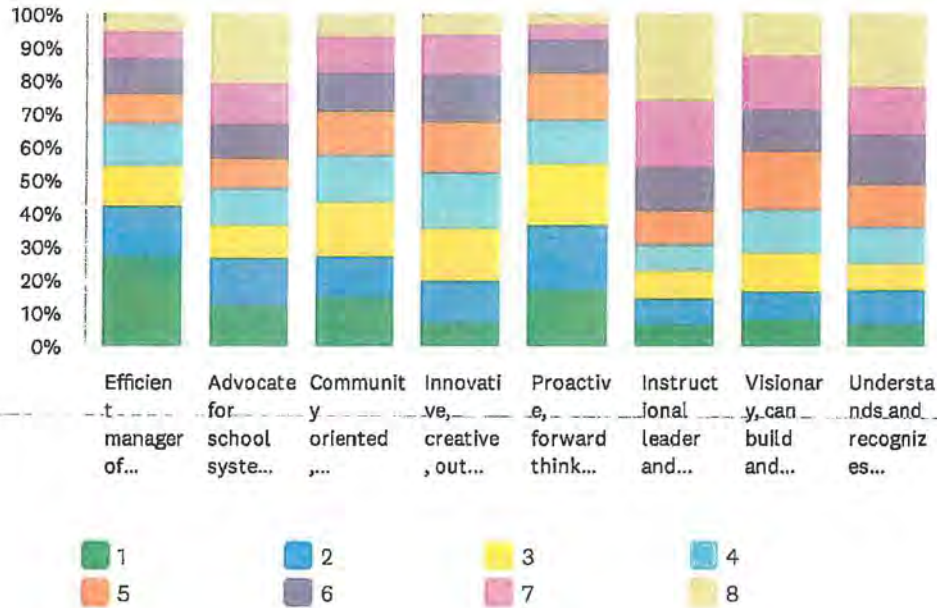


Lawrence USD 497 Superintendent Characteristics Características del Superintendente de Lawrence USD 497

	1	2	3	4	5	6	7	8	TOTAL	SCORE
Personal strength to do what's right, regardless of circumstances / Fortaleza personal para hacer lo correcto, independientemente de las circunstancias	29.24% 174	21.85% 130	12.10% 72	6.72% 40	7.73% 46	6.55% 39	5.04% 30	10.76% 64	595	5.65
Relationship builder / Constructor(a) de relaciones	5.41% 32	6.08% 36	9.80% 58	15.71% 93	16.55% 98	17.23% 102	16.22% 96	13.01% 77	592	3.86
Collaborative / Colaborativo(a)	4.74% 28	9.64% 57	12.01% 71	12.18% 72	17.09% 101	12.01% 71	17.26% 102	15.06% 89	591	3.92
"Kids first" personality / Personalidad de "Los niños primero"	31.02% 183	16.95% 100	14.41% 85	10.34% 61	6.61% 39	7.97% 47	5.59% 33	7.12% 42	590	5.74
Transparent / Transparente	16.95% 100	22.03% 130	21.69% 128	12.88% 76	9.83% 58	8.31% 49	5.25% 31	3.05% 18	590	5.62
Skilled communicator / Comunicador(a) habilidoso(a)	5.77% 34	11.38% 67	14.60% 86	15.45% 91	15.62% 92	16.47% 97	9.68% 57	11.04% 65	589	4.33
Approachable / Cercano(a)	6.50% 38	10.94% 64	10.43% 61	16.58% 97	13.16% 77	12.31% 72	13.85% 81	16.24% 95	585	4.08
Flexible / Flexible	1.54% 9	2.39% 14	5.47% 32	10.43% 61	12.82% 75	18.29% 107	26.84% 157	22.22% 130	585	2.96

Q4 Rank order the list below in term of your priorities for the identified leadership qualities of the next superintendent, with the highest priority at the top. Ordene la lista a continuación según sus prioridades para las cualidades de liderazgo identificadas del próximo superintendente, colocando la prioridad más alta en la parte superior.

Answered: 594 Skipped: 210

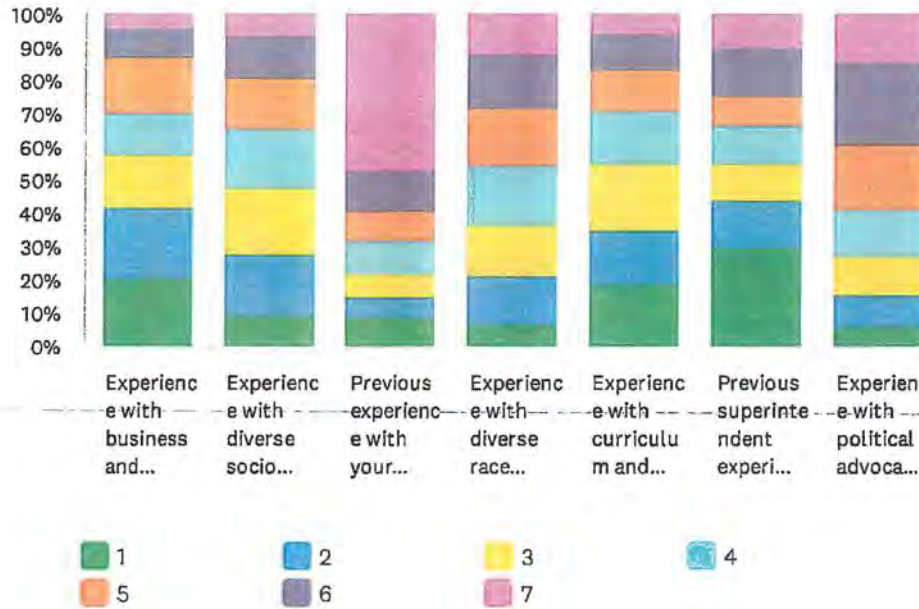


Lawrence USD 497 Superintendent Characteristics Características del Superintendente de Lawrence USD 497

	1	2	3	4	5	6	7	8	TOTAL	SCORE
Efficient manager of resources and budget / Gestor(a) eficiente de recursos y presupuesto	27.43% 161	15.16% 89	12.27% 72	12.44% 73	8.86% 52	10.90% 64	8.35% 49	4.60% 27	587	5.51
Advocate for school system at state and federal level / Defensor(a) del sistema escolar a nivel estatal y federal	12.80% 75	14.16% 83	10.07% 59	10.75% 63	8.87% 52	10.92% 64	11.95% 70	20.48% 120	586	4.28
Community oriented, involved within community / Orientado(a) a la comunidad, involucrado(a) en la comunidad	15.04% 88	12.48% 73	16.07% 94	14.19% 83	13.16% 77	11.79% 69	10.94% 64	6.32% 37	585	4.91
Innovative, creative, out of the box thinker / Innovador(a), creativo(a), con pensamiento fuera de lo convencional	7.36% 43	12.67% 74	15.92% 93	16.61% 97	15.24% 89	14.38% 84	11.99% 70	5.82% 34	584	4.60
Proactive, forward thinker / Proactivo(a), con visión de futuro	17.15% 100	19.90% 116	18.35% 107	13.21% 77	14.07% 82	9.78% 57	5.15% 30	2.40% 14	583	5.51
Instructional leader and curriculum development expert / Líder pedagógico(a) y experto(a) en desarrollo curricular	6.69% 39	7.89% 46	8.40% 49	8.23% 48	9.61% 56	13.21% 77	20.75% 121	25.21% 147	583	3.45
Visionary, can build and implement a vision for the 21st century / Visionario(a), capaz de construir e implementar una visión para el siglo XXI	8.25% 48	8.42% 49	11.68% 68	13.23% 77	17.18% 100	13.06% 76	16.15% 94	12.03% 70	582	4.13
Understands and recognizes diversity within district / Comprende y reconoce la diversidad dentro del distrito	6.91% 40	10.54% 61	7.94% 46	11.05% 64	12.44% 72	15.20% 88	14.16% 82	21.76% 126	579	3.77

Q5 Rank order the list below in terms of your priorities for the identified experiences of the next superintendent, with the highest priority at the top. Ordene la lista a continuación según sus prioridades para las experiencias identificadas del próximo superintendente, colocando la prioridad más alta en la parte superior.

Answered: 593 Skipped: 211



Lawrence USD 497 Superintendent Characteristics Características del Superintendente de Lawrence USD 497

	1	2	3	4	5	6	7	TOTAL	SCORE
Experience with business and operations of school district / Experiencia en negocios y operaciones de un distrito escolar	20.61% 121	21.64% 127	15.50% 91	12.78% 75	16.70% 98	8.69% 51	4.09% 24	587	4.74
Experience with diverse socio economic demographics / Experiencia con diversidad demográfica socioeconómica	9.25% 54	18.66% 109	19.86% 116	17.81% 104	15.41% 90	12.67% 74	6.34% 37	584	4.25
Previous experience with your school district / Experiencia previa con su distrito escolar	9.11% 53	6.36% 37	6.70% 39	9.97% 58	9.11% 53	11.86% 69	46.91% 273	582	2.73
Experience with diverse race demographics / Experiencia con diversidad demográfica racial	7.06% 41	14.46% 84	15.49% 90	17.73% 103	17.56% 102	16.01% 93	11.70% 68	581	3.81
Experience with curriculum and instruction leadership / Experiencia en liderazgo de currículo e instrucción	18.93% 110	16.18% 94	20.14% 117	16.01% 93	12.39% 72	10.50% 61	5.85% 34	581	4.58
Previous superintendent experience / Experiencia previa como superintendente	30.17% 175	14.14% 82	11.21% 65	11.21% 65	8.97% 52	14.31% 83	10.00% 58	580	4.62
Experience with political advocacy at state and/or federal level / Experiencia en abogacía política a nivel estatal y/o federal	6.38% 37	9.31% 54	11.72% 68	14.14% 82	19.31% 112	25.00% 145	14.14% 82	580	3.38

Q6 List the single most critical issue the next superintendent should understand about your district in order for them to have a successful start. Enumere el asunto más crítico que el próximo superintendente debe comprender sobre su distrito para que tenga un comienzo exitoso.

Answered: 546 Skipped: 258

#	RESPONSES	DATE
1	Collaboration	1/20/2025 8:09 PM
2	Overcrowding	1/20/2025 7:34 PM
3	class sizes	1/19/2025 7:52 PM
4	teacher salary/budget management	1/19/2025 4:21 PM
5	Lawrence is a wonderful city and great place to live, HOWEVER there are lots of nuances and pockets or our city that make it difficult to "govern." Our school district is such a BIG part of our city that it often is circulated by drama and big feelings. I want the next superintendent to work on establishing a positive relationship with all our community members, not just the loud ones or the most privileged. I want them to work on weeding out inefficient staff members at district and investing their time in making sure our buildings are thriving.	1/19/2025 10:14 AM
6	n/a	1/17/2025 6:13 PM
7	They need to build positive, trusting relationships with certified and classified staff that inspire loyalty and model the sentiments that have been provided over the years that we are truly all one team, each valued for our contributions and able to become our best selves while partnering together and using our strengths to serve our community. .	1/17/2025 5:14 PM
8	Be involved	1/17/2025 5:11 PM
9	support teachers so they can do what's best for students	1/17/2025 4:19 PM
10	As a community, Lawrence would like each student to have a successful experience in the LPS.	1/17/2025 4:06 PM
11	retention of teachers/ shortage of paras.	1/17/2025 3:47 PM
12	We should be eliminating executive level positions. We are not a corporation for profit. All staff should work for and with children.	1/17/2025 3:16 PM
13	Everyone has an opinion and wants to voice it. The minority voice usually rules the majority voice and isn't always what is best for kids and staff but quiets the squeaky wheel.	1/17/2025 2:42 PM
14	For me the most critical issue the next superintendent should understand is to build a satisfactory working environment for the staff over which this superintendent will serve as a leader because a satisfied staff will actively and effectively "stand in" for the superintendent doing the district's business.	1/17/2025 2:19 PM
15	Lawrence Schools have made strong statements about valuing and supporting diversity in the past; this is not the time to back away from that.	1/17/2025 12:59 PM
16	Teachers need to be paid more than they are paid right now	1/17/2025 12:53 PM
17	This can be, and has been, a great district. It's so important that our next superintendent be smart and realistic about money and keep the district within budget so we don't have to close schools as a result.	1/17/2025 12:43 PM
18	The tail (special interest groups) tries to wag the dog (school board) when it comes to decision making. The school board gives in to special interest groups and prioritizes minority opinions over majority needs.	1/17/2025 12:30 PM

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19	We need someone who can understand that budget woes and how to analyze and prioritize needs and ways to put money where it really matters. Don't spend money to bring in outside talent or pay for things we have in the community. We don't need another costly initiative, we need time to focus on instructional practices and the art of teaching and reaching all and the foundational pieces of that are all bought and paid for, just underutilized.	1/17/2025 11:54 AM
20	Changes need to happen despite loud voices	1/17/2025 11:20 AM
21	Teachers do not have the funding they need for necessary materials to teach. Especially Fine arts and science teachers.	1/17/2025 11:15 AM
22	That teacher come first and students a close 2nd. Districts/school can't function well without teachers who are happy and not over worked, abused by students/parents. Staff deserve the living pay that the administrators get. Teachers have the hardest job but are paid for the difficulty of their daily work.	1/17/2025 11:03 AM
23	Employee retention and the future of education in our community	1/17/2025 10:55 AM
24	We have had a superintendent who was all about himself: his actions of self-dealing, cronyism, nepotism and ignoring district personnel input have left staff skeptical about this position, as the board, executive leadership team and HR let his need to feed his own ego and wield power for revenge and self-promotion and egoism go unchecked: his hires have been subpar, the positions he has created unnecessary and financially harmful to the district. The most critical issue in this process should be that community stakeholders are involved--the board has shown that they are unable to balance the needs of the district with what the superintendent wants, even when he is violating district policy and ignoring laws (like appointing people without interviewing, creating new positions and hiring people who do not have the credentials/certification the state of Kansas requires). One need only look to the mass exodus of LPS staff from the time he brought in [REDACTED] to date to realize the extensive damage he has done financially, to the districts capacity to train staff to fulfill district initiatives and to staff morale. A successful start would be hiring someone who will grow capacity in the areas we've lost and listen to the people they're supposed to be leading.	1/17/2025 10:28 AM
25	That LPS is a a unique district with different needs. We have a diverse group of students and they all need to be addressed.	1/17/2025 10:28 AM
26	The makeup of the community and the needs of students and teachers.	1/17/2025 9:49 AM
27	Authentic	1/17/2025 9:33 AM
28	Teachers are tired and need more balance	1/17/2025 9:31 AM
29	Staff retention and compensation. As a district, we consistently and insurmountably fail in the area.	1/17/2025 9:31 AM
30	Diversity	1/17/2025 9:15 AM
31	Meeting student needs and supporting staff	1/17/2025 9:12 AM
32	Not every building in USD 497 needs the same thing. What's fair is not always equal and what is equal is not always fair.	1/17/2025 8:58 AM
33	The lack of transparency/efficiency in the district. Things need to be different.	1/17/2025 8:57 AM
34	Teacher pay desperately needs to be increased in order to retain quality teachers.	1/17/2025 8:54 AM
35	I feel there are too many people in the district office in jobs that do not directly affect students. These people should be in schools helping to lower the student to teacher ratios, which would have a direct impact on students and teachers.	1/17/2025 8:50 AM
36	We need a change in how our district functions. We need to actually do things instead of just talking.	1/17/2025 8:44 AM
37	Black students and families are marginalized and under constant scrutiny by police officers in schools: that needs to stop!	1/17/2025 8:37 AM
38	We need someone with vision.	1/17/2025 8:34 AM
39	The parents in this district think the rules are for everyone except for their kids.	1/17/2025 8:28 AM
40	Lawrence has a bit of a superior attitude	1/17/2025 8:25 AM

Lawrence USD 497 Superintendent Characteristics Características del Superintendente de Lawrence USD 497

41	Resources directed to the classroom, not excessive administration.	1/17/2025 8:15 AM
42	Equity at any/all costs	1/17/2025 8:07 AM
43	We need to do something to recruit and retain qualified educators.	1/17/2025 8:04 AM
44	Consistency... no more new, let's solidify what we have with curriculum, technology, stop all the yearly changes even in bell schedules	1/17/2025 8:03 AM
45	We need continuity, in communication to community, staff and stakeholders, in curriculum, in approach to discipline and in addressing major issues.	1/17/2025 7:59 AM
46	Invested and actively engaged in community and inclusive to all departments, programs, staff etc within the district.	1/17/2025 7:58 AM
47	That our teachers are professionals and know what is best for our kiddos. Please don't micro manage. Come in and see what we are doing.	1/17/2025 7:49 AM
48	You have a mess to clean up!	1/17/2025 7:41 AM
49	Divergence between Administration and certified and classified staff.	1/17/2025 7:38 AM
50	There are a lot of loud voices from a lot of loud groups with conflicting personal interests. Our next superintendent needs to listen to all parties and find ways to narrow gaps and bring us together.	1/17/2025 7:36 AM
51	Lawrence needs a superintendent who can heal the community from the distrust we have from the previous superintendent after gutting our schools, pushing our great teachers out of town and losing our confidence that our public school system is a place where our children will thrive.	1/17/2025 7:29 AM
52	More staff needed for SPED and ESL	1/17/2025 7:28 AM
53	Listening to our needs	1/17/2025 7:26 AM
54	Delegate Leadership - Value Administrators	1/17/2025 7:08 AM
55	People like to be heard.	1/17/2025 3:24 AM
56	Finding creative ways to engage with the community to encourage enrollment and find solutions to budget issues that don't decrease quality.	1/17/2025 12:49 AM
57	Our district is exhausted from multiple challenges and desperately needs to regain the trust of the community, There are so many good things happening in our district, but the perception often skews negative, particularly in a highly educated, vocal community.	1/16/2025 7:43 PM
58	Student engagement needs improved.	1/16/2025 7:16 PM
59	Build a strong unified culture	1/16/2025 7:10 PM
60	Maintaining and Improving the quality of academic standards	1/16/2025 5:49 PM
61	Academic Excellence	1/16/2025 3:04 PM
62	Administration Heavy, Need Teacher Resources	1/16/2025 12:20 PM
63	Diversity, Equity, and Inclusion Curriculum Implementation District wide	1/16/2025 12:08 PM
64	Classified and Certified Staff deserve a living wage and compensated for the time they dedicate to the district and our students.	1/16/2025 11:50 AM
65	Next superintendent must not have an agenda to help themselves to succeed. Must have common sense and put the students first. Also must allow the teachers to teach and not expect them to let students run the show	1/16/2025 11:34 AM
66	We have to hire and retain excellent teachers. Our Tier 1 instruction has suffered and continues to suffer with high rates of turnover.	1/16/2025 11:23 AM
67	Understand the differences in staff and the diversity of our needs.	1/16/2025 11:13 AM
68	We need to raise teacher and para salaries, we fall below our neighboring districts and have lost many of our best teachers over the years to better offers.	1/16/2025 10:18 AM

Lawrence USD 497 Superintendent Characteristics Características del Superintendente de Lawrence USD 497

69	Keep in mind Classified Staff - Safety, Working Environment, Rights & Advocacy	1/16/2025 10:04 AM
70	We have to get back to teaching children being the highest priority.	1/16/2025 9:12 AM
71	Support of special education services and recognizing the needs of all staff.	1/16/2025 8:59 AM
72	Be transparent and authentic to the parents and community about the schools needs and wants.	1/16/2025 8:57 AM
73	Must understand Lawrence - both the challenges and opportunities. Ideally someone who has lived here and is committed to Lawrence	1/16/2025 8:24 AM
74	The incredibly valuable role of classified staff, especially para-educators. The school system as a whole can't function without para-educators and they are typically undervalued.	1/16/2025 8:14 AM
75	Aside from pay, what can you do to better attract and retain quality staff?	1/16/2025 8:09 AM
76	PAY TEACHERS MORE	1/16/2025 8:07 AM
77	Have a deep understanding of the unique community that Lawrence is and be able to support staff and students in their education and not stray from the mission regardless of public opinion. Bring athletics and activities back to the forefront of the district and its identity.	1/16/2025 8:06 AM
78	Our biggest issue is staffing and showing our staff that they are valued (teachers, classified, and administration).	1/16/2025 8:02 AM
79	Lawrence is a unique community and it will be very important to have a transparent relationship and willingness to allow them to help, either in problem solving or any other way. They need to be heard and valued.	1/16/2025 7:52 AM
80	teachers are worth more and should be compensated better	1/16/2025 7:50 AM
81	how to lead a large system where people underneath feel empowered, respected, and inspired to do their best work.	1/16/2025 7:48 AM
82	It's all about spending money infer structures we need a living wage	1/16/2025 7:45 AM
83	Don't worry about "business as usual" or building on tradition. It's time to shake things up, do what's best for staff and students, and take care of educating kids!	1/16/2025 7:44 AM
84	Get out of the executive class mindset and roll up their sleeves and work alongside everyone else.	1/16/2025 7:39 AM
85	We have a wide range of student needs, especially for lower income schools that aren't being met.	1/16/2025 7:39 AM
86	They need to have taught in the classroom for at least five years.	1/16/2025 7:35 AM
87	Value staff and students and advocate for them	1/16/2025 7:32 AM
88	Treats teachers with respect and dignity	1/16/2025 7:24 AM
89	The teachers are tired and skeptical about more new initiatives.	1/16/2025 7:15 AM
90	The district office is heavily loaded, and our last superintendent not only refused to make cuts in his office, but also added salaries. We had to close schools to satisfy his needs instead of the needs of our lower socioeconomic and racially diverse east side children.	1/16/2025 7:14 AM
91	Respect and collaboration for others in the school district; teachers, paras, custodians, cafeteria workers, etc. Realizing the value of those who work for the district	1/16/2025 6:50 AM
92	This district is proudly liberal.	1/15/2025 11:30 PM
93	Decreasing elementary class sizes	1/15/2025 9:19 PM
94	There is a lot of unhealthy practices between buildings and unhealthy competition,	1/15/2025 9:18 PM
95	Socioeconomic differences across the district affect access	1/15/2025 8:14 PM
96	What is most important for the students and teachers	1/15/2025 7:43 PM
97	Teahcers are leaving USD497 because the central office is asking too much of them.	1/15/2025 4:46 PM

Lawrence USD 497 Superintendent Characteristics Características del Superintendente de Lawrence USD 497

98	Budget	1/15/2025 4:14 PM
99	There are trust issues that need resolved between teachers & district employees	1/15/2025 3:56 PM
100	EQUITY focus; trustworthiness	1/15/2025 3:42 PM
101	Enrollment Numbers	1/15/2025 3:41 PM
102	The district is full of loyal, passionate, experienced educators, businesses, and parents who recognize that classrooms have become more disruptive and many schools are overwhelmed with the sheer volume of educational needs and expectations. To put it plainly many school are at a pressure point and innovative forward thinking strategies are needed urgently to deregulate and ensure educators can deliver the quality instructions required by the state and meet the many individual needs students and parents alike.	1/15/2025 3:17 PM
103	that families have been turned off by the closing of schools/reduction in programming leading to further enrollment declines	1/15/2025 3:00 PM
104	Have a "Student-first" mindset	1/15/2025 2:37 PM
105	Middle school science should have a "high science" section like math. There could also be a SpED section. Differentiated Instruction is very difficult with such large classes. Science classes at WMS need to be capped at 24 because there are only 24 lab seats. Any bigger and you have behavior problems because some students will not be kept engaged enough.	1/15/2025 2:22 PM
106	Ability to make decisions on what is best for ALL students	1/15/2025 1:57 PM
107	Currently, ineffective district-level administration (which the intern has started addressing).	1/15/2025 1:36 PM
108	Ability to listen and discern what is truly necessary for a functioning school.	1/15/2025 1:31 PM
109	Lawrence is a divided community on nearly every issue related to public education.	1/15/2025 1:13 PM
110	USD 497 is very administration heavy compared to certified educators and support staff. .	1/15/2025 1:10 PM
111	They should be able to build and foster strong community partnerships and build relationships with staff, students, and families.	1/15/2025 1:08 PM
112	Willing to learn about and understand the community and district	1/15/2025 12:37 PM
113	TEACHERS FIRST!!!!	1/15/2025 12:27 PM
114	budgeting and funding	1/15/2025 12:18 PM
115	They need to understand the complexities of the Lawrence community and the state of school funding in Kansas	1/15/2025 12:17 PM
116	This town is very expensive and does not have a lot of industry. It's causing us to lose families to cheaper, neighboring towns. I think it might be hard to be in this county and the upcoming presidential administration.	1/15/2025 12:03 PM
117	Loss of programs and teachers	1/15/2025 11:47 AM
118	neighborhood schools & proven connection to community	1/15/2025 11:38 AM
119	Fair and competitive pay for all	1/15/2025 11:16 AM
120	staying afloat in the incoming federal administration	1/15/2025 11:09 AM
121	Understand that teachers are making it day by day with their paychecks and are doing all that they can with the little salary they have. This means, they purchase the extra things for their students to make sure they deserve the learning experience that's needed even though teachers need more money and support.	1/15/2025 11:08 AM
122	Everyone has strong opinions about how things should be done.	1/15/2025 11:06 AM
123	Previous leadership was not transparent with staff and would manipulate data. This has sown a sense of distrust of administration.	1/15/2025 10:53 AM
124	Funding issues	1/15/2025 10:50 AM
125	Prioritize filling schools with dedicated and qualified teachers (provide support, resources and competitive compensation)	1/15/2025 10:47 AM

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126	Listening to community input	1/15/2025 10:44 AM
127	We need a consistent class schedule, has changed every year for more than three years.	1/15/2025 10:43 AM
128	Trust of the staff, teachers and families	1/15/2025 10:42 AM
129	The class size issues we are experiencing in parts of the district. We have huge classes in some buildings and small ones in others.	1/15/2025 10:41 AM
130	Appreciation of the hard work teachers in Lawrence demonstrate.	1/15/2025 10:38 AM
131	Lower our class sizes. The big class sizes are increasing negative behaviors.	1/15/2025 10:25 AM
132	A superintendent should be servant leader.	1/15/2025 10:21 AM
133	Dedication and consistency to stay and implement change.	1/15/2025 10:19 AM
134	building relationships with staff, students, and community without excluding one of these groups	1/15/2025 10:11 AM
135	Community support for fine and performing arts.	1/15/2025 10:10 AM
136	Lawrence is heavily community based - our next superintendent needs to understand and be a part of said community.	1/15/2025 9:59 AM
137	Our community is and feels very strongly about what is best for our children in the district. Pleasing every parent is impossible.	1/15/2025 9:41 AM
138	Teacher retention and recruitment is the most important thing.	1/15/2025 9:35 AM
139	Communication with teachers. Asking teachers for their input, bringing them in to conversations...teachers must be included in decision making. They are the ones doing the work each day, working with students, staff, parents - show them they are valued and appreciated and they will stay.	1/15/2025 9:30 AM
140	To listen to the special education departments. They tend to get pooped on and have some serious issues.	1/15/2025 9:19 AM
141	Budget cuts should happen at the district admin level, NOT within the schools. Funding for the arts and extracurricular need to be reinstated. What used to make USD 497 GREAT no longer exists.	1/15/2025 9:13 AM
142	Student needs, teacher wants	1/15/2025 9:13 AM
143	Teacher Recruitment and Retention	1/15/2025 9:08 AM
144	kids	1/15/2025 9:06 AM
145	USD 497 needs to prepare for how education is going to operate in ten years, currently we are trying incredibly hard to maintain the status quo in a way that will do our district a disservice in the coming years.	1/15/2025 9:06 AM
146	Budget	1/15/2025 9:05 AM
147	budget	1/15/2025 8:56 AM
148	Students first	1/15/2025 8:56 AM
149	Have to being willing to make the tough, unpopular decisions sometimes, also be fair and listen to understand first then respond.	1/15/2025 8:56 AM
150	Constant, Clear , Communication for District Needs	1/15/2025 8:55 AM
151	Understanding the deep community roots and distinguishing between genuine community voices and general noise to help rebuild trust in our educational system	1/15/2025 8:55 AM
152	Our district is shrinking, and so is our funding. This will require the supt. to push the city and county to make policy that will encourage young families to make Lawrence their home.	1/15/2025 8:45 AM
153	Make the tough decision	1/15/2025 8:44 AM
154	Staff pay is about 10% less than districts around ours.	1/15/2025 8:43 AM

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155	Lawrence is a diverse and diversely educated community who value learning environments based on child development; not 'mega schools'	1/15/2025 8:36 AM
156	Retention	1/15/2025 8:35 AM
157	Find a good balance of putting students first - but knowing when to put teachers first as well - it will go a long way.	1/15/2025 8:31 AM
158	It's been a perpetual state of transition. Some good change, some bad. Change is hard, and stressful and can wear people out. Even the if it's the positive sort. And there is still a lot of heavy lifting to do. Some of which is still undefined at this point. There is great potential to be the bright spot on the horizon. But not without a lot of hard work to get there.	1/15/2025 8:31 AM
159	Listening to principals and teachers and being able to keep kids safe (often times from other students).	1/15/2025 8:27 AM
160	Lawrence is a tight knit community, but this hasn't led to us not doing what is best for students do to fear of implications. I think a shake up is needed.	1/15/2025 8:26 AM
161	Two High School town that has very different demographics	1/15/2025 8:23 AM
162	Community relations	1/15/2025 8:19 AM
163	I would like to see more focus on strategies to help all students realize that they are capable of doing the work we ask them to do--so instruction and belonging are critical.	1/15/2025 8:19 AM
164	Public concern for the number of administrators at the district level.	1/15/2025 8:16 AM
165	Budget	1/15/2025 8:12 AM
166	diversity	1/15/2025 8:12 AM
167	Developing professional rubric for the administrative positions at top of district and weening our top down business style	1/15/2025 8:04 AM
168	Supporting the staff in bargaining for more funding at a state level and increasing wages for the lowest paid staff.	1/15/2025 8:00 AM
169	The BOE is to intrusive	1/15/2025 7:56 AM
170	Build a team you can trust and rely on their leadership. Listen to your principals when they tell you what their staff need to be proficient at their jobs.	1/15/2025 7:47 AM
171	changing demographics	1/15/2025 7:45 AM
172	Our school board too often bends to the will of loud voices in our community rather than putting the needs of the entire student body and employees first	1/15/2025 7:45 AM
173	The loudest voice in the room is not always right. Take multiple perspectives!	1/15/2025 7:44 AM
174	Listening to teachers as experts	1/15/2025 7:41 AM
175	There are too many middle managers who make decisions for students and teachers without knowing anything about them.	1/15/2025 7:40 AM
176	Lawrence is a unique community.	1/15/2025 7:38 AM
177	Nothing a school district exists for will happen without TEACHERS DOING IT. Recruitment and retention of teachers is priority #1. Teacher compensation and working conditions, therefore, is job #1. End of discussion.	1/15/2025 7:36 AM
178	There is a lot of tradition at LHS and a long standing rivalry between the schools in the students and faculty, yet unity in some aspects of the district. There is a mindset (incorrectly) about the elitists FSHS and the Ghetto LHS that is a prevalent view of students and community members and how they THINK the district views and treats them.	1/15/2025 7:28 AM
179	discrepancy between schools	1/15/2025 7:27 AM
180	Protect the rights of socioeconomic and racial diversity	1/15/2025 7:13 AM
181	We would like more support for discipline in the schools.	1/15/2025 7:06 AM
182	We have been a district that 'preaches' equity, but have shown more action toward equality	1/14/2025 8:24 PM

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instead. Instead of focusing on needs of students, teachers, schools, there is more of a 'give everyone the same based on numbers' type of mindset. Of course, the salaries and wages need to be addressed as well.

183	Don't cave to people who make the most "noise". There is a silent majority that gets overlooked. Also, this district can't keep POC educators. This needs to be looked into.	1/14/2025 7:00 PM
184	While there are very vocal community members in Lawrence, their voice isn't necessarily the majority opinion.	1/14/2025 5:03 PM
185	We need a superintendent that has a backbone and will be consistent and follow established district procedures and do what is best for all students, and not fall into the trap of political and economic influences that cloud and disassociate teachers, parents, buildings and communities.	1/14/2025 2:56 PM
186	Teachers feel valued when they are supported by administrators and paid in Lawrence the same rate teachers are paid in nearby districts.	1/14/2025 12:54 PM
187	How to work with an unqualified school board that has no understanding of educational excellence	1/14/2025 12:04 PM
188	Ensuring that we have the number of staff at the school level we need to take care of all of our children	1/14/2025 11:58 AM
189	Needs Vs. Wants. We are not a city the size of KC or Topeka, we are a small community, and we do not need to be keeping up with the Jones' by having Mega Schools and going bankrupt by spending millions of dollars on unnecessary items. Schools should not have been "closed" only to reopen to fit some political agenda. While the children suffer by being shuffled and stuffed like sardines into schools where classes are far too big, and their learning is severely compromised. Further by closing schools, we limit the amount of students we can take in with the open boundary law. Restriction = less funding. Spending the \$\$ where it matters.... teachers, Paras, custodians, admin. Also, listen and VALUE the insights of the people of this district that have been here multi generational families.	1/14/2025 11:19 AM
190	Size of district - Need for transparent communication	1/14/2025 10:04 AM
191	Must build TRUST with the community and teachers	1/14/2025 9:46 AM
192	Student safety and learning need to be the top priority	1/14/2025 9:41 AM
193	The dynamics of Lawrence and the city subsections	1/14/2025 9:05 AM
194	I think the next superintendent needs to understand as much as possible about Lawrence Public School historical context.	1/14/2025 9:02 AM
195	The next superintendent should be from usd 497 area 10 plus years. It best to hire within usd497 instead of hiring from outside of the district.	1/14/2025 8:51 AM
196	Each school has their own set of individual needs. Trying to make them all equal and the same isn't going to work and shouldn't be the focus.	1/14/2025 8:27 AM
197	Staff Support.	1/14/2025 8:08 AM
198	Many of the teachers do not feel supported, recognized nor appreciated.	1/14/2025 7:28 AM
199	.	1/14/2025 7:26 AM
200	Understand the needs of the children and school district	1/13/2025 11:24 PM
201	teacher retention	1/13/2025 9:47 PM
202	That we carry a lot of dead weight and pay too many cooks in the kitchen. Five more to the schools and less people taking from our kids.	1/13/2025 5:17 PM
203	Be there for all staff	1/13/2025 4:52 PM
204	You have to actually listen to and act upon teacher and community input, not just act as if you are listening while actually completely ignoring all outside input	1/13/2025 3:51 PM
205	Budgeting and looking into staffing at the central office and cutting positions to better fund each school site, teachers pay, and para's.	1/13/2025 2:11 PM

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206	socioeconomics and how to make things better	1/13/2025 1:16 PM
207	keep class size small	1/13/2025 12:52 PM
208	Socio economical diversity	1/13/2025 12:40 PM
209	The need to retain high quality staff	1/13/2025 12:08 PM
210	Some associated with 497. NOT someone from another district.	1/13/2025 12:05 PM
211	Budgeting	1/13/2025 11:50 AM
212	Making school as effective as possible for everyone.	1/13/2025 11:46 AM
213	Recruitment and retainment of staff	1/13/2025 11:42 AM
214	Staffing	1/13/2025 11:31 AM
215	Prioritizing schools in all of Lawrence - not just catering to West Lawrence. We've seen tremendous cuts and hardships fall specifically on East Lawrence while West Lawrence schools remain untouched. If this is truly one district, only one side of town should not suffer and be punished due to budget shortfalls.	1/13/2025 11:15 AM
216	limited budget and lack of adequate financial support has made it hard for the district to maintain excellent educational opportunities across all buildings in the district.	1/13/2025 11:03 AM
217	Our district needs some TLC in trust between administrators and staff.	1/13/2025 10:53 AM
218	We have a lack of administrators and district level support to run a district effectively	1/13/2025 10:47 AM
219	Previous mismanagement, such as closure of Broken Arrow Elementary, has left some families in a bind. Better long term planning is needed!	1/13/2025 10:34 AM
220	We need someone who can streamline the ESC positions and ensure that departments talk with each other and stop operating in silos so that progress can be made at the building level. There are too many "priorities" trying to happen concurrently and the workload that it's created for teachers and staff is unsustainable.	1/13/2025 10:17 AM
221	Administrative bloat	1/13/2025 9:30 AM
222	Shrinking student population	1/13/2025 9:18 AM
223	Closing schools is not the correct answer	1/13/2025 9:14 AM
224	This district is all over the place with curriculum and "how things are done." I would love for us to be more on the same page. In Lawrence Public Schools, THIS is how we do things. Not, at this building, this is how I do things. One of the district goals has been stated as access to a cohesive curriculum and I laugh every time I hear that. Do we even have a director of curriculum? The district has prioritized equity before curriculum. Equity is certainly important, it matters, it's something we should value. But without a cohesive, viable, impactful curriculum, nothing else matters. Can we weave equity issues into the curriculum and how it is delivered rather than focusing on one over the other?	1/13/2025 9:12 AM
225	budget	1/13/2025 8:59 AM
226	The next superintendent needs to value and respect teachers and listen to their needs. Prioritizing teachers is the only way to attract and keep good, qualified teachers.	1/13/2025 8:44 AM
227	The perverse actions/expenses of the previous superintendent and district office.	1/13/2025 8:43 AM
228	Resource Management	1/13/2025 8:34 AM
229	Recruiting and retaining quality staff	1/13/2025 8:27 AM
230	The continued loss of enrollment and how to rebrand our district as a strong academic focused, student first district where the community supports the school district from all levels.	1/13/2025 8:13 AM
231	The budget	1/13/2025 2:46 AM
232	Declining enrollment	1/12/2025 10:15 PM
233	The way curriculum is taught	1/12/2025 9:05 PM

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234	Schools need to be rearranged and people will not be happy. The superintendent will have to be strong to deal with that.	1/12/2025 8:18 PM
235	Structure for the students	1/12/2025 7:38 PM
236	School resources for students	1/12/2025 5:14 PM
237	Euquality	1/12/2025 4:28 PM
238	Need to advance school subjects/curriculum. Equity is not the solution.	1/12/2025 2:34 PM
239	Working to help get funding for teacher salaries in order to retain the great teachers we have.	1/12/2025 1:28 PM
240	Collaboration with local resources would improve many of the concerns that families and parents raise regarding their students' services	1/12/2025 10:41 AM
241	Advocating for teachers and students	1/12/2025 9:15 AM
242	Our schools are each unique with their needs and require equitable resources.	1/12/2025 7:50 AM
243	Bring in the best teachers	1/12/2025 12:37 AM
244	We are a community that agrees on value of diversity but sometimes struggle to translate that into change for our marginalized kids. Need someone who can lead our district in regards to diversity while navigating political context from Topeka	1/11/2025 9:23 PM
245	The class sizes at ALL school HAVE to be reduced. The teachers are overworked, underpaid, and completely stressed out. Our students are having a hard time learning in classes of 27-30, especially in our elementary schools. Teachers are leaving and it's going to get worse if nothing is done.	1/11/2025 8:29 PM
246	Education first	1/11/2025 5:01 PM
247	While the previous full-time superintendent was intelligent and experienced, he made district decisions that he thought made him/497 look better rather than what the staff and students actually needed or wanted. Sometimes he even did so combatively. We need a leader who has a vision and enacts upon it but does so with staff and student best needs put first.	1/11/2025 4:36 PM
248	Addressing equal access to excellent education	1/11/2025 2:51 PM
249	Someone familiar with Lawrence and the issues specific to Lawrence	1/11/2025 2:41 PM
250	Cut district staff salaries and increase teacher salaries.	1/11/2025 12:31 PM
251	Avoid banned reading and subject teaching groups.	1/11/2025 11:53 AM
252	Setting our kids up for success and getting them into college	1/11/2025 10:10 AM
253	The business of running the school district has been mismanaged for years.	1/11/2025 8:12 AM
254	Low Budget	1/11/2025 12:39 AM
255	Attentive	1/11/2025 12:09 AM
256	Stop using 497 as a stepping stone. We want someone who is invested in our kids and community.	1/10/2025 9:53 PM
257	Teachers and parents view our district as dysfunctional	1/10/2025 9:17 PM
258	We are a mediocre district in terms of our internal processes and practices, that looks like a good district because of a strong clientele.	1/10/2025 7:56 PM
259	Budget	1/10/2025 5:42 PM
260	Understanding the unique challenges facing the Lawrence community	1/10/2025 5:10 PM
261	Transparency within schools needs to be increased	1/10/2025 4:45 PM
262	They need to understand that raising the outcome of learning, the achievement level of students of K-12 is the most important thing. We don't need them to be visionaries, or some political hero. Come in, and do the job.	1/10/2025 4:11 PM
263	Opportunities for kids first and foremost	1/10/2025 4:06 PM

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264	What it will take to help all students at all schools be successful. The building up of high quality staff and retention. The importance of support within schools.	1/10/2025 3:08 PM
265	We once were a top district and had great teachers and staff, seems we're losing that	1/10/2025 3:03 PM
266	Special Education Services	1/10/2025 2:56 PM
267	There are too many Communists in this town and he/she will have to overcome them.	1/10/2025 2:24 PM
268	Decreasing student enrollment	1/10/2025 1:55 PM
269	financials and affordability	1/10/2025 1:46 PM
270	Safe environment for students and staff	1/10/2025 1:41 PM
271	They should hold individuals accountable.	1/10/2025 1:29 PM
272	More focus on education and supporting the teachers	1/10/2025 12:38 PM
273	Ability to collaborate with those in and out of the district to create positive working and learning environments for all students and teachers.	1/10/2025 12:24 PM
274	The importance of retaining and hiring new quality teachers	1/10/2025 12:15 PM
275	Lawrence Schools are underfunded and we need to correct this at the state-level. Because we are underfunded, we have difficulty retaining and rewarding our teachers and we have had to shut down the vital community resource of neighborhood schools. Our classrooms are too crowded and our children are missing out on the opportunity to learn more and more creatively.	1/10/2025 12:10 PM
276	The gap in educational opportunities and resources for kids from different economic backgrounds.	1/10/2025 11:59 AM
277	More funding for schools and teachers less for board members and higher!	1/10/2025 11:50 AM
278	Teacher retention is waning because of lack of transparency, low salary, safety and not enough staff to effectively do the job hired to do.	1/10/2025 11:38 AM
279	Need to address unruly student behavior that disrupts my child's education	1/10/2025 11:37 AM
280	The people of this town are very unhappy with the budgetary problems of the district and the budget seems extremely mis-managed - our teachers and administrators deserve to make a better salary so that we can attract top talent to this town and restore Lawrence back to its rightful place as one of Kansas' best public school districts. The reputation right now is horrible. I have the means to send my children to private school but I don't want to because I am a firm believer in public education and schools as pillars of our communities - I want our teachers to be so much more supported than they are currently and I want to ensure we can continue to rival some of the top schools in the country, however with our budgetary problems, you are going to lose attractive families to your public education system. Be proactive and show action with money well spent on our teachers and kids and you will start to see enrollment go up. when I walk into hillcrest I am blown away by the dedication of each person that is there - I wish that they made a better salary and felt more supported in their roles and didn't feel the need to take on additional jobs other than a full time teacher. If their attention is that divided, I can only imagine the support that they are truly able to offer my child.	1/10/2025 11:33 AM
281	attract and retain teachers	1/10/2025 11:25 AM
282	██████ was all talk and no action. Listening and Learning is great, but you need to then ACT. We need someone who wants to be involved, not just for PR. I worked for a decade in one of the schools. ██████ only came when there was a photo opportunity. ██████ I came in on a quarterly basis to meet with the principal and the walked around the school. ██████ only wanted to LOOK like he was involved. He talked a good talk, but did not have our community's best interests in mind. Behaviors in the schools are out of control and district office did little to assist. We lost so many fantastic educators because the leaders at 497 lead from McDonald Drive, not from within. The lack of help was astounding. They need to look at curriculum. I know so many highschoolers lacking basic reading and writing skills. Students starting from the elementary level are failing, yet keep on advancing in grades. I saw it time and time again, especially if they had a behavior issue. Just keep on promoting them.	1/10/2025 11:17 AM
283	Positive interactions with all the schools on a regular basis.	1/10/2025 11:08 AM
284	Families are leaving the district. People say don't come to our schools. This needs to be fixed	1/10/2025 10:42 AM

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285	Understand our socio economic diversity and income inequalities among families throughout the city	1/10/2025 10:35 AM
286	We don't care about demographics, socioeconomic status, or any other similar garbage. We care about our children receiving quality education with opportunities to challenge themselves and grow.	1/10/2025 10:23 AM
287	Our district lacks clarity and focus; we are told different things by different people in regards to curriculum and resource expectations and options. A unified direction would be helpful.	1/10/2025 10:11 AM
288	There must be accountability for the actions of the students	1/10/2025 10:04 AM
289	The need for more paras - increased money for schools to hire more paras, as well as higher pay to attract quality candidates	1/10/2025 9:56 AM
290	We want evidence based schooling that is protected from political pressures.	1/10/2025 9:54 AM
291	Short-term decisions have long-term impacts. Case in point, the renovation of several schools by one administration to then be closed by the next is not sustainable.	1/10/2025 9:51 AM
292	Our teachers and paras need more support and less bodies in one classroom!	1/10/2025 9:39 AM
293	Trust the in-house experts -- and find ways to confront online misinformation about the district.	1/10/2025 9:39 AM
294	Making sure everyone is on the same page and willing to listen to points of view that may differ from theirs.	1/10/2025 9:29 AM
295	Understanding the Lawrence Schools, build unique and innovative futures, and advocating at the state level.	1/10/2025 9:29 AM
296	We need someone who will stick around. Why don't you promote an internal candidate? Not [REDACTED]	1/10/2025 9:27 AM
297	Kids are not held accountable. Kids and parents need to be respectable and follow the rules/policies. If they don't, then there needs to be disciplinary action.	1/10/2025 9:14 AM
298	Caring for each schools success regardless of neighborhood	1/10/2025 8:54 AM
299	I feel like the district is stagnant. We need creativity to attract families to the district.	1/10/2025 8:41 AM
300	Initiative	1/10/2025 8:41 AM
301	Meet the needs of the district, not of an agenda based on wokeness	1/10/2025 8:39 AM
302	Underpaid teachers/under budgeted schools don't have resources to provide best possible instructions for all kinds of students.	1/10/2025 8:35 AM
303	Decreasing enrollment and the appropriate allocation of resources in the face of this change	1/10/2025 8:23 AM
304	Diversity in a very large school district. Kids first always!!	1/10/2025 8:23 AM
305	Taking care of the staff and students	1/10/2025 8:22 AM
306	Less use of devices by students (ban phones)	1/10/2025 8:19 AM
307	School boundaries	1/10/2025 8:18 AM
308	Be prepared to weather a storm brought on by the next presidential administration.	1/10/2025 8:10 AM
309	Lawrence schools are in serious trouble and we need a smart, collaborative, creative and experienced leader to turn things around. There is a lack of trust and people in Lawrence are leaving the school system because it continues to go downhill. We need to be able to attract and retain the best teachers and administrators. We need to rebuild trust with parents.	1/10/2025 8:05 AM
310	That increasing their own salary, and decreasing support staff/teacher salaries are not the way to maintain our wonderful staff. That self greed has hurt our district and we lost SO many qualified employees because of greed. That closing schools is not the answer. I do not want a mover and a shaker - we need someone who listens to the public and works with what we have.	1/10/2025 7:56 AM
311	Kansas does not recognize the importance of education because historically this is a farming state; Kansas has very antiquated ideas on how children should be educated and what they	1/10/2025 7:12 AM

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should read; these prior to issues cause cancers of children. Do you have a black mark when applying to schools outside of Kansas, because our curriculum and our educational level is not Considered to be forward thinking or keeping with the times; taking a consolatory approach and understanding that it is what it is is going to be important to properly funding our schools and moving Kansas into the 21st-century from an education standpoint; Kansas schools should focus more heavily on curriculum and the Shawnee Mission school District could be a good example of this as they place students in excellent colleges

312	The kids need to learn core subjects without being swayed by teacher's influence. Just the facts!! Keep the political opinions out and give them the education that will truly sustain them! Also, teach financial literacy!!	1/10/2025 7:11 AM
313	Teacher Support and Curriculum Development	1/10/2025 7:01 AM
314	Intentionality of the socioeconomic division occurring in Lawrence	1/10/2025 6:49 AM
315	Build relationships	1/10/2025 6:29 AM
316	Balancing the budget	1/10/2025 6:15 AM
317	Students don't feel safe or comfortable at school. Students feel trapped at school and unable to find their passions. Students are taking more classes that they are not interested in than classes that they are interested in.	1/10/2025 5:56 AM
318	Please reduce classroom sizes, especially at the elementary level.	1/10/2025 5:05 AM
319	All kids learn differently based on disabilities, backgrounds and children deserve to have a great education and different ways for them to learn.	1/10/2025 4:46 AM
320	teacher's salary and retention	1/10/2025 3:16 AM
321	I think it's better to get along with the students to better understand what we think.	1/10/2025 2:51 AM
322	The budget is a mess and money isn't being spent well.	1/10/2025 12:46 AM
323	Más seguridad en la escuela para los estudiantes	1/10/2025 12:37 AM
324	They are a steward of public resources. Optimize education.	1/9/2025 11:48 PM
325	The district is too soft on our kids.	1/9/2025 11:21 PM
326	Students opinion and voices being heard and taken more seriously we are the ones who go to school everyday and experience it first hand	1/9/2025 11:09 PM
327	We are very opinionated and should weigh into what actually happens within the school district	1/9/2025 10:57 PM
328	Focus on teaching and learning, not political activism or DEI and running an efficient organization	1/9/2025 10:57 PM
329	There has been a huge loss of trust in district leadership among teachers and parents in our district. We are looking for someone with our kids' best interests at heart.	1/9/2025 10:55 PM
330	That administration is bloated and needs to be cut	1/9/2025 10:50 PM
331	It needs help so that it can survive.	1/9/2025 10:18 PM
332	Transparency for improvement. I'm honest, aware, and fairly blunt. So you'll probably never see this... In the words of several experienced current and past Lawrence school district employees, "It's a shit show." Corners are cut where they shouldn't be, IEP's are not honored, teachers and paras are overstretched and threatened with retribution from their superiors if they are honest with parents, because everyone above their heads are terrified of being replaced or sued. This district has lost a lot of excellent educators and aids, yes, due to overall mismanagement, but very specifically because they were instructed to lie or withhold information from parents at the detriment of their students... Shutting parents out with strict policies, inflated egos, dishonesty, lack of homework, gaslighting, etc., may have been the biggest mistake our district has made for our children and there educators. As a parent, when someone who works with my child is transparent when they can't or don't know how to provide something that is needed, I am willing to do anything in my power to help solve the situation to everyone's best interests. As a responsible adult, if I see a child in need, I'm willing to respond the same way, and ask for little if anything in return. I'm not a rare individual...	1/9/2025 10:09 PM

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333	(1) Elementary class sizes; (2) Elementary over-use of ipads in classroom	1/9/2025 10:04 PM
334	Lopsided spending (admin v classrooms) which lead to school closures and large class sizes in schools outside the neighborhoods	1/9/2025 9:58 PM
335	Class sizes	1/9/2025 9:54 PM
336	Budget	1/9/2025 9:49 PM
337	Stop closing schools	1/9/2025 9:47 PM
338	Class sizes are too big	1/9/2025 9:42 PM
339	Schools have become dangerous with drugs, guns and fights. Mental health is desperately needed for kids esp those whose parents refuse to access the care. Schools need to get back to teaching basic social (manners). Need to develop plan to help parents with childcare on days school closes. It's impossible to find such intermittent care. Despite the university this community is heavy blue collar and parents lose jobs due to this issue.	1/9/2025 9:42 PM
340	Retention of Good Teachers	1/9/2025 9:38 PM
341	That we value the teachers and staff and want them paid well, so they care for our children well.	1/9/2025 9:34 PM
342	Class size, more enrichment opportunities	1/9/2025 9:34 PM
343	Retaining quality teachers to improve student learning	1/9/2025 9:27 PM
344	Accountability of students. Currently there seems to be no adequate consequences for students who disrespect authoritative persons, their fellow students, or breaking rules that are in place. The next superintendent can not be persuaded by the loudest voice of a parent or worry about what is said on social media. Kids these days are soft, major/successful employers won't allow for what is allowed in the schools these days, so how are we teaching these kids to be successful in the real world.	1/9/2025 9:26 PM
345	Problem solving to effectively manage budget deficits while maintaining programs and supports for students.	1/9/2025 9:23 PM
346	Declining enrollment - need to get back the families in the community that are sending kids to private schools	1/9/2025 9:10 PM
347	They should be willing to cut positions within the district office.	1/9/2025 9:02 PM
348	Transparent	1/9/2025 8:38 PM
349	Resist reactionary rewrites in reading list	1/9/2025 8:34 PM
350	That it is a very big and vast district and there is many needs that need to be met within the district	1/9/2025 8:32 PM
351	Lack of transparency	1/9/2025 8:30 PM
352	We need someone who is invested in 497, the town, teachers, staff and students. [REDACTED] was all about photo ops and looking good. I worked at one of our schools and the only time I [REDACTED] was when there was a photo op. NEVER there to help, listen or learn	1/9/2025 8:29 PM
353	Teachers are the most important resource.	1/9/2025 8:27 PM
354	Reduce administrative staff, support teachers	1/9/2025 8:24 PM
355	Focusing on things that are actually important like the lack understanding when it comes to IEP's instead of a useless phone policy	1/9/2025 8:23 PM
356	I think it's important to have someone that has the ability to fight for our district and make efforts to attract staff that will want to remain here.	1/9/2025 8:22 PM
357	Maintaining and hiring good staff	1/9/2025 8:20 PM
358	Get rid of fees and cover lunches.	1/9/2025 8:15 PM
359	The loudest voices come from the smallest groups of people. Our schools need to be effective at teaching all kids and equity shouldn't be used as an excuse to deny the largest number of	1/9/2025 8:13 PM

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kids the best teaching/school experience. The prior superintendent only cared about equity and was will to sacrifice the entire districts progress for a very small group of people. We need common sense to come back into the district. Also we need to be done with superintendents who don't actually say or do anything meaningful. We owe it to ourselves to hire the best possible superintendent and race or color shouldn't be the primary screening tool like it was last time. Being successful means being honest, acknowledging hard truths and doing what's right for the largest number of people

360	The budget issues	1/9/2025 8:12 PM
361	Adequate preparation	1/9/2025 8:08 PM
362	Advocating a proper budget for our public schools, transparency with parents about the goings-on in our district.	1/9/2025 8:05 PM
363	Safety	1/9/2025 8:04 PM
364	There is an active and engaged community and several community resources that are underutilized. Fostering community with the larger Lawrence community and being collaborative and transparent is vital for success	1/9/2025 8:00 PM
365	The misconception that Lawrence does not have to be innovative and quality driven to attract teachers and families. Also, reducing the disparity across the school district needs to stop.	1/9/2025 7:59 PM
366	That the community and parents have been the victim of mixed messaging for years now. The district says one thing and does another. Typically this is the school board, but the district leadership (of which there are too many) is complicit.	1/9/2025 7:57 PM
367	We are being squeezed financially by state-level education policy.	1/9/2025 7:56 PM
368	Ability to manage and promote growth with limited resources	1/9/2025 7:53 PM
369	Be a believer and advocate for public education	1/9/2025 7:52 PM
370	Parents choose their children's school, not educators.	1/9/2025 7:52 PM
371	Class sizes too large/not enough teachers	1/9/2025 7:50 PM
372	Be part of the community not a hire from out of town.	1/9/2025 7:49 PM
373	Diversity	1/9/2025 7:45 PM
374	The superintendent should understand that the students and teachers within the district prioritize advocacy for education.	1/9/2025 7:43 PM
375	Efficient with Resources/Budget	1/9/2025 7:41 PM
376	There are vast inequities across the school district that need to be addressed.	1/9/2025 7:37 PM
377	Infrastructure	1/9/2025 7:36 PM
378	Class sizes need to be small	1/9/2025 7:35 PM
379	Teachers satisfaction	1/9/2025 7:33 PM
380	Equality may not be possible- but we can help each student find their own unique potential.	1/9/2025 7:28 PM
381	Our community is not on the same page regarding crucial school issues -- integrity is a key quality, pleasing everyone is likely not possible.	1/9/2025 7:21 PM
382	Attention to the failures to title 1 schools	1/9/2025 7:20 PM
383	It is a mess. I have 4 kids in usd497 in 3 schools on 2 opposite sides of town. Not good for their social emotional which affects learning. Put the kids first over admin	1/9/2025 7:18 PM
384	We need new ideas and flexibility and able to bridge gaps in understanding. Able to change our schools to be more in line with our kids today.	1/9/2025 7:16 PM
385	Transparency- be honest about the plan so parents, teachers, and the community can plan ahead	1/9/2025 7:10 PM
386	restructuring at the top. Too many district "leaders" and not enough teachers and support staff to do the work on the frontline with a liveable wage.	1/9/2025 7:09 PM

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387	Limited funding and school closures	1/9/2025 7:06 PM
388	That decisions are being made about classrooms and how to teach - by people that haven't taught in a long time, or have never taught.	1/9/2025 7:04 PM
389	Their predecessor alienated and/or isolated the majority of families in this district and there was a lack of trust that must be rebuilt with the community.	1/9/2025 7:00 PM
390	Equity in educational opportunities	1/9/2025 6:59 PM
391	As long as the schools are not receiving adequate funding due to state and federal laws and funding formulas, the board will continue to have to make unpopular funding decisions. We need someone who can direct everyone's desire to fix our funding issues at the real culprit, the state and federal lawmakers who write formulas that don't work for our school system. And we need to reduce the gap in pay between administrators and those who are actually *in* the classrooms and face to face with our students.	1/9/2025 6:59 PM
392	Funds have been mismanaged, poor decisions have been made by the previous person in this role, and now we're in the position of having more than the average state taxes for schools but somehow lower than the state average funds per student. Teachers and staff are underpaid, students aren't the priority, and parents have the impression that administrators are enriching themselves at the cost of student services. Too many employees and expensive district buildings are used for purposes other than teaching students, which is wasteful and wrong. Also all students deserve bussing, the bussing situation in Lawrence is plain ridiculous. Fire half the administrators and give us school buses please.	1/9/2025 6:50 PM
393	The recognition that our teachers are overwhelmed and they show it and communicate that to parents. Most teachers have voiced dissatisfaction with class size, and limited subject matter. Previous budget cuts devastated morale	1/9/2025 6:47 PM
394	Teacher retention	1/9/2025 6:46 PM
395	How best to prepare our students for their next steps in safe and effective facilities	1/9/2025 6:46 PM
396	Declining faith in public schools, including here in Lawrence	1/9/2025 6:44 PM
397	Students and education first. Most important thing is teaching and challenging all kids.	1/9/2025 6:40 PM
398	It's a battle trying to appease all	1/9/2025 6:37 PM
399	People leaving USD497	1/9/2025 6:36 PM
400	Understand kids are all the same and learn in different ways.	1/9/2025 6:34 PM
401	Political advocacy may be critical to helping ensure the district has sufficient resources.	1/9/2025 6:31 PM
402	The financial realities and not making rash decisions about boundaries that would negatively impact students	1/9/2025 6:29 PM
403	The understanding of different socio-economic situations of each student and intuitive ways to make sure every student is given equal opportunity.	1/9/2025 6:26 PM
404	Retain and hire quality educators.	1/9/2025 6:26 PM
405	Gaining everyone's trust.	1/9/2025 6:26 PM
406	Closing neighborhood school is devastating to this community and should not be an option unless absolutely no other solutions are available.	1/9/2025 6:18 PM
407	Declining Enrollment numbers, need to raise money	1/9/2025 6:17 PM
408	Plan for 5 and 10 years out so we make good use of our funds.	1/9/2025 6:15 PM
409	DIVERSITY	1/9/2025 6:09 PM
410	Restructuring middle management so that we're more efficient and the workers have only 2 or 1 direct supervisor they report to	1/9/2025 6:07 PM
411	Children's mental health	1/9/2025 6:07 PM
412	Do not lower academic standards for political correctness.	1/9/2025 6:07 PM

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413	Money and shutting down schools would be my main concern. Many kids because of the budget cuts have to relocate to new schools and that is very hard for a kid to do especially when they are in elementary school. Parents have a hard time getting their children to school because they have to go farther away than what was originally designed.	1/9/2025 6:04 PM
414	Diversity and opinions	1/9/2025 6:04 PM
415	Class sizes have gotten too big causing teacher not to be able to focus on the needs of the children in their classes and test scores as well as the children themselves are showing it and paying the price. Teachers don't have the authority to get problem kids out of the classrooms and out of the school buildings therefore they continue to be a constant disruption to learning and the physical and mental safety of the rest of the children.	1/9/2025 5:58 PM
416	Lack of Funding and services for special education	1/9/2025 5:54 PM
417	A strong Innovative leader is needed to drive the district forward. Class sizes and teacher:student ratios are ridiculous on the west side of town especially for the elementary kids where some classes have over 28 kids and only 1 teacher.	1/9/2025 5:50 PM
418	Safety-if kids/staff cannot be safe, nothing else matters. Safety requires robust discipline and consequences for unsafe behaviors.	1/9/2025 5:50 PM
419	budget	1/9/2025 5:44 PM
420	Strength to do what's right for kids even when parents complain.	1/9/2025 5:43 PM
421	Listen to your teachers	1/9/2025 5:40 PM
422	Teachers and staff. They need to be paid adequately, feel supported and recognized for the value they bring to the district.	1/9/2025 5:39 PM
423	Create a culture of collaboration with school leaders – ask what challenges they are facing; the superintendent needs to know and understand what is happening in each school.	1/9/2025 5:33 PM
424	budgeting	1/9/2025 5:31 PM
425	Build bridges, we already have too many walls here. Respect everyone across all religions, preferences, races, and status.	1/9/2025 5:26 PM
426	Resource equity	1/9/2025 5:23 PM
427	Reading and math scores	1/9/2025 5:16 PM
428	Understands diversity	1/9/2025 5:11 PM
429	Making the best educational decisions for the district	1/9/2025 5:06 PM
430	Our district falls way behind academically compared to other districts around us.	1/9/2025 5:05 PM
431	Please listen, seek out and collaborate with those who are either from Lawrence or who carry various roles within the district. Ex. Teacher, Coach, Parent	1/9/2025 5:04 PM
432	Financial Crisis of our district with less students and a community that seems to think that we shouldn't close schools and adjust the business due to this fact	1/9/2025 5:02 PM
433	less suspensions more restorative practices, encouraging communication of student, staff	1/9/2025 5:02 PM
434	Be an advocate for our district, in terms of funding and quality teachers/facilities	1/9/2025 5:00 PM
435	Educational standards need to be raised.	1/9/2025 5:00 PM
436	Be a leader who understands the meaning of success for the students.	1/9/2025 4:59 PM
437	Students first	1/9/2025 4:59 PM
438	We never want another million dollar committee hired from outside the district when the district has plenty of employees who are intelligent and can give you the answers that you need without paying your friends who own consultant groups	1/9/2025 4:57 PM
439	Understanding the community they serve.	1/9/2025 4:56 PM
440	A broken community where trends too much money is spent on USD 497 district staff, bonuses, and salary amounts	1/9/2025 4:56 PM

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441	We have kids that range from neurodiverse to neurotypical, we've teachers who are the same, and parents feel unheard.	1/9/2025 4:53 PM
442	Parents are very involved and willing to support their schools and teachers.	1/9/2025 4:53 PM
443	We are working families with 2 working parents	1/9/2025 4:52 PM
444	The mission is preparing students for their future, not trying to solve problems that don't exist like school boundaries	1/9/2025 4:51 PM
445	Someone with experience working with children with disabilities (schools like community connections-who understands the importance of these kids and the need for more budgetary supports to build on these programs-children with mental health and developmental disabilities are floundering in our community and have no other place to go). Jenna Viscomi's program is a saving grace and needs more resources and supports to keep these kids out of psych hospitals and the juvenile detention center.	1/9/2025 4:51 PM
446	They need to rebuild lost trust from previous administration	1/9/2025 4:50 PM
447	People have different opinions on how the school should be run, so i think finding a middle ground between them would be nice.	1/9/2025 4:50 PM
448	The district is severely underfunded overall, but some schools are much better supported locally than others. West side needs a new middle school option.	1/9/2025 4:50 PM
449	The budget	1/9/2025 4:47 PM
450	Need Community trust	1/9/2025 4:47 PM
451	We want to turn around the enshittification of what was once a place of academic excellence (e.g. bring back Latin instruction for our kids, etc.)	1/9/2025 4:45 PM
452	The kids in our district have suffered th consequences of the decisions made in the last several years. We need someone that is going to reorganize.the priorities of the district.to focus on the impact to the children in this district	1/9/2025 4:43 PM
453	overwork by teachers dealing with increasingly difficult disciplinary issues	1/9/2025 4:42 PM
454	Our students need to be able to read, write, do math, and think critically. Everything else should be de-prioritized. Gifted students should be given more of a chance to achieve, rather than having opportunity taken away in the name of "equity". Great teachers should be rewarded, and should be paid accordingly. Our pay range in Lawrence is ridiculously low for teachers, while admin staff expenses continue to grow.	1/9/2025 4:36 PM
455	Student concerns and teacher concerns need to carry equal weight. If the teachers are disengaged or unhappy, that will result in disengaged and unhappy students.	1/9/2025 4:35 PM
456	The change in demographics/numbers of students within Lawrence and a plan to maintain and elevate operations for the longevity of Lawrence public schools including recruitment of high quality teachers,	1/9/2025 4:35 PM
457	Academic standards should be high	1/9/2025 4:34 PM
458	The administration is bloated at the expense of classroom instruction	1/9/2025 4:34 PM
459	Innovative, to be able to make USD497 a destination district that people want to be a part of.	1/9/2025 4:33 PM
460	Better Salaries to attract better teachers.	1/9/2025 4:30 PM
461	More transparency is needed to rebuild a lack of trust that currently exists after school closures.	1/9/2025 4:28 PM
462	Community is important and to keep our students safe	1/9/2025 4:27 PM
463	Teacher retention. We need to pay all of our teachers a competitive salary.	1/9/2025 4:27 PM
464	Need for more equity regarding resources and how inequalities surrounding lack of resources negatively impacts students abilities to learn	1/9/2025 4:27 PM
465	Educating to highest standards	1/9/2025 4:27 PM
466	Budget issues, school closings, and curriculum cuts have reduced many parents' confidence	1/9/2025 4:26 PM

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in USD 497 leadership. The honeymoon will be short.

467	There is a lot of distracted students, well way less now with less cellphones, but just people always trying to be off task.	1/9/2025 4:24 PM
468	Quality teachers are leaving the district due to poor administrative decisions.	1/9/2025 4:22 PM
469	Administrative costs are out of control	1/9/2025 4:22 PM
470	The trust is gone and has to be rebuilt	1/9/2025 4:19 PM
471	How the district has been mismanaged by the two previous administrations and the they will need to work to get the district going in the right direction. With our community and the university in town Lawrence should be a top three district in the state - the new superintendent should be ready to take us there.	1/9/2025 4:17 PM
472	That our child is a genius and should be promoted above all other students in the district?	1/9/2025 4:17 PM
473	Budget issues	1/9/2025 4:16 PM
474	Teachers and Paras deserve better pay. Pay staff better and everything else improves as a result	1/9/2025 4:15 PM
475	Focus has always been on West Lawrence schools versus the East Lawrence schools that house more low income students	1/9/2025 4:15 PM
476	Budget and Teacher retention	1/9/2025 4:15 PM
477	How to properly manage the budget and personnel. This district is too top heavy and the next superintendent needs to do a better job supporting the teachers and ensuring competitive teacher salaries to recruit and retain talent in the district.	1/9/2025 4:14 PM
478	Budget and declining enrollment: I don't think it's necessarily USD 497 and people moving away from it, but the population is shrinking. People aren't having as many kids as they used to; or at all.	1/9/2025 4:13 PM
479	The budget	1/9/2025 4:13 PM
480	Put students' long-term success first.	1/9/2025 4:13 PM
481	Budget and transparency	1/9/2025 4:12 PM
482	Our children's future	1/9/2025 4:12 PM
483	Academic excellence should be the top priority	1/9/2025 4:11 PM
484	Budget - feels inadequately distributed. A lot of it also seems to have "disappeared" over the past few years which have led to a lot of budget cuts.	1/9/2025 4:09 PM
485	It feel like the district has gotten away from the fundamentals of education and teaching our students to think critically and value education.	1/9/2025 4:09 PM
486	Financial stability	1/9/2025 4:08 PM
487	Do what you know is right, not what the masses suggest.	1/9/2025 4:08 PM
488	the ability to prepare our kids for college, not cater to those just "trying to pass high school"e fleeting ideas.	1/9/2025 4:08 PM
489	Lawrence High Schools are lacking academic rigor. The less they study the material, the less they comprehend. The ACT scores say it all.	1/9/2025 4:07 PM
490	We've been getting screwed. Lewis was a failure.	1/9/2025 4:06 PM
491	We need to make the district a place where excellent teachers will want to work.	1/9/2025 4:06 PM
492	They need to be partners with parents and teachers and not view either as adversaries	1/9/2025 4:05 PM
493	I believe we need someone who can manage priorities and costs, ultimately bringing back things like laptops and computers, instead of having to settle for the next less expensive thing. I also believe that every student learns in their own unique way, and I feel like that is often ignored by some people. Instead they force kids into learning one way, the "right" way. This sets up many kids for failure when they're unable to get the resources they need in a	1/9/2025 4:05 PM

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classroom. Especially kids without accommodations, I feel like their needs are ignored and it is assumed they all learn the same way.

494	You should understand that management of our budget is very important and having to work with iPads decreases student's productivity.	1/9/2025 4:04 PM
495	Stable learning environment	1/9/2025 4:03 PM
496	All students deserve the same learning environment. NO favoritism.	1/9/2025 4:03 PM
497	Socio economic diversity in Lawrence and the importance of community	1/9/2025 4:02 PM
498	Our district has been hindered by privatization advocates who seem more keen on dismantling our current institutions and replacing them with for-profit operations rather than actually working towards equity and education. It seems like the School District has spent the last decade trying to actively make public schools worse.	1/9/2025 4:02 PM
499	aBILITY TO WORK WITH THE SCHOOL BOARD	1/9/2025 4:01 PM
500	Recovering from severe and extreme staffing cuts for teachers for all schools, especially LVS and other alternate learning options	1/9/2025 4:01 PM
501	Funding	1/9/2025 4:01 PM
502	The budget	1/9/2025 4:01 PM
503	Relationships with community, budget (stop closing schools, staff relationship (keep good teachers!!)	1/9/2025 4:00 PM
504	Focus on academic excellence	1/9/2025 4:00 PM
505	fix budget and help advance sports	1/9/2025 3:59 PM
506	Racial class in America	1/9/2025 3:59 PM
507	Listening to the people in the district. Students, teachers, parents, etc.	1/9/2025 3:59 PM
508	I don't know	1/9/2025 3:58 PM
509	Stop with the DE&I crap	1/9/2025 3:58 PM
510	Stick to what you say you will do. Have a back bone.	1/9/2025 3:58 PM
511	support teachers, students, and parents	1/9/2025 3:58 PM
512	Schedules and School hour requirements for high school level	1/9/2025 3:57 PM
513	Understanding strengths and challenges specific to Lawrence school district	1/9/2025 3:57 PM
514	more effective management of resources and a willingness to make difficult decisions	1/9/2025 3:57 PM
515	schools as sources of stability within communities	1/9/2025 3:56 PM
516	The community needs transparency from the school board and various related committees.	1/9/2025 3:55 PM
517	Communication	1/9/2025 3:54 PM
518	unfortunately the mentality of district vs schools/community	1/9/2025 2:59 PM
519	Be open to listenings and changing based on the community.	1/9/2025 2:39 PM
520	Teacher Retention & Pay	1/9/2025 1:24 PM
521	Staff retention due to overwhelming number of initiatives and increasingly chronic/extreme behaviors	1/9/2025 1:23 PM
522	Educators deserve to be a priority as well as students	1/9/2025 12:41 PM
523	There are too many layers of existing "administrative" positions who have little or no autonomy to enact change or make decisions. We have intelligent, motivated staff members who need the "approval/signature" of one or more people (or committee meeting, focus group formed, consultant hired) for many decisions that fall within their scope of employment. This is just one example of inefficiency.	1/9/2025 12:31 PM

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524	They need to understand that public relations can be difficult in Lawrence. Many people in the community are still raw from school closures, and some very vocal members of the community have lost faith in the administration and board. They will need to have finely tuned relational skills in order to put themselves in a good place with the community.	1/9/2025 12:18 PM
525	Joyfully so, Lawrence is very diverse in many aspects, but sometimes in our efforts to make everyone happy, we get away from doing what is necessary and right. I am happy with the changes our interim superintendent has made such as the cell phone and nepotism policies. I hope we can keep [REDACTED] as our superintendent!	1/9/2025 10:41 AM
526	Funding, with or without the federal DOE	1/9/2025 10:25 AM
527	Parents are extremely active in this district	1/9/2025 10:22 AM
528	class sizes, teacher recruitment/retention, math curriculum, behavior	1/9/2025 10:10 AM
529	Please communicate with us, the teachers, and listen to us. Please listen to us.	1/9/2025 10:04 AM
530	That we always create surveys in the district to get the answer the people at the district level want. most of the options on this survey has nothing to do with what we as parents want this district to do. It is so frustrating that we cannot find someone who will actually listen to parents and kids and teachers	1/9/2025 9:40 AM
531	We need teachers that have experience with teaching reading and math in all levels of education system. So many teachers that are at 4th grade and up, have no idea how to assess student skills and teach where they are at so they can improve the basic skills. If the kid can't read or do basic math, they are not going to be able to move forward to more difficult skills.	1/9/2025 9:24 AM
532	Lawrence is a much-needed place of safety and acceptance for a diverse population of students. In the next several years, this is going to be increasingly important. If we maintain Lawrence's reputation of acceptance and excellence, we may attract new families to the community.	1/9/2025 9:02 AM
533	The school system is here to serve the Lawrence community.	1/9/2025 9:01 AM
534	Not being afraid to implement real change as a result of wanting to please everyone, not wanting to just be around for photo opportunities, keeping ALL students in mind when making decisions	1/9/2025 8:35 AM
535	They must be able to handle criticism and stick to their guns. Advocate for what's best for students and staff. Not just appeasing parents.	1/9/2025 8:33 AM
536	teachers and staff are tired of the gulf between salaries compared to nearby districts	1/9/2025 8:30 AM
537	Community understanding and buy-in	1/9/2025 8:28 AM
538	I would like some consistency at the district level- we always jump on the next new fad.	1/9/2025 8:26 AM
539	Child first mentality	1/9/2025 8:24 AM
540	Budget issues/discontent with the district among staff and community	1/9/2025 8:21 AM
541	We need a leader like [REDACTED] in Topeka. We have a lot of siloing going on with all these district employees but not a unified goal and mission. We also have a lot of role confusion or lack of definition. Dean of Students/ Learning Coaches at the elementary schools are basically Vice- Principals and social workers and school counselors are hired interchangeable at the elementary level even though the school counselor role is very specific and clearly defined.	1/9/2025 8:11 AM
542	We need to get our budget in order!	1/9/2025 8:07 AM
543	Budget Concerns	1/9/2025 8:03 AM
544	Clear, concise communication	1/9/2025 8:01 AM
545	Top heavy! Too many over paid administrators.	1/9/2025 7:49 AM
546	the failing infrastructure of it and how underpaid classified staff are compared to their counterparts in the private sector	1/9/2025 7:27 AM

Q7 Select the SINGLE quality or characteristic that would separate a particular candidate from the rest of the applicants if you were selecting the next superintendent. Seleccione la ÚNICA cualidad o característica que distinguiría a un candidato en particular del resto de los solicitantes si usted estuviera seleccionando al próximo superintendente.

Answered: 593 Skipped: 211



ANSWER CHOICES	RESPONSES
Honest, trustworthy, strong integrity	26.81% 159
"Kids First", student centered leader / "Líder de 'Los Niños Primero'", centrado(a) en los estudiantes	17.20% 102
Fiscal and operations management expertise / Pericia en gestión fiscal y operativa	9.11% 54
Positive personnel support and development / Apoyo y desarrollo positivo del personal	8.09% 48
Desire and ability to build relationships with all stakeholders / Deseo y capacidad para construir relaciones con todos los interesados	6.75% 40
Acknowledges and addresses issues related to diversity (ethnicity, socio-economic, gender identification, special needs, etc.)	6.41% 38
Transparent, flexible collaborator / Colaborador(a) transparente y flexible	6.07% 36
Curriculum and instruction leader / Líder en currículo e instrucción	5.73% 34
Advocate for the district at the state and national levels / Defensor(a) del distrito a nivel estatal y nacional	4.38% 26
Communication and Listening Skills / Habilidades de Comunicación y Escucha	3.37% 20
Innovative, visionary	3.20% 19
Previous experience as a superintendent / Experiencia previa como superintendente	2.87% 17
TOTAL	593