

Stakeholder Input Report for

***Travis Unified
School District
Fairfield, California***

submitted by



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MCPHERSON *M J* JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

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**Travis Unified School District
Fairfield, California
District Stakeholders Report, April 2024**

Executive Summary

McPherson & Jacobson's consultants conducted meetings with Travis Unified School District stakeholders to gather input regarding the selection of the new superintendent. The consultants received input from many individuals during the meetings.

First provided is a compilation of all the input received from these groups and individuals in response to the four questions asked of each group and participants. The final section of the report consists of responses by individuals who completed the online survey.

Stakeholder Group Responses

Name of Stakeholder Group: Vanden High School Students

Number of Students: 40+

1. Tell us the good things about your community:

- Adopt a block to help the community. Volunteer services.
- Food bank for families and help organize food.
- Communities within communities that allow us to unite and help each other. Especially when we are lacking specific things that we need. We provide for each other.
- A lot of community events in our neighborhoods. Example: Easter egg hunt, especially if students do not have that as an option in their home.
- Great sports opportunities- swimming, baseball, football, etc.
- Some communities plan dates for food trucks to come out, it is hosted at the park.
- Annual festival – Fiesta Days! – during spring.
- For the parade, it involves different groups and marching band and color guard in the parade.
- 4th of July parade that includes the football teams, walk for elderly, etc.
- Board members come to events in our school. Nice to see our trustees joining us.
- Fitness – moms in the community connecting.

2. Tell us the good things about your school district:

- The diversity is great.
- Our academics are more rigorous than other schools. Good work ethics.
- Our sports are good.
- We have a lot more food options than other schools. This includes vegetarian options.
- Our school has so many clubs – religion, paintball, etc. Great opportunities for students to feel connected and be involved with their community.
- Our student council and ASB teams work hard to have great events in our school.
- Teachers are good role models. Memorable experiences and impact on a lot of students.
- Arts and adventures at the elementary school- helps kids express themselves- Center elem.
- West elem. The campus monitors were really involved and cared about the kids.
- Cambridge has pizza with the principal- it was a great motivator. Opportunity to talk with other people.
- A lot of lunchtime activities- smaller, but well attended by students.
- Special Olympics event is another great activity that we host.
- The teachers were very experienced and worked with kids for a while. They are good.
- Our school offers great opportunities to add credits and be prepared for college.

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Very vocal parents – be prepared.

- We feel our current superintendent may be desensitized. Listen and address - do not disregard.
- Working with our ASB – listen to our concerns. We are here every day and do not feel we are heard.
- Times when we are not heard by admin, but no action to correct. We do not know if change is going to happen, left on a cliff hanger.
- Topics brought up to the board- the community does not see any changes. The community really wanted to see action and how this would happen.
- Facilities – improvement and the lack of them.
- More funds should be allocated for facilities of schools. Less parents would be going to the board and sharing their views.
- School is super accepting of military families. More kids are flooding into the district- some of our schools need more room for growth.
- Overcrowding is a big problem in our schools.
- Not a lot of equal representation in our school. Equal representation for sports – ex. Transportation.
- No help from my counselor when I arrived. Struggled alone.
- I did not get the information about sports- more communication.

4. What characteristics should the new superintendent have to be successful?

- Be transparent and open with the community and families.
- Visit the campuses more and interact with students.
- Communication – ASB is a good gateway to the students.
- Reach out to other clubs besides ASB to get their opinions.
- Being more active with students in general.
- Only see superintendent at board meetings.
- Being open minded – different points of views and accepting and not believe only what you believe. A lot of our parents have strong opinions- hearing them out and responding to them.
- Passion and show effort.
- Strong motivation.
- Empathy for everyone and what they are saying. See where they are coming from.

Name of Stakeholder Group: Travis Education Center Students

Number of Students: 5

1. Tell us the good things about your community:

- Clean community.
- For the school, it is very involved and cares what we have to say. Ex. We have a student store and we were not happy with the items. A survey was done to get our input and the items were updated.
- The teachers and staff are very involved in your life. They care what you are doing with your life, currently and life after high school, etc. They will go out of their way to help you graduate and very adaptive and flexible.
- It's a safe community.
- If we need help in the community, we have support at the school.

2. Tell us the good things about your school district:

- Common planning day.
- Love the teachers.
- The teachers and staff care about us as a students and our future.
- Extra time to get to know you and genuinely care.
- We are able to make up our credits.
- Keep up with us while we are working on our courses to get caught up. Easy roadway (Credit sheet) to follow and manage.

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- That there are a lot of responsibilities.
- Apart from a few fights on campus, it is quiet and safe.
- The way the teachers handle students, they do not really handle the situation correctly.
- Did not feel supported at Vanden High School and that is why I ended up at the Travis Education Center. Pretty much on my own.
- Career fair was brought our school.

4. What characteristics should the new superintendent have to be successful?

- Show grit for the job of superintendent.
- Visible and involved.
- Not just someone sitting at the district office.
- Be understanding, kind, listen to students.
- Be prepared for the job, there might be a lot of stress.
- Be present at larger schools because there are more students.

Name of Stakeholder Group: Golden West Middle School Students

Number of Students: 44

1. Tell us the good things about your community:

- I've moved a lot and our community is really welcoming.
- Friendly community and talkative community.
- Lived on base - go around the base and visit the parks.
- I walk to the Walgreens in my community – my mom feels that it is safe for me to walk by myself. Helpful community members.
- At the park- Fridays- always have sporting activities for the community.
- A lot of activities for kids, with a lot of events for them. Baseball field is always filled, skating park, etc. Centered around children.
- Magnolia park- Santa in the community.
- My neighbors have signs in their home- decorating for all holidays. They support organizations and business in the community.
- Very peaceful in most communities- it is rare for something bad to happen.
- Welcoming and safe environment- decorating for all holidays.
- Extremely diverse.

2. Tell us the good things about your school district:

- The Mustang mentor program – gives them friends from the beginning.
- Overall, the entire leadership team- we plan all events. Not having to always rely on adults, but students rely on each other.
- A lot of activities thanks to leadership.
- Two types of people on campus – students that are involved or that like to fight. Thanks to the activities on campus, a lot of bad behavior has stopped.
- A program called WEB- introduces 7th graders into the school.
- People at the school are very kind and accepting. Even the difficult kids are still kind.
- Teachers and adults are always there for you.
- Mr. John is one of the nicest people you could know. The teachers get along very well.
- Leadership teachers are very connected- huge community.
- The teachers are very helpful. Some come off as strict, but they want to help you do better.
- This community helped me grow as a person. I was shy, but not anymore, thanks to leadership.
- Leadership is a huge community. All relate to each other.

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- A lot of kids have an attitude.
- Lots of kids want to start stuff.
- Vaping and drinking in middle school and 6th grade is a problem.
- Dress code is a big issue.

- There are many tripping hazards on campus.
- The bathrooms are disgusting.
- Always smells so bad next to the girls' locker room.
- The quality of food is not good. We have seen mold on pizza and hot dog.
- More money for sports is needed.
- Vaping and cutting are an issue.
- Fix the cracks in the sidewalks.
- More lunch options.

4. What characteristics should the new superintendent have to be successful?

- Be open-minded.
- Integrity and reliability
- Funny but professional
- Ability to relate to students and understand why they are struggling.
- Take action on problems and not just avoid them.
- Come around campus to know what is going on.
- Approachable.
- Listen and understand.
- Sports teams for both guys and girls. Some could be together.
- Check in with students. Once a month check ins.
- Instead of just visiting and watching. Ask questions and see what is actually happening.
- Interact with student.
- Be involved in the community and schools.

Name of Stakeholder Group: Certificated Staff

1. Tell us the good things about your community:

- Large population of military families, students go through various transitions and understanding the supports needed for our military families, and having access to resources.

2. Tell us the good things about your school district:

- Vision: Strong Positive Behavior Intervention, Supports (PBIS), building on Social Emotional Learning (SEL) and continued Multi-Tiered Systems of Support (MTSS), in our district.
- Facilities
- Prioritizing Special Education and English Language Learners with inclusive practices and remembering that all of our TUSD students are general education students.
- There's great staff and students.

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- After-school care is desperately needed.

4. What characteristics should the new superintendent have to be successful?

- Excited about district accomplishments and share with community.
- Vision: Strong PBIS Positive Behavior Intervention, Supports, Building on SEL Social Emotional Learning and continued MTSS, Multi-Tiered Systems of Support in our district.
- K-12 Experience at site level
- District Office Experience
- Qualities, experience in education and secondary, well-rounded experience.
- Post Covid challenges, vision around, moving forward after Covid, support, alternative schools, Heart for alternative education and continue to support current effort.
- Travis unified is a diverse district with African American Latino and Filipino families, dish, proportionality, discipline, continue to work on equity.
- Serve three separate cities.
- Partnership with community.
- TUSD is an inclusive district.
- Partnership that are regional, local districts and regional programming, students need to be a priority,
- continue program, such as PBIS culturally, responsive instruction ,
- there is a need for before and after care.
- Willing to go above and beyond outside hours to serve students.
- There has been a lack of follow-through with discipline and special education.

- Teacher burnout.
- The situation can be improved.
- The person should be experienced and passionate to find problems and to seek help even if have to visit local districts.
- Continue to be excited about math coaching, PBIS, MTS, strengths of SEL and programs to support students.
- Continue with the mini initiatives.
- Grade level reorganization.
- Keep positive momentum.
- Experience in bond work.
- Work to remove the state and county systems of support. TSS SEL, and academic achievement.
- Difficult budget decisions ahead.
- Reach across the aisle to solve problems with labor partners.
- The educational leaders need professional development to continue their professional growth. Leaders should have a proven track record.
- There are so many possibilities for TUUSD.
- Someone who understands local and state requirements, complex network.
- Build relationships. Work together to solve problems.
- Look at current opportunities and future challenges.
- The superintendent should have a vision.
- Use innovation and financial means to realize the vision.
- Open preschool general education classes.
- Upper management leadership.
- Oversee multiple sites.
- USD is very proud of its graduation rate and high school programs.
- The community is supportive and continues those partnerships.
- Be excited about the district.
- Qualities candidate to have primary and secondary experience.
- Large population of military families, students go through various transitions and understanding the supports needed for our military families, and having access to resources.
- Prioritizing Special Education and English Language Learners with inclusive practices and remembering that all of our TUSD students are general education students.

Name of Stakeholder Group: Classified Staff

1. Tell us the good things about your community:

- Diverse Community
- Parent Participation- folks are involved in our schools.
- Affiliated with the Air Force
- Relationship between district and base is important.

2. Tell us the good things about your school district:

- Diverse community
- Historically high performing school
- Committed teachers and staff

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Disproportionality
- Equity
- Budget Shortfalls

4. What characteristics should the new superintendent have to be successful?

- Instructional Experience
- Strong Communicator (listener)
- Bridge Builder
- Focus on equity
- Vision and plan to implement
- Forward thinking
- Innovative
- Accountability
- Effective communicator
- Visibility
- Strong financial background
- Strategic planner
- Strong people skills
- Motivator
- To have a vision
- Fresh set of eyes
- March 18, 2024, 3 PM classified staff to schools on Travis Air Force Base interactions with base must stay consistent. High mobility. Travis elementary has a partnership with the federal government to share the cost of building a new school. Good working relationship with unions. Visionary. Relatively new board. Strong PR skills. Problem solver. Works well under pressure. Lead the group but work well with the cabinet. One time money was well utilized. Expiring ESSER funds. Cuts needed in the future. Funding challenges. Experienced superintendent. Declining enrollment. Bond list health, safety.

Technology, infrastructure, Wi-Fi, TK – 12 technology. Classes are pretty full, new housing. Clear safety plans. Communication with staff and parents.

- I think the new superintendent needs to be in tune with the needs at the individual schools and needs to be visible to staff, parents and students.
- I think it would be prudent to have a superintendent that is strong with strategic planning due to having older facilities that are in various states of needing repair.
- Relationship builder.
- Someone with experience laying out safety plans and implementing procedures that are clear not only for the staff but for the parents also.
- After the 'swatting' incident at VHS this year there were several unhappy staff members and parents with the lack of cohesive action.
- March 14, 2024, parent. Facebook group about Travis unified school district. Robotics, teacher, passion, should be a priority, strong curriculum. Extracurricular, amazing. Strong PTA. Arts theater. Teacher volunteer work. Improve safety security fence. Unlock doors. Lack of concern for safety. Communication, updates, minimal response, no town halls, when there's racism admit it.

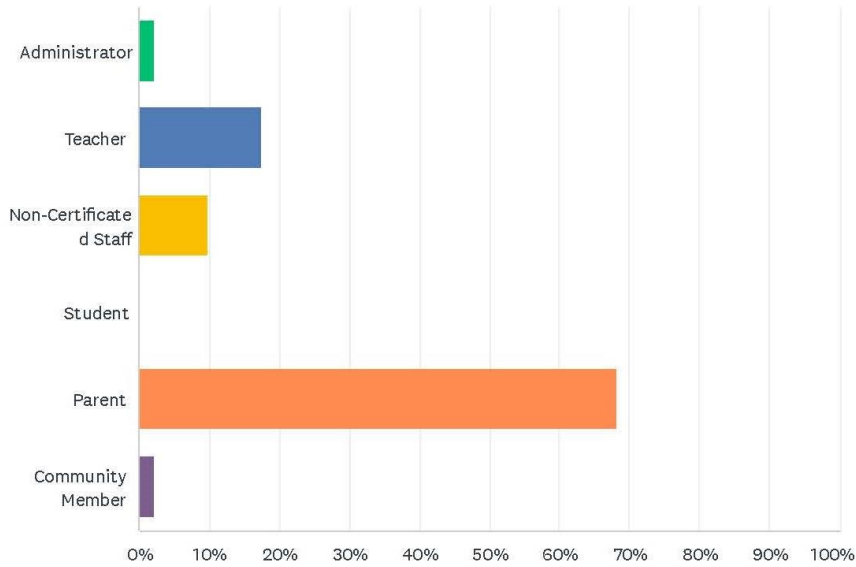
*Survey Monkey Results for the Travis Unified School District
April 2024*

*(NOTE—these responses have not been edited,
they are printed as entered by the stakeholders)*

91 responses

Please indicate the stakeholder group you represent:

Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	2.20%	2
Teacher	17.58%	16
Non-Certificated Staff	9.89%	9
Student	0.00%	0
Parent	68.13%	62
Community Member	2.20%	2
TOTAL		91

Q1 Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

Good Travis Air Force feel community members area lots part mix parents come
support place diverse friendly students help school close
families community diverse community outside
military kids district school district great dedicated many Fairfield
people live safe events working Travis AFB S Air Force Base base Family oriented

Q2 Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

Many Golden West parents ability experience PTA need community feel base principals
love great safe district run staff long students trying
schools site teachers support good Travis care
education children academic great teachers well Excellent focus dedicated
learn year Great communication lots

Q3 What issues should the superintendent be aware of as he/she comes into the district?
(This information is shared with the final candidates.)

take school board people feel safe bullying school big issue current superintendent full
comes population lot given TUSD N campuses computers addressed hiring going
principals community use One classrooms things concern Will funding way program
work busses feel older teachers paid issues administration kids
know district facilities students safe need see
school Also staff help parents sites children elementary
better deal superintendent allowing S much support impact safety built
high school meetings consequences communication Many struggling time taught
want action thinks certain behavior keeps lack us Vanden district office middle school
drug use Well handles

Q4 What skills, qualities or characteristics should the new superintendent possess to be
successful here? (This information is used as we screen potential candidates.)

safety new superintendent needs love good listener students staff willing work teaching us
environment TUSD take communication new superintendent positive Program
concern new campuses ability full care decisions community much listen
transparent make stakeholders someone present will administration
understand knowledge children including parents job
school strong need things students One staff put
teachers people district able work high education feel
better time Experience think superintendent show support know also
ideas changes hearing Someone will administrators going hiring value
current superintendent Safe Honesty transparency lead person needs actually high school want S

Q1 Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

Answered: 80 Skipped: 11

#	RESPONSES	DATE
1	TUSD has a strong history of academic excellence and as a desired district of choice. We are a unique community that crosses 3 zip codes that have unique qualities and characteristics. TUSD is like a micro world. We have the honor of working with families from all over the world.	4/5/2024 12:01 AM
2	We are a military oriented community.	4/3/2024 2:27 PM
3	We are a small district where many people know each other because they have been working here for decades. Relationships are very important! We have many parents that have not been happy about how things have been run in the past. I am praying our new superintendent can improve the relationship with parents & staff. Our community loves to be heard, loves to celebrate their students, & loves to hear the great things happening in our schools!	4/1/2024 12:33 PM
4	The diversity of our community is what makes this area such an amazing place to work.	3/30/2024 4:09 PM
5	The diversity is incredible. We have a rich variety of cultures, languages and religions. We have hard working families who place incredible trust into our public schools.	3/30/2024 4:02 PM
6	Passionate parents who care about their children's school. Dedicated educators. Strong military connection.	3/28/2024 8:13 PM
7	The military community is unique and has challenges that the typical school district does not. I feel like [REDACTED] didn't fully embrace our military community. You should hire someone to come in and start fresh - someone who has experience in dealing with a military community as a majority of the children are military families affiliated with Travis Air Force Base. PLEASE do not hire someone from within. Travis USD used to be the district of choice, but under the guidance of [REDACTED] many chose to leave the district. We need to make it the district of choice again.	3/28/2024 11:03 AM
8	It is near Travis Air Force Base and a safer area of Fairfield.	3/28/2024 1:14 AM
9	We're family oriented, close knit groups, involved parents and community members within the district.	3/28/2024 12:12 AM
10	The military community is a diverse and unique mix of families from all over the country.	3/27/2024 7:17 PM
11	Community is great!	3/27/2024 5:36 PM
12	I live in Vacaville so I can only speak from this point of view, but Vacaville is very family-friendly with many recreational areas for family fun. It has a small-town feel, but has grown considerably and is still growing to some dismay. It has been a great place to raise a family.	3/27/2024 4:07 PM
13	We enjoy being outside with neighbors but also being near friends.	3/27/2024 2:06 PM
14	We have amazing people who care about improving our schools and community. They have volunteered their personal time, money and resources to try to provide fun activities, support, and more to others. I am blown away by the amount of people who offer their time and money to help others.	3/27/2024 1:13 PM
15	The military community is safe and small compared to off-base. It's nice that most of the students live on base where they can easily and safely meet after school.	3/27/2024 1:12 PM
16	Families are safe outside.	3/27/2024 1:00 PM
17	We have a lot of parks and places for families to be outside.	3/27/2024 11:32 AM
18	We are supporters of the military. We are a diverse community.	3/27/2024 10:29 AM
19	This is the place to be, example "California Forever" wants to be here...it's in demand.	3/27/2024 9:33 AM

Stakeholder Input Form--Travis Unified School District, CA

SurveyMonkey

20	We are a family. Foxboro families stick together.	3/27/2024 9:26 AM
21	It may not always seem like it but the community is diverse.	3/27/2024 9:14 AM
22	A mixture of backgrounds and ethnicities!	3/27/2024 12:23 AM
23	RECRUIT from outside the TUSD.	3/27/2024 12:11 AM
24	The community encompasses a great deal of difference in opinions. Negativities and positive outlooks. Each family feels as if they have a voice to promote the establishment of an entire district change. Facebooks ok is not the right platform. Probably need someone who can navigate this difficulty.	3/26/2024 10:10 PM
25	Travis is a diverse school district and have willing families wanting to help in ways they can.	3/26/2024 10:05 PM
26	Good neighborhood for kids	3/26/2024 8:42 PM
27	This community is quite diverse and for the most part, a rather polite, open, and welcoming area to live in.	3/26/2024 8:38 PM
28	Good bus system.	3/26/2024 8:25 PM
29	Excellent area	3/26/2024 8:17 PM
30	Vacaville is a family town and holds many community events. We also have a deep connection to Travis AFB so patriotism is close to our hearts. Neighbors look out for each other here and there are lots of youth programs but also great eateries and city events as well as wonderful produce and farmers markets/stalls.	3/26/2024 8:03 PM
31	It's beautiful!	3/26/2024 7:34 PM
32	Our community is diverse. Our community has veteran and nonveteran staff who are dedicated to student learning. Our community is focused on ensuring equitable access to the curriculum and proportionate discipline. Our community has a mix of military and non military families that we respect and support. Our community includes educators with a growth mindset seeking to provide our students an innovative curriculum designed to prepare them for their future in a technology based work environment. Our community includes life long learning educators. Our community supports our students in and outside the school with SEL needs supports to be successful in school.	3/26/2024 7:30 PM
33	Mostly tight community that wants to do right for our kids.	3/26/2024 7:25 PM
34	We have lots of involved parents, value in the family unit and spending time together, importance of building relationships, lots of family friendly events and activities, and a pride in taking care of our schools.	3/26/2024 7:21 PM
35	Family oriented. Clean. We are week informed about things in the community. Churches are involved in the community. Businesses are friendly	3/26/2024 7:11 PM
36	TUSD if very focused on the overall academia side of the education system.	3/26/2024 6:57 PM
37	Family oriented, involved community members.	3/26/2024 6:54 PM
38	The best things about our community is the feeling of it being family-oriented with a sense of connectedness while being diverse, and the safety and security provided by our police & fire departments.	3/26/2024 6:32 PM
39	Very communicative and helpful	3/26/2024 6:32 PM
40	The location is a beautiful place about an hour drive to San Francisco and the other direction to Sacramento. Napa is a shorter drive. Travis Air Force Base draws on military personnel from around the country who have traveled around the world and are service oriented. Many family centered people are part of the community.	3/26/2024 6:20 PM
41	We are out of district transfers due to proximity to Travis AFB and this community isn't supportive.	3/26/2024 6:14 PM
42	My community loves to work together to help one another.	3/26/2024 6:08 PM
43	Hmm tough one these days	3/26/2024 5:40 PM
44	Our community is diverse and welcoming. We have a legacy of supporting our military and	3/26/2024 5:36 PM

appreciating our educators. Travis Unified is a district where people come to work and live for a lifetime. It is a destination district.

45	Good things about my community is the sense of urgency to protect the kids. It seems every parent has the same goal of keeping the children as safe as we possibly can. We all may not see eye to eye on the path to get to that goal but the end goal is the same it seems.	3/26/2024 5:34 PM
46	It is a wonderfully diverse community	3/26/2024 5:32 PM
47	We have a very close community and wants the best for our students.	3/26/2024 5:31 PM
48	Our community is a wonderful mixture of veterans, active military, tech, and blue collar workers.	3/26/2024 5:31 PM
49	The Travis Unified School District community is a wonderful community filled with families from both the military and local area.	3/26/2024 5:26 PM
50	positive parent involment, great teachers, admin etc	3/26/2024 5:26 PM
51	Location: Near SanFrancisco/Bay Area, Wine Country, and close to State Capitol Resources: Variety of shopping and restaurants, parks, some bike/walking paths Events: Vacaville Performing Arts Center, Andrews Park, Journey Theatre, FF Downtown Theatre, etc. Schools: many school districts	3/26/2024 5:20 PM
52	We have a community that shows up to support students/parents when the need arises. TUSD is far from the district it once was. [REDACTED] [REDACTED] has run our district into the ground. We need a superintendent who can move our community past all the disgrace brought upon us by the current administration.	3/26/2024 5:18 PM
53	Real people, trusting, low crime rate and Loving community that has been slighted by this school system for greed and personal or political gain.	3/26/2024 5:12 PM
54	Our community is kind, giving, encouraging and supportive. It's important as a community to have those qualities and to come together in difficult times and situations.	3/26/2024 5:12 PM
55	Many clean parks, spaced-out residences, quiet and peaceful for the most part	3/26/2024 5:11 PM
56	When push comes to shove, we show up.	3/26/2024 5:10 PM
57	Family oriented	3/26/2024 5:09 PM
58	Children have lots of like minded interests. Most parents are involved and supportive.	3/26/2024 5:09 PM
59	Close proximity to everything, safe, walking/bike friendly.	3/26/2024 5:06 PM
60	The school is warm and welcoming. We're all willing to learn and work together. We have a few very dedicated volunteers who are committed to the wellbeing of the students, the staff and teachers and all their families.	3/26/2024 5:04 PM
61	You have passionate parents who will fight for our students. [REDACTED] is great. So passionate and willing to fight for things that are fundamental right.	3/26/2024 5:03 PM
62	The students are great kids and the parents really try to be involved when they can. However, they can get overwhelming and antagonizing when they feel upset and attacked in any way.	3/26/2024 5:02 PM
63	Diversity is a plus, small close knit community	3/26/2024 5:02 PM
64	Our community truly is diverse in every way that a community can be diverse: beliefs, ideologies, professional and academic backgrounds, race, socioeconomic status and histories. Largely speaking, our community has the stakeholder's best interests at heart and support progressive policy.	3/26/2024 5:01 PM
65	Our community has a rural feel with easy access to the bay area and the central valley. Our community supports Travis AFB.	3/26/2024 5:01 PM
66	People are invested in creating positive neighborhoods and good schools.	3/26/2024 5:00 PM
67	It's diverse.	3/26/2024 5:00 PM
68	Our community likes to be inform of what's happening in our schools.	3/26/2024 5:00 PM
69	Tight knit community. Nice blend of Vacaville, Fairfield and the Base. The base provides a	3/26/2024 4:59 PM

	fresh perspective with new community members transferring in.	
70	TUSD is part Vacaville, part Fairfield and part Travis AFB. It's a positive mix of three communities.	3/26/2024 4:58 PM
71	The community appears to be friendly and clean. With a mixed culture and ethnicity.	3/26/2024 4:58 PM
72	Small-town feel. Safe.	3/26/2024 4:58 PM
73	Serve the military base. We are part of 3 communities.	3/26/2024 4:58 PM
74	We are a close knit community and help each other in times of need.	3/26/2024 4:57 PM
75	Diverse, family friendly.	3/26/2024 4:56 PM
76	Family oriented	3/26/2024 4:56 PM
77	It's safe, & secured, it's clean & friendly for all kids & families a wonderful environment to be in.	3/26/2024 4:55 PM
78	It's busy.	3/26/2024 4:54 PM
79	We have a wonderful, bright, intelligent, diverse group of youth up and coming	3/26/2024 4:54 PM
80	Great city and community	3/26/2024 4:53 PM

Q2 Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

Answered: 84 Skipped: 7

#	RESPONSES	DATE
1	Culturally and ethnically diverse, broad range of student skills, inclusive settings, and committed staff.	4/5/2024 12:01 AM
2	The good things to consider are the classified employees. The hard work, dedication and selflessness that they show our children day in and day out is truly unmatched.	4/3/2024 2:27 PM
3	Some schools in our district have great principals. Other schools need a new superintendent that is going to hold them accountable to do what is best for students. Many principals need a leader that can help them become better leaders. Our schools are filled with staff & students who have been trying their best for a long time but have been struggling in many areas. We have great staff & families. We are dedicated to making our schools better & need a great leader that can help us do that.	4/1/2024 12:33 PM
4	The majority of teachers are caring, competent, and do what's right for the students. They go above and beyond to make sure students feel they are welcomed, and have classroom management that speaks the same.	3/30/2024 4:09 PM
5	We have a good portion of veteran staff at many sites. We also have hired very qualified new teachers that bring fresh ideas and renewed energy for making a difference in students' lives.	3/30/2024 4:02 PM
6	My site is home to dedicated staff that show up daily for the good of the children. Things are running great at my site and we want to be able to continue how we are.	3/28/2024 8:13 PM
7	I would say for the most part, the teachers and support staff at the schools are top notch.	3/28/2024 11:03 AM
8	I noticed that our schools are safer than the other schools in Fairfield.	3/28/2024 1:14 AM
9	The teachers and certified staff employees in our district are phenomenal. Despite the things they have to put from upper administrators' demands, they always put the children first.	3/28/2024 12:12 AM
10	My only experience is with Travis Elementary, which has been a great experience so far.	3/27/2024 7:17 PM
11	I honestly don't have a ton of good things to say about the schools. The lack of security and safety is appalling and needs to be addressed ASAP! They currently have a makeshift chain-linked fence, that looks like it could fall down at anytime, for safety.	3/27/2024 5:36 PM
12	Both my children attended Travis USD schools from grade kindergarten all the way through to graduation in 12th grade (my last grad was 2016). From Foxboro Elementary to Golden West Middle School, and ending at Vanden High School. All were positive experiences with great teachers.	3/27/2024 4:07 PM
13	The schools are in a safe location.	3/27/2024 2:06 PM
14	The teachers are amazing. They absolutely love their students. I feel safe having my daughter in Travis schools. I know the teachers will do anything to protect her. I feel she is getting a great education despite extremely limited resources. I know she is getting the love from the staff that she needs to feel supported and happy.	3/27/2024 1:13 PM
15	I love the communication. Scandia's Friday newsletter and Sunday automated calls keep us up-to-date with everything going on. If something happens between those days, we usually get an email. Even if it's a concerning event that took place at the middle school off base. There's quality events for the students, the staff are warm and welcoming, and we genuinely feel like they have the best interests of our students at heart.	3/27/2024 1:12 PM
16	Structure, tolerance, exposure.	3/27/2024 1:00 PM
17	The elementary teachers are amazing! The sports programs are good. The teachers really try to stay on the kids to help them achieve academic success.	3/27/2024 11:48 AM

18	We have great teachers.	3/27/2024 11:32 AM
19	While I have not been in the district long enough to have a clear picture of all schools, I have been encouraged by the people I have met. My school, Travis Education Center, is vital to the success of students because it provides a place for them to earn credits, get caught up, and achieve their goals in an alternative, intentional, student-focused way.	3/27/2024 10:29 AM
20	Good low paid teachers but they care so much about the kids.	3/27/2024 9:33 AM
21	Foxboro has been a wonderful school. Anything above elementary school is horrible. Golden West is being run [REDACTED].	3/27/2024 9:26 AM
22	The school my child attends feels inclusive and caring.	3/27/2024 9:14 AM
23	Best education programs and teachers	3/27/2024 12:23 AM
24	Most of the teachers are amazing! But they are underpaid! They are teaching the future generations and are not given enough praise or salary to reflect this. Maybe if they received proper compensation all of them would be fantastic!	3/27/2024 12:11 AM
25	School is great. Students are provided free meals, bathrooms, safe environments and counseling. Teachers make time to give extra tutoring. Schools provide notifications in a timely manner and are able to adapt to situations. My daughter is afforded the opportunity to return the next year.	3/26/2024 10:10 PM
26	Our administration, teachers, and staff at Foxboro have been amazing. Golden West has great programs and interesting lessons that keep my student engaged and excited about school. The transportation is truly important to us, as it allows our students to feel like they are a part of the community and can participate in extra curricular activities. Without the activities bus that would not be possible.	3/26/2024 10:05 PM
27	Jr high & HS are horrible. Jr High has no control	3/26/2024 10:05 PM
28	Teachers and staff care about their students.	3/26/2024 10:00 PM
29	Cambridge has shown good communication towards parents and students	3/26/2024 8:42 PM
30	Teachers are exceptionally well educated and have high expectations of the students. The teachers are open and friendly with everyone. They go above and beyond to take care of their families.	3/26/2024 8:38 PM
31	Good coaches Responsive principals and teachers	3/26/2024 8:25 PM
32	Excellent service	3/26/2024 8:17 PM
33	We have incredible families, a thriving PTA and dedicated staff. Our schools have a strong STEM focus, a want for more arts with music being reinstated at elementary schools and a tradition of musical and athletic excellence at our secondary schools as well as academic excellence. We also have a lot of creative staff members and we like to focus on the whole child. Our staff is well-versed in growth mindset and PBIS. We have a diverse school population which adds to the experience and opportunity for growth, education and celebration within our school community.	3/26/2024 8:03 PM
34	We have educators that really give their students their all	3/26/2024 7:34 PM
35	Our schools have scholar athletes who continue to win championships year over year in the secondary school. Our schools believe in our students ability to learn. Our schools value preparing students to become long learners and global citizens. Our schools support military families - we are purple star schools. Our schools like participating in professional development that is practical. Our schools are focused on equity Our schools are focused on data informed decision making Our schools have veteran and non-veteran staff that are experts in their craft and believer in our students	3/26/2024 7:30 PM
36	Great communication between school and teacher with Travis Elementary School.	3/26/2024 7:25 PM
37	Great teachers who prioritize student success, supportive and positive environment, and lots of quality teamwork amongst staff.	3/26/2024 7:21 PM
38	Great communication. Love jumpstart. Love that we say the pledge of allegiance	3/26/2024 7:11 PM

39	The on base schools focus on student focus and ability at school, providing good opportunity for exercise to help stimulate growth and attention span.	3/26/2024 6:57 PM
40	Teachers and staff excellent (Cambridge). Do the best they can with district constraints, very committed and caring.	3/26/2024 6:54 PM
41	The best things about my child's school are the REGULAR COMMUNICATION of all updates including safety practices, school events, important dates, etc.. and the TECHNOLOGY to facilitate the communication and resources for the students and parents (Launchpad, Google Classroom, Aeries, ConnectEd, etc.) .	3/26/2024 6:32 PM
42	Very respectable and open with the parents	3/26/2024 6:32 PM
43	The schools have a reputation of having quality teachers and a small school community compared with larger school districts.	3/26/2024 6:20 PM
44	Vanden HS and [REDACTED] as a whole are lackluster, leaving a desire to transfer to our home district. [REDACTED].	3/26/2024 6:14 PM
45	One thing I love about my school this year is that, there is a diversity in staff which is very important to all nationalities.	3/26/2024 6:08 PM
46	There are some amazing teachers! And some crappy ones	3/26/2024 5:40 PM
47	High graduation rate, safe schools, talented staff, diverse population.	3/26/2024 5:36 PM
48	Travis elementary has been having great communication with parents this year. We are kept informed as much as possible which is an improvement.	3/26/2024 5:34 PM
49	There is a lot of room for growth. I would like to see some in the position to support that.	3/26/2024 5:32 PM
50	Mmm the good? I have worked in this district 30 years and I have never in all my days have seen such a disconnect between staff and students. A disconnect between admin and teachers. A disconnect between admin and students. Admin used to mingle with students during lunch now they hide in their offices.	3/26/2024 5:31 PM
51	Our school have active parents, excellent principals, caring teachers, amazing staff and lots of great students!	3/26/2024 5:31 PM
52	TUSD schools have great teachers who have years of experience and dedication. Our students are eager learners who deserve to have a safe place to learn.	3/26/2024 5:26 PM
53	* Our schools are build as Community/Neighbor schools. * We have a large diversity of students in our area. * The military-child's life and how it relates to our schools on Travis AFB. * There are great teachers and cohesive staff members throughout the district. * Many schools have quality PTA/PTO organizations.	3/26/2024 5:20 PM
54	The students. Our students have been able to persevere through all the issues TUSD does not address. Our facilities are disgraceful when compared to surrounding districts. TUSD misuses funds and are unable to get bond measures passed because the community doesn't trust district administration. There are many good teachers within the district; however they are bullied and disrespected by administrators- from district office staff and principals.	3/26/2024 5:18 PM
55	Travis used to be a very sought after district to attend, now all I hear is negative. As an employee it's almost embarrassing. The lack of follow through by admin and adults on campus only encourages students to misbehave because there are zero consequences.	3/26/2024 5:13 PM
56	I have no good things to say. For the past 12yrs and more to come with my children in that school system, only a few, very few teachers truly cared and considered each child they taught.	3/26/2024 5:12 PM
57	Vanden high school is a good school. My son is a freshman and so far, he's doing well. He has great grades, good friends and is on the JV baseball team. His school is caring, transparent and supportive.	3/26/2024 5:12 PM
58	Teachers can communicate thru aeries, active and involved PTA's	3/26/2024 5:11 PM
59	Teachers who are passionate while teaching in under resourced times.	3/26/2024 5:10 PM
60	The support from the non-certificated staff(campus monitors, councilor's, coach's, para's,	3/26/2024 5:09 PM

	janitors, office staff).	
61	Passionate and committed teaching staff and admin.	3/26/2024 5:09 PM
62	Close proximity to the base	3/26/2024 5:06 PM
63	The staff and teachers are excellent and dedicated to their students and families. They are some of the strongest and most vulnerable (as in compassionate while being real and realistic themselves) people I have ever met.	3/26/2024 5:04 PM
64	The teachers and support staff at the schools are mostly good. They care about our students.	3/26/2024 5:03 PM
65	The teachers try their best in the classroom. The school is run to the best of the admin's ability.	3/26/2024 5:02 PM
66	Great students with a desire to learn	3/26/2024 5:02 PM
67	I can only speak for my school, but my site has high student participation in a variety of extra-curriculars and provides avenues for students to explore a variety of interests. Diversity and progressive pedagogy are supported and celebrated in most classrooms. Teachers have a lot of freedom to try new things and modify curriculum to best serve their students.	3/26/2024 5:01 PM
68	Our schools have better than average attendance. Students benefit by parent involvement. Being a small district, students receive more teacher interaction.	3/26/2024 5:01 PM
69	Teachers are highly qualified and have a great deal of experience. Students are motivated to learn and do well. Parents are supportive of the schools.	3/26/2024 5:00 PM
70	They have lower student to teacher ratios than other neighboring schools. Some faculty, administrators and district staff are invested and great listeners dedicated to improving service, instruction, and facilities.	3/26/2024 5:00 PM
71	Responds to issues in a timely manner.	3/26/2024 5:00 PM
72	Dedicated teachers. Strong academics. Excellent Academic Decathlon, JROTC, Robotics, Athletics and Band Program.	3/26/2024 4:59 PM
73	Relatively safe - on base	3/26/2024 4:59 PM
74	Strong military and retired military families. And the potential as a smaller district to provide better for students.	3/26/2024 4:58 PM
75	I'm familiar with Foxboro Elementary, The staff is wonderful! They allow parent volunteers. Between administrators and PTA, there are a lot of fun activities during school and after. I feel the kids are safe and cared about.	3/26/2024 4:58 PM
76	Excellent teachers. PTA is very involved.	3/26/2024 4:58 PM
77	Students and Staff	3/26/2024 4:58 PM
78	The community is genuinely trying to help the children in the district. We care about all the children that goes to our schools.	3/26/2024 4:57 PM
79	Lots of great teachers who seem to genuinely care about whether or not students do well and go out of their way to ensure their students succeed.	3/26/2024 4:56 PM
80	They can be as good as they USED to be with the right leadership.	3/26/2024 4:56 PM
81	Great teachers, good education, lots of friendly faces.	3/26/2024 4:55 PM
82	High IEP/504 amount of students, elementary ONLY does great to address needs.	3/26/2024 4:54 PM
83	We have some dedicated teachers that are willing to teach for a very little pay in hopes of solidifying this community future for our youth	3/26/2024 4:54 PM
84	Great teachers and schools, some schools do need upgrades	3/26/2024 4:53 PM

Q3 What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

Answered: 90 Skipped: 1

#	RESPONSES	DATE
1	TUSD is the only district in the county that does not have a regular preschool program. This will need to become a priority because universal TK is the opener for universal PK. While diversity is a strength, there is still a large group of staff and community members who believe TUSD should suspend more and move students with disabilities away from their home schools and even the district if they have behaviors or require more services.	4/5/2024 12:01 AM
2	The superintendent should be made aware of how this district does not follow proper procedures, rules and regulations. That this district has a long record of allowing personnel that have not been vetted and cleared through the proper channels to be around our children/students as part of staff/faculty. Furthermore, this superintendent should be made aware of the district's failure to report. The fact that this district has no means of an appeal process. In terms of accidents or injuries there is no appropriate process and or timeline in reporting. The amount of students that do not reside within the community however are allowed to attend our already overcrowded schools. How projects are approved. The budget and how funding is inappropriately allocated and spent. The transportation issue. How military parents of special needs children are bullied into not providing services and or limiting services that are very much necessary and required in order for their children to thrive as already well documented by pediatricians/specialists. The curriculum needs to be reevaluated as there are questionable courses that should not be part of the curriculum.	4/3/2024 2:27 PM
3	Many people have been upset with our [REDACTED] about how she handles hot topics. There needs to be a way to communicate clearly with parents & handle tough issues in such a way that the majority of families feel like their students are being taken care of & safe. Sexual abuse, safety, & threats have been concerns in the past.	4/1/2024 12:33 PM
4	A small group of parents, many with their own agendas, get the community fired up on social media with their version of the facts. We need someone who can mitigate it/them before it becomes such a big issue. We need someone who is going to place students' needs ahead of their own.	3/30/2024 4:09 PM
5	The district encompasses three distinct neighborhoods (Travis AFB, Fairfield and Vacaville) but it is still a very small district. In the early 2000's Travis had a fantastic reputation for academic excellence but that has been eroding over time. Impacted schools and classrooms, program cuts, no cohesive plan for repairing aging facilities and/or building new facilities despite huge developments of homes within district boundaries. School site staff are disconnected from district office staff. We used to have a beginning of the year kick-off meeting with every employee in attendance so we could see and know DO employees and also get a chance to hear the district vision, celebrate successes from the prior year. That hasn't happened in 5+ years. School staff need more hands-on support and direction from district personnel, specifically SPED. TOSA positions may need to be re-evaluated. They may not be the most effective use of teacher skills, particularly if each site has adequate administration (principal & vp).	3/30/2024 4:02 PM
6	There appears to be a lot of distrust between parents and the district. There is a relationship there that needs to be repaired.	3/28/2024 8:13 PM
7	Better communication and safety are current issues in our district. The [REDACTED] could have done a better job at communication. Lots of statements after the fact - very reactionary and not proactive. Safety is a big issue for the schools that lie outside of the base and minimal has been done to address those concerns. We need to work with the city of Fairfield to get Markley Lane built out as another street going into/out of the neighborhood. We lack adequate fencing, locked doors, window treatments at a lot of our schools. [REDACTED] Lastly, finances are a big concern. The [REDACTED] was QUICK to approve raises for herself and the district	3/28/2024 11:03 AM

office administrators and left classified staff without a raise for 7 months. Also there seems to be lots of expenditures that don't seem necessary (hiring of a security consulting firm even though school have already specified what they need to improve safety, the hiring of a dog company that sniffs for things, but is very limited in scope and very expensive). Also, the new superintendent should take a close look at the SPED department especially those who work at the district office.

8	She should be aware that the parents want transparency from the school district when it comes to bullying, school safety.	3/28/2024 1:14 AM
9	There's alot of clean up work to be done. There's alot of trust to be earned back from the community. There's alot of room to improve our schools and our next superintendent HAS to be committed to being INVOLVED with not only the school community but its partners and stakeholders. We want someone who is local that knows our struggles as a community and will share in the triumphs of our accomplishments and the sorrows of our defeats. The next superintendent needs to be invested in our community and our children.	3/28/2024 12:12 AM
10	Military children are typically very flexible and resilient, but the military lifestyle is not without its challenges. Deployments, frequent moves, and being without extended family can sometimes be very difficult for students as well as parents. Some kids don't have the emotional support they need at home.	3/27/2024 7:17 PM
11	Safety! Also the lack of extra curricular things to do. Absolutely Zero field trips/fun things for the kids to do! Parents are unable to raise money to help send kids on field trips!	3/27/2024 5:36 PM
12	Travis USD used to be the district everyone wanted their kids to attend in, but that has changed. We need someone who will do the work to get it back to the best district around.	3/27/2024 4:07 PM
13	There are computer labs that are not even utilized at Scandia. Art is being taught in computer labs. Would enjoy more art, hands on science, computers and even language exposure.	3/27/2024 2:06 PM
14	We have toxic leadership in our administration. It is causing a lot of teachers/staff turnover. Every year we have multiple teachers leave to go to neighboring districts. With a teacher shortage, we cannot risk losing so many teachers. We are one of the highest paid districts in the area, and yet we have teachers fleeing. Please look into the administration and be willing to possibly move or let go of toxic admin at sites.	3/27/2024 1:13 PM
15	N/A	3/27/2024 1:12 PM
16	Equity and systemic bias are real issues that need to be addressed aggressively.	3/27/2024 1:00 PM
17	Kids not feeling safe to do basic things like going to the bathroom. Drugs being used on middle school campuses. Peer pressure to smoke and take drugs. Teachers are underpaid. Teachers need training to help effectively communicate with this new generation of kids. The food served to the kids is terrible, staff even thinks it's not good.	3/27/2024 11:48 AM
18	There is no discipline for misbehaved kids. I am very disappointed to see that kids can get away with anything and have no consequences.	3/27/2024 11:32 AM
19	Seek out experts to get direction before taking action. It does not help to re-invent the wheel if you don't know the car. Additionally, our neighborhoods are growing (i.e. One Lake and the new housing development right down the street). However, we do not have any space to grow our schools. I worry that with potential budget cuts the solution will be to heap more responsibilities onto an already overworked staff.	3/27/2024 10:29 AM
20	Teacher's pay...why is upper management getting paid well while teachers still get paid pennies! This includes the superintendent pay which it way too much.	3/27/2024 9:33 AM
21	There is no funding or allocation of funds given to schools to allow for educational field trips.	3/27/2024 9:26 AM
22	I worry about how kids are being treated. I think right now my child's age and the school they're attending doesn't have much issue but as kids get older, other issues could arise like bullying, peer pressure. One issue I do see right now is the lack of more extra curricular activities like STEAM, art, field trips, etc.	3/27/2024 9:14 AM
23	Be aware of bullying and making sure the children are safe	3/27/2024 12:23 AM
24	The theft, and fights at the middle school and high school are getting out of hand! I've seen 3 videos of 3 different fights amongst students from either my kids or their friends. If it's more security that's needed, then DO it, HIRE THEM! If it's more police presence then get them.	3/27/2024 12:11 AM

Our students need to feel safe and with the fights that seem to occur almost daily now they DONT! The drugs in the schools are abundant! The middle school has students distributing to other students. Some of the schools have teachers that should not be teaching children! Rude to students, talk down to them, and disrespectful. They are just there collecting a paycheck and should have retired a long time ago. The districts policies might need a sever overhaul for certain topics. Say like the incident that was at the elementary, middle and High school a few months ago with the possible active shooter? Why were all students not locked down, why were busses still rolling in with more students, why were parents coming onto to campus, why was information not passed to parents? That's just the biggest one of late, but there are quite a few policies that need to be looked into and fixed.

25	Unhappy people and complaining. You are never gonna win.	3/26/2024 10:10 PM
26	Students are happy and there are a handful of people in the community that will never be satisfied. Teachers and staff really care about students. There needs to be diversity training to help school staff deal with the diverse student and parent population they serve.	3/26/2024 10:05 PM
27	The [REDACTED] did not support the staff	3/26/2024 10:05 PM
28	A lot of bullying in school with no real consequences. Fights between students are becoming more frequent because the students involved know that minimal consequences will be given. Not enough staffing (low pay) which lead to burn out. Not enough staff equals not enough people to help the kids.	3/26/2024 10:00 PM
29	There should be more effective consequences for kids who are repeatedly not following school rules, fights, bullying, etc	3/26/2024 9:35 PM
30	Need to consider opening another middle school. High school has limited AP options	3/26/2024 8:42 PM
31	The superintendent needs to come down hard on students and naughty behaviors. The district and the superintendent need to be very clear on what the Ed laws are and not what they imagine them to be!	3/26/2024 8:38 PM
32	They should be made aware of issues pertaining to vaping and bullying at the schools.	3/26/2024 8:35 PM
33	Please get rid of woke stuff. Focus on academics and activities.Kids needs buses for all away games.	3/26/2024 8:25 PM
34	No issues	3/26/2024 8:17 PM
35	As with most schools post-pandemic, we are struggling with handling student behavior in a way that keeps our schools safe and keeps academics as our primary focus. We also have a population of parents who are very vocal (although not the majority) who have been quite dissatisfied for a while and have big demands. Our students and staff are hard-working and talented but would appreciate strong leadership and shared vision from an incoming superintendent.	3/26/2024 8:03 PM
36	Over crowding! There are too many kids!	3/26/2024 7:34 PM
37	Continue focus on equity and inclusion Continue support for PBIS implementation Continue focus on Tier 2 program development Continue focus on fiscal responsibility Continue focus on support for students, staff and the administrative teams Continue focus on meaningful professional development Continue focus on hiring and staffing Continue focus on math, ELA, and Science curriculum Continue focus on special education and EL Learner needs	3/26/2024 7:30 PM
38	N/A	3/26/2024 7:25 PM
39	Discipline problems. Every school site has several discipline problems and it desperately needs to be addressed. Students are not receiving negative consequences which is sending the message that they can do whatever they want. The behavior and disrespect being displayed at the elementary level goes unaddressed and only gets worse at the middle and high school level. The other major problem is the schools need a lot of work and maintenance. The schools need to be painted, updated, and remodeled. The bathrooms are disgusting and they are falling apart. This needs to be prioritized.	3/26/2024 7:21 PM
40	N/A	3/26/2024 7:11 PM
41	TUSD needs reinforce its policy for student discipline. We have seen an increase in student to student sexual harassment and assault and yet the perpetrators aren't dealt with because	3/26/2024 6:57 PM

they're considered a child. We need leadership and authority to make TUSD safe for students. The student to teacher ration is overwhelming. These teachers are struggling.

42	Hearing of history/instances of various discrimination issues and rampant fights at middle and high school levels are causing hesitation to want to remain in district past elementary. No real district effort to integrate or connect students prior to throwing all kids into one location at middle school. Over full schools at some of elementary straining staff, exacerbating behavior issues when present, negatively affecting other students - despite some of the elementary schools being under capacity.	3/26/2024 6:54 PM
43	Overcrowding Underpaid staff Promised new schools never built	3/26/2024 6:45 PM
44	Anything that pertains to the physical and psychological health and safety for the students, as it relates to their positive development. Also, ensuring the academic excellence and success of our students by keeping up to date with the most recent teaching methods and subjects.	3/26/2024 6:32 PM
45	Certain kinds are very mean and treat other kids with little to no respect	3/26/2024 6:32 PM
46	Traffic and dilapidated buildings are big issues in this district. Vanden High school and other schools on the same road have a major traffic jam everyday, surrounding the lack of city roads leading to that area. The road that causes the most trouble is Markley Lane which has not gained approval to be built by the city of Fairfield. Also, students do not have personal tablets or computers. Most classes share computers or have no access to computers whatsoever when nearby school districts are one computer to each student.	3/26/2024 6:20 PM
47	Travis Unified School District needs work! Nothing has been addressed in the 6 years that my kids have been in this district. The [REDACTED] and the rules only apply to the few.	3/26/2024 6:14 PM
48	Please be aware that the schools need more funding and or help for structured programs "that really work" for students that are falling behind academically.	3/26/2024 6:08 PM
49	Drugs, bullying. Special education needs more attention	3/26/2024 5:40 PM
50	Social media has a SIGNIFICANT negative impact on our students' mental health and overall wellness; it's also heavily used by certain parent groups to bully school staff and impact our school board in negative ways. Our school board struggles with decorum and protocol, and often engages in ways that promote poor behaviors from those who attend our board meetings. The new superintendent will inherit a Board that thinks that transparency means that the district hashes out issues in public that should be addressed privately, and also reacts emotionally without knowing all the facts. The new superintendent should expect that some Board members will want information in real time, before the dust settles, and while matters are still under investigation. The new superintendent should expect to be micromanaged by some members of the Board.	3/26/2024 5:36 PM
51	The fighting and the bullying on school grounds needs to be addressed. The schools need to have better spending habits and fix playgrounds and school black tops (Travis elementary).	3/26/2024 5:34 PM
52	Safety on campus. All campuses need fences.	3/26/2024 5:32 PM
53	We need a superintendent that comes to work everyday. One that meets with an unhappy parent or staff. One that listens to our certain and doesn't sugar coat the answer. We need a superintendent that tells the school board the truth when asked a question and doesn't avoid answering the question.	3/26/2024 5:31 PM
54	There is a lack of discipline when it comes to racist behavior. There are very few consequences for said behavior. There is mishandling of funds on the district level. There is also mistrust and anger from residents in Goldridge Community who pain thousands and thousand of dollars and were lied to about a school campus in their community.	3/26/2024 5:31 PM
55	The new superintendent needs to be aware of the issues that our school district faces including violence, drug use, bullying, continued educational impacts from COVID and overcrowding in the classrooms and on the campuses.	3/26/2024 5:26 PM
56	academic concerns, race issues,	3/26/2024 5:26 PM
57	* A higher level of communication is needed between admin. positions in our district. * Our music program is a disaster and needs attention to be effective. * Enrichment programs (which help our students' brains develop) are not being supported	3/26/2024 5:20 PM

58



3/26/2024 5:18 PM

59

The poor handling of serious situations, example drugs on campus and supposedly not calling 911, people in the office (they are the ones close to admin so they provide people on social media with details of "incidents" , the ridiculous way the lockdown was handled on golden west campus allowing busses full of students to be dropped off when on lockdown, leaving special needs sitting on a bus for over 30 mins in the direct line of site of Vanden where the situation was taking place. Had this been an active shooter those children would have been left in harms way. The PBIS tier system is an absolute joke and needs to be terminated!! Rewarding students with candy and a bag of chips instead of consequences for their actions is completely unacceptable! Spending \$25k to a third party to give an assessment of the dangers of the campus is absurd, why not reach out and partner with your local sheriff's office or police dept, use the money in a positive and not wasteful way. Same thing as the k9 dog that comes to campus and gives hugs for \$10k, another 3rd party company that can't do a thing. Ask your police dept or sheriffs dept for their k9 resources and actually have consequences when they do find drugs on campus.

3/26/2024 5:13 PM

60

I have no good things to say. It is run by greedy, power hungry individuals. The [REDACTED] [REDACTED] is the reason for the failings of this school system. Too many principals trying to hide the bullying, inconsiderate of the children meeting closure for kids who have died from accident or suicide -those kids deserve to be noticed and celebrated by the school. Our [REDACTED] are too worried about appearance of nothing wrong or ensuring their tenure looks good to the school board in hopes of raises or promotion. Truly dishonorable by any adult guiding, teaching and prepping children for life ahead of them. Most teaching staff, and principals and superintendents have been very haughty, arrogant when kids reach out for extra help in the classroom. Instead of blaming the kid for not listening, they need to calm themselves and take the time to sit down and find a way to teach the kids a way they individually or in group can learn what they are being taught.

3/26/2024 5:12 PM

61

In my opinion, there are a couple of issues that I have seen at Vanden high school that can and should be addressed. One being that there are way too many students who are vaping in the bathrooms during school hours and class. I have heard from my son that that is occurring. And sometimes he doesn't feel safe using the bathroom and/or is hesitant to, when he sees the students in there and he feels uncomfortable. I think that staff should be aware and check the restrooms more often than they currently are. And I think that students caught vaping or smoking should be reprimanded. Secondly, if any student athlete is caught cheating in school, they shouldn't be allowed to still play in school sports for a reasonable amount of time. Same goes for if a student athlete is suspended from school, they shouldn't be allowed to play sports at all. Consequences to their actions. I think the school is too lenient on their athletes when they are caught doing something wrong when the student should be held accountable for whatever action caused them to get into trouble.

3/26/2024 5:12 PM

62

Music classes needs more funding

3/26/2024 5:11 PM

63

Consequences are needed and necessary. Students feel entitled to push boundaries and challenge authority with vernacular and physical threats. Normally we teacher would teach pushing boundaries and challenging authority is a positive thing. Not like generation alpha has been doing.

3/26/2024 5:10 PM

64

More support at the middle school! Social development ,emotional development skills.

3/26/2024 5:09 PM

65

Lack of priority to crossing guards and security as well as traffic enforcement. Absent and sick policy is skewed since covid. Parents are penalized or getting nasty letters about keeping kids out when ill - school hides behind an interest in the child's education. Technology is advanced and should be utilized. Funding should be property delineated.

3/26/2024 5:09 PM

66

Students with IEPs in middle school NEED to be helped and addressed and not ignored.

3/26/2024 5:06 PM

67

The drug use, violence, threats, overall feeling of unease sending our kids to school. Kids here are incredibly mean compared to anywhere we've lived prior. There's a major lack of proper disciplinary action. Kids are scared to go to school. Parents are afraid to send their kids to school. It's insane. Ive never experienced a lack of concern more than here. Allocating money

3/26/2024 5:06 PM

to things that make no sense instead of listening to the things the parents AND STAFF have been asking for to better the district is crazy.

68	There is a lot of work to be done with the blacktop and other paving to reduce the incidents of students tripping and ending up in the nurses office. If a good leader could come and organize that, everyone would be very happy with that person. We also need no parking signs in the circle, because people know not to park there, but they do anyway probably because there are no signs.	3/26/2024 5:04 PM
69	Overpopulated, need a new school	3/26/2024 5:04 PM
70	They will face an uphill battle due to the anger and upset people have towards the outgoing. The issues will take a good chunk of time to fix. There is a fracture of trust between the school board/ district and the parents.	3/26/2024 5:03 PM
71	That they need to be steadfast towards unruly parents/guardians and that the staff, the whole staff, needs to feel supported. Many do not feel supported in any way and feel that everyone just gives in at the slightest complaint from a parent/guardian. We want to see the superintendent - be present for us. Show us that he/she cares by sending out messages to us, showing up in significant meetings, letting us know they are aware of certain situations and are taking care of it. COMMUNICATE with us. Get our input. Want to work with us to make this district better, not just give in to anything and everything a parent/guardian demands. This district is also steeped in nepotism which also causes A LOT of problems. This needs to stop, honestly. New blood needs to come in to bring in new views - however, this itself will cause a massive implosion if the superintendent doesn't tread carefully with the people working in it. Travis wants the best for the students, but they do not like feeling like they are being forced to do something - they will retaliate.	3/26/2024 5:02 PM
72	Good teacher, better grounds at VANDEN.	3/26/2024 5:02 PM
73	Facilities are failing at an increasingly rapid rate after decades of neglect. This HAS to be addressed before there are much more immediate and catastrophic consequences. The district is suffering from an utter lack of vision and top down support. This extends to curriculum, technology, long term facilities solutions, behavior and disciplinary plans and application, and accountability from staff failing to meet the supposed vision and mission of the school sites. Cell phones are drastically deteriorating student learning and behavior, and there needs to be radical movement from district to curb this pattern. Support for new teachers is non existent and all collaboration has been expunged from most departments (at least at my site).	3/26/2024 5:01 PM
74	A laissez-faire management style that makes bargaining units feel unsupported. Toxic environment where employees do not feel seen or heard.	3/26/2024 5:01 PM
75	Schools are struggling to deal with discipline issues under the laws that went into effect in 2020-2021.	3/26/2024 5:00 PM
76	Improvements needed to financial planning, very poor clarity, quantity, quality and timing of district communications on urgent matters. Significant facilities issues- over crowding and temporary facilities, and maintenance, including busing, food service, libraries, classrooms, bathrooms, tech access and resource centers are in dire need of expansion, maintenance, and improvement to adequately serve incoming and current populations.	3/26/2024 5:00 PM
77	Traffic could get congested,	3/26/2024 5:00 PM
78	District is stuck in the past. Needs to innovate and be proactive. Many old ways of thinking and lots of gate-keeping. Need more imagination and risk- taking.	3/26/2024 4:59 PM
79	Complicated environment, serve a lot of military families	3/26/2024 4:59 PM
80	This district used to be respected for its high standards and student focus. Now it's behind the rest of neighboring districts and no longer revered as the BEST! Bring the district back to its former level. The [REDACTED] was not a team player and not trusted by students, parents ents and staff. This will be a challenge to erase the negative opinion of prior leadership.	3/26/2024 4:58 PM
81	I personally don't have any issues, but I hear a lot of complaints regarding bus, transportation and traffic over near the middle and high school. I concern that has crossed my mind is sharing bathrooms and locker rooms with students in transition. I'm not sure how that works. Just a thought.	3/26/2024 4:58 PM

82	We need better school security (i.e. front office during the day, cameras installed as needed). We need to actually deal with bullies and not sweep under the rug.	3/26/2024 4:58 PM
83	It is a small district. We should notice a difference with our leader not the same stuff recycled. Get personnel in the district office that can lead the sites into the next generation of education.	3/26/2024 4:58 PM
84	The parents and some faculty feel that we are not doing what needs to be done. They feel that we do not have their best interest at heart. They do not trust the school district personnel.	3/26/2024 4:57 PM
85	Lots of parent feel like the quality of education and TUSD administration in general has declined greatly under the leadership of [REDACTED]. The communication with parents about problems in school and with certain students has degraded. There is now a lack of trust and faith in the ability of the district to handle difficult situations as parent feel the current administration has not done a good job dealing with issues that have occurred.	3/26/2024 4:56 PM
86	That it's a HOT MESS!! And students safety seems to be a low priority under [REDACTED].	3/26/2024 4:56 PM
87	He/She should be aware of the bullying from little kids all the way up to older children, be understanding of parent complaints & worries as their children transition schools, focus on kids whereabouts & their safety as well as feelings.	3/26/2024 4:55 PM
88	Terrible training and overall staff for all of Golden West for any child on an IEP/504, lack of support for excellent staff at Vanden for IEP/504	3/26/2024 4:54 PM
89	They should be aware that our district is severely fallen behind in Technology, most of our students are almost completely computer illiterate and do not know how to write an essay or save it on a computer work with an excel spreadsheet. These are basic fundamental tools that are used across occupations today we need to catch up with the times, and make sure our children that excel can continue to excel and our children that need a little additional academic support habit, but keeping children who excel below, their ability due to the lack of funding is unconscionable	3/26/2024 4:54 PM
90	Travis Unified Schools need an after school program, child care, for parents that work full time and don't have other people to rely on to get their children. I understand the buses are great but for the younger children this is not an option to allow them to walk home and be alone	3/26/2024 4:53 PM

Q4 What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

Answered: 86 Skipped: 5

#	RESPONSES	DATE
1	Our current superintendent is the 6th superintendent I've worked with. She is by far one of the most genuinely supportive superintendents. So someone who is compassionate, honest, trustworthy, and supportive of all students and staff is essential.	4/5/2024 12:01 AM
2	We need a superintendent that possess the appropriate qualifications not just the degrees they posses but also experience and knowledge. One that is understanding and will put the needs of our children/students first and is also willing to work together with the parents to ensure our children/students are provided the best education possibly available for them. One that will hold staff/administration accountable for any wrongdoing. One that is actually going to take accountability and be responsible for the education and well being of our children/students. One that is fair not biased and not a dictator and not only at our school district because of how well it pays.	4/3/2024 2:27 PM
3	I would love a superintendent who: -can apologize (personally & publicly) when they make a mistake. -is a responder who responds to messages (phone, email, voicemail, texts, news outlets, etc.). -is relationship based & understands the value of relationships with staff & families. -connects with people & doesn't hide. -values our small district that is in three different cities (Vacaville, Fairfield, & Travis Air Force Base). -can listen & give constructive feedback. -values the many people who have been here for decades. -works & responds with truth, grace, & love.	4/1/2024 12:33 PM
4	Thick skin! It needs to be someone who cares how they present themselves to the community, however not take everything personally since they're never going to be able to please all sides. The candidate needs to be fair and firm, because there seems to be a lot of bias surrounding our current superintendent, even when the facts are clearly presented.	3/30/2024 4:09 PM
5	Stakeholders (staff, families, community) need a visible, approachable, and responsive leader who is an excellent communicator. The Superintendent will need to work hard to bring these three separate areas into a cohesive, unified community with the ultimate goal of success for all, high expectations and a renewed sense of pride moving forward.	3/30/2024 4:02 PM
6	Honesty, transparency, willingness to listen and take ALL perspectives into account.	3/28/2024 8:13 PM
7	Excellent communicator and problem solver. Resourceful. Empathetic. Relationship builder.	3/28/2024 11:03 AM
8	Should be transparent, should put herself/himself in the shoes of the parents so she would understand how parents feel and parents want, should have safety plans for the students esp that there's so much school violence going on around the nation, should not be weak but at the same time approachable for the students and parents.	3/28/2024 1:14 AM
9	Please see answer #3.	3/28/2024 12:12 AM
10	Having student's best interests in mind in every decision. Not afraid to implement new processes and standards based on current research. Motivated by compassion for all students, teachers and parents. Common sense.	3/27/2024 7:17 PM
11	Someone that is not afraid to ruffle feathers and make changes for the better.	3/27/2024 5:36 PM
12	We need someone with strong leadership and management skills. Someone who puts the students first, and listens and supports the teachers, school staff and district support staff. I would prefer someone who resides in Solano County (or who will move to Solano County) so they are invested in this community. Thank you.	3/27/2024 4:07 PM
13	Being able to meet with locations to get the knowledge first hand.	3/27/2024 2:06 PM

14	I want someone who doesn't think their job is done just because the school hour is over. There are things our school needs, like before/after school care, the the [REDACTED] saw as "not her problem." If the district can provide something to help struggling families in the community, they should do everything in their power to provide it. Second, we have a huge problem with disruptive students, and special needs students being in environments where they cannot be served properly. This is causing stress and burnout with teachers who cannot manage a full student of children at the same time as the high needs student. It is also causing stress to the other students, dealing with sometimes daily disruptions, making it impossible for them to feel safe and learn. It is also putting the student themselves in a huge disadvantage because they are not in the correct environment where they can get the support they need, causing them to fall extremely behind. It doesn't have to be this way. Other districts handle these situations much better. We need a superintendent who is will look at surrounding districts to find what works, and is willing to think advocate for our students.	3/27/2024 1:13 PM
15	Compassion and empathy for children of military families. These kids experience multiple moves, absent parents (due to deployments or long work hours), and children in general could use more empathy. Showing that you are aware of the unique struggles of military children in particular would go far.	3/27/2024 1:12 PM
16	Energy and wisdom.	3/27/2024 1:00 PM
17	Have the best interests of the children and staff at heart. Someone who will listen to the kids, staff and parents and make things happen for the district. Someone who stands on business. Someone with kids that can relate to the needs of the newer generation.	3/27/2024 11:48 AM
18	We need someone who is not afraid to speak up and give necessary consequences.	3/27/2024 11:32 AM
19	Approachability, visibility, transparency when discussing policies, changes, etc. They should seek out what is currently working and add value, and they should be willing to and capable of fighting for what is best for students and staff alike - without one we do not have the other.	3/27/2024 10:29 AM
20	People person, make actual changes, and build a new middle school & high school!	3/27/2024 9:33 AM
21	The new superintendent should have a love and appreciation for arts, music, STEM, and theatre.	3/27/2024 9:26 AM
22	The new superintendent should have the knowledge of child development and understand each child is unique, which means different techniques/approaches might need to be taken for different children to be successful in school. Characteristics the new superintendent should possess is kindness and open mindedness. The superintendent should embrace diversity, be accepting of different cultures, sexualities, and understand separation of church and state since it seems other parts of this country, that line is being blurred and kids aren't being taught real history or accepted if they are different.	3/27/2024 9:14 AM
23	Full background check. conduct check. knowledge of all things Foxboro represents.	3/27/2024 12:23 AM
24	The ability to squash the drug problem that have been occurring on the middle school and high school campus! The ability to stop the fights from happening at the same schools The ability to pay the teachers proper for time they put into teaching at all of the schools Just a couple thoughts but what do I know I'm just a concerned parent	3/27/2024 12:11 AM
25	Experience with a diverse population. Open to innovative ideas about education, the traditional way we are teaching our students are not meeting the needs of all learners.	3/26/2024 10:05 PM
26	Enjoy children and care about their wellbeing as well as education and assistance in getting education help	3/26/2024 10:05 PM
27	To be able to steer kids who cause a lot of trouble in the right direction.	3/26/2024 10:00 PM
28	Be transparent as much as possible to parents/teachers. Follow through with what they say.	3/26/2024 9:35 PM
29	Students first Equity mindset	3/26/2024 8:42 PM
30	Be [REDACTED]!	3/26/2024 8:38 PM
31	To make the necessary changes to make the school environment better.	3/26/2024 8:35 PM
32	No woke ideology please.	3/26/2024 8:25 PM
33	Service	3/26/2024 8:17 PM

34	Experience in the classroom! An ability to share their vision with all stake holders and lead with positivity. Our incoming superintendent should have some cultural diversity training and awareness and some experience with the trajectory of the tech industry and its effects on education both inside and outside the classroom. We need a strong communicator and someone who has a passion for public education.	3/26/2024 8:03 PM
35	The superintendent should be skilled in the following: Relational Leadership Building a community of learners focused on equity, inclusion, innovation and academic success TK-12 Curriculum and Support Program Experience Human Resource Management Systems Leadership Data/Information Driven Decision Making Public Relations Social Emotional Learning Programs Special Education Laws and Program Models Cognitive Coaching Professional Development District Office Leadership Experience and Skill Bond and Grant Procurement State Mandates Transportation Business Office Acumen, Budget and Fiscal Resource Management Safe School Program Development Experience Military Compacts, NAFIS Legislation and DODEA Funding Public School Legislation Positive Behavior Intervention and Restorative Practice Models Technology and Education Experience California Standards: Common Core Standards, Next Generation Science Standards, Health and Fitness Standards, International Society for Technology in Education Standards	3/26/2024 7:30 PM
36	Loyalty and dedication to our children of the future.	3/26/2024 7:25 PM
37	They should have a deep understanding of the educational system, know all the jobs and roles of personal working in the schools, have a passion for the youth and community, be present in the community and on each campus, and lead by example. They should be compassionate, driven, strong problem solver, a good listener, and willing to grow from mistakes.	3/26/2024 7:21 PM
38	that the kids education is important All the gender stuff be left out of the schools Only appropriate basic skills be taught	3/26/2024 7:11 PM
39	Proficient in CA law to understand and enforce regulations from the top down. Strategic planner, bringing in more authoritative structure that permits a healthy learning atmosphere for everyone. Good listener, hearing the parents' input and making changes to promotes a positive learning environment.	3/26/2024 6:57 PM
40	A committed effort to a visible presence in the community and the schools. Diligence with receiving and responding to students and caregivers. Impeccable and frequent communication to the community. Transparency. Proven record of knowing how to balance and improve budget/finances. Utmost respect for teachers and staff. An activist spirit with a desire to not just run a district, but to make it thrive. A desire to be a district that leads the way in what education, community, nutrition, etc. should look like in California in the future, and make it happen today (i.e. future out of the box thinking in all aspects from play, to classroom dynamic, to discipline, to engagement, health, and more.)	3/26/2024 6:54 PM
41	A great superintendent would display authentic presence, active listening, thorough planning, thoughtful decision-making that includes all stakeholders' input—and, above all, a genuine love and passion for our children and their education, as well as our teachers and the valuable gifts they continue to selflessly impart to their students!	3/26/2024 6:32 PM
42	Caring, understanding, listenings, value a well oiled machine and not just the money the promotion comes with.	3/26/2024 6:32 PM
43	Someone from Fairfield or Vacaville who understands the unique needs, history, and background of our schools and education staff.	3/26/2024 6:20 PM
44	Allow the parents and students to be heard. The school employees have no gauge on what is exactly going on at their campuses. Active listening goes a long way.	3/26/2024 6:14 PM
45	Listening, Understanding. The ability to do his or her job to the fullest.	3/26/2024 6:08 PM
46	Honesty, transparency, involved in the community and will fight to get our kids what they need and deserve	3/26/2024 5:40 PM
47	The new superintendent should know the climate and culture of Travis Unified, and be prepared to hit the ground running. In small districts, relationships and roots run deep, so someone who has the trust of the community is critical to success as a superintendent. A strong relationship with the unions will be critical to success. The new superintendent should have served as a public school administrator previously, and understand all of the nuances and challenges of public education.	3/26/2024 5:36 PM

48	We need to see a person with the ability to be objective and a good listener. The ability to take in all the people have to say and understand their end goal and comprise a plan to get to that. Great communication skills are necessary and an open mind. The person needs to also have the ability to stand firm in the rules and have their staff and teachers backs. The broken rules need to be followed with consequences and safety should be their top priority.	3/26/2024 5:34 PM
49	Someone who understands and cares about the students and staff. Don't hide in an ivory castle.	3/26/2024 5:32 PM
50	No liar, someone who enjoys their job, someone who makes time when there's a concern about something, one that will come to work and not use the excuse they live far and will work from home. Someone that will show up and be pride of this district that once was the best around	3/26/2024 5:31 PM
51	Be active at our campuses. Our students should know, love and respect your presence. Listen to the parents and staff. Be present and listen! I also think the person needs to have been an educator and a parent!	3/26/2024 5:31 PM
52	We need fearless administrators to lead the TUSD schools and teachers. The new superintendent needs to have the ability to place the highest priority on education, safety, security, and creating a positive learning environment for our children.	3/26/2024 5:26 PM
53	bilingual, effective communicator, present in schools and forums for parents	3/26/2024 5:26 PM
54	* Promote the success of all students * Value the ideas of staff INCLUDING teachers * Support and monitor school programs * Make decisions and policies that benefit students' and staff success * Allocate funds equitably * Manage programs and staffing with attentive awareness * Be aware of the day-to-day operations of our schools * Be visible	3/26/2024 5:20 PM
55	The superintendent should be chosen from a list of applicants not currently employed by TUSD [REDACTED]	3/26/2024 5:18 PM
56	The new superintendent needs to have a backbone, needs to know the difference between right and wrong, needs to be proactive instead of reactive. They need to terminate the PBIS plan that isn't working in the middle school level. They need to be able to hire admin that actually want to make the schools a safe and positive environment, instead of a people pleaser!!! As an employee it's really disappointing to see the downhill trend I have witnessed the last 3 years and it's not going to get better unless serious steps are taken. As a parent, it's a disappointment to see a sought after school district go down the drain and I pray that the remaining 3 years of my daughters education she can navigate it unscathed by the lack of follow through and inadequate ways I have experienced the last three years.	3/26/2024 5:13 PM
57	Humility, perception, endurance, mental prowess to handle a school board that looks the other way when tough issues come to surface, patience, desire & strength to put children first and change the the past 2 decades of poor school leadership and administration.	3/26/2024 5:12 PM
58	The potential candidates should have strong leadership qualifications, have competence to run the schools effectively and efficiently. They should also include and involve teachers, staff and parents for their opinions, concerns and suggestions about any and all issues that may affect the students. They should also be compassionate and personable.	3/26/2024 5:12 PM
59	Sensitive to people's needs	3/26/2024 5:11 PM
60	Stern with consequences and empower principals to do the same.	3/26/2024 5:10 PM
61	Higher education, professionalism, experience, commitment and dedication, lead with patience and proper example, address faculty and staff as professionals rather than punitively. Honor financial incentives to staff and admin.	3/26/2024 5:09 PM
62	Empathy, understanding, advocacy, well educated in the community	3/26/2024 5:06 PM
63	An actual concern for student safety. Also vetting the existing and new incoming teachers because some of the teachers currently employed there seem to be highly problematic and bullies who would rather instill fear into the kids in an attempt to gain respect rather than actually provide them with a safe place to learn	3/26/2024 5:06 PM

64	Love for the community, organization (especially experience with long term and multi step projects), patience	3/26/2024 5:04 PM
65	Willing to work with teachers/parents to improve the school situations	3/26/2024 5:04 PM
66	The new Superintendent should have open and honest communication and not sweep things under the rug. We need some who will stand up against being told "it's always be done that way". Clearly the old way wasn't working. Someone willing to fight for the safety and education of our students. Someone who will do the footwork and find the resources we need.	3/26/2024 5:03 PM
67	Real inter-personal skills is necessary. The ability to listen and show genuine interest in the district's and the employee's concerns. The ability to communicate the concerns that we need to be aware of and to work with. The ability to get us to WANT us to change for the better and not feel forced to change, which never ends up being for the better than, as everyone breaks down and gets angry. We need someone who will remember we are human and when they say they care about the staff as much as they care about the students, not show it with simply buying a lunch for a once a year (if even), but truly TRULY make us feel valued as employees in some other fashion other than a meal. Don't get me wrong, a meal is great, but it doesn't fix anything.	3/26/2024 5:02 PM
68	Open to new idea, works fast at implementing	3/26/2024 5:02 PM
69	The superintendent needs a vision for how behavior will be handled in district and what follow through measures will support all applicable parties. They need to be on campus and interact with the stakeholders of our industry. They need to listen to and actually apply the perspectives of those who actually have the boots on the ground on our school sites: teachers, administrators, and students. They need to be an active participant in the public education machine, and restore systems of accountability. The superintendent needs to respect staff and act proactively, not reactively, like prior high level administration. They should have experience teaching and understand the needs of a diverse student population. They need to make staffing positions in district appealing to new hires and support those new hires. They should be transparent and communicative with all stake holders.	3/26/2024 5:01 PM
70	Ability to decipher between fact and fiction. Strong background in budgeting to ensure transparency.	3/26/2024 5:01 PM
71	The new superintendent needs to go out and spend time in all of the district schools. It is not enough to just be told things. This person needs to have "boots on the ground" and see exactly what staff and students are doing that is both positive and challenging.	3/26/2024 5:00 PM
72	Have integrity, expect and have accountability, including holding others accountable for the actions or lack of action, havr transparency in decisions and communications, foster a supportive and transparent environment that recognizes individuals for their contributions and celebrates school and district achievements. Has vision to lead for what the district could be and a plan for how to get there, not just managing people and pushing papers- but leading people by identifying their strengths and recognizing these strengths by utilizing them in optimal roles. Humility, cultural humility especially, able to admit mistakes and take corrective action, experience in multiple roles and values diversity of input. Knows what the medici effect is and how to foster the kind of environment where the medici effect can thrive and contribute towards a collaborative and sustainable future for our students.	3/26/2024 5:00 PM
73	Approachable, and committed.	3/26/2024 5:00 PM
74	Forward thinking. New fresh ideas. Bold vision. Support the Arts.	3/26/2024 4:59 PM
75	Familiar with military family needs, creative, open minded, fairness.	3/26/2024 4:59 PM
76	Honesty, transparency and willing to positively work with all district stakeholders.	3/26/2024 4:58 PM
77	Honesty, good communication and listening to administrators and parents ideas while taking them into consideration.	3/26/2024 4:58 PM
78	Put students first. Prioritize security, education, and extra curricular activities.	3/26/2024 4:58 PM
79	Financial responsibility. How to raise funds to update the facilities.	3/26/2024 4:58 PM
80	Patience, understanding, hears the needs of others and can come up with good ideas to fix the problems that we have or will have in the future.	3/26/2024 4:57 PM

81	Someone who is willing to listen to parents and teachers about how things can be improved.	3/26/2024 4:56 PM
82	Have a current open mind and not be stuck in the past on how things were done. Need to to be PROACTIVE, not reactive. Be HONEST	3/26/2024 4:56 PM
83	Listening, personable, kind, understanding, awareness, strong willed & willingness to work with all parents regarding their children school education, safety, & everything that comes alone with school aged children.	3/26/2024 4:55 PM
84	Involved, patient, knowledgeable in needs of ALL students and staff and supports, better hiring practices.	3/26/2024 4:54 PM
85	They should care about the education of this communities, youth, and less about hiring administrators at a higher salary to overlook teachers give our teachers the support they need, including safe classrooms, and a non-disruptive environment for those children that are trying to learn also, they should be focused on Not just helping our children that struggle academically, but helping those children who need to be pushed harder to excel and less about administration elementary schools have office staff, a principal and vice principal I think of vice principal position can be eliminated and the extra funds go toward what is necessary Parent	3/26/2024 4:54 PM
86	Understanding of the needs the schools really do need, more teachers or classes if needed	3/26/2024 4:53 PM