



LISTEN, LEARN & LEAD

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SUMMARY

After analyzing the data provided, several overarching sentiments and feelings emerge:

1. **Appreciation for Programs and Support:** Many respondents express gratitude for various programs and support systems in place, such as after-school enrichment programs, tutoring, behavior support, and professional development opportunities. These programs are seen as valuable resources for both students and staff.
2. **Desire for Continued Improvement:** While there is appreciation for existing initiatives, there's also a strong desire for continuous improvement. Respondents emphasize the importance of ongoing professional development, technological advancements, and curriculum enhancements to meet the evolving needs of students and educators.
3. **Concerns about Compensation and Retention:** Several respondents highlight concerns about teacher and staff compensation, expressing the need for competitive salaries to attract and retain qualified personnel. The issue of teacher retention is particularly salient, with some expressing frustration over the loss of experienced staff members.
4. **Emphasis on Student-Centered Approaches:** A recurring theme is the importance of prioritizing student needs and creating an environment that supports their academic and social-emotional growth. This includes providing differentiated instruction, supporting exceptional students, and offering diverse educational opportunities.
5. **Community Engagement and Transparency:** Many respondents stress the importance of building strong relationships with the community and maintaining transparency in district and school goals. Open communication channels between stakeholders are seen as essential for fostering trust and collaboration.
6. **Recognition of Diversity and Inclusion:** There's acknowledgment of the diverse needs of students and the importance of inclusive practices. Respondents highlight the value of programs such as Spanish immersion, arts education, and inclusion programs for special needs students.
7. **Frustration with Challenges and Obstacles:** Despite the positive aspects mentioned, there's also frustration expressed regarding challenges and obstacles within the education system. Issues such as misinformation during professional development sessions, disparities in curriculum implementation, and concerns about student safety and discipline are raised.

Overall, while there is appreciation for the positive aspects of the educational environment, there's also a recognition of the need for ongoing efforts to address challenges and improve outcomes for students and educators alike.

STUDENT SUCCESS

KEEP

1. **Quality Instruction:** Continue providing quality instructional services to all students, having high standards of instruction, and focusing on student achievement.
2. **Staff Training and Development:** Keep the staff educated by offering weekly training, allowing Site PD days once a month, and providing time to collaborate as a staff during PD Wednesday's.
3. **Support Staff:** Continue to fully staff support staff and keep trying to hire qualified staff with competitive pay.
4. **Technology:** Adding technology that supports students and teachers, keeping 1:1 student laptop, and keeping technology updated.
5. **Special Programs:** Continue with after school enrichment programs, inclusion programs, Spanish immersion program, and arts education.
6. **Compensation:** Keep increasing teacher and staff salaries.
7. **Community Engagement:** Visiting schools and connecting to the community.
8. **Student Support:** Effectively supporting exceptional students, providing reading intervention support, and keeping full time social workers.
9. **Curriculum:** Keep using The Curriculum and update curriculum resources.
10. **Classroom Management:** Smaller classrooms and allowing autonomy over teachers' classroom procedures.

STOP

1. **Professional Development (PD):** There are concerns about the relevance and repetitiveness of PDs. More options are needed, especially for seasoned teachers. PDs should be scaffolded and relevant to all staff, including Instructional Assistants.
2. **Testing:** There are concerns about the amount of testing, including i-Ready benchmarks and Transcend benchmarks. It's suggested that the district choose one of these instead of both.
3. **Special Education:** There are concerns about the reduction of special education teachers and staff, and the integration of all IEP students in one classroom. More support is needed for special needs students.
4. **Curriculum:** There are concerns about the curriculum, with suggestions for more structured and supportive instruction. There's also a call to stop controlling teachers' ability to incorporate materials outside of the purchased materials.
5. **Administration:** There are concerns about the frequent movement of administrators, which can disrupt the school culture. New principals need adequate training for making connections between admin and staff as well as admin and students.
6. **Compensation:** There are concerns about salary contraction and the need for competitive pay for teachers and assistants.
7. **Classroom Management:** There are concerns about large class sizes and the need for more adults to help on campus. There's also a call for more teaching autonomy.
8. **Communication:** There are calls for more concrete feedback, more focus on moving the district forward in Governing Board meetings, and less politics and religion in school board meetings.
9. **Parent and Student Accountability:** There are calls for holding parents and students more accountable for behaviors that interrupt learning time.
10. **Technology:** There are concerns about the overuse of technology and the number of apps parents have to use.

START

1. **Valuing Teachers' Time and Compensation:** Acknowledge and respect the significant amount of time teachers dedicate to their work and provide appropriate compensation to reflect their worth.
2. **Student Voice and Recognition:** Ensure that students' needs and perspectives are heard and valued, and actively promote and recognize the positive aspects of schools to counteract negative narratives.
3. **Professional Development and Learning Environment:** Offer meaningful professional development opportunities tailored to teachers' needs, focusing on effective teaching strategies and instructional support.
4. **Reducing Reliance on Electronic Devices:** Address concerns about over-reliance on electronic communication and assignments.
5. **Diverse Learning Opportunities:** Expand opportunities for students to be involved in various activities both during and after school, including arts programs, clubs, and extracurricular activities, to cater to diverse interests and talents.
6. **Transparent Expectations and Uniformity:** Provide clear and uniform expectations for curriculum and education across all campuses, fostering consistency and coherence in teaching and learning practices.
7. **Enhanced Teacher Development:** Provide hands-on training experiences and support for teachers to fully understand and utilize curriculum materials, fostering their professional growth and effectiveness.
8. **Feedback Mechanisms:** Implement systems for student and parent feedback on teachers and staff to ensure accountability and identify areas for improvement.

SAFETY & WELL-BEING

KEEP

1. **Maintain SRO Presence:** Continue having School Resource Officers (SROs) on campus to ensure a visible security presence and maintain safety.
2. **Locking Procedures:** Keep all gates and classroom doors locked to control access to campus and secure learning environments.
3. **Continued Safety Measures:** Continue implementing safety measures such as installing security cameras, vape detectors, and upgrading campus infrastructure for improved security.
4. **Safety Drills:** Maintain regular safety drills to prepare students and staff for emergency scenarios and ensure effective response protocols.
5. **Social Worker Support:** Keep social workers on campuses to provide essential mental health support for students and address behavioral and emotional needs.
6. **Communication:** Maintain open communication with parents and staff regarding safety protocols, incidents, and updates to ensure a collaborative approach to safety.
7. **Staff Training:** Continue providing staff with safety training and professional development opportunities to enhance their preparedness and response capabilities.
8. **Background Checks:** Ensure that all volunteers undergo background checks to maintain a safe environment for students and staff.
9. **Wellness Programs:** Maintain wellness programs to support the physical and mental well-being of students and staff, promoting a healthy school environment.

STOP

1. **Limit Excessive Fire Drills:** Reduce the number of disruptive fire drills from the current frequency to 3-4 per year to minimize disruption to learning.
2. **Address Mold and Pathogens:** Ensure classrooms are free from mold and pathogens to maintain a safe learning environment for students and staff.
3. **Reevaluate Safety Procedures:** Reassess Safety procedures to ensure that simply locking classroom doors with traditional keys provides adequate safety measures.
4. **Improve Campus Access Control:** Secure campus access by addressing issues such as open gates and implementing more secure entry systems to prevent unauthorized access.
5. **Enhance Parent Accountability:** Support the removal of parents who threaten any employee on campus, ensuring a safe environment for staff and students.
6. **Revise Variances Policy:** Stop preventing the revocation of variances for students based on parent behavior, ensuring appropriate consequences for parental misconduct.
7. **Limit Voluntary Programs:** Stop sending social workers to out-of-state conferences and focus on managing children's mental health through appropriate channels, such as parental involvement.
8. **Review Bathroom Policies:** Cease permitting transgender ideology to dictate bathroom practices and ensure alignment with Title IX definitions of sex based on biology.
9. **Reevaluate Discipline Practices:** Avoid being lax about discipline and ensure that consequences for disruptive behavior are proportional and effective.

START

1. **Ensure Proper Use of Facilities:** Implement measures to ensure that different age groups use appropriate bathroom facilities, possibly through monitoring or supervision.
2. **Facilitate Staff Bonding Events:** Offer classes or events to bring employees together and build camaraderie, providing incentives for participation to enhance staff well-being.
3. **Reduce Micromanagement:** Stop micromanaging staff and treat them as adults, allowing for more autonomy and trust in decision-making.
4. **Address Student Behavioral Issues:** Provide training and support for staff, especially classified personnel, in handling student behavioral issues effectively, possibly through CPI (Crisis Prevention Institute) training. Hold students and parents accountable for disruptive behavior, possibly through timely removal of disruptive students to alternative settings.
5. **Enhance Security Measures:** Install more cameras, vape sensors, and improve security systems on all campuses, prioritizing schools with higher safety concerns.
6. **Increase Mental Health Support:** Invest in trained mental health counselors on all campuses and establish partnerships with outside clinics/organizations to refer families to needed resources.
7. **Improve Special Education Meetings:** Hold special education meetings within contract hours to support the well-being of special education staff, preventing overwork and stress.

STEWARDSHIP OF RESOURCES

KEEP

1. **Transparency in Resource Allocation:** Many respondents emphasize the importance of transparency in communicating where funding is allocated and how resources are utilized.
2. **Professional Development and Support:** Respondents value ongoing professional development opportunities and support provided to teachers and staff, such as coaching, mentoring, and access to resources.
3. **Effective Communication:** There's a consensus on the importance of maintaining effective communication channels with both staff and parents to keep them informed about district initiatives, resources, and opportunities.
4. **Investment in Technology:** Several respondents highlight the importance of continuing to invest in technology, such as one-to-one devices and virtual meeting platforms, to support teaching and learning.
5. **Equitable Resource Distribution:** Respondents stress the need for equitable distribution of resources across schools, ensuring that all students and teachers have access to necessary materials and support.
6. **Retention of Quality Programs:** There's a desire to retain and support quality programs, such as arts education, electives, and curriculum resources like Foundations and Benchmark, that benefit students and enhance the learning experience.
7. **Financial Responsibility:** Respondents appreciate efforts to analyze staff pay and prioritize spending on essential resources and programs, demonstrating financial responsibility and accountability.
8. **Collaboration and Feedback:** There's an emphasis on the importance of collaboration and gathering feedback from stakeholders, including teachers, staff, parents, and the community, to inform decision-making and resource allocation.
9. **Efficient Resource Management:** Respondents value efficient resource management practices, such as utilizing lending libraries, copy centers, and supply closets, to maximize the use of available resources and minimize waste.

STOP

1. **Inefficient Resource Allocation:** Respondents highlight the need to stop purchasing programs or resources that are not fully utilized or beneficial to teachers and students.
2. **Curriculum Stability:** There's a shared concern about the frequent changes in curriculum, with many suggesting that the district should stop changing curricula so frequently.
3. **Environmental Sustainability:** Several respondents advocate for more environmentally sustainable practices, such as reducing energy consumption and promoting recycling.
4. **Personnel Management:** There are concerns about hiring practices and the need to prioritize the fair compensation and retention of experienced educators.
5. **Equity in Resource Allocation:** Respondents express concerns about disparities in resource allocation between different schools or regions within the district, emphasizing the need for equitable distribution.
6. **Community Engagement:** There's a call for greater community involvement and input in decision-making processes, as well as transparent communication with parents and staff. Some respondents highlight the need for better financial oversight to ensure that resources are used effectively and efficiently, and to avoid wasteful spending.
7. **Quality over Quantity:** Many suggest that the district should focus on the quality rather than the quantity of resources, ensuring that they are beneficial and impactful for teachers and students.
8. **Empowering Teachers:** There's a shared sentiment that the district should stop micromanaging teachers and instead empower them to make decisions about resources and teaching methods that work best for their students.

START

1. **Increase Teacher Pay:** Many respondents emphasize the importance of paying teachers more as a way to retain qualified educators and invest in the quality of education.
2. **Engage with New Graduates:** Some suggest connecting with new graduates and attending job fairs to fill open positions, ensuring a steady supply of qualified staff.
3. **Provide Comprehensive Resource Sheets:** It's suggested that the district should start collecting more resources and create comprehensive reference sheets for parents to access outside services and aid.
4. **Allow Teachers More Freedom:** There's a call for allowing teachers more flexibility in using resources and materials to effectively teach in their classrooms. Some respondents express frustration with the lengthy approval process for supplemental materials and advocate for streamlining it to facilitate timely access to resources.
5. **Invest in Special Education:** Suggestions include providing more funds and resources for special education teachers to meet individualized needs and holding parenting meetings to support families of students with special needs.
6. **Enhance Communication and Transparency:** It's suggested that the district should improve communication with stakeholders and provide more transparency regarding budgeting and resource allocation.
7. **Support Professional Development:** There's a call for providing more support and resources for professional development, mentoring, and training, particularly for new teachers.
8. **Streamline Curriculum:** Some suggest streamlining curriculum offerings to reduce complexity and ensure consistency across grade levels and subjects, while others emphasize the importance of updating technology and curriculum materials.

COMMUNITY CONNECTION

KEEP

1. **Community Events:** Continue hosting and start more community events, such as youth and government day, family night activities, and the Peoria Arts and Cultural festival.
2. **Parental Involvement:** Keep offering parental involvement across the board, from open forums for parental input to parent learning series and ParentSquare.
3. **Volunteer Opportunities:** Encourage future teachers and volunteers on campus, and continue inviting community members to campuses and volunteer events.
4. **Outreach:** Maintain consistent outreach through Studentvue, Parentvue, social media, and update emails and messages.
5. **School Events:** Continue with community and school events to develop relationships, such as meet the teacher, Title I events, band and choir performances, and curriculum nights.
6. **Technology:** Keep encouraging technology in schools and continue implementing technology to communicate with the community.
7. **Board Meetings:** Continue inviting the community to board meetings and streaming board meetings on YouTube.
8. **Teacher Support:** Increase support for teachers, such as providing more time for teachers to collaborate and planning family events that pertain to the school's message and the district's mission.

STOP

1. **Board Meetings:** There are concerns about the conduct of board meetings, including the negativity of public comments and the influence of politics and religion. Some respondents suggest limiting who can speak at these meetings and stopping the streaming/recording of public comments.
2. **Parental Authority:** There are concerns about parents having too much authority and driving district decisions. Some respondents suggest not allowing parents to decide what teachers should be doing in and out of the classroom.
3. **Communication:** There are concerns about the number of systems used for communication, with some respondents suggesting a reduction in the number of apps needed.
4. **Community Events:** While many respondents want more community events, some suggest limiting the number of such events at schools to 1-2 per year.
5. **Sports Focus:** There are concerns about an overemphasis on sports, with some respondents suggesting a broader focus on other aspects of student development.
6. **Volunteer Process:** Some respondents suggest making the volunteer process easier and more straightforward to encourage more community members to volunteer in schools.
7. **Special Education:** There are concerns about the treatment of special education students and families by district administration.
8. **Teacher Support:** Some respondents suggest providing more support for teachers, including more time for collaboration and better compensation.

START

- 1. Parent Activities and Community Events:** Start smaller parent activities that help parents get to know each other and host more community events, such as youth and government day, family night activities, and the Peoria Arts and Cultural festival.
- 2. Educational Support:** Start or continue offering after school tutoring programs and encourage the trades in middle schools and high schools. More involvement with parent classes, gifted education, STEM, etc.
- 3. Board Meetings and Communication:** Move the community comments at the board meetings back to the beginning of the meeting. Have a larger social media presence and highlight all schools. Add parental involvement strategies to keep learners engaged as part of the learning series.
- 4. Volunteer Opportunities and Parental Involvement:** Create more opportunities for volunteers and future teachers. Keep offering parental involvement across the board, from open forums for parental input to parent learning series and ParentSquare.
- 5. Special Education and Teacher Support:** Improve support for special education students within the district, including training for all teachers on how to accommodate and modify instruction for these students. Increase support for teachers, including more time for collaboration and better compensation.
- 6. Technology:** Keep encouraging technology in schools and continue implementing technology to communicate with the community.
- 7. Quality Board Members and Parenting Meetings:** Hire quality board members who care about the community, staff, teachers, and students. Start parenting meetings for middle school and high school families.
- 8. Feedback on Bonds and Overrides:** Have the community provide feedback on how to use the bonds and overrides. Provide more education to the community in terms of bonds and overrides.
- 9. District Wide Community Involvement Days and Specialized Programs:** Provide district wide community involvement days or do it by cluster schools. Start specialized programs like AVID, BARR and Read 180.
- 10. Campus Pantries, Field Trips, and Curriculum:** Start campus pantries and more field trips. Approve a K-12 social studies/history curriculum and provide better resources and pacing guides per grade level.

ADDITIONAL COMMENTS

1. **Safety and Discipline:** Many respondents express concerns about maintaining a safe and disciplined learning environment, particularly regarding disruptive behavior and violence.
2. **Communication and Transparency:** There's a prevalent desire for improved communication between administration, staff, and the community, as well as transparency in decision-making processes.
3. **Employee Support and Recognition:** There's a strong emphasis on fair treatment, better support, recognition of contributions, and addressing issues like pay compression and workload.
4. **Leadership and Vision:** Respondents express hopes for strong leadership, clear vision, and effective management to address existing challenges and lead the district towards improvement.
5. **Educational Quality and Curriculum:** Several comments highlight the need for improvements in the curriculum, particularly in areas like social studies and language arts, as well as suggestions for additional resources and opportunities for students.
6. **Historical Reputation vs. Current Reality:** Many respondents reflect on the district's past reputation as a leading district and express disappointment in its current state, urging efforts to regain its former status.
7. **Community Engagement:** There's a recurring emphasis on the importance of engaging with the community, addressing concerns, and collaborating to improve the district.
8. **Teacher Retention and Satisfaction:** Concerns about retaining experienced teachers, addressing workload issues, providing competitive salaries, and creating a positive work environment are recurrent themes.
9. **Environmental Responsibility:** Multiple respondents express concerns about environmental cleanliness and suggest initiatives such as campus cleanup clubs.
10. **Special Education Support:** There are concerns about the treatment of special education students, caseloads for special education providers, and the need for better support and understanding of special needs.