

**Medford Area Public School District
Community Strategic Planning Survey**



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Introduction

The information contained in this document was obtained by a community survey approved by the Strategic Planning Steering Committee. This survey was made available to all stakeholders in the Medford Area Public School District. Survey responses were collected by multiple methods; both paper and electronic. The public was given four weeks to complete the survey and a number of reminders were communicated to encourage participation in this activity.

A total of 608 responses to the survey were recorded.

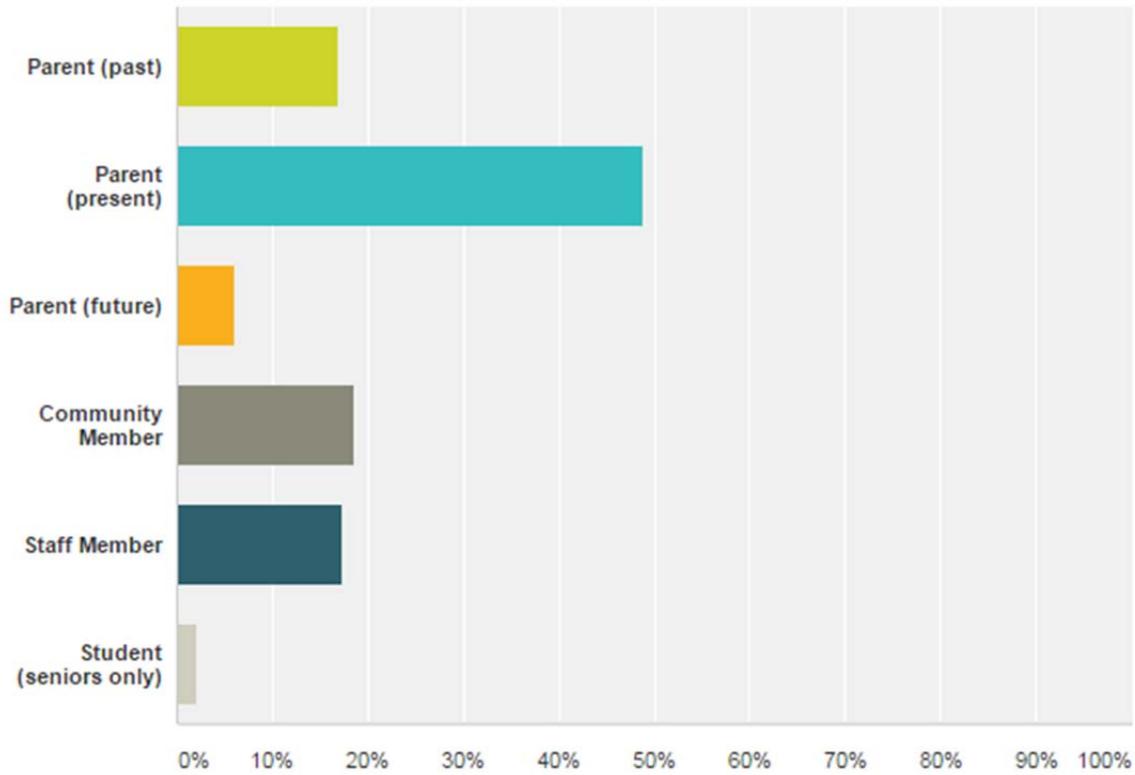
This document is organized by the question and summaries of the responses. The responses are graphed in a number of ways. The first graph is a summary of responses to each question. The second graph is a Praeto Chart. The Pareto Chart organizes the response by frequency, percentage and accumulated percentage. The Pareto Chart will be used to aid in prioritization of potential goals. The last chart is the Pareto Chart data in descending order of frequency from high to low; with accumulating percentages.

The final two questions were open-ended and this allowed the respondents to provide any information that was not listed in the first five questions. This material was analyzed by text analysis and qualitative coding. The results of this process are listed as summaries at the beginning of each question. The summary categories or titles are drawn from the written responses. This information is helpful to compare to the questions two through five and also to be compared to the SOAR analysis completed by the Steering Committee.

Stakeholder Driven Strategic Planning is based on the input of the “publics” connected to the educational process. This important material will be used to guide the planning process. The final plan will then be shaped by community input, educational goals and process, and staff/school board leadership. The final plan will then reflect a multitude of information sources and opinions.

Respondent Role

1. Please select the title that best applies:

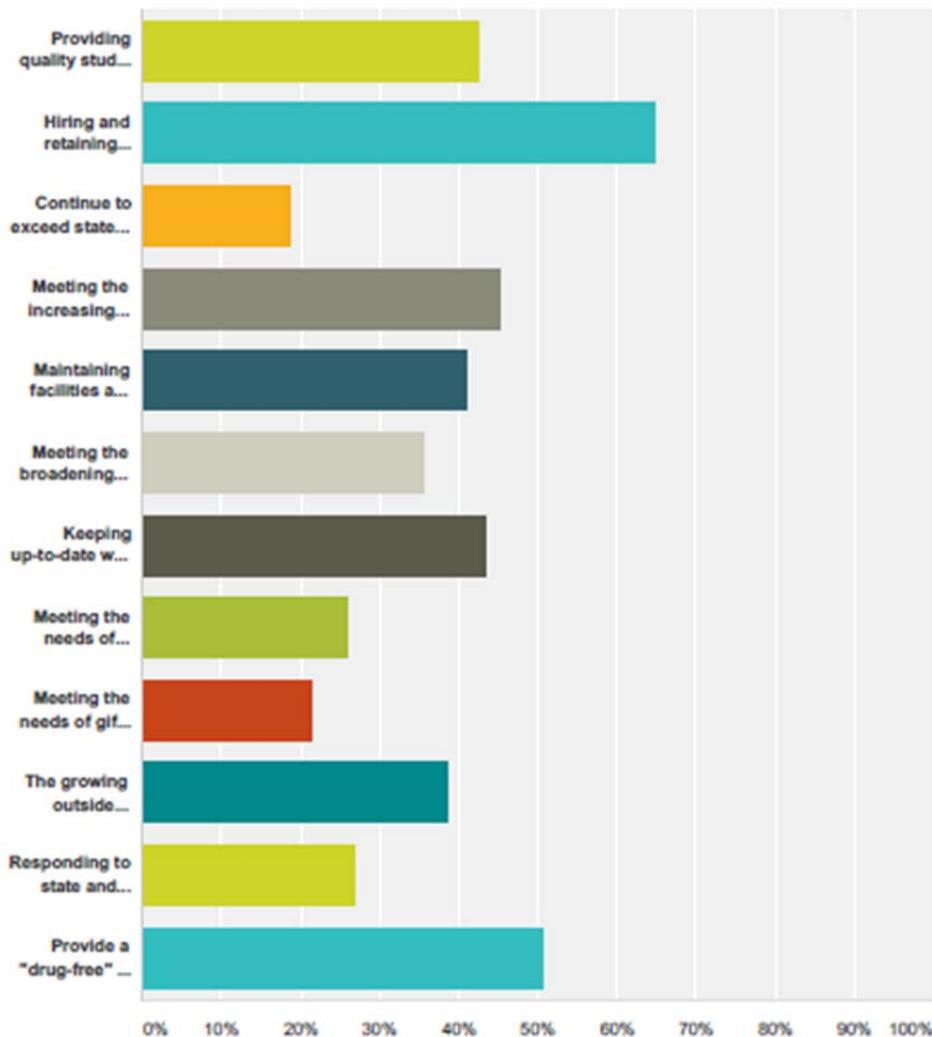


Answer Choices	Responses
Parent (past)	16.86% 102
Parent (present)	48.76% 295
Parent (future)	5.95% 36
Community Member	18.68% 113
Staff Member	17.36% 105
Student (seniors only)	1.98% 12

Total Respondents: 605

Q2 What are the greatest challenges the Medford Area Public School District has to address over the next five years in order to provide a quality education for all students? (please choose your top five)

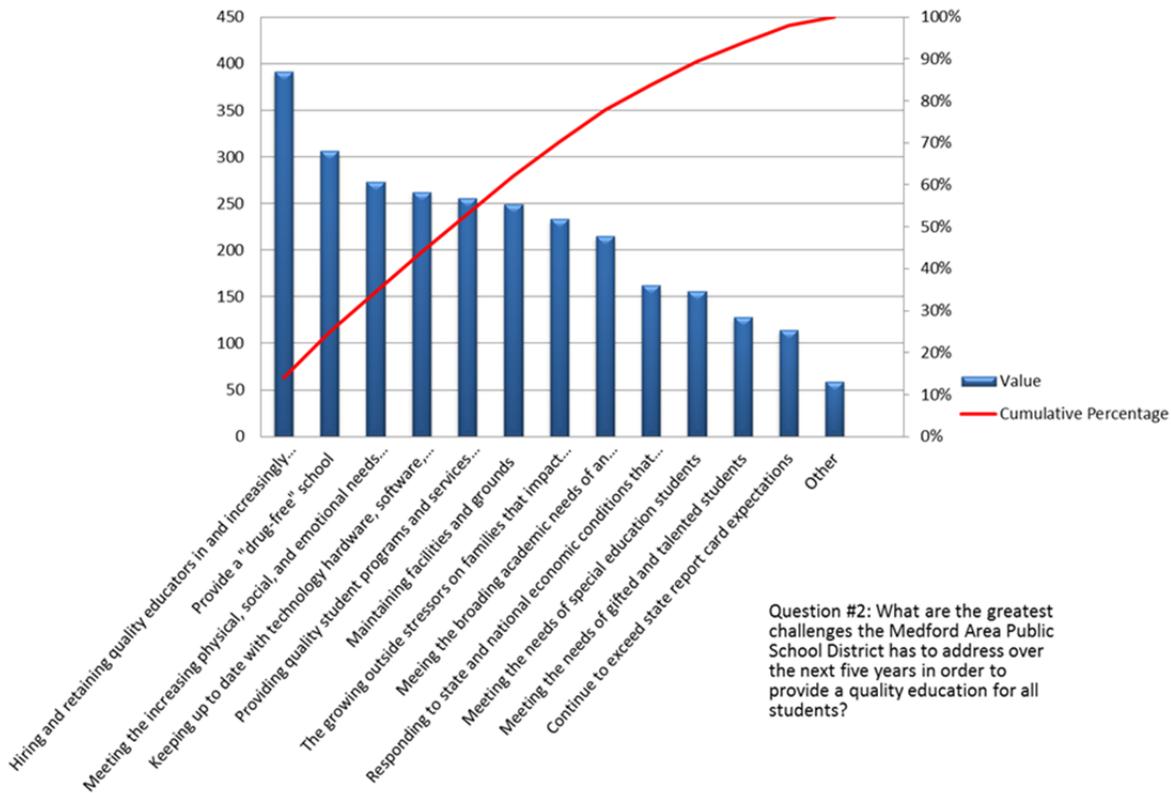
Answered: 604 Skipped: 4



Answer Choices	Responses
Providing quality student programs and services with declining enrollment	42.38% 256
Hiring and retaining quality staff in an increasingly competitive market	64.74% 391
Continue to exceed state report card expectations	18.87% 114
Meeting the increasing physical, social and emotional wellness of students	45.20% 273
Maintaining facilities and grounds	41.23% 249

Meeting the broadening academic needs of an increasingly diverse student population	35.60%	215
Keeping up-to-date with technology, software, applications and support	43.38%	262
Meeting the needs of special education students	25.83%	156
Meeting the needs of gifted and talented students	21.19%	128
The growing outside stressors on families that impact parental support and quality of student work and behavior	38.58%	233
Responding to state and national economic conditions that affect the levels of financial support the district receives	26.82%	162
Provide a "drug-free" and safe environment	50.66%	306
Total Respondents: 604		

Medford Area Public School District: Question #2 Pareto Chart



Category	Value	Percentage	Cumulative Percentage
Hiring and retaining quality educators in and increasingly competitive market	391	14%	14%
Provide a "drug-free" school	306	11%	25%
Meeting the increasing physical, social, and emotional needs	273	10%	35%
Keeping up to date with technology hardware, software, applications, and support	262	9%	44%
Providing quality student programs and services with a declining enrollment.	256	9%	53%
Maintaining facilities and grounds	249	9%	62%
The growing outside stressors on families that impact parental support and quality of student work and behavior	233	8%	70%
Meeting the broadening academic needs of an increasingly diverse student population.	215	8%	78%
Responding to state and national economic conditions that affect the levels of financial support the district receives	162	6%	84%
Meeting the needs of special education students	156	6%	89%
Meeting the needs of gifted and talented students	128	5%	94%
Continue to exceed state report card expectations	114	4%	98%
Other	59	2%	100%
Total	2804	100%	

Question #2 "Other" (59 responses)

- 1 Increasing salary to get and keep the best!
- 2 Academic excellence - hire the best teachers. In the long run, you are way ahead. AM
- 3 Get rid of the "common core" and bring curriculum under local control. Keep class sizes low.
- 4 Providing quality student programs . . . including teaching our USA history and our participation in World Wars . . .the hardships we endured here to promote freedom . . . educate on the Holocaust.
- 5 Responding to state and national economic conditions . . . added after election.
- 6 Teaching discipline / work ethics, e.g. cleaning classrooms; doing custodial duties. AM
- 7 Out of control spending!
- 8 STEM Programs Do you mean expected student academic achievement? Is there a state report card? What is the increasing phys. wellness of students or the increasing social wellness of students? Do you mean they have increasing needs? Meeting needs of special education and G/T students - you do this well! Important effects on students but not sure that the school can address parent unemployment or under-employment or divorce in a family or parents who work second shift and don't get to see much of their kids, etc.
- 9 Negotiating the increasingly diverse methods and models of education...on-line, virtual, classroom, independent, NTC options, etc. while maintaining high standards. 2. Regarding the variety of models for education...I would like to see less rigid "rules" about utilizing resources. My daughter wanted to take a course at NTC, but because a similar AP course was offered at MASH,

it wouldn't have counted toward her graduation requirements. That just doesn't make sense to me in the big picture of seeing that our students learn. If the AP course fits, use it, but if something else fits better, please allow it!

- 10 More about learning and less about sports!
- 11 Since Act 10, and the decline of good instructors is a huge concern in the state of Wisconsin. Districts are going to need to be more competitive and offer incentives along with a good compensation model. One idea for a compensation model would incorporate staff professional development hours that would help staff to increase pay. Ten hours of PD time would equal 1 point on the scale. After so many points per year, the staff can then increase on the pay scale. The Mosinee School District has this type of compensation model which has helped to retain and hiring qualified staff.
- 12 Getting students prepared for the real world-
- 13 School board members need to be more hands on, not to just listen/accept the sugar coated information given at the school board meetings. actually walk the schools and get real input from the staff. Good news report (what a joke)
- 14 Drug-free environments are important to keep children on the right path.
- 15 Please do not focus on 'state report card' expectations. The standardized test/measure is continually changing. It is awfully difficult to gauge quality education on an inconsistent outcome tool. I feel that maintaining facilities and grounds is very important, but not necessarily one of the greatest challenges to providing a quality education for all students.
- 16 I feel we are outgrowing our realstate and think we should purchase property around High School for future needs
- 17 Anti Bullying needs to be addressed and enforced Meeting the broadening academic needs of an increasingly diverse student population Keeping up-to-date with technology, software, applications and support. Meeting the needs of special education students. Meeting the needs of gifted and talented students. The growing outside stressors on families that impact parental support and quality of student work and behavior. Responding to state and national economic conditions that affect the levels of financial support the district receives. Provide a "drug-free" and safe environment
- 18 Staff no so quick to judge and label students with ADD/ADHD or other medical conditions suggesting the use of mind and mood altering drugs on young children.
- 19 Building a field house as a safe place for students and community members to spend time.
- 20 Looking specifically at what local colleges want, and offering courses that relate better, such as writing courses for science degrees, writing in apa format to be prepared for college level courses.
- 21 Worry more about students mental health, less about exceeding the damn state report card expectations.
- 22 Helping kids with ADHD succeed in school all the way through from Pre-K to the END of there senior year!!
- 23 Program to stop bullying and accept students for who they are not based on Age, Race, Sex, National Origin, Religion, Disability, Medical Condition, Sexual Orientation... AND enforce it

- 24 I think it would be beneficial to raise more awareness on rape and sexual assault. It doesn't directly correlate with a more common education, but it would be nice if students knew more about it.
- 25 Providing a safe, inclusive, understanding, and belonging environment for students of different identities (transgender, queer, lesbian, gay, bisexual, for students of color, etc.)
- 26 Improving student lunches would be a major deal. They're sub-par, and its disappointing to see how hungry students are even after lunch!
- 27 The doors to be locked while in session with a buzz in method... staff should wear identification... right now anyone can walk into MAES
- 28 Providing a safe environment and outside stressors on families is all combined in the physical, social and emotion wellness of students. You cannot have pick and choose between these.
- 29 Dealing with bullying.
- 30 Teachers need to become more interactive with the students, not sit on their cell phones while the kids read and do homework on their computers. The decline in acceptable social behavior is staggering.
- 31 Get involved from birth or with our future students. Infant brain development needs to be tapped into by someone in this community!
- 32 Meeting the increasing physical, social & emotional wellness of students - starts at home first. Stop funding charter schools and for profit schools with tax dollars, put in public schools where it belongs.
- 33 Preparing a diverse student population for post-high school work or further education / training.
- 34 Continue strong sports programs.
- 35 Need to do more drug searches. There are way too many kids doing drugs at school and getting away with it!!
- 36 Providing education to address local and global community issues, specifically environmental and civic education.
- 37 Helping our students to be good citizens - we have to quit coddling them - once out of school - some have a hard time fitting in the work environment. Our young population does not want to work - you hear this from most businesses. "Sad."
- 38 I'm new to the Public School System so...speaking from my own professional and very new views as a parent? Coming from Holy Rosary- smaller class size seems to be a good thing?
- 39 Not only maintaining but improving the facilities and grounds.
- 40 Focus more on education versus discipline for absurd matters!! Open campus would be a great idea!!!!
- 41 Bullying - be available with helpful guidance (not having kids be told "you have to learn to handle it and send them on their way" as had been done in the middle school to my daughter - be watchful (even in restrooms - no reason for kids to be kicking at stall doors when someone is using them).... oh the stuff I hear.

- 42 Seems the Meth is a big problem at your school. If you are not in a sport I think you should still get drug tested. As a community member we hear about the kids that are doing it, you must be hearing it.
- 43 Not teaching the basics (writing, spelling). Stick to true education; heard kids had option of attending an hour of class time listening to a sales pitch for class rings?!?! EXCUSE ME?! I'm appalled. I send my kids to school to LEARN SOMETHING, not to be sold something. Very disappointed. * Another challenge: School district not releasing poor teachers from the roster. If you've received concerns from multiple parents regarding an individual, get a clue. An evaluation and improvement plan should be implemented. If no success, let them go. It shouldn't matter how long they've been there or who they're related to. If they haven't progressed with the times or aren't providing the education they've been hired to provide, then let them go because their passion to teach has expired. In fact - consider an annual parent survey that evaluates the teachers their sons & daughters encountered over that academic year. The results of that survey could be quite telling. * Discipline in the classroom I believe is a challenge. Kids lack respect. Today's parents don't know how to be a parent. I would anticipate the addition of cameras in all classrooms and physical peace keepers in some. * Bullying through social media channels is growing, which leads to low self-esteem, depression, suicide/violence.
- 44 Identifying and retaining excellent educator
- 45 Addressing bullying. There is a lot of talk about being against bullying, but nothing is actually done (other than a little victim blaming) to remedy the issue. My kids are now at a school where there is very little bullying, so it can obviously be done.
- 46 Bullying in person and on social media
- 47 Meeting the needs of the students stuck in the middle of "special education" and "gifted and talented" students that are struggling with their grades
- 48 Hold your staff accountable to keep their records up to date and current on their web sites so that parents can check on assignments and interim grades. its tough when a parent gets told they can see everything online and that is why the teachers won't send assignments to parents when they are asked. in my occupation I'd lose my job if I didn't perform up to expectations.
- 49 Provide transportation to children who live out of town for sports. (a late buss) thx ;
- 50 Convincing all the stakeholders (faculty, board, parents, community, and students) that a more rigorous education is needed by our students ... not to settle for good grades, but to work to really teach students to think.
- 51 N/A
- 52 Maintain a focus on the average student. Be sure that the appropriate amount of resources are devoted to the largest percentage of students that are seeking a basic quality education.
- 53 The elementary schools need a new math curriculum. The current program is one of the worst and most user unfriendly I have ever taught with.
- 54 I feel we do well in some areas and assume those areas will stay strong.
- 55 Preparing students for the global marketplace, not matter their career path.
- 56 Getting connected with students at the high school.... which right now, the majority of students don't really know their teachers. The lack of communication/outreach, discussions, and simply

being engaged with the student population is overall simply very very poor. Students are just going through the motions.... just like the teachers are.... need a better atmosphere.....

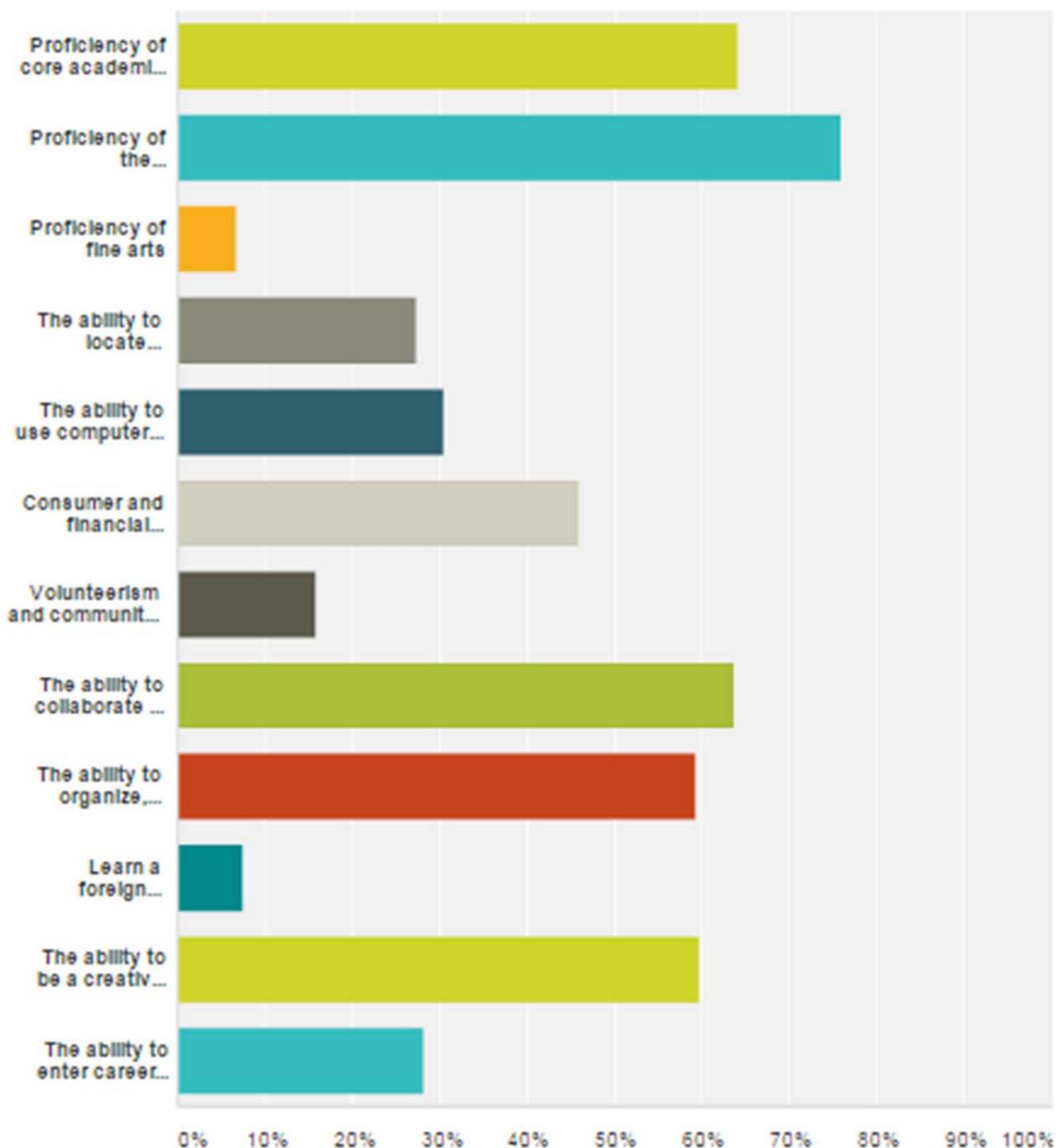
- 57 Not only does the district need to bring in new talent, but also should start to appreciate the staff who have dedicated their time to Medford. Just because it's assumed they won't be going anywhere, doesn't mean they should be taken for granted. Their experience is a major plus.
- 58 I would like to see the communication with parents improved also. I expect all teachers to reply to my emails. It is not an option to reply nor should it takes days+. I would like to see written communications (not just website postings) regarding progress of Align by Design, Personalized Learning implementation/status, and other pertinent happenings affecting grades 9-12.
- 59 Offer more electives. Don't force kids to take a class if it's obvious they are not interested. Band/choir. Offer more life skills

Text Analysis for Question #2

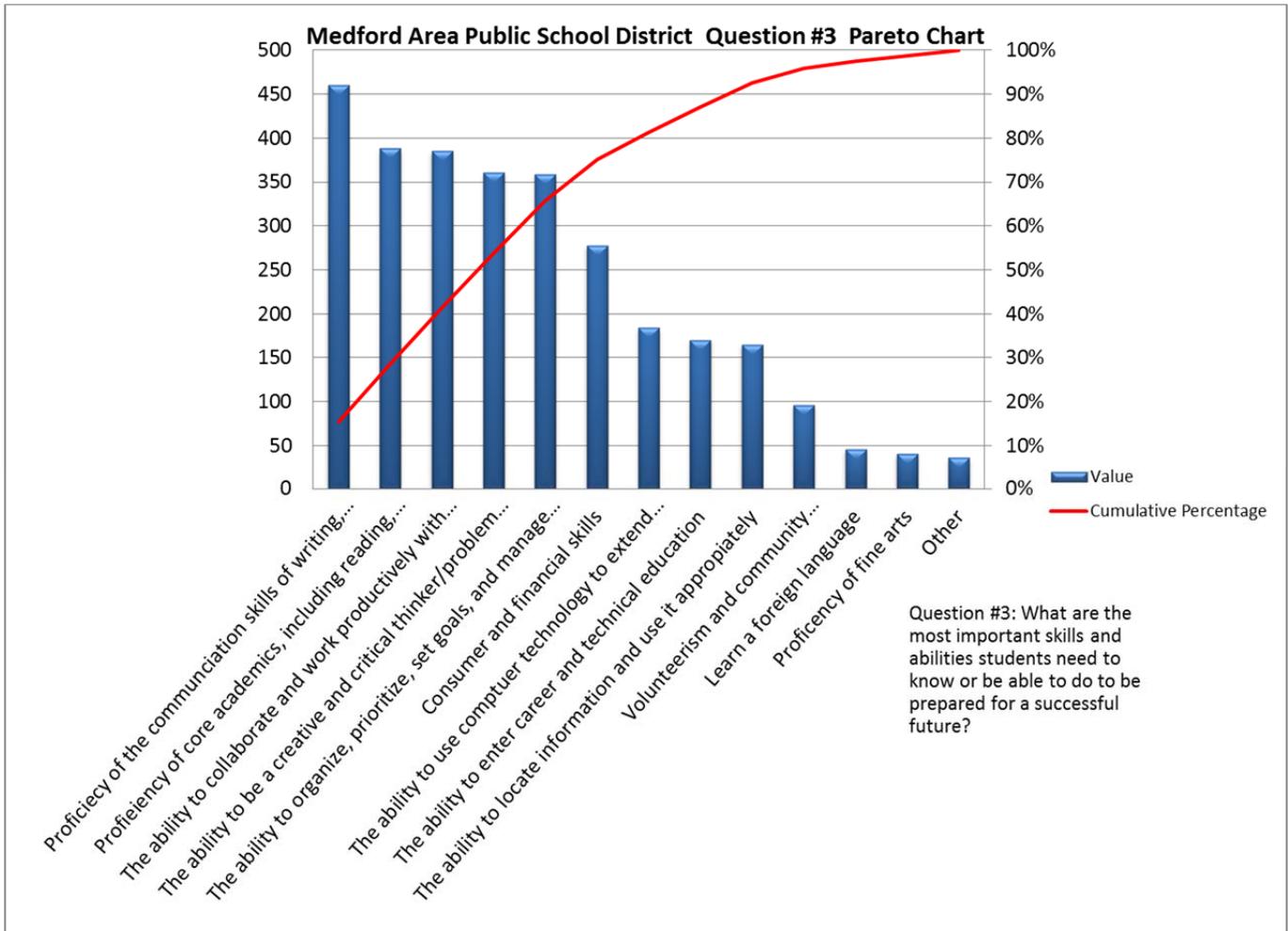
School.....	30.51%
Education.....	18.64%
Bullying.....	11.86%
Providing.....	11.86%
Staff.....	10.17%
Teachers.....	10.17%
Community.....	8.47%
Prepared.....	6.78%
Local.....	5.08%
Sports.....	5.08%
Increasing.....	5.08%
Classrooms.....	5.08%
Report Card Expectations.....	3.39%
Writing.....	3.39%
Control.....	3.39%
Improving.....	3.39%
Future.....	3.39%
National.....	3.39%
Path.....	3.39%
Strong.....	3.39%

**What are the most important skills and abilities students need to know or be able to do to prepare for a successful future?
(Choose only five of your highest priorities from this list.)**

Answered: 605 Skipped: 3



Answer Choices	Responses	
Proficiency of core academics, including reading, mathematics, science and social studies	64.13%	388
Proficiency of the communication skills of writing, speaking and listening	76.03%	460
Proficiency of fine arts	6.78%	41
The ability to locate information and use it appropriately	27.27%	165
The ability to use computer technology to extend learning and master subjects	30.41%	184
Consumer and financial skills	45.95%	278
Volunteerism and community services	15.87%	96
The ability to collaborate and work productively with others and resolve conflicts when they arise	63.64%	385
The ability to organize, prioritize, set goals and manage them	59.34%	359
Learn a foreign language	7.60%	48
The ability to be a creative and critical thinker / problem solver	59.67%	361
The ability to enter career and technical education	28.10%	170



Pareto Chart Data:Question 3			
Category	Value	Percentage	Cumulative Percentage
Proficiency of the communication skills of writing, speaking and listening	460	15%	15%
Proficiency of core academics, including reading, mathematics, science and social studies	388	13%	29%
The ability to collaborate and work productively with others and resolve conflicts when they arise	385	13%	42%
The ability to be a creative and critical thinker/problem solver	361	12%	54%
The ability to organize, prioritize, set goals, and manage them	359	12%	66%
Consumer and financial skills	278	9%	75%
The ability to use computer technology to extend learning and master subjects	184	6%	81%
The ability to enter career and technical education	170	6%	87%
The ability to locate information and use it appropriately	165	6%	93%
Volunteerism and community service	96	3%	96%
Learn a foreign language	46	2%	97%
Proficiency of fine arts	41	1%	99%
Other	36	1%	100%
Total	2969		

Question #3 "Other" (36 responses)

- 1 Communicate with others orally - too much technology.
- 2 Academic excellence.
- 3 Verbal communication.
- 4 The ability to sign their name in cursive and balance a checkbook.
- 5 Ability to write their name in cursive.
- 6 Learn a foreign language - Spanish.
- 7 Adaptableness, to be quick on their "feet."
- 8 Willingness to work!
- 9 Consumer & financial skills - In high school, I hear personal finance class does this well. The ability to organize, priorities, set goals and manage them - This is excellent, but how do you teach this? The ability to be a creative and critical thinker - Also excellent, but how do you teach this?

- 10 With the first one, you should also have History. We learn from past mistakes. Unless all the History books have been rewritten so the truth is not included.
- 11 Graduating students that are able to either go to a post-secondary school or begin a career should be the district's main goal. The state of Wisconsin's main focus is to have students college and career ready at graduation. An increase in job skills and understanding how they apply to real life should be a main focus, even for students with disabilities.
- 12 A large portion of the graduated students can't even balance a check book.
- 13 Ability to write in cursive. So many children do not write in cursive anymore. They print their name and can't read cursive writing. It's a shame.
- 14 Soft skills and social skills
- 15 I think there is a lot of overlap here. To me, a student must be proficient in core academics and communication skills in order to be successful in those options listed below. A strong foundation is paramount to success; however, students should also be provided opportunities to learn these additional skills/abilities. For example, a student would be hard pressed to organize, prioritize, set goals, and manage them if they are not effective communicators.
- 16 Return to normal math teaching, common core is useless and does not teach kids any skills they will actually use. Ability to file taxes, and again, course work that relates to science field degrees and writing papers in college format.
- 17 Students need to learn to be more self-sufficient and learn how to grow their own food, and sew.
- 18 Teaching students about sexual assault and rape because the amount of jokes about these topics in the high school is far too prevalent and it should be taught that that's not funny.
- 19 Common sense Life skills
- 20 Critical thinking, intersectional thinking, understanding of power systems and structures of oppression, and how they impact those with different identities
- 21 A reading score is not an indicator that an individual will be a successful member of society. The core academics are important but not always a defining measure. Consumer and financial skills. Volunteerism and community services. The ability to collaborate and work productively with others and resolve conflicts when they arise The ability to organize, prioritize, set goals and manage them; Learn a foreign language; The ability to be a creative and critical thinker / problem solver; The ability to enter career and technical education
- 22 Common sense and communication skills.
- 23 Somewhere along the way, Spelling has been thrown to the wayside. The amount of words my children - and their friends, cousins, etc. need spelled for them is alarming. A lot is due to texting, but as we need to get back to fundamentals. In order for students to excel and have a successful future, spelling and grammar need to be improved.
- 24 Social skills in the age of technology.
- 25 The first two items are very important, but already exclusively stressed.
- 26 Common sense.
- 27 Critical Thinking Skills and consequences for actions.
- 28 Actually, all you have listed are important!
- 29 Cursive writing & spelling
- 30 The ability to have a positive interaction socially (face to face) in a growing web based world.
- 31 N/A
- 32 There are more than 5 that need to be addressed
- 33 The ability to persevere in any given situation.

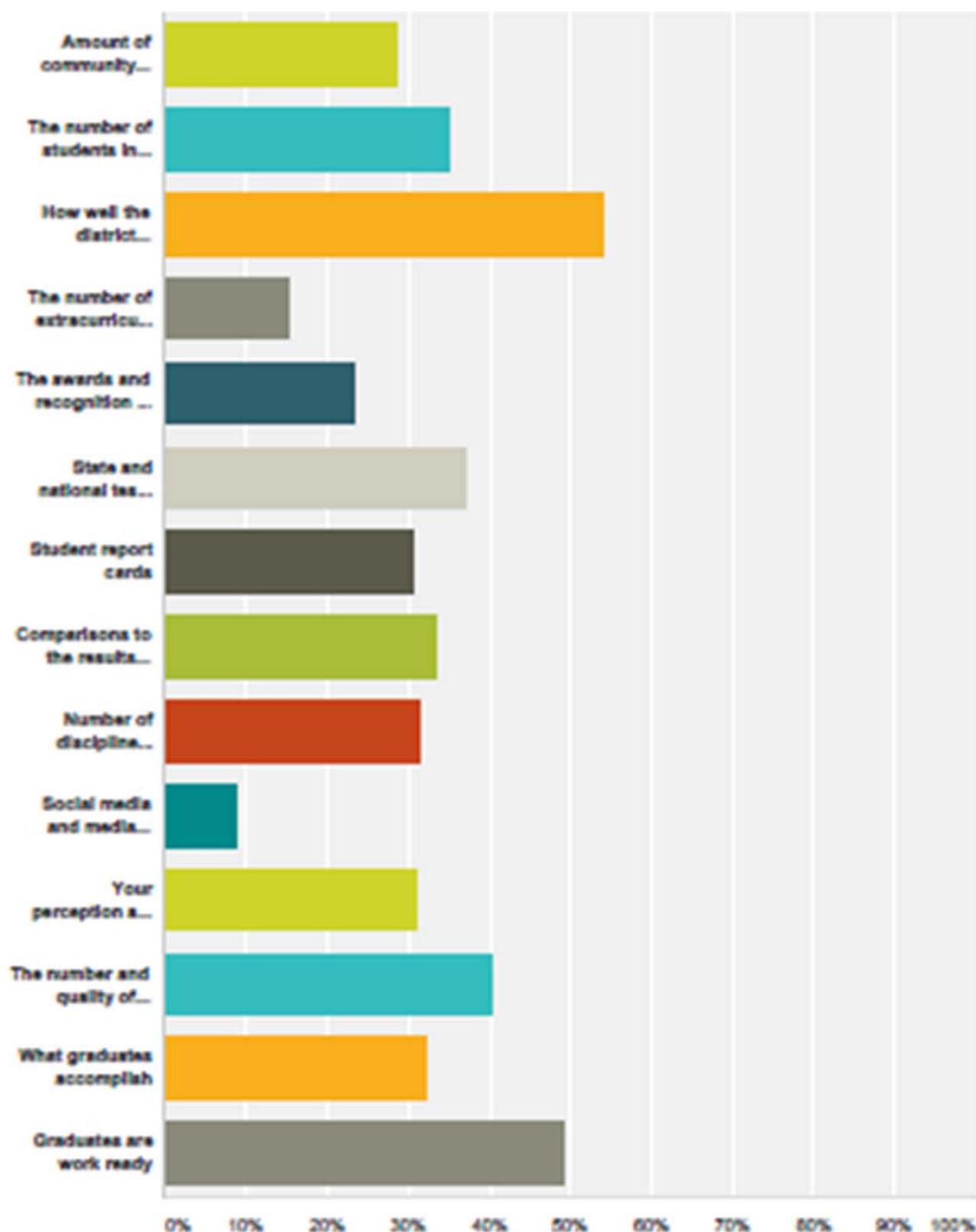
- 34 Respect for people in positions of authority (teachers, employers, parents, coaches).
- 35 With these choices, I also find it to be extremely important that students ARE NOT completely on screens from one class to the next throughout their day. Students should be interacting, discussing, reflecting, reading books (yes, 'old school!'), and writing. Please limit this time for our students.
- 36 These are all very important. No one needs fine arts or foreign language to have a successful future but it is nice to have.

Text Analysis for Question #3

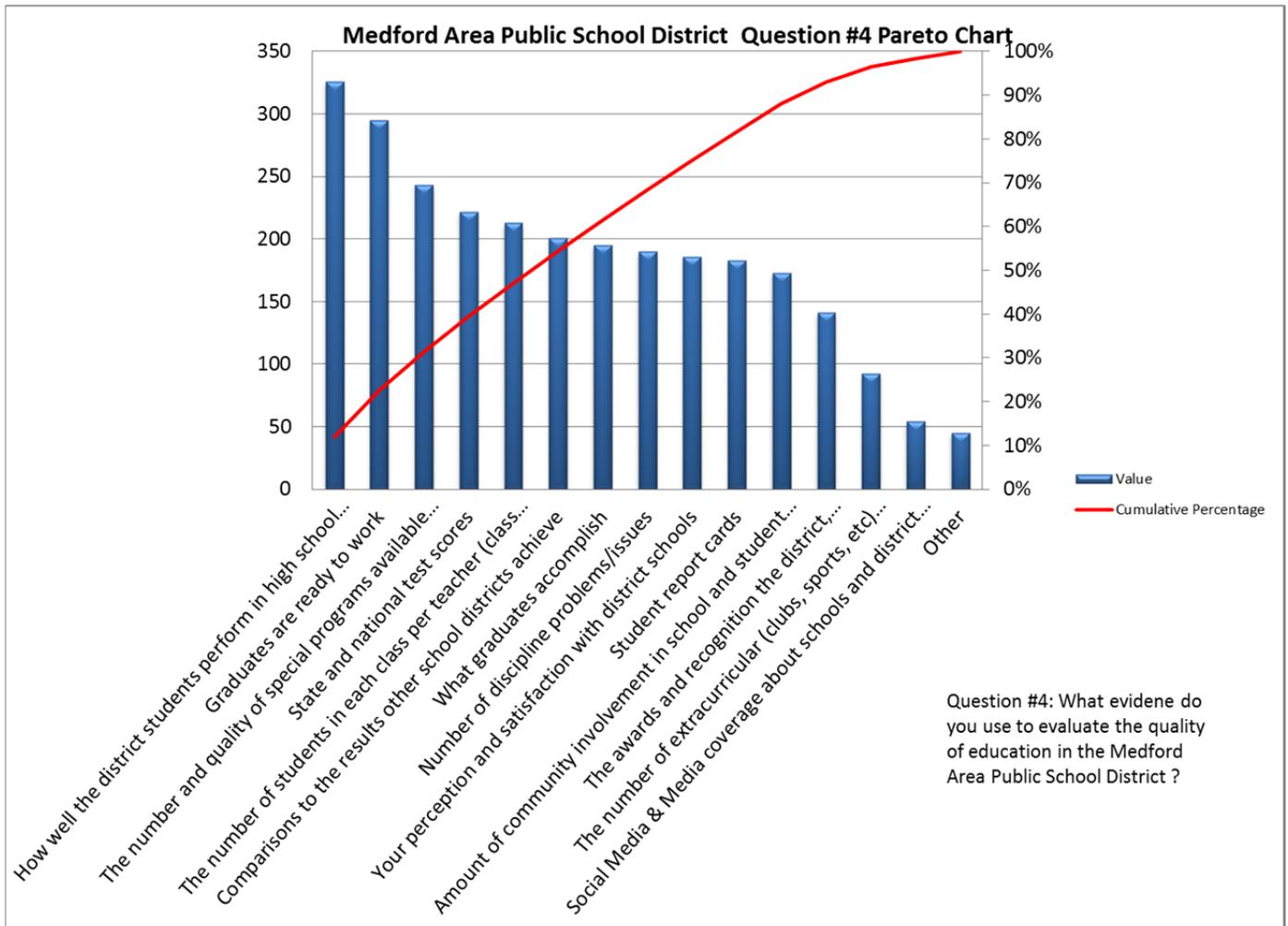
Skills	25%
Students.....	19.44%
Ability	13.89%
Important.....	13.89%
Learn.....	11.11%
Common Sense	8.33%
Foreign Language	5.56%
Critical Thinking	5.56%
Successful Future	5.56%
Technology	5.56%
Understanding.....	5.56%

Q4 What evidence do you use to evaluate the quality of education in the Medford Area Public School District? (Choose only five of your highest priorities from this list.)

Answered: 602 Skipped: 6



Answer Choices	Responses
Amount of community involvement in school and student activities	28.74% 173
The number of students in each class per teacher (class size)	35.38% 213
How well the district students perform in high school (graduation rates, attendance, ACT scores, etc.)	54.15% 326
The number of extracurricular activities (clubs, sports, etc.) that are offered	15.28% 92
The awards and recognition the district, schools, teachers and/or students receive	23.42% 141
State and national test scores	36.88% 222
Student report cards	30.40% 183
Comparisons to the results other school districts achieve	33.39% 201
Number of discipline problems / issues	31.56% 190
Social media and media coverage about school and district achievements and recognitions	8.97% 54
Your perception and satisfaction with district schools	30.90% 186
The number and quality of special programs available to meet student needs	40.37% 243
What graduates accomplish	32.39% 195
Graduates are work ready	49.00% 295
Total Respondents: 602	



Pareto Chart Data Question 4			
Category	Value	Percentage	Cumulative Percentage
How well the district students perform in high school (graduation rates, attendance, ACT scores, etc.)	326	12%	12%
Graduates are ready to work	295	11%	23%
The number and quality of special programs available to meet student needs	243	9%	31%
State and national test scores	222	8%	39%
The number of students in each class per teacher (class size)	213	8%	47%
Comparisons to the results other school districts achieve	201	7%	54%
What graduates accomplish	195	7%	61%
Number of discipline problems/issues	190	7%	68%
Your perception and satisfaction with district schools	186	7%	75%
Student report cards	183	7%	82%
Amount of community involvement in school and student activities	173	6%	88%
The awards and recognition the district, schools, teachers, or students receive	141	5%	93%
The number of extracurricular (clubs, sports, etc) activities that are offered	92	3%	96%
Social Media & Media coverage about schools and district achievements and recognition	54	2%	98%
Other	45	2%	100%

Question #4 “Other” (45 responses)

- 1 College ready.
- 2 Graduates are ready for the real world and how to cope.
- 3 How well the district students perform . . . grade school, middle school and high school (not just high school). In grade school, middle school, if student isn't doing well, have the student repeat the grade!

- 4 Have teachers that really want to do the job and not just because they have a job. Jobs are choices of what you want to do when you grow up.
- 5 Social media . . . very little on academics, mostly oriented around sports.
- 6 How teachers respond to situations that arise.
- 7 Can they make change? Can they sign their name in cursive on the back of a check? Can they read?
- 8 The number of extracurricular activities . . . NOT!
- 9 Success of special needs children through the help of special needs program.
- 10 How many Medford students return back to Medford to work, live and reside in this town!
- 11 State and National tests scores and comparisons to the results . . . linked to each other - on the state and national test scores listed above. What graduates accomplish - do you track this for 1, 2, 3, 4 or more years after graduation or do you mean things high school students have done in the community?
- 12 Readiness for college and if they succeed and stay in college. Communication with my kids about teachers, programs, classes.
- 13 Courses offered 2. Quality teachers who care about whether or not their students are learning.
- 14 Teacher/staff morale, if they are proud of their district, it will be reflected through students
- 15 Reduced discipline issues, by the use of PBIS, will have a strong effect on student achievement. Being proactive as a district to help curb student behavioral concerns will benefit all students to be higher achievers.
- 16 Office/administration needs to support staff
- 17 Evidence of STUDENT involvement in school activities as well as involvement in the community. A test score only measures how well a student can take a test.
- 18 The level of education of the teachers.
- 19 The views/opinions you hear from the children
- 20 Overall student happiness and how safe students feel. How well the district students perform in high school (graduation rates, attendance, ACT scores, etc.) The number of extracurricular activities (clubs, sports, etc.) that are offered; The awards and recognition the district, schools, teachers and/or students receive; State and national test scores; Student report cards;

Comparisons to the results other school districts achieve; Number of discipline problems / issues; Social media and media coverage about school and district achievements and recognitions; Your perception and satisfaction with district schools; The number and quality of special programs available to meet student needs; What graduates accomplish; Graduates are work ready

- 21 Students feeling safe, and feeling like they are getting what they need in terms of support
- 22 With so many kids being not only on the honor roll, but having top honors - my kids included, it makes we wonder if we haven't loosened our expectations and requirements for so many achievements.
- 23 The percent of seniors who go on to further education / training.
- 24 Extracurricular activities - yes, yes, yes - research is clear on this. Perhaps not the number, but the quality of, the variety.
- 25 How well the district students perform in high school - engagement. Number of discipline problems / issues – measure of negative engagement.
- 26 We need more tech ed programs - not all students will go to college - some will go to tech schools and some will enter the work world - they should be ready for it all. A lot of our problems with students is RVA and home schooling - children need to be social and learn how the real world is - not protected at home.
- 27 The number of students that start an educational program (college, tech, apprenticeships) after high school graduation and compare that number to the number that complete the educational program. If they were successful....why and if they didn't finish...why? Were they prepared?
- 28 Graduates are ready for some type of secondary education
- 29 * If a school has classes for the over-achievers/gifted - that's good. If a school has tutors available for those who need assistance - that's good. * If there are study abroad or 2-week student exchange programs available - this is a fantastic bonus - it demonstrates connectivity to the world and provides cultural awareness. * How prepared are the high school graduates for college/tech college, IE: how many have to retake high school classes because they didn't learn the basics the first time? * Extra-curricular activities and clubs are definite pluses, but think Medford is overly preoccupied with sports. It seems every year there is a referendum for something sports-related. Can we focus on education?
- 30 I feel most of what you have listed is results of comparisons which sometimes are not a true picture of what is happening in the school. I feel listening to the conversations of staff, parents and the community is the true picture, i.e. staff comments about the school, identified assets and problems, parents: do they feel their child had a quality education all inclusive, etc., community: the children they graduated were ready for college or they were ready to join the workforce because they had the skills. It is important to have your finger on the pulse of the community. It is disheartening to still hear the comments of HS school students who want to determine what to do

after HS, you are better going to a tech school because you don't have the skills to complete 4 years of college or you should consider just joining the workforce because you don't have the grades to get into tech school or college. As a former parent whose child was told, here is the book for colleges to look at but you should really consider something else is unacceptable. Yes they did graduate in 4 years from a college with a degree with the college they found themselves with no help from the counselors. No one knows how a student will excel after high school. Sad to say I still hear this from parents and students and yes you do have to have the ability to separate out comments of someone who is just complaining to complain versus those that are truly applicable to the situation. My other note is congratulations to the special education department on their continued efforts to motivate and assist children with learning lifelong skills and assisting parents through education and support groups. This is a shining star for the school district.

31 Student and parent satisfaction with education and support provided

32 Flexibility with the changing lifestyles of non-conforming students in regard to religion and gender.

33 How successful a student feels in the ability to be able to get the help from their teachers 34
Again, all are important.

35 Students should be work ready when graduating - more focus needed on the soft skills and how to get along with others.

36 As a parent of existing students, my heaviest weight for evaluating the district is what I hear from my children about course expectations and teacher behavior.

37 N/A

38 How graduates perform academically in college.

39 Development of social skills

40 Student satisfaction with school

41 I would hope that leadership at MASH would be conducive to a great learning and sharing culture. That is not the case from my standpoint. Would love teachers who act professionally, who push the students in positive, challenging ways. To have teachers just give packets, or working on busy work, not caring what the students wants or needs are is very sad. I am not saying all teachers... but the culture, the atmosphere... is perceived that way. A call from a high school teacher would be very cool... haven't had one in all the time my kids have gone through...

42 If our special needs kids are able to survive on their own in the community (depending on the diagnosis) and are able to get jobs

43 Sportsmanship

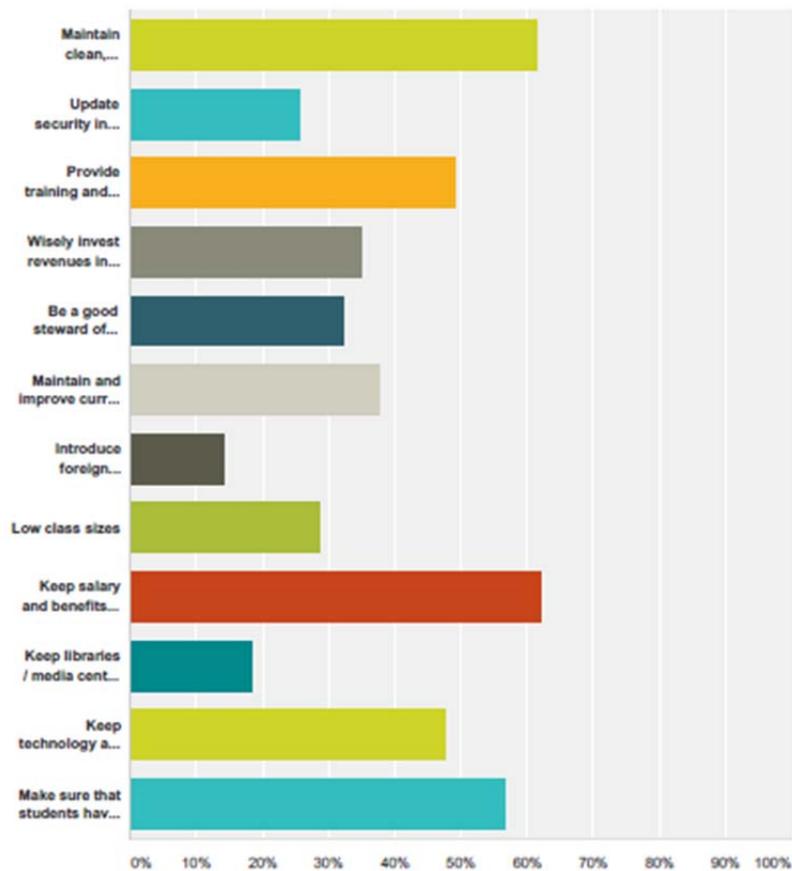
44 Interactions with all school staff and appropriateness if needing to deal with issues 45 Teacher relationship, communication, and involvement with individual students & parents.

Text Analysis for Question #4

School.....	22.22%
Teachers.....	22.22%
College.....	15.56%
Education.....	13.33%
Children.....	11.11%
Skills.....	6.67%
Social.....	6.67%
Staff.....	6.67%
Special Needs.....	4.44%
Extracurricular Activities.....	4.44%
Real World.....	4.44%
Medford.....	4.44%
Safe.....	4.44%
Discipline.....	4.44%
Expectations.....	4.44%
Important.....	4.44%

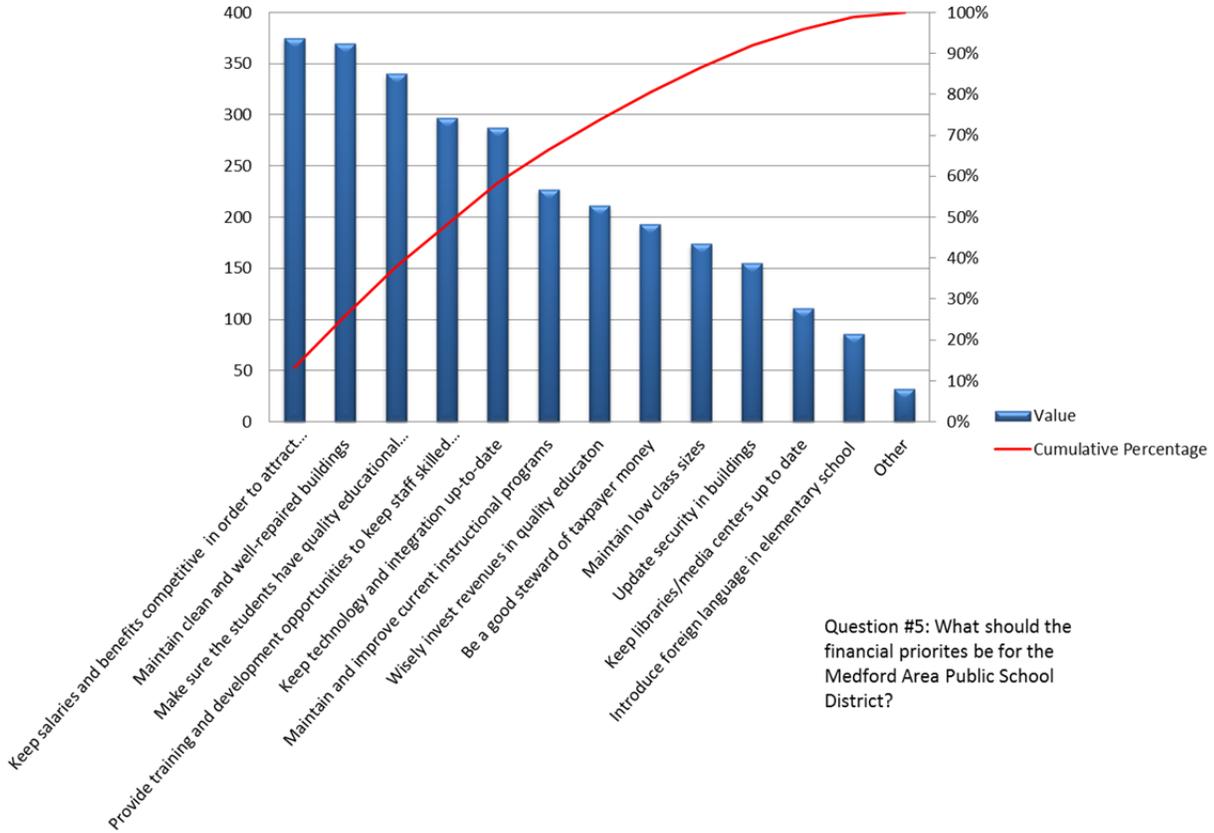
Q5 What should the financial priorities be for the Medford Area Public School District? (Choose only five of your highest priorities from this list.)

Answered: 602 Skipped: 6



Answer Choices	Responses
Maintain clean, well-repaired buildings	61.46% 370
Update security in buildings	25.75% 155
Provide training and development opportunities to keep staff skilled	49.34% 297
Wisely invest revenues in quality education	35.05% 211
Be a good steward of taxpayer money	32.06% 193
Maintain and improve current instructional programs	37.71% 227
Introduce foreign language programs in elementary grades	14.29% 86
Low class sizes	28.90% 174
Keep salary and benefits competitive in order to attract and retain quality staff	62.29% 375
Keep libraries / media centers up-to-date	18.44% 111
Keep technology and integration up-to-date	47.67% 287
Make sure that students have quality educational materials in the classroom	56.48% 340

Medford Area Public School District Question #5 Pareto Chart



Pareto Chart Data Question #5

Category	Value	Percentage	Cumulative Percentage
Keep salaries and benefits competitive in order to attract and keep quality staff	375	13%	13%
Maintain clean and well-repaired buildings	370	13%	26%
Make sure the students have quality educational and materials in the classroom	340	12%	38%
Provide training and development opportunities to keep staff skilled and competent	297	10%	48%
Keep technology and integration up-to-date	287	10%	58%
Maintain and improve current instructional programs	227	8%	66%
Wisely invest revenues in quality education	211	7%	74%
Be a good steward of taxpayer money	193	7%	80%
Maintain low class sizes	174	6%	87%
Update security in buildings	155	5%	92%
Keep libraries/media centers up to date	111	4%	96%
Introduce foreign language in elementary school	86	3%	99%
Other	32	1%	100%
Total	2858		

Text Analysis for Question #5

- 1 No social promotion - no extra credit. An "A" is an "A," a "B" is a "B," a "C" is a "C," a "D" is a "D," an "F" is an "F."
- 2 Stop lying about budget costs for projects just to get referendums past.
- 3 Bring back local control of curriculum and get rid of "common core."
- 4 Keep salary and benefits competitive . . . all staff, not just new ones!!!
- 5 Maintain and improve current instructional programs - get rid of common core. Introduce foreign language - Spanish
- 6 Invest in a short and long term facilities replacement plan / schedule.
- 7 Be a good steward of taxpayer money - of course you do this! Introduce foreign language programs . . . if it is Spanish.
- 8 Maintain clean, well-repaired buildings . . . don't wait 50+ years to replace when it has not been maintained.
- 9 The district needs to be competitive with staff pay to keep quality staff, It also needs to make sure the money being spent in the district, benefits students based on test scores. District goals and priorities should be funded first. Something like having a barn at the high school only benefits a small number of students. The big picture needs to be considered when money is spent.
- 10 Serve organic lunches
- 11 Not a barn, that's for sure. Also you should teach kids how to adult. Change a tire, change oil, make something more complicated than ramen, sew a button, watch your finances... because although there are already individual classes for these already, there is no possible way someone can take all of those and also graduate with enough credits and also focus on a career path.
- 12 Add more cameras to the parking lot. Spend more time educating students on things they need to know how to as an adult, make it required like financial lit. (Ex: sew on a button, change a tire, do laundry properly, cooking simple things (not from a box) what type of cleaning supplies goes on what surface, etc.)
- 13 Improve school lunches!
- 14 Another priority not listed should be Sports / Arts programs. Both teach students skills they cannot learn in a class room and give them a creative outlet to be their own person. I think more money should be invested into Medford's sports programs and hopefully, one day a field house.

- 15 Be more financial responsible to tax payers. Use extra curriculum money to fix maintenance problems, priorities.
- 16 Maintain competitive sports programs and facilities. Increase in this is a positive influence and counters the pull towards an unhealthy lifestyle.
- 17 Teachers make enough money! Some don't deserve what they are paid. I'm so sick of teachers complaining they need more money!
- 18 Low class sizes - especially elementary schools
- 19 Offer competitive and respectable sports facilities.
- 20 All of these things are of equal importance and it's the job of the elected members of the board to accomplish all to whatever extent possible.
- 21 Be a good steward of taxpayer money - something Sullivan won't do! Maintain and improve current instructional programs Introduce foreign language programs in elementary grades Low class sizes; Keep salary and benefits competitive in order to attract and retain quality staff; Keep libraries / media centers up-to-date; Keep technology and integration up-to-date; Make sure that students have quality educational materials in the classroom
- 22 Our children need to learn respect, good work, ethic - they need to know that it is ok to feel badly about yourself and how to pick yourself up and move on. Without thinking of suicide.
- 23 Invest revenues in quality education - not sports!
- 24 Regarding teacher salaries. There are new teachers graduating from college looking for jobs all the time. I know some. Some of the best teachers my kids had were younger teachers. Why? They were excited to teach and got my kids excited about learning because of that. Nowadays teachers are busy getting matters degrees just to earn more money and are forgetting to keep kids excited to learn. That's not because they are not paid well- I actually believe they are - it's that they have forgotten why they got into the profession in the first place. Hire teachers more excited to teach and less concerned about paychecks
- 25 There was a referendum passed this spring. It was noted in the paper that some of the project work at MASH cannot be completed as planned due to bids received and used from 2 years ago and other issues. This is UNACCEPTABLE. I put this on the Board and the D.A. Would any one of them build a home this year using a quote from 2 years ago? There is no justifiable reasoning for this error. Once again we have to implement less and come up short in comparison to other districts because of our leadership. This is one example.....I will not support any future referendums with the current leadership.
- 26 N/A

- 27 Maintain and improve our current athletic facilities.
- 28 Security at the high school is nearly non-existent. Automatic locks are needed as soon as 8:13 rings. Secured walk way between tech ed and main building as to not allow free roaming students.
- 29 Compared to other districts...Medford is not keeping up with comparable districts when it comes to programs to keep/retain quality teachers...
- 30 Take care of Coaches more
- 31 Too many quality staff have already exited the district. The district hires too many new teachers who do not have experience who are learning the curriculum on site the same time as our students re....who's learning?
- 32 There are no foreign languages, only language skills. Greek, Latin, Spanish and French instruction helps with English

School	22.40%
Teachers	15.20%
Education	14.40%
Community	11.20%
Staff	10%
Children	9.60%
Learning	8.40%
Skills	8%
Decisions	6.40%
Goals	5.60%
Future	4%
Facilities	3.60%
Tax	2.80%
Long Term.....	2.40%
Class Sizes	2.40%
Maintaining.....	2.40%
Test.....	2%
Strategic Planning.....	1.60%
Average	1.60%
Bigger	1.60%
Field.....	1.60%
Remember	1.60%
Complex.....	1.60%
Safety.....	1.60%
Realistic	1.20%
REAL World	1.20%
Common Core.....	0.80%

Q6 What information or advice would you give the strategic planning team as they make decisions about long-term priorities and goals?

Text Analysis for Question #6

School.....	22.40%
Teachers.....	15.20%
Education.....	14.40%
Community.....	11.20%
Staff.....	10%
Children.....	9.60%
Learning.....	8.40%
Skills.....	8%
Decisions.....	6.40%
Goals.....	5.60%
Future.....	4%
Facilities.....	3.60%
Tax.....	2.80%
Long Term.....	2.40%
Class Sizes.....	2.40%
Maintaining.....	2.40%
Test.....	2%
Strategic Planning.....	1.60%
Average.....	1.60%
Bigger.....	1.60%
Field.....	1.60%
Remember.....	1.60%
Complex.....	1.60%
Safety.....	1.60%
Realistic.....	1.20%
REAL World.....	1.20%
Common Core.....	0.80%

Answer Options

Response Count:	250
Answered Question	250
Skipped Question	358

- 1 The number 1 priority needs to be the students of the district and quality academics they receive. Number 2 - hire qualified teachers with an education degree.
- 2 Keep buildings in good repair and see that all are treated fairly.
- 3 Some advice I'd like to share is if a program is being implemented in the district for students that administrators also practice the strategies used by the program - PBIS. Over the summer, I heard an unflattering remark made by an administrator about the newly retired teachers. My children enjoyed having those teachers as part of their education.
- 4 Figure a way to incorporate performance based pay for the teaching staff that is equitable - keep teachers working with students.

- 5 1 - Make ongoing improvements to existing buildings a priority so they are safe. 2 - Keep salary and benefits competitive to attract and retain quality staff a top priority.
- 6 Students must learn to talk face-to-face, not on a phone, etc.
- 7 To take into account the backgrounds of students. Everyone is different, if you see bullying, etc., nip it in the bud by getting parents involved to set up a discipline program.
- 8 Students need to know money management. They are coming out of school not knowing how to even balance a checkbook or be informed on banking and life skills. We are being so politically correct that the next generation doesn't know how to cope with disappointment or feel pride in accomplishment. This should be started in elementary school. High school is too late. They already have their own mind set.
- 9 Remember that education is the number one priority!
- 10 Cut back on sports programs and put more into school academics!
- 11 The goal of the Medford School District is "academic excellence." Fire nonperforming teachers - you have them! Athletics is an extracurricular activity - no Medford athlete ever made a living in his or her sport. If the public school system cannot improve - then we need more charter schools.
- 12 When we vote for a referendum and we vote on that dollar amount, that's what the tax payers want to stick with or less. NOT MORE. We can only pay for so much and stop asking for more. Just do the projects we voted for.
- 13 Involve the students with for non-profit organizations.
- 14 Well first of all, is the safety of the students, and after to make whatever decision. To take into account that there could be children that might need more time for whatever project.
- 15 Schools are only as good as the people educating the students. Keeping and attracting qualified staff is important.
- 16 Cover the points I checked!
- 17 Make sure teachers are up to date on all areas of education.
- 18 Set achievable goals.
- 19 Look to replace high school with new building to meet next tech needs and gym space.
- 20 Get rid of the "common core" propaganda and go back to reading, writing and arithmetic.
- 21 Conduct classes and show movies that tell the effects that drugs have on the body and mind and show them to every class and every grade level, every quarter of the school year!
- 22 Make sure that quality training is provided to staff. Technology is a book with no words, without quality, specified training.
- 23 Many of the challenges will arise from things you have no control over (e.g. state funding, core curriculum, enrollment, technology) so be realistic and leave room for the "curve ball."
- 24 Safety, maintenance of facilities, and trained staff - are very important for our students, staff and community.
- 25 Get rid of common core. A lot of parents have problems and can't teach their children or help them.
- 26 Keep class sizes low and high numbers of class offerings at the high school.
- 27 Mental and emotional illness and cooperative efforts among students.
- 28 I've seen firsthand that some students graduate without the ability to read and do math skills. This is unacceptable. "No student left behind?"
- 29 To our family, it's not as much about having shiny new class rooms and books, but rather the "heart" the teachers and staff put into the education our children receive.
- 30 It's a given that the district should have up to date instruction, staff and technology. This cannot be pushed down the road. Annually budget for it. There are places to save dollars, ask the staff.

- 31 Identify the positive life and life-style values we want students to develop and highlight and affirm the ways adults in the school and general community are modeling them. Choose and support faculty and staff who model these positive life styles. Be careful to evaluate "new" programs in terms of the ways the skills and abilities or teaching procedures are really an improvement or possibly a restatement of old or successful ideas with new terminology. How much teacher time and taxpayer money is spent on continuous change for the sake of change? How do we also identify REAL needed changes and give teachers TIME to implement them? Do our students and parents have survival skills that would enable them to function in the event a natural or man-made disaster would cut off electronic devices for a lengthy time period? Reading and evaluating original documents and other resources as opposed to using only contemporary Internet information is an important research skill. What reading skills are needed? Is the ability to read the cursive handwriting in many sources still being taught? How much REAL contact with the natural environment is needed in order for students to make wise decisions about our future? Does our school experience provide a good balance? Our school experiences provide a good balance?
- 32 Identify the positive life and life-style values we want students to develop and highlight and affirm the ways adults in the school and general community are modeling them. Choose and support faculty and staff who model these positive life styles. Be careful to evaluate "new" programs in terms of the ways the skills and abilities or teaching procedures are really an improvement or possibly a restatement of old or successful ideas with new terminology. How much teacher time and taxpayer money is spent on continuous change for the sake of change? How do we also identify REAL needed changes and give teachers TIME to implement them? Do our students and parents have survival skills that would enable them to function in the event a natural or man-made disaster would cut off electronic devices for a lengthy time period? Reading and evaluating original documents and other resources as opposed to using only contemporary Internet information is an important research skill. What reading skills are needed? Is the ability to read the cursive handwriting in many sources still being taught? How much REAL contact with the natural environment is needed in order for students to make wise decisions about our future? Does our school experience provide a good balance? Our school experiences provide a good balance?
- 33 As a former student I feel that athletics is one of the things that best prepared me to be a strong community member. It taught me teamwork, working with others, and overcoming adversity. I also wish the district would have better prepared me to deal with finances and real problems of the working world.
- 34 Do things methodically! Do not base decisions on knee jerk reactions like in the past!
- 35 Small class sizes in grades K - 3 seem to help increase student learning. Increasing dollars spent on schools doesn't mean increased student performance. Use "research-based" programs for helping kids learn to read, not something that is new or popular w/o a record of doing what it is meant to do, i.e. help struggling readers.
- 36 Please put the students' needs and safety as a priority.
- 37 Importance of a strong school system to the overall community. Referendum approval was an important first step.
- 38 Get students involved in volunteering in the community, as this bring awareness to community members when it comes time to vote for referendums.
- 39 Please look beyond the surface. Medford has programs in place, technology in the hands of students and staff, trainings available, yet looks at the day-to-day interactions between students and staff and the community. Do students have needs met? Do students have the problem solving / thinking /

studying skills to thrive, not just survive? Stop the time fillers and look for relevant skills - work with local companies / workers. If we are in the education business, then student development is our priority!

- 40 The high school is in desperate need of update and repair. I walked into the biology room during parent/teacher conferences this fall and the classroom was exactly the way it was when I had biology in that room 25 years ago. I saw the desk I sat in. And the outside of the high school is horrible. The sidewalks, shrubbery, and lawn leading to the office are in need of repair. If I was a new family to the district I would think I was sending my child to a low income school. Also the entrance to Raider Hall is an embarrassment. The black top is broken up and uneven. I am surprised that a community member or student has not fallen and hurt themselves. Our community needs to invest in the high school. It is really showing its age.
- 41 Keep a tight lid on new construction. Retired people have a fixed income.
- 42 Plan and budget for the long term so we don't end up with big dollar referendums. Tax payers don't make extra money just because they are taxed more. And when we build, or change things, plan ahead and double check things so we don't end up with a pool that is a foot short, etc.
- 43 Focus on current mission/vision as decisions are made for future priorities and goals.
- 44 Children need more focus on social skills and emotional health. (Example: instead of a focus on STIs in health class, focus more of the time on what the characteristics of a healthy relationship are.) In my mind, social and emotional health are the cornerstones of a healthy and successful student. Once those needs are met, our students will have much greater success in all other areas.
- 45 Increase enrollment. Is there a way to utilize Simek Center to fulfill the students' needs? How are other communities able to upgrade their facilities and we continue to struggle to upgrade?
- 46 Hands on learning instead of learning from a chrome book/iPad. Legible writing. Teaching cursive writing again. No tolerance for drugs. Don't just drug screen those in sports, randomly drug screen all students, especially in high school.
- 47 Look the enrollment trends for the future, student testing scores/data, and staff compensation packages during the planning. These 3 areas need to be kept in mind when planning goals for the district so the quality of education continues to at a high level.
- 48 Focus on what you feel your children would need to succeed.
- 49 Education #1, building improvements, keeps sports a priority
- 50 Individualized education that meets student needs and achievements and provides a well-rounded social guidance to ensure teamwork is necessary as well as bringing back the basic math concepts and making sure they know how to do business math
- 51 keep having surveys
- 52 Continue with the exceptional job of IEP students and students with disabilities that you have already. Treat all students that they are all gifted. No just a few.
- 53 Quality staff that form relationships with students is essential for learning to take place and minimizes discipline issues. Maintaining technology is a must to give our students a chance in our ever changing world.
- 54 Work more with business
- 55 Keeping up with the ever changing technology in our lives, and teaching our children how to use it responsibly.
- 56 Please do not make decision just on test scores alone as this is not an accurate representation of student abilities.
- 57 Make sure it is about the students and their future.

58 Support the staff. Our school system can only be as successful as our teachers. To me, a high quality education starts with our educators. Efforts need to be made for improved staff retention. The Medford school district is not necessarily competitive with other districts in the surrounding area.

59 Provide a list of improvements and expenses when improvements are completed so EVERYONE knows where tax payer dollars are exactly spent. NO pork belly crap.

60 Invest in teachers.

61 Be good Stewards and Role Models for our Students

62 Please keep the children and the ability for them to learn in mind when making all decisions!

63 Put Education first.

64 I would like the district to educate students on the trades, college, tech schools are not always the best fit for all students, community needs electricians, plumbers, HVAC and communication techs

65 Education is the important goal / fundamentals.

66 1 - Well paid, appreciated staff. 2 - Buildings kept up to date

67 Don't be narrow minded regarding sports and sports facilities. Winning teams bring pride to the community and pull it together. Student athletes are proven to excel in life.

68 when asked to test a child to put them in special classes don't wait three years and still not done

69 Make the students your priority not administration.

70 Might think about how to get many of the students to return to the area after post-secondary education.

71 To better recognize and understand different learning capabilities of each student's specific needs.

72 Eradicate drugs encourage family engagement and build a field house

73 I truly feel it is all about having good teachers!

74 The importance of strong, healthy families is so important to our school and community. Use common sense and wisdom.

75 Ask the teachers what they need

76 Ask the teachers what they need

77 Get a new math curriculum, teach apa writing not mla, worry less about test scores and more about teaching, enough with the hours of homework you have them for 8 hours, it's our turn after school let them be kids.

78 Don't cut corners on current projects.

79 Provide organic lunches. Several kids eat nothing but junk. It would be nice if the school could provide warm organic meals

80 That building a huge sports complex is not the answer for maintaining a healthy student population.

81 Increase the focus on real world skills (financial education, work ethics, and employment skills). The students today are taught to succeed in college but not in the real world.

82 Many more children are being diagnosed with autism and other neurological disorders. There needs to a willingness to teach differently for not only these children, but also for all children who learn differently. Many children do not do well in a standard classroom--sitting at a desk and listening to someone talk at them. There is a need for teaching "out of the box."

83 Relate items on board meeting agenda to the district strategic plan and monitor and regularly report on priorities and goals

84 NOT A BARN

85 Offer more snacks/food for the kids. It's a known fact that kids focus better, when the body has a good healthy source of carbs in it!!

- 86 A public school is for children to learn and prepare for adulthood. Clubs and athletics should come after the needs of the children to learn and prosper have been met
- 87 Fix and repair the buildings we have. We do not always need "NEW" buildings, just take care and upgrade what we already have. Set up a budget for so much per year, so it doesn't snowball where everything needs fixing all at once. As a LONG, LONG TERM (so much money has been invested here already, it would have to be LONG TERM) goal-it would be nice to see all the schools in one area. If the middle school had been built down by the high school the children would have an area for an outside gym instead of running around the block (which is not safe) and the bussing would be in one area. Also, would like to see swimming lessons offered to the elementary/middle students.
- 88 Not sure
- 89 Extra-curricular activities aren't the focus of the school; forget about the code of conduct. It's horseshit. Worry about education.
- 90 Crack down on security and drugs
- 91 Recognize that a lot of the upperclassmen feel underprepared when going out to the world. Some of the classes (financial lit, life management, etc.) do not effectively cover topics/subjects (or do not cover topics) that students will need to know about (or how to do) out in the real world.
- 92 Be sure to set short term goals so parents and students can see the progress towards the bigger picture
- 93 The students matter too, their happiness and mental health is important. Focus on things the students actually need to have and need to know. Don't only prepare them for college, but for adult life and living on their own.
- 94 Investment opportunity of Sports to equal that of others in the area. SES & MAES Soccer fields need help before the new field is complete
- 95 Make sure you are including all students' identities and safety when you are making these plans.
- 96 Kids need to learn to communicate with others in person. Too much emphasis on technology is not always a good thing.
- 97 N/A
- 98 Something needs to be done to improve the student lunches. They're horrible, kids are going hungry, and it's ridiculous for what we pay to have our children fed!
- 99 Update the high school so it is safe and energy efficient because the building is aging.
- 100 Keep the students in mind - they are the ones that are being molded based upon your decisions, right or wrong.
- 101 We need programs available for learners at every level and interest be it accelerated class, fine arts, foreign language, special education, tech ed, Ag or school to work. Not everyone is meant for the same cookie cutter experience. In order to help the students we need to look at the families and community. Parents need skills to help their children and need to and want to be involved in their learning free of judgement and financial status. Even sports require financial fees if you want to be on the certain teams. This is not being available to all but only a select few. There is a drug issue in the community and that's where the students go home to. Learning will not be a priority until their well-being is certain.
- 102 Stay focused on getting the kids acclimated to finding information instead of memorizing it, teaching critical thinking and real-life skills. Also, anti-bullying still should be a focus...
- 103 Too much testing is required for our students, which is mandated at the state level. Although we need to look and address test scores- they cannot be the only indicator of priority and information.

- 104 Assess the value of our current administrative team. Are we getting the best bang for our buck? Are they working or are they socializing more. Micromanagement appears to be an issue. There are some that have had their ideas stifled because it wasn't what another thought/wanted. What is more important - academics or athletics?
- 105 As a parent I hear two things constantly. Bullying and drugs. Neither creates a safe environment for learning. Both must be dealt with quickly.
- 106 It's great to offer the amount/variety of classes that Medford does, but don't forget about the basics. Spelling, Grammar and other skills they need to be successful.
- 107 Stress the 3 R's - smaller classes (more teachers) for more 1 on 1 time with students - I feel this helps with the core academics and communication skills (a need we have to practice, for the rest of our lives).
- 108 I would advise them to pay attention to government mandates on education programs/requirements and to keep education costs down and "in line" with the national averages.
- 109 Keep students top priority and think of tax payers, especially rural & fixed income ones.
- 110 Budget for upcoming maintenance problems you don't do now, to prevent referendum.
- 111 Convert Simek rec to school property and build the field house complex by adding on to Simek and expanding that property surrounding it.
- 112 Have a three year long term plan with yearly, measurable (realistic) goals.
- 113 Students need to be college/career ready. Being fastest, toughest will not take one far in life. Teach financial planning to ensure secure future.
- 114 Keep the three R's. Preparing a graduate, the basics of being on their own.
- 115 Keep class sizes low so the students are truly focused upon.
- 116 Evaluate internet information.
- 117 Reverse the cell phone policy. Drug free environment.
- 118 Have the students and parents complete a questionnaire on each teacher. I have seen some teachers that should be fired. They don't care about the student or helping them.
- 119 Don't ignore the little problems. They only become bigger.
- 120 Keep the current economic temperature in mind while making decisions.
- 121 Good quality teachers and a positive teaching environment produce quality children.
- 122 Please consider that there is no correlation between homework amount and student achievement in education research - keep homework amount low, especially for younger kids.
- 123 Strategic planning with as many people on the committee you have rarely develop a productive product.
- 124 When teaching math - teach students how to make change! I am amazed at how many young people can only use a calculator to make change.
- 125 Teach reading, writing and math. Make sure books are used as a tool in MAES & MAMS. Books can be used quickly - anywhere - even studying with others on the bus. Chromebooks need a good internet connection to work which doesn't happen at a lot of homes - even teachers!
- 126 Be mindful! Many taxpayers did not have the opportunities available to students today.
- 127 Goals - to help our children understand just how the world works - once you graduate - nobody is going to baby you.
- 128 Ask the kids what they want to see in their school. Take into account that it is their education.
- 129 To ensure that the goals that are established that would then be connected to action steps, timelines, quality outcome measures, and accountability to the accomplishment of the goal(s).

- 130 The fact that Medford doesn't have a large performance space is sad. Schools this size have auditoriums, not gyms and a lecture hall.
- 131 Keep classes small, keep focus on education and activities to lift each other up, creative thinking, daily living skills and mental health/ coping skills are an absolute must!
- 132 Keep in mind that the high school is almost 50 years old. What plans do you have for upkeep or replacement?
- 133 Plan wisely. Make sure teachers are there for the kids and not just for a paycheck.
- 134 The school district's core mission should be make sure students have strong skills in reading, writing, math, and critical thinking/problem solving. When making decisions about how to spend money, these areas should always be the school's number one priority. This is done by attracting and retaining strong teachers.
- 135 I think the school/board has done a good job managing our school. The cost per student is below average and our education seems to be above average. Please continue the good work and keep working to improve the facilities so students have an excellent, well rounded experience.
- 136 Teach our children how to write. Cursive might be a dying era, but when you can't even read job applications these days because there penmanship is so bad these kids will never even be looked at.
- 137 Think realistic and what you have control over.
- 138 Look at the big picture - get some feedback from the students as well in their views of how their school is.
- 139 Do not defer facility maintenance for short term tax savings.
- 140 This is a good first step (listen to the community) not just the staff members that work throughout the school district, or the Sullivan or board members. Get a work group together with those individuals above but other community members also (parents, students that graduated) Listen and don't make assumptions or go in with a decision, this should be a collaborative discussion and decision.
- 141 We have some very old buildings that need to be updated (high school - part of the middle school). We need good facilities to attract new people and keep people in community.
- 142 See comments above
- 143 Fiduccias use of tax payer funds.
- 144 don't waste taxpayer money
- 145 I would like to see the district have a long-term plan for what they are going to do with their aging buildings. When I attend community events at the various buildings there is definite issues with storage and the lack of modern features. The district seems to be just putting a Band-Aid on their buildings and not coming up with viable solutions for their aging buildings (high school & Stetsonville).
- 146 Keep the focus on the students and what is in their best interest. Provide individual focus as much as possible.
- 147 Offer services and events to the community that focus on teamwork and families.
- 148 Keep staff and their training a high priority. No matter what else you do, they implement it.
- 149 At a previous MASH staff meeting we talked about the different areas where we have seen scores drop. I believe that having more of an emphasis on foreign language learning at all ages may help improve scores in the core subjects. According to multiple studies, students who have taken foreign language or who are bilingual show improved scores in math and English as well as having increased mental flexibility. <https://www.actfl.org/advocacy/what-the-research-shows/studies-supporting>
<http://bebrainfit.com/brain-benefits-learning-second-language/>
<http://www.medicaldaily.com/pulse/how-learning-new-language-changes-your-brain-and-your-perception-362872>

- 150 Keep the best interest of the children in mind... don't try to please everyone
- 151 Give the students the skills they will need to exceed. With the increasing cost of college tuition offer as many AP classes as possible
- 152 I wish teachers could be teachers, and not teach for the next federal or state exam that needs scores for funding! We are missing the boat when trying to educate children to be test takers, this type of education will leave them without world knowledge and skills. Be reasonable when coming up to budgeting and projecting what the next fiscal year looks like, saving for a rainy day. Identify a technology, building, resource plan for maintenance and replacing.
- 153 The planning goal should keep the student in mind. Quality teachers that care about their job should be retained. At the university, students are allowed to evaluate their professors. Maybe allow students and parents to evaluate as well.
- 154 Kids that struggle in math and reading, especially at the middle school and high school levels need some type of after school tutoring resource available from 3:30 - 5:00 or 5:00 - 7:00, especially for kids in sports to go to and get homework help.
- 155 Invite professional community members with no children in school district to participate in strategic planning. We have a different perspective, but still to benefit the students and community as a whole.
- 156 Think about the students' points of view too.
- 157 More life skills. My kids have graduated maybe knowing tons about calculus so they could perform well on paper but zero about how to handle everyday situations at college and on life. Thank God they have me and my cell phone but what if I wasn't here? They should know more about how to function once they graduate, not just how to get A's.
- 158 Spend the money as if it were coming out of your own pocket. Live below your means.
- 159 Make sure kids are in mind and get teachers involved. They know the kids needs best since they see the struggles day to day.
- 160 Keep students involved and enjoying school to help them from making bad decisions
- 161 Teachers need to be willing to reach out to the students that they see are struggling in their classes versus waiting for them or their parents to reach out for help. When assistance is reached out for, it would be expected that the school provide some assistance
- 162 Keep 'Learning' as the top priority.
- 163 Too much money in sports i.e. football/soccer complex. High per student costs
- 164 Focus on prepping students for tech degrees.
- 165 Be sure to weigh and balance all the needs of the students, who will be the leaders of tomorrow.
- 166 Bottom line: Inclusive consideration for every student's success. Individual learning plans if necessary.
- 167 Remember to look long-term.
- 168 Hire the best qualified teacher who can help stimulated kids to volunteer, help others, work together, etc. All these things on a daily basis. Encourage those more suited to tech schools by classes being made available to them.
- 169 hold staff accountable to the same standards that they think they have for students and parents in regards to homework and extra help when it is requested. As a parent we are told our kids need to be more responsible for themselves and that we need to check up on them online. That only works as far as the staff keeps their lesson plans and grades online and up to date. You have many more that do not keep things current than you have that do. It makes it pretty tough as a parent to be proactive vs reactive when the situation is like this.
- 170 Know the facts, present them accurately, and ensure our tax dollars are applied accordingly.

- 171 Don't be afraid to talk about building new - especially with the high school. It's time.
- 172 Do not allow the "good enough" mentality. Strive for better.
- 173 The decisions should be based on what's best for the students and retention of good staff members.
- 174 good work, keep it up!
- 175 Pay attention to what other schools in the area are doing; adapt what is working for them to Medford.
- 176 nothing
- 177 Continue working with the kids that need the help to not get held back.
- 178 Review policy on internet access and cell phone use in the classrooms. I believe some students are tuning teachers out and focusing on surfing with phones and Chromebooks.
- 179 Invest in technology and the facilities.
- 180 Keep the special education programs going strong and volunteering for the kids.
- 181 Invest in technology and the facilities.
- 182 Select goals and priorities that are maintainable. It may take more than one 5 year plan to get to the ultimate goal. Thank you for allowing me to voice my opinion.
- 183 Have math skills and communication skill top priority for students.
- 184 Select goals and priorities that are maintainable. It may take more than one 5 year plan to get to the ultimate goal. Thank you for allowing me to voice my opinion.
- 185 improving education/keeping up with larger districts
- 186 Mandated programs usually get the most attention. Don' forget about the average student who is not in special programs. They will make up the local work force.
- 187 Look at future projected enrollments to tie expenditures to those dynamics.
- 188 Focus on what could be done to teach our children to really think, not just parrot back information.
- 189 I think that pulling and retaining high quality teachers is a must because without them the curriculum doesn't matter.
- 190 The education of all our students should be the top priority, as compared to sports and other extracurricular activities.
- 191 Planning for the future is critical, but must be done in a financially responsible manner.
- 192 Discuss with community leaders what their long term priorities and goals are so we can all be on the same page and work together.
- 193 Need to communicate often with the parents and school district residents to keep them informed of issues and accomplishments in the school district and the importance of financial support.
- 194 Saving money is being good stewards, but spending money doesn't necessarily mean one is not a good steward. We have almost \$5M in the savings and our facilities need work.
- 195 They put too much money into sports and do not think of maintenance, education, music, arts and staff. Sports are way over rated in our district!
- 196 We as a district need to spend more time investigating the decisions we make before we jump headlong into something. The most recent referendum is an example of going to the public and asking for money, before we knew what we were going to do with that money. We had an opportunity to better our district, and the taxpayers were behind us. This is a rare moment in the Medford public school district, and now our projects are over budget because we did not take the time to seriously plan how much it was going to cost to complete these infrastructure improvements.
- 197 Focus on the education and actions of the students. Extracurricular activities need to be a reward. If they choose to break school rules, or choose not to fully participate in class there needs to be harsher punishment with not allowing them to participate in extracurricular activities.

- 198 Please remember that our top priority is to educate children. We are not in it for the money or to pump out the highest quantity of a product. We should be looking at the quality of the education we give students.
- 199 Continue to talk to staff, parents, community members- this truly is a community effort
- 200 Spend money wisely!
- 201 Look at the future employment needs of our country and prepare students to meet those needs, whether it means teaching with technology, improving math or language skills, etc.
- 202 Support staff should be paid higher wages. They do the grunt and dirty work and yet bonuses always go to certified staff. Wages should be competitive with the community wages.
- 203 To take peoples voices and opinions/ideas into true consideration.
- 204 Our kids are on computers all day long. They get way too much screen time and not enough human contact with teachers and communicating needs to each other. The teachers are letting the computers teach our kids instead of making connections with them.
- 205 We shouldn't focus on just one priority (ies) - everything on this list is important because it all ultimately benefits our students, families, staff, and local community.
- 206 Please don't forget that the teachers all work very hard for the students here in Medford. We care very much about what we do, but I feel that we are not always appreciated by the community. This is very unfortunate. I would love for the sigma of teachers "getting paid a lot" to leave this community. Because it is definitely not the case for the younger teacher generation.
- 207 Maintaining or even improving the support that overloaded teacher receive i.e. Overload schedules, not enough off days in the middle of the year for students and staff to reboot, support for high needs students in the classroom, maintaining facilities
- 208 Increase early remediation for students having problems learning to read from grades 1-3 i.e. Wilson small groups and/or individual lessons
- 209 To keep the focus on the MOST important aspect of education, the children.
- 210 Class size is important! Some classes have 25 kids, about 1/2 are very low with their academic abilities. Teacher gives it the best they can, but knowing they can't reach a big number of them. Smaller class size? An assistant to help in class?
- 211 Children need to learn better communication, problem solving and work ready skills.
- 212 Look for ways to make changes for the long term not just for a short while.
- 213 Keep the best interest of the students in mind. Try not to only think about the cost of things. The students are the most important thing. How can you make our school better for them and their learning?
- 214 Remember that reading and math are important, but there are so many other things that are equally important in life.
- 215 Please consider equality in pay for teachers. Some teachers are able to negotiate a salary because of demand for their field and others are not. It is very disheartening to know that teachers with less education and experience make more money than you because of negotiations not available to everyone.
- 216 Invest in your teachers.
- 217 Base decisions on what is best for our students.
- 218 No one is ever going to agree with all of the decisions but make the best decisions to fit majority of the group! :)

- 219 I would say that although it is great to have high scores on state and nation-wide tests, that the most important thing is that each student try their hardest in classes. If students are not driven, that is the bigger issue than low grades.
- 220 Don't underestimate the value of your teachers. Invest in them and you invest in the lifeblood of your schools. Good teachers make kids excited to come to school and good teachers provide the comfort and support that a lot of kids don't get at home. I realize that I have a vested interest in this, but we need a pay scale for teachers. It keeps getting talked about, but nothing seems to be happening. Older teachers with families here will stay, younger teachers without ties to the community probably won't stay here long term. Most of the teachers that I started with have left the district.
- 221 Be sure to listen to the teachers and administrators that work in our buildings each day.
- 222 consider community/global citizenship as part of the curriculum;
- 223 Get good at one thing so we are not average at everything. We don't have to try every new, trendy way to teach....
- 224 More preps
- 225 Listen to the staff and community members, no one group has all the information that makes for great learning.
- 226 Find out why we have such a large number of students who turn to RVA versus the traditional school setting? I feel this is often due to lack of quality teachers and course options for students who would like the accelerated/advanced courses.
- 227 Basic math skills without technology. Being able to add in your head.
- 228 Studies show that teachers have the greatest impact on student achievement. We need to keep teachers informed of best practices. This creates excitement and motivation to teach better.
- 229 My advice to the planning team is to spend a quality amount of time in each building, in each classroom in order to have a glimpse into what it's actually like in the trenches. Many times teachers are told what they need when actually what they really need is what is observed on a daily basis.
- 230 I think the elementary should make the school more secure by enclosing the front (by the M) by building a wall on the east side with doors that lock and then the west side would flow directly in to the office. That way all visitors during the day would have to go through the office before entering the school. During public events, the doors could be opened for a free flow to the gym.
- 231 Start thinking about investing in a new high school building. Could be a five to ten year process. By that time our current high school would be close to 60 years old. Good job keeping our high school looking newer than it is.
- 232 Use common sense
- 233 Keep your mission and vision in mind. Be mindful about projecting out, you're not planning for now. Think about the 21st century school and be risky.
- 234 Bullying is a big problem and is the reason I switched my daughter to Immanuel. I work in mental health with some students that attend Medford schools and the schools are very undereducated about mental health and at times have tried to say that therapists are just making excuses for the "bad" behavior of students and that is unacceptable
- 235 Involve parents as much as possible and use multiple 'contact' methods to disperse the information, surveys, etc.
- 236 If it's good for the student then it is good for the school. If it doesn't help the student then, even if it's only a penny, it is money poorly spent. Being good for the student, by the way, doesn't mean that the student needs to be happy all of the time in any situation. The word "no" doesn't cost a cent, molds students, sets limits and is what they need as they are learning just what their limits are or should be.

- 237 Take your time; get input from a variety of folks.
- 238 Take away cell phones in class. No more self-report.
- 239 Education is more important than sports!
- 240 Please keep up the buildings as they are in great shape now and as long as we maintain them yearly they will last a long time to benefit our children.
- 241 The strategic planning team should consider the product that will be the outcome of a Medford education and determine how to achieve more than the minimum deliverable.
- 242 Maintain a fine arts program
- 243 Focus on getting community/business support for not only athletics but education. Local businesses donate hundreds of thousands of dollars for athletic complex, etc. but wouldn't the school district thrive more if part of that money would buy new one to one devices or maintenance upgrades? Athletics are an important part of a student's life but seems like it's forgotten what that money could do for education and the District.
- 244 Look at gifted program in middle school and beyond.
- 245 Don't compare our school district to others. Look at what we are accomplishing and what we can improve on as a district. Are our kids happy? Are they enjoying learning? What do we need to improve to be sure our kids are getting that quality education? One step at a time!
- 246 Thank you for facilitating the survey to hear from the community. I appreciate partaking in the process. I would value being updated periodically as you move forward. Thank you for caring for providing quality education to our students!
- 247 There is an issue with drugs in this community and discipline at the high school level. Things need to change. Medford School District is no longer producing quality citizens. Class sizes at the elementary school need to be lowered greatly. Currently have my child at a private school because class sizes are much smaller. Elementary schools should go back to country schools. It's ridiculous how crazy busy the school is for an event. Such as a program or school activity. Too bad people can't realize bigger isn't always better.
- 248 Reduce bullying. More free time for kids to "socialize" for lack of a better word. More recesses. Less homework at lower levels my middle schooler spends all day at school then doing 2-3 hours of homework at night on average 2 nights a week. While they seem to learn slower than others what kind of life is that? Less students per class so the teachers can give more individual attention and help the kids learn how they learn best.
- 249 Smaller class size
- 250 Maintain programs. Students are our future.

Q7 What could the district do that would delight you?

Text Analysis for Question #7

School.....	30.29%
Students	25.18%
Teachers	14.60%
Education	12.04%
Kids.....	10.58%
Staff.....	8.39%
Sports	6.20%
Money	5.47%
Parents	5.47%
Field.....	3.65%
Arts.....	3.28%
Rid	2.92%
Plan.....	2.19%
Involved.....	1.82%
Books.....	1.82%
Reading	1.82%
Pool	1.46%
Daily	1.46%
Grade Levels.....	1.09%
Good Work.....	1.09%
Learning Environment.....	1.09%
Program Better	1.09%
Parking	1.09%
Healthy.....	1.09%
Writing	1.09%
Food Program	0.73%

Answer Options

Response Count	274
Answered Question	274
Skipped Question	334

- 1 You need to prove to the community that we have a strong school district with great programs, buildings, and academics. We also need rid the bad perception of teachers in the community.
- 2 Keep cursive writing.
- 3 Be honest with the public! Also stop moving around financial funds to different budgets. I get tired of hearing about changes the district has done to improve education (spent money) then talk about revamping those changes (spending money again on the same issues because they weren't done correctly). Wasteful!
- 4 Begin foreign language in elementary school. Include French and Spanish. Studies prove that foreign language learners score better in reading and math.
- 5 Provide information about the role of this team, who sits on it, who chairs the team, are the meetings open to the public.
- 6 Remember - Education is a motivation to learn more!!

- 7 If we pay for better teachers, then they should demand more respect from the students, instead for the students thinking they have all the rights.
- 8 Continue to give all students a chance to prevail at what they like and recognition they deserve, not to always single out the well-known names.
- 9 "No grades on report cards through 6th grade. Community service activities. Connect history/social studies to the arts & sciences, literature."
- 10 Not put in astro-turf in football field - will only increase sports injuries - colleges are taking their turf off their fields for this very reason. OK to expand the size, but keep the grass!
- 11 Make sure the kids are ready to fit into the working world. Instill a feeling of being a well-educated member of our society, and eager to contribute by working!
- 12 If a referendum is presented to the tax payers, make sure what you're asking for is correct and not changing ideas later so cost goes up and stop asking every year for more. Stop lying. Be honest in dollars of what's needed when figuring out budgets. That's what tax payers want. This form is to spend more money.
- 13 Have activities for the students that connect them with compassion, service, and the communities.
- 14 Maybe it is something absurd, but I would like that in the summer time they have the children cultivate some fruit or vegetables and that they too leave a little of the daily routine for studying and at the same time show them what is life outside of studying. I know that they are going to get distracted and also I believe that it would serve them to not think of the things that do not help them . . . maybe it would be a dumb idea, but well that is what I thought.
- 15 Longer school days = shorted school year.
- 16 See #6.
- 17 Replace the administration and school board to get people that care and new ideas for education in the school district, other than focusing on sports.
- 18 Not spend money all in one year.
- 19 Enforce anti-bullying - have consequences if involved in being a bully.
- 20 Bigger Red/White Theater for choir/plays.
- 21 I would like to see a "go green" effort for all schools. Recycling milk cartons, water bottles, "terra-cycling" (pens, glue, etc.). Books donated to organizations vs throwing them away.
- 22 Keep current policy at all grade levels.
- 23 Make sure cursive writing is taught and used all through high school.
- 24 Fire the district administrator and the business manager.
- 25 "I was pleased that this survey was made available to all residents of the county. It shows that Pat Sullivan and the school board have the students, teacher and community involved and are doing great things, to ensure quality education for our students now and in their future! Thank you!"
- 26 Give an opportunity for students to hear/see local employers regarding the skills/attitudes they need in employees.
- 27 Win \$300 million power ball with a single \$2 ticket. Seriously - continued direct community outreach and information sharing as was done prior to the last referendum. Question and answer sessions seem to get the message out as compared to reading in the paper.
- 28 I would like to see our curriculums focus on areas that will be life long - ex. recycling - books, supplies, milk cartons etc. Composting food waste - being a responsible citizen in our community and global issues too.
- 29 Get rid of common core so we as parents don't have to struggle with our children and their homework each and every night.

- 30 Show staff financial appreciation.
- 31 Student-based education, not test-based education.
- 32 Treat all students equal, no matter the academic achievements or the name at school, if you're rich or poor.
- 33 Convert to year round school schedule. Technology and educational advancements are improving so fast, it's getting hard to stay up to date over the long summer break. Thank you for your time.
- 34 I absolutely would wish that we would develop a facilities plan that would look at future location of schools, athletic facilities, fields and theatre/arts center. Plan for this. What is the expected life of our now 50 year high school? Where and when are we building a new one? Budget dollars to develop this plan. It's that important. A plan will be needed sooner than we might think.
- 35 Give students incentives for being part of extracurricular activities, provide a mandatory course for seniors to prepare them for finances, taxes, teach them about credit.
- 36 Retain students to return to the Medford work force and reside here!
- 37 You have done it: provided excellent education for our kids, sought public input for your decision-making, honored students who do well academically, as well as athletically, provided lots of extracurricular activities for students, integrated technology/ computers into all grade levels, developed a STEM program at the high school . . . 1st choice of foreign language in US should be Spanish. In Canada, it could be French.
- 38 Not sure, I'm really happy with my child's education so far.
- 39 "1. Improved civic education. 2. Education in personal finance. 3. Foreign Language emphasis. 4. Educate anti-education voters."
- 40 Spend money wisely.
- 41 Update high school course offerings, such as *test out of Financial Literacy or offer a specific number of RPM sessions to attend to complete skills, *get phy. ed. credit for participation in organized sports (so many hours of practice / playing time equals one semester or .5 credit), *Life Management could be completed with freshmen and sophomore attending all day career and school fair on ACT testing days and some required RPM sessions (again, graduation requirement, yet has not kept up with the times), *offer quarter classes to align with driver's ed./ life management which is not a requirement for graduation - also give students a chance to experience more topics, especially in first 2 years of high school before focusing, *encourage community service opportunities during RPM sessions, *during junior ACT testing, seniors could have application work day or college survival sessions or work day in community, *RPM sessions could offer study skills - how to navigate the study, testing, note-taking skills students need.
- 42 I am not close enough to have an opinion.
- 43 Throw out the Common Core Program. It is making our children dumber and sheltered. Also, patriotism should be impressed upon our students so they respect our country, teachers, elders, etc.
- 44 Creating a learning environment for the student which the community is proud of, and will draw families to live and participate in the district.
- 45 Give more shop options to kids
- 46 Spend more time teaching healthy social skills
- 47 Continue to look for teachers / faculty that are willing to work and improve. Concentrate resources on the majority of students - minority of students seem to benefit by resources currently.
- 48 Cell phones shut off during the day and in lockers, even during study hall. Younger generations who get hired for successful jobs, thinks it's ok to sit on their cell phone all day long and are doing minimal

work. If there is an emergency, the parent/guardian can call the office for the student to be contacted. No reason for cell phones to be in school.

- 49 "Make sure that all students graduate with skills to be college or career ready, including students with disabilities. Make sure decisions that are made, do not include personal agendas from the district leaders, but are made fairly and with students' success in mind. "
- 50 Keep up the great work!!
- 51 High school is outdated looking inside and out
- 52 Open enrollment that gives students in middle and high school the ability to take individual courses that help them grow and enter college
- 53 come up with a number of plans, short and long range.
- 54 "Do the principals of schools have evaluations yearly? That they are taking courses to educate themselves of what is happening today and must show the supervisor their teachings. "
- 55 Stop using taxpayer money to buy real estate around the schools!
- 56 One to one technology initiative.
- 57 Spend less money.
- 58 More student involvement in the community and making this visible.
- 59 ?
- 60 Truly Medford is fortunate to have such great schools. Continue providing student focused education and ensuring the retention of high quality staff.
- 61 Have the pool ready for the 2017-2018 swim seasons.
- 62 Money raised for specific purposes should be used for those purposes and NOT other things.
- 63 Invest in teachers.
- 64 Get more students caring about others and less just about themselves.
- 65 Keep the children in mind. They need to be safe in school, and need a proper learning environment.
- 66 improve quality & quantity of school lunches
- 67 Stop trying to build a field house by referendum. Or gym space!
- 68 Delight? Install digital sign in front of High School with current and upcoming activities
- 69 That the Medford School Systems is needed as an awesome place to work - also when we go to activities, we can be proud of our school when other community people come here - revisiting schools.
- 70 Good education/facilities is one of the main focal points to our community. Do not lose sight of that fact. It is one of the first things people look for when looking for a place to reside.
- 71 help get kids in appropriate classes so they don't struggle thru high school when they should have help in classes.
- 72 continue to offer extra activities after school
- 73 Teachers to better communicate with parents when/if a child is slipping behind academically. Also acknowledge all students accomplishments and not just the students who excel above their peers.
- 74 Change the middle school pick up location after school.
- 75 Build a field house and control drugs in school
- 76 New High School and fieldhouse
- 77 Build a fieldhouse.
- 78 Give the kids more freedom, open campus, treat them more like adults.
- 79 Provide organic lunches
- 80 Teaching kids more hands on programs, get them more ready for the real world workforce.

- 81 Stop spending money on sports. I would love to see our schools be more secure and focus on education.
- 82 Thoughtfully listen to and consider parents questions, comments, and feelings.
- 83 Fix the high school parking lot so it is safer for students, parents, and teachers to enter and leave... crosswalks, diagonally parking spaces, one way drives...
- 84 Control bullying
- 85 Keep the community involved in district planning and goals and get students more involved in volunteering in the community
- 86 NOT BUILD A BARN
- 87 "Keep drugs, cigarettes & vaping out of the high school for REAL!!! It's only been my daughters 2nd month in high school & she's already seen more of these items in kids lockers & chrome books than I've seen in my entire life!!! Her friends & her hear daily kids laughing and joking about getting away with it. It's sad to know kids start doing acid in 8th grade!! I just think high school should be STRICT!!!!!!!"
- 88 Get a decent food program. I hear nothing but the food is awful and kids are left hungry
- 89 Listen to the people. We want our children educated. Sports are good, but academics are what the children need more of, so they are ready when they graduate. We are not competing with other schools to see who is bigger and better. It is about the children's education.
- 90 Not sure
- 91 Revise its co-circular code, let kids be kids.
- 92 Stop forcing kids to take "electives" that they obviously do not like. Band/choir for example. Offer more tech ed and skills they will actually use in their future
- 93 More funding for art and music! Also, studies show that students who are proficient in an instrument do better in school.
- 94 "Get the drugs out. No ""slap on the hand"" punishments. Also forget the mindset about ""the right last name"", this school is known for favoring students because of their parents. And those are the students that know they can get away with breaking the rules/laws. I don't know what the mathematic requirements are for this high school but I strongly recommend a mandatory personal finance class. Set students up for success, teach them to do better. "
- 95 As a senior at MASH, I would like to learn more things that I should be doing to prepare me for college (scholarships and other things) and also for adult life, living by myself.
- 96 Invest in itself by using the money in the "rainy day" funds. \$4 million correct??? Put more bleachers in as originally planned in the referendum. Not down size because there's "no money" and then blame others for not giving updated information
- 97 Literally make sure students are not being harassed by administration because of their identities, making sure that students with different identities feel supported and not discriminated by staff or students. Work to change the climate within the school and district.
- 98 Add a field house so our kids aren't at practice until 9 on a school night.
- 99 Start foreign language in the elementary schools. It's so much easier for younger children to learn a 2nd language.
- 100 N/A
- 101 Something needs to be done to improve the student lunches. They're horrible, kids are going hungry, and it's ridiculous for what we pay to have our children fed!
- 102 Make sure the pool is planned out accordingly to be efficient and effective for years to come.

- 103 Food program better. Also to bring back that you get a discount when you pay larger amounts towards you food program
- 104 Get all staff to be more upbeat and outgoing - an educator's job doesn't start and end at a certain time of day, nor does it start and end at the doors of an educational building.
- 105 We have a lot of great things going for us in Medford. Keep up the good work!
- 106 Keep focusing on real-life skills (balancing a checkbook, changing a tire, preparing a budget, nutrition, fitness). Use classes for teaching critical-thinking skills and not so much knowing information but knowing how to find it. The most successful people in the world don't have large degrees; they surrounded themselves with the right people and knew how to find out what they needed to know.
- 107 Continue to be realistic in the priorities set forth for our students and staff. Make students/staff/community the center of what we work to achieve in our district.
- 108 New fieldhouse and pool. Update the well maintained but outdated High School.
- 109 See that all staff members, no matter what level they are at, be treated equally and fairly. There is too much favoritism going on. It isn't about how much an employee knows or how well they do their job, but it matters who your "friends" are and how much one is willing to "suck up" to certain people. Those that brown nose see more . . . more leniency, larger salary increases, more opportunities for conferences, less workloads, etc. Stop telling support staff personnel that they are a "dime a dozen and easily replaced - there are people standing around the block just waiting to take over your position." Schools need quality teachers to teach our children, but the support staff are usually the first people someone makes contact with - they are the backbone of the schools. Without them, it would be hard pressed that the doors would ever be open for business.
- 110 Three things. Develop a world class anti-bullying strategy, drop common core and create a district wide security strategy that insures student safety.
- 111 Understand that some people prefer books to online. With everything going paperless, it would be nice for those of us who have no interest in reading online (due to personal preference or medical reasons) to have access to text books when helping our children.
- 112 Give our students the highest quality education helping them to achieve the skills they need to lead a healthy - happy - and productive adult life. They are our next leaders of our nation.
- 113 "1. They would not spend taxpayer money or grant funds on artificial turf on the football field. Nothing is wrong with the natural grass surface and if organizations are uninterested in hosting events on Raider Field, then look elsewhere. Simple as that. 2. If we (the State of Wisconsin) are seeing an increasing number of Hispanic or other nationality families coming into our communities, then they should learn to speak the language of the majority of the population (English). Not vice-versa!"
- 114 Use only money you have wisely and keep buildings in good order with money you have.
- 115 "Energy efficient buildings. Get rid of high school flat roof and go up a level for solar or wind energy and move and advance the sciences to that level."
- 116 Always have funds available for new, innovative programs.
- 117 Stop buying real estate. Focus on better facilities for learning instead of better sports facilities.
- 118 Make the lunch program better the kids are still coming home so hungry I feel like I need to pack a lunch every day to go along with their hot lunch, my children can't even concentrate on the second half of their school day because they are still hungry. Also if the children need to have their Chrome books all the time, why do they still have so many hard copies to carry? I though the point of them were to reduce the amount of books they had to lug around.

- 119 I am overall extremely pleased with the Medford School District and its faculties. Especially my son's teacher last year Lisa Sheer...that is a woman that goes above and beyond and loves her job. Very thankful for her and all the other faculty members that help my son along. Thank you all!!! :)
- 120 I am very pleased with the Medford School District. I have high-regards for Mr. Leonard; therefore, getting more educators with his commitment would be delightful.
- 121 Good swimming pool.
- 122 "Include on this survey attention to physical activity, phy ed, sports (Did I miss it? No one question??) Our youth are too attached to technology, social media, drugs, sitting around, looking at their cell phones! Consider increasing counseling services at school. "
- 123 Quit spending money!!!! Spend on useful things - drug searches, students that need extra help. Quality teachers, not thousands for a Christmas party!! Quit giving raises for teachers, board members, District Administrators . . .
- 124 Honor the subs.
- 125 More recognition to academic accomplishments. Less emphasis on competitive sports in the media and emphasis on lifetime skills.
- 126 Put "good news" stories about students in the lime lights!
- 127 Keep up the good work!
- 128 "When looking at future curriculum, as well as staff professional development: -make sure curriculum is developmentally appropriate (e.g. use of play, recess)-address social and emotional development"
- 129 Kids when they graduate know common sense, not just how to use computers.
- 130 Value and provide quality sports fields and facilities.
- 131 Shut down area school office and relocate in one of the schools where the work is. Knowing what really is going on and be part of everyday school life - not just hear about what is happening. We feel relocating the district office will save lots of money. Do not need a separate building.
- 132 Knowing our students have a clean and safe environment, being taught by skillful teachers.
- 133 Keep drugs out of our Medford schools.
- 134 We need students that are respectful of others. Students that want to work - we baby our students too much - then we wonder why our society is the way it is. We have to help our students be independent. We can't have mommy & daddy saying my child wouldn't do this or they can't do this. We are enslaving our children to depend on us.
- 135 Get rid of block schedule. Kids complain about RPM time and extended class periods regularly. Also consider an open campus it would be nice if students could leave for lunch or study hall if needed.
- 136 100% of all students would be supported and provided the tools so that they are able to graduate and be able to confidently take their next step in their life journey. This would occur with the partnership of the school, parents, businesses, community resources/organizations, etc. It takes a village to raise a child.
- 137 Build a performance space and bring in entertainment and sells tickets to the community.
- 138 Work with families to keep kids safe, drug free and healthy.
- 129 Much attention is placed on "special education" students in the low end of the educational spectrum. Is the district meeting the needs of the "gifted and talented" special education students? That staff is greatly understaffed; more stress needs to be placed in that area.
- 140 Keep the drugs out of school
- 141 all schools consistently exceed expectations on state report cards
- 142 Build a new high school. That facilities as a whole, classroom as well as extracurricular facilities are well below the quality of other schools we travel to for activities.

- 143 Have an actual registered school nurse in each building.
- 144 Increase the snow days to 5. There have been times that I felt school should have been called but it wasn't. Having a student be absent, as a "parent call decision", isn't best. Would be better to have 5 days built in - if not use them, so what. It wouldn't hurt kids to be in school 2 or 3 days more than the "required" days.
- 145 Keep facilities, technology and student programs current.
- 146 think about the students and how do we make them grow as young adults not just thinking of them as student. Some students have better heads on their shoulders than some adults.
- 147 "Have the students' best interests at the core of all decisions. Somehow create a communication channel between the school and community to make sure as many people as possible understand the districts decisions and address misconception. I am specifically referring to the need to upgrade facilities and community not understanding the benefits, just assuming we spend too much on sports and not the long term benefits. "
- 148 Get rid of teachers who don't make the grade.
- 149 Continued efforts to address your long term priorities and goals and I feel the things you are doing to promote a drug free climate and students/Staff continued involvement with the Drug Free Communities efforts
- 150 teach respect and accountability and love of country
- 151 I wish we could find a way to convince the community of the need for a sports complex. The use of sports in my children's lives, along with the code of conduct promotes the values I seek in their development.
- 152 improve mental health services and awareness to the students and community. Provide additional support for students struggling with a variety of mental health issues
- 153 Offer ALL grade levels sports and activities
- 154 Continue to seek the best staff and do what it takes to keep the best.
- 155 Provide foreign language instruction in AT LEAST 7th and 8th grade. This should be a full year elective.
- 156 An app which has daily communication regarding my child's class, activities and progress. Sandbox has implemented such an app and has received very positive feedback
- 157 "Focusing on keeping up to date teaching strategies, programs and technology is important, however this is a tricky balance of up to date versus the new and improved that doesn't have a proven track. New isn't always better. Due diligence and best practices should always be considered."
- 158 "Not all children are college or tech school ready. Prepare them for a working life knowledge. Also, every child should have a good working knowledge of personal finance down to budgets to pay bills so you know what it takes to make it on \$7.25 per hour. Thank you for allowing me to voice my opinion. Have a great day."
- 159 Provide staff with the time to teach a particular area of a subject where the teacher sees the class may have failed to understand and spend a few days going at a slower pace, rather than repeatedly stating - we have to get through this book by year end. Big deal if the kids don't understand it. Getting through the book doesn't matter if they fail to understand. We have good teachers in Medford, but the system fails the teachers and kids.
- 160 Maintain and possibly expand your staff of kind and helpful educators.
- 161 Go back to feeding kids like I was fed in lunch at school. I didn't become obese or unhealthy. I have reduced lunch and am still paying like crazy because my son takes seconds saying he's not getting enough food. And some children, this is their only meal. These are growing kids! I went to school in

Rib Lake and I still remember how amazing the lunches were. I sat and chatted and ate till the end bell rang.

- 162 No comment
- 163 Get parents more involved.
- 164 For the children that learn more doing hands on in the classroom then just sitting there taking notes...
- 165 Build a State of the art sports complex with adjoining performing arts center while asking for increased taxes or effecting education.
- 166 Find a way to complete upgrades to athletic field
- 167 Make their teachers accountable. We have a website that allows for teachers to post their lesson plans and homework assignments, yet some teachers don't have anything posted, and the ones that do are not up to date. It is difficult for a parent to help their son/daughter to succeed when the parents don't have access to the information. Have contact with the family when a student is not doing well in their class...the skyward website it only as good as the information going in and tends to only look at the past events - why can't we be proactive and look into the future assignments as well (then parents can see when they are due). THANK YOU for this survey!
- 168 Provide the best learning environment.
- 160 Focus on academics while complimenting with extracurriculars. Reduce number of administrators and move office to schools.
- 170 Stop wasting tax payer dollars on useless stuff - overpaid teachers, useless courses (fine arts, etc., liberal arts). Too top heavy. Way too much admin staff. Keep politics out of the classroom!!!
- 171 Continue on the path you are going, always improving what we have - Great school district, but always can improve.
- 172 Prioritize scholastic requirements for the 21st century - over sports.
- 173 Get teaching back to basics. My son is a terrible speller and nothing is being done about it at school.
- 174 Delight? Just keep the students (all around) education top priority
- 175 I'd love to see a new multi-use facility that would house football/soccer/track and whatever else fits into it. however if this district won't hold their staff accountable in regards to keeping lesson plans/assignments/and grades current online then what's the point of any of the rest of it. I'm a true believer that the motivated average to above students are easy to teach as they do not require much in the way of extra help or a teacher to look for that "trigger" to keep them interested in school and wanting to finish their assignments and take pride in it. It's the students that need that extra motivation and the person to find that "trigger" that makes them a true educator and not just a teacher. In my opinion we have way too many teachers and not near enough educators on this staff right now. Hold them accountable, just like we all like to say we do with the students, and find the true educators and find ways to keep them in this district. If you have the right "dogs" leading the pack many of the rest will follow and it will be a huge benefit for this district.
- 176 Change in leadership!
- 177 You'll never please everyone, but can you look into the mirror and tell yourself you're doing the best job possible.
- 178 "Get kids engaged in the community. Build a complex for indoor sports and fine arts"
- 179 School uniform
- 180 Fully utilize the block scheduling at the high school with additional training for teachers to use the full time they have. Increase individualized instruction and use technology to assess students and advance or remediate as needed.
- 181 Nothing

- 182 Do not cut back on winter spring vacation days
- 183 Have peer groups to help students learn how to better manage conflicts and handle peer and aggressive situations.
- 184 More communication. I receive things going on at school, but I am missing the information about after school activities. I would like my second grader to bring all information home, not just what interests him. He says that the information is in the office and not handed out to each class room. This includes sports, booster clubs sports, scouts programs, CLC clubs like music and foreign language. I think my child is missing out.
- 185 Require Life Skills classes of all students including basic mechanical and financial skills.
- 186 Maintain the high quality of teachers currently employed.
- 187 Keep offering educational programs and learning programs for parents and kids.
- 188 Maintain the high quality of teachers currently employed.
- 189 To see the district do more to promote environmental responsibilities in all buildings. Recycling milk cartons, composting, no Styrofoam plates or plastic cups/forks. Start with the young kids to make good habits as a community member.
- 190 Keep class sizes as low as possible.
- 191 To see the district do more to promote environmental responsibilities in all buildings. Recycling milk cartons, composting, no Styrofoam plates or plastic cups/forks. Start with the young kids to make good habits as a community member.
- 192 Build a new fieldhouse AND a fine arts theater/facility
- 193 Unsure at this time.
- 194 Continue to encourage use of the various facilities, by the community, for noneducational endeavors.
- 195 Provide air conditioning in the high school.
- 196 Find a way to regularly evaluate teachers so to keep the best and respectfully weed out the worst.
- 197 N/A
- 198 It would be nice if more help could be provided to students who are struggling with academics, beyond special education.
- 199 Achieve a 100% high school graduation rate.
- 200 Be sure gifted and talented programs, along with fine arts programs are kept.
- 201 Send me newsletters and social media of what the School District is doing and what the challenges are and how I can support or be an advocate by contacting state legislators.
- 202 The district could upgrade our athletic facilities - spend some money to improve Raider field so soccer can be played on it. If that means artificial turf, then so be it.
- 203 Maintain our buildings and budget more to music and the arts.
- 204 Have a school board that asks more speculative questions of new program proposals. Often a 9-0 vote ushers in the latest and greatest idea with a very little inquiry. I think we have a very well educated, well intentioned school board, but often they aren't asking the hard questions of administrative proposals.
- 205 Maintain good teachers. If the district pays a bit higher to get a good teacher in, the students will be more likely to do better in school which will cause more families to want to send their students to the school.
- 206 Respect quality teachers and give them the compensation for a job well done.
- 207 Increase pay for all staff to help retain staff- it's a competitive market out there and we need to recognize this.
- 208 Get rid of teachers that are not good teachers... only there for the paycheck

- 209 Treat support staff better.
- 210 Get rid of the Wellness Program. Insurance costs have gone down due to the higher deductible (people not going to the doctor as frequently) not due to the \$80,000 Wellness Program that is in place. Marshfield Clinic had a Wellness Program and has done away with it, as have many other employers.
- 211 Spreading out an equal work load for the teachers in the music department K-12/change in scheduling
- 212 I want my kids to want to go to school because they enjoy the teachers and want to learn. Not because they have to. More and more students are moving to home schooling or charter schools and that shouldn't be happening.
- 213 Go back to a concrete, fair salary schedule to give all teachers incentive to want to stay, be able to plan for the future, pay off their student loans, and incentive to grow professionally.
- 214 Support teachers in their continued education to allow their knowledge to benefit the learning of their students.
- 215 Support staff members who are asked to do more and more with less time available.
- 216 Raise and maintain high quality teachers and salaries.
- 217 I think the district could have a salary plan like there use to be in the years past.
- 218 Make wages truest competitive. Yes MAES is an amazing place to be working... but some (or maybe most all) of the assistant positions are underpaid for their worth!
- 219 Help keep class sizes lower so that teachers can meet more of the students' needs.
- 220 Increase teacher salaries, lower class sizes
- 221 Have an additional day off before Christmas. This would give families time to travel to grandparents homes, etc.
- 222 Lower class sizes.
- 223 give our kids some real food for lunches, and not all this processed food, or the cheapest quality of food
- 224 Keep Pre-K-2nd grade classes at 17 or less students. This age group requires more teacher help and has higher needs.
- 225 "Find a way to increase the staff pay. It needs to stay competitive with other occupations"
- 226 Support the vision of a barn being built on the MASH grounds to improve and strengthen the Agriculture curriculum.
- 227 Give more "recess" time during the week to 7th and 8th graders. They work hard in their classes and have several classes overall, but they are still kids at heart. They need some down time to be with friends and be active.
- 228 Put a pay scale in place for teachers.
- 229 Build new facilities (i.e. high school and field house), be the district that everyone wants to work at and have their kids attend.
- 230 bring foreign language opportunities to younger students, where they learn best
- 231 Give educators a reason to say, rather than seeking the highest bidder for their services.
- 232 Make sure that all intervention programs are available to all students between the elementary schools. Some students are able to be serviced much earlier than other students depending on what school they attend.
- 233 Talk is cheap. Put your money where your mouth is. If you value and want to keep skilled, quality, dedicated educators, provide a decent salary schedule and pay raise.

- 234 Have more high school communication... make it mandatory; more time for high school conferences, have high school teachers actually put comments on the report card...
- 235 That my special needs daughter will graduate with the ability to live on her own with limited help from her family.
- 236 More Preps for Coaches
- 237 Reduce class size
- 238 Compensate staff according to their job performance in order to maintain quality staff and dismiss staff that proves no longer effective.
- 239 It would delight me to have administrators feel that we are valuable to this school district and show it in their actions.
- 240 Year round school options. Transportation to summer school-even if there is a fee.
- 241 Be willing to let go of staff members that are not up to the challenges of their position, or that are unwilling to do what's best for students when it interferes with the staff person's pursuits.
- 242 "Praise students and staff and parents. Be better at communication."
- 243 I would love to see more equity between the two elementary schools. (Regarding physical resources, teachers' aids, being "in the loop," etc.)
- 244 Raise teachers' salary and be able to pronounce that you truly do have quality teachers in your district. That is also true for administration. Can the district say they have the best, most effective staff in place, at all levels?
- 245 Continue to purchase land at the middle school and expand parking for special events. Continue to purchase land at the high school property for further expansion or new high school building in the far future.
- 246 Build a new high school
- 247 Use common sense.
- 248 Provide mental health education to the teachers and the community specifically with proactive approaches to mental health
- 249 Pass a referendum to build a new high school.
- 250 Continue to build relationships with each student! It takes a village to raise our children, and this is the foundation to their learning! Students need to see adults invested in them on a daily basis!
- 251 "Stop running the school for the pleasure of the student."
- 252 Share more about what is happening in the schools.
- 253 Get the parking lot done at MAMS
- 254 Quit cutting funds from music and/or art for the sports programs.
- 255 Check out other districts our size and see what they have going for them and what are some things we can learn from them or vice versa. Networking!
- 256 Have teachers communicate with parents more often to keep up with grades/programs. This is mainly directed at the high school staff. If a parent emails you, respond!
- 257 A student should come out a Medford K-12 education with more than having had "maybe 3 or 4 good teachers".
- 258 Finding a way to get my children to or from summer school. Either would be helpful!!
- 259 Listen to the needs of the student body along with the staff. Too often the actual needs/desires of the student body are overlooked.
- 260 Keep the focus on quality education of skills they need math, reading, and keep social issues such as the LGBTQ agenda out of the classroom.
- 261 Punish bullies

- 262 In school lunch program. Not complaining about the one we have just would like to see a quality meal for our kids. A good meal helps with learning!
- 263 Keep the parents/community involved or at least informed.
- 264 Encourage, support, and challenge teachers to educate students and be a positive role model in the community.
- 265 Improve access to and types of (beyond reading and math, i.e.: phonics, spelling, fluency, auditory response & translation) interventions. Students seldom fit in the common core molds being forced upon them.
- 266 lower class sizes at the elementary level. Work more cooperatively with the two private schools in our town. Instead of working against them and not promoting or positively talking about them. Tell the private schools about clubs/sports that are offered for students. Extend opportunities to them.
- 267 Less homework. Change concerts etc. to the evenings for parents that work. A lot of activities start before 5 pm and it's hard for parents who work and especially those who work out of town.
- 268 Improve facilities to work in courage outside families to attend school here
- 269 Continue to teach students good writing habits while also still focusing on technology
- 270 Update facilities. Our facilities are worst in our conference. And our school isn't the smallest.
- 271 Listen to families with an open mind and show that the district really cares.
- 272 Drug test all students randomly, not just athletes
- 273 Teach 21st century skills - I'd love to see a class which looks at the science of climate change and its implications for our students. I look forward to our kids being proud Medford grads and helping the world with the knowledge and commitment of the district