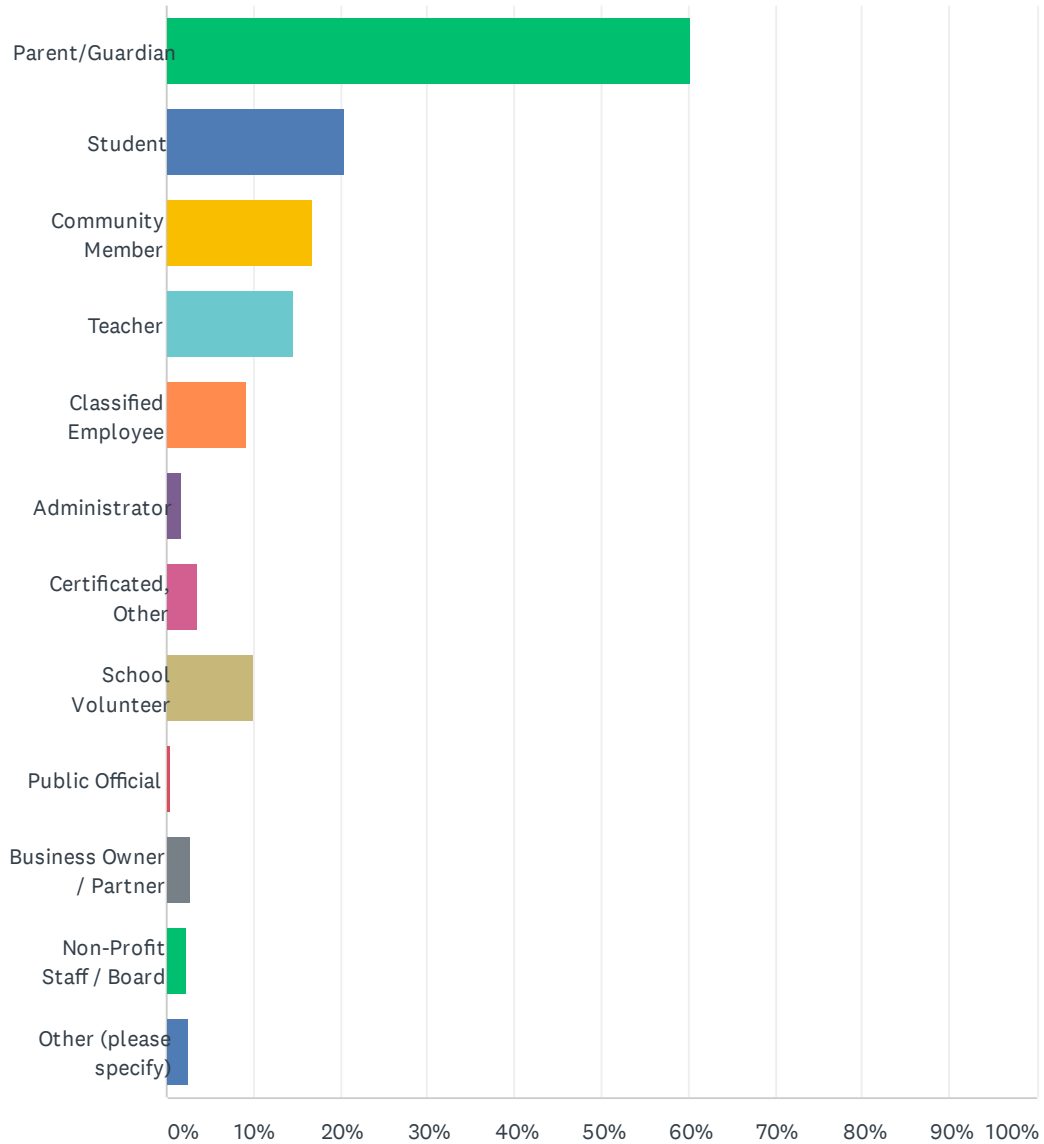


Q1 My perspectives come from being a (check all that apply):

Answered: 862 Skipped: 7



OAK PARK UNIFIED SCHOOL DISTRICT SUPERINTENDENT SEARCH ONLINE SURVEY OPEN JANUARY
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ANSWER CHOICES	RESPONSES	
Parent/Guardian	60.21%	519
Student	20.53%	177
Community Member	16.82%	145
Teacher	14.62%	126
Classified Employee	9.16%	79
Administrator	1.62%	14
Certificated, Other	3.60%	31
School Volunteer	10.09%	87
Public Official	0.35%	3
Business Owner / Partner	2.67%	23
Non-Profit Staff / Board	2.20%	19
Other (please specify)	2.55%	22
Total Respondents: 862		

OAK PARK UNIFIED SCHOOL DISTRICT SUPERINTENDENT SEARCH ONLINE SURVEY OPEN JANUARY
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#	OTHER (PLEASE SPECIFY)	DATE
1	Ex LAUSD Charter School board member	2/2/2021 12:47 PM
2	BCBA	2/2/2021 8:46 AM
3	Home owner in Oak Park	2/1/2021 7:39 PM
4	Realtor	2/1/2021 3:58 PM
5	tax payer	2/1/2021 12:27 PM
6	Campus Supervisor	1/28/2021 3:03 PM
7	Preschool Assistant Teacher	1/27/2021 1:55 PM
8	District Consultant	1/27/2021 10:04 AM
9	Classified-Art Teacher	1/26/2021 3:52 PM
10	District volunteer	1/24/2021 8:28 PM
11	Retired OPUSD Teachere	1/15/2021 4:13 PM
12	DETF Student Representative, ASB	1/15/2021 12:36 PM
13	Alumni	1/14/2021 6:13 PM
14	District volunteer	1/14/2021 11:56 AM
15	Union leadership	1/14/2021 6:54 AM
16	Former teachers aide	1/13/2021 5:51 PM
17	University administrator	1/13/2021 5:41 PM
18	Former Student	1/13/2021 3:46 PM
19	I pulled my 3 children out of the district because of we were unhappy with the direction the outgoing superintendent was taking the district	1/13/2021 3:32 PM
20	PFA and PTA board member	1/13/2021 3:08 PM
21	Global Citizen	1/13/2021 3:00 PM
22	Alumni	1/13/2021 2:54 PM

Q2 What do you see as the strengths of the District?

Answered: 349 Skipped: 520

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#	RESPONSES	DATE
1	A focus on academic success (yet not having class ranking shows how it's an all-students goal); Concern for student well being (e.g. the Challenge Success program); Good teachers; Very involved and communicative leadership - both at the school and district levels The small size of the district is of course helpful	2/2/2021 7:49 PM
2	small size and excellent teachers who are up to date on current educational practices	2/2/2021 4:24 PM
3	I love all of the clubs and activities that the school puts together and how learning is always made fun.	2/2/2021 4:16 PM
4	Communication	2/2/2021 2:35 PM
5	The	2/2/2021 2:20 PM
6	Qualified Teachers/ IEP Program	2/2/2021 1:10 PM
7	The small community and positive reinforcement of the kids . Education , the after school enrichment programs including theater and musicals .	2/2/2021 1:10 PM
8	Great learning opportunities for our children. Love the openness of the campuses which can also be considered a weakness. However, it provides the students with a better learning environment. Parents really care about the schools in Oak Park. It is notable with the fundraising abilities of OPEC and OPHS. We hope this will continue for the start of next year.	2/2/2021 1:09 PM
9	Small, focused, driven to keep students safe and knowledgeable about life skills in addition to educational material	2/2/2021 1:05 PM
10	Decent curriculum	2/2/2021 12:55 PM
11	Diversity, feeling of community and acceptance, strong academics and technology	2/2/2021 12:40 PM
12	Development of every Individual .	2/2/2021 12:39 PM
13	The strengths of our district are definitely centered around the staffing. Every single teacher I have had (including the substitutes) genuinely care about each and every student; there are no favorites. They are supportive, kind, and always here for you, no matter the case. It shocks me, honestly, to see what a spectacular job OPUSD has done with the staffing.	2/2/2021 12:28 PM
14	The teachers make the district what it is.	2/2/2021 12:26 PM
15	Healthy lunch options.	2/2/2021 12:24 PM
16	Whole child approach	2/2/2021 12:11 PM
17	I am relatively new tot the district. I see the districts curriculum as a strength	2/2/2021 10:49 AM
18	Reputation of being highly academic. Environmentally conscious.	2/2/2021 10:41 AM
19	The District is lucky to have parents who drive their kids to succeed.	2/2/2021 9:54 AM
20	Rigorous classes	2/2/2021 9:16 AM
21	High level of teachers and staff, variety of courses including AP courses. Strong music and arts programs. Strong sports programs. In tune with current affairs, i.e. climate change, gender culture, teenage stress to excel.	2/2/2021 9:05 AM
22	As a small district, I think we all feel that we are so much more than just faceless employees. I would say that pretty much all of us feel that we have an actual connection to our colleagues.	2/2/2021 8:53 AM
23	Strong Academics, but sometimes that turns people away	2/2/2021 8:46 AM
24	Safety, communication, transparency, support, facilities	2/2/2021 8:34 AM
25	The District has a lot of great teachers and I personally enjoy interacting with all of them in the google meets!	2/2/2021 8:34 AM
26	Small, loyalty from all staff, Superintendent who enjoys, respects, and mentors children, dedicated staff, innovative.	2/2/2021 8:26 AM
27	I see that the strengths of the District are the ability to fight past struggles and do good things, like give toys to the fire department.	2/2/2021 8:23 AM

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28	having great teachers and being open minded	2/2/2021 8:06 AM
29	The teachers, learning environment, opportunities, and kind community are all strengths of the district.	2/2/2021 7:37 AM
30	small, parent support	2/2/2021 5:37 AM
31	size, community involvement, overall commitment level of parents towards education, teachers, quality campus grounds/environment	2/2/2021 1:18 AM
32	Focus is on education	2/1/2021 11:35 PM
33	Safety Education	2/1/2021 11:28 PM
34	Students centered values , updated facilities, after school programs	2/1/2021 11:00 PM
35	The very sociable teachers and the friendly community of people you see in the District.	2/1/2021 10:59 PM
36	Technology, parent support	2/1/2021 10:49 PM
37	It's closely knit, friendly atmosphere, good facilities.	2/1/2021 10:45 PM
38	High quality academics, relatively small size of the district.	2/1/2021 9:47 PM
39	I feel like academically the school district is doing a good job.	2/1/2021 9:34 PM
40	Academic excellence, commitment to care for individuals holistically, use technology effectively as educational tools (even prior to distance learning), parent involvement	2/1/2021 9:22 PM
41	The district is top of their game at fundraising.	2/1/2021 9:14 PM
42	The ability to prepare and move swiftly.	2/1/2021 9:06 PM
43	The academics, the anti-bullying culture, the excellence counselors and teachers, in the sense of school spirit the kids have.	2/1/2021 9:02 PM
44	High academic standards, progressive, proactive,	2/1/2021 8:59 PM
45	Strong academics.	2/1/2021 8:46 PM
46	Good teachers	2/1/2021 8:44 PM
47	Preparedness and foresight and Proactiveness	2/1/2021 8:43 PM
48	care about academics	2/1/2021 8:42 PM
49	Inclusiveness, emphasis on technology, wholistic teaching approach, willingness to change with the times, and it's ability to always look ahead at what the students and staff need.	2/1/2021 8:15 PM
50	Involved parents,	2/1/2021 8:09 PM
51	We moved here in 2008 because of the reputation of the school district. I like that the teachers, counselors and principle are willing to communicate directly with the parents. The schools are located in our beautiful community and the district is the beneficiary of it's location. From the outside it looks like a good school district. As we have learned, the school is only as good as the teachers and the amount of money you pay for tutoring, club athletics and tutoring outside the school - beyond 7th period and MHS. We are lucky to have such dedicated parents who work with the schools for volunteering, fundraising, etc.	2/1/2021 8:08 PM
52	Academic excellence	2/1/2021 8:05 PM
53	We have an outstanding staff at all schools and offices. Our district leadership clearly cares about students and staff. We value all students not only for academics but also for overall wellness and health.	2/1/2021 8:03 PM
54	The kid's education and teachers.	2/1/2021 7:51 PM
55	Maintaining a high standard of education.	2/1/2021 7:50 PM
56	Excellent families, some really strong staff, strong test scores, great families and kids	2/1/2021 7:49 PM
57	Academic and community.	2/1/2021 7:44 PM

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58	Size	2/1/2021 7:37 PM
59	academics, friendliness , small district, low turnover	2/1/2021 7:20 PM
60	Pre-pandemic, the district did a good job of communicating with parents and being transparent. Since March 2020, however, the district has done a poor job on both accounts. I'd like to see the next superintendent get back to clearly communicating in a transparent manner. Other strengths include the upkeep on campus, the after school program (the Club), and high ratings for all the schools.	2/1/2021 7:12 PM
61	We are sending out children to this district because of the high level of student success. We want them in a setting where the goal is for the majority to attend college. We were impressed by the curriculum and the test scores of the district. We were also impressed by the availability of extra curricular activities such as music and computer labs.	2/1/2021 7:05 PM
62	1. Excellent school ratings for each of the schools 2. Innovative approach to teaching (reading workshops, writing workshops, partnership with. Columbia University) 3. Excellent teachers 4. Parents' commitment to their children's success 5. Funding (Foundation)	2/1/2021 7:03 PM
63	none, we are poor as well	2/1/2021 7:01 PM
64	Academic excellence, strong student-teacher relationships, positivity	2/1/2021 6:55 PM
65	The strengths of the District I see are working together and communicating with teachers, staff,parents.	2/1/2021 6:53 PM
66	Academic Excellence	2/1/2021 6:51 PM
67	Small size, dedicated staff, focus on both education and excellence, support of parents and community	2/1/2021 6:48 PM
68	small district highly academic DOC	2/1/2021 6:46 PM
69	1. good focus on academics 2. relatively smaller district 3. good ratings of schools	2/1/2021 6:40 PM
70	A small district that emphasises quality of education and a real sense of community and togetherness.	2/1/2021 6:36 PM
71	it is small and gives lots of attention to the students. The education is good.	2/1/2021 6:35 PM
72	superior public education	2/1/2021 6:33 PM
73	Innovation, academics, small community	2/1/2021 6:31 PM
74	The District is well informed on climate change, and they have done a good job with replacing food, containers, cups, straws, and other things around the schools that are harmful to the environment. The District is also good about talking about important issues such as bullying and cyber bullying, and that helps inform students on what happens not only in person, but also online, and what is the right thing to do, and what is not.	2/1/2021 6:25 PM
75	Our district is known for its academics and high achievement of students.	2/1/2021 6:25 PM
76	- rigorous - hard working students - some motivated teachers - chromebooks offered to each student - less bullying than most schools - organized bell schedule	2/1/2021 6:24 PM
77	Academic focus, perceived openness to adding to curriculum at high school where it makes sense - IT security class and robotics as examples	2/1/2021 6:22 PM
78	Quality of education	2/1/2021 6:22 PM
79	Strong academic focus Environmental and global awareness Strict policies on discipline	2/1/2021 6:21 PM
80	The parents in the community really care. They live here because they want their children to have a top top notch education which will enable them to get into good colleges.	2/1/2021 6:12 PM
81	Our academic achievements	2/1/2021 6:09 PM
82	Diversity	2/1/2021 6:07 PM
83	diversity, acceptance.	2/1/2021 6:05 PM
84	Some strengths are that they keep the students focused and make sure that every student is	2/1/2021 6:05 PM

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	able to learn in a good way.	
85	History of strong academics Small and caring community	2/1/2021 6:05 PM
86	Its small size and active parent body.	2/1/2021 6:02 PM
87	I think that the District is very good at being open to new ideas and trends. The District is good at enforcing human rights and gender & race equality. :D	2/1/2021 6:01 PM
88	Good reputation.	2/1/2021 6:01 PM
89	Make decisions independent of other surrounding districts; support for new and existing programs. Teacher support in providing resources needed	2/1/2021 5:59 PM
90	Technology and strong academics	2/1/2021 5:47 PM
91	Small District, Academics, Good teachers, Good reputation	2/1/2021 4:03 PM
92	Small community. Dedicated teachers High achieving	2/1/2021 12:40 PM
93	Strengths of our district is that it small, has fantastic teachers, and great parent involvement.	2/1/2021 12:34 PM
94	I see as the strengths of the district that the people are all a community and everyone cares about each other. The learning process even during Covid-19 has helped me learn a lot while still having fun.	2/1/2021 10:28 AM
95	Academic rigor Well thought out academic progression from K-12 Quality of teachers Quality of administration staff	2/1/2021 9:50 AM
96	Friendship	2/1/2021 9:38 AM
97	Solid educational offerings. Rival the private schools in the area in regards to college placement, ACT and SAT scores. Safe, supportive environment.	2/1/2021 8:24 AM
98	To be independant from other districts in their protocols	2/1/2021 12:33 AM
99	Small community close knit	1/31/2021 5:21 PM
100	Our diversity	1/31/2021 5:16 PM
101	Quality academics-love Reader's and Writer's Workshop, wish it continued on at Medea; genuine concern about mental health; receptive and caring administrators and staff; community building	1/31/2021 10:41 AM
102	Readers Workshop Caring Teachers and Staff	1/30/2021 10:57 AM
103	Good school district, when compared to neighboring districts in Ventura.	1/29/2021 7:02 PM
104	The k-12 academic program	1/29/2021 8:26 AM
105	Some of the teachers are good at engaging students and making the content interesting and applicable.	1/28/2021 7:46 PM
106	For the strengths, I see that we are very hardworking. Kids in the District have a lot of good grades and are pushed to work which is good. We perform in many clubs and keep everything active.	1/28/2021 6:43 PM
107	I've been a part of the Oak Park community for 30+ years now. Im proud to call myself a Oak Park high graduate. I even considered applying myself for this position having a doctorate degree in clinical psychology and a true love for education, but I don't have enough relevant work experience at this time for the position. So, in regards to these questions, I think the next superintendent needs to first continue to be fiscally sound. Innovation should always be a focus but not at the expense of our children. I think the main strength for the district through the decades has actually been hiring & retaining the best employees for our community. I believe the Oak Park unified school district prides in having high ranking academics. This focus of achievement should always be on the minds of our administrators . Each school provides its own special uniqueness towards the school district. I think the school district has done a great job in avoiding overcrowded classrooms through the years. The special education side of the school district has been fantastic. Children have literally been treated with the right kind of care & attention that matters through a lifetime. With ever changing educational goals on a yearly basis, Our school district has done a great job staying consistent to the values of	1/28/2021 6:05 PM

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our community. The school district has done a great job maintaining a healthy and happy workplace.

108	A very strong staff, a small, tight-knit school community with a long and rich history, involved parents	1/28/2021 7:25 AM
109	N/A	1/27/2021 3:37 PM
110	Inclusivity and academics	1/27/2021 2:47 PM
111	The boutique feel is a major strength, and a variety of other things like our curriculum (=high test scores), green initiatives, etc. Dr. Knight has made this district a top district and I'd like to see it stay that way. We don't need someone to come in trying to change everything when it's already great.	1/27/2021 1:59 PM
112	Our schools and District are esteemed...academically inspiring, offering students and families wonderful classes and curriculum. We are focused on fostering an atmosphere of kindness, along with a love for learning so everyone can flourish! Our focus on technology is amazing and has helped us all thrive during Distance Learning. Our District is managed well and the priorities have helped us become a gem within Ventura County and within California. Our focus on literacy, math, science and technology prepare kids well for the future.	1/27/2021 1:32 PM
113	Academics, Environmentally Conscious, Dynamic, Unafraid of change, Smaller and more manageable, Ability to move and evolve with the times. Caring and compassionate.	1/27/2021 12:00 PM
114	Caring for their staff and supporting staff members.	1/27/2021 10:09 AM
115	Great leadership and teaching staff, great support for teachers, quality curriculum and training	1/27/2021 7:40 AM
116	Small size	1/26/2021 8:30 PM
117	We are fortunate in Oak Park to have a small district and community. Most employees stay with the district for many years. Many of the staff and teachers have their own children attend OPUSD.	1/26/2021 5:45 PM
118	OPUSD has always strived to be at the forefront of being a progressive and innovative district. The district does not do not shy away from challenges and is open to making adjustments for a better educational path for all.	1/26/2021 5:37 PM
119	Oak Park is a close knit community with a relatively small district. This is helpful as I believe there is much more autonomy in having a smaller district. This allows the district to be more nimble and cater to the students of the city in a greater capacity.	1/26/2021 3:44 PM
120	I love how small our district community is. I used to work at a much larger school district where I hardly interacted with the school board whereas in Oak Park our school board and superintendent have stopped by our classrooms and many have been parents with children in our schools. Since our district is small, we have more personal connections and interactions with the district staff and can communicate our concerns and ask questions of someone who already knows us. For example, I appreciated that when I emailed the superintendent a concern I had, I received a reply from him as well as a school board member.	1/26/2021 3:24 PM
121	Dedicated teachers that love their students and thrive to grow and learn together. Supportive and involved parents. Reading and Writing Workshop - Encourages independence and inspires a love of reading and writing. Gives students choice. Always at the forefront for new curriculum, both academically and emotionally.	1/26/2021 2:55 PM
122	Hard working staff/administration	1/26/2021 1:06 PM
123	Strengths - of course, the highly rated high school and other schools - but the reality is - does that make it a strength?	1/26/2021 12:07 PM
124	I feel the District appreciates its employees, their loyalty, dedication and hard work. I have felt supported and needed over the years, especially this year.	1/26/2021 11:35 AM
125	Small organization, ability to discuss matters with leaders easily for change or needs. Student and teachers needs are a priority in all decision making of district changes.	1/26/2021 11:31 AM
126	The teachers are enthusiastic and knowledgeable. The breakfast food is excellent.	1/26/2021 9:57 AM
127	Sense of community, high emphasis on providing a quality education, generally a safe place for students both physically and emotionally.	1/26/2021 9:54 AM

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128	Academics	1/26/2021 9:44 AM
129	high quality education	1/26/2021 9:37 AM
130	High-achieving students, highly ranked district in the region/state, highly regarded high school by college admissions officers,	1/26/2021 9:00 AM
131	Inclusivity, strong team members	1/26/2021 8:52 AM
132	We focus on putting students first, high academic standards, environmentally conscious, constantly evolving teaching practices.	1/26/2021 8:51 AM
133	Education and safety for students and employees.	1/26/2021 8:40 AM
134	Small enough to pivot when needed to fit the moment.	1/26/2021 8:36 AM
135	Oak Park has a strong and rigorous academic program and is an innovator in educating the whole child. From our nutrition program to our open, green campuses to our student to counselor ratio DK-12 we desire Oak Park to be a safe and nurturing place where kids can grow and learn.	1/26/2021 8:30 AM
136	Cutting corners in quality, quantity or performance has never been the District's policy, Dr Knight Has driven the District into what it is today, by taking the BEST route, the one that assures us the top position state and nationwide in all aspects.	1/26/2021 8:28 AM
137	Open communication, small community feel.	1/26/2021 8:22 AM
138	OPUSD is a small, progressive and highly academic district. The families are involved and supportive for the most part of the teachers and district. There is high volunteerism and financial support of the schools and extracurricular activities.	1/25/2021 11:00 PM
139	Educating global citizens, care and education for high achievers and those struggling, well rounded education	1/25/2021 10:10 PM
140	Oak Park is a small community. Everyone knows everyone. We are a family. We support each other, we collaborate and we communicate about EVERYTHING. In other districts, teachers don't necessarily get a voice or a choice. Things are decided by higher up leadership, and that is just the way it is. Oak Park is not like that. Teachers have a voice, an opinion, and an opportunity to defend what they think is best for students and for the community. Oak Park is unique because it is so small, and this is definitely a strength for us. We pride ourselves on providing an excellent quality of education, and that is because our standards are so high.	1/25/2021 8:56 PM
141	Some strengths of the district are: -that we are small and people have good relationships with one another. -There are high quality teachers who work hard. - Strong principals at the elementary level. -Involved families -School board is strong	1/25/2021 8:15 PM
142	Providing many opportunities for students. We have so many extra curricular programs, specialists and unique programs offered in our district. We are a small district which makes it easier to be a community and know colleagues and superiors personally.	1/25/2021 7:57 PM
143	Our districts greatest strength is our teachers. When the pandemic forced the closure of our physical schools, all teachers stepped up and essentially transformed the way learning occurred in Oak Park overnight. While the district leadership helped when they could, it was primarily the teachers doing all of the heavy lifting and work.	1/25/2021 7:07 PM
144	Well respected. Close knit. Cutting edge curriculum. Sought after to be a part of from outside of Oak Park.	1/25/2021 6:27 PM
145	excellent teachers involved and supportive parents high quality professional development small enough so like a family	1/25/2021 6:05 PM
146	High expectations of stakeholders, yet a small tight knit community.	1/25/2021 5:39 PM
147	1. academic success 2. proactive responses to new educational initiatives or to solve a problem (equity training, math task force)	1/25/2021 5:38 PM
148	Dedicated, hard-working teachers Involved, supportive parents Engaged Board of Education Reputation for academic excellence Efforts to foster a sense of community despite having many out-of-district students Willingness by admin and staff to learn and try new things	1/25/2021 5:27 PM

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149	We love our district and the welcoming atmosphere. It is a particular feature of the district that they are actively working on diversity and inclusion, and has been a reason for our choice. The academics are also really important with high rates of kids going to college.	1/25/2021 5:08 PM
150	Promoting understanding and inclusion of all students/staff of our district and our community. Focusing on advancing the technology available to students and teachers, as well as utilizing cleaner energy alternatives, implementing green programs and environmental education.	1/25/2021 5:06 PM
151	Teachers network with grade level teams across the district and support each other. (Unfortunately this is done outside of school hours and is not built into our calendar year.) Teachers network and support each other across grade levels within a school site. Most parents are very supportive and are in our district because they want to send their children to our schools.	1/25/2021 4:54 PM
152	Since we are a small school district, it makes it easier to collaborate with our colleagues at other school sites. We know each other which makes our connection strong. We have high standards in Oak Park. We have administrators that support us and our ideas.	1/25/2021 4:53 PM
153	We are an inclusive district that strives to continue to ensure all students are valued.	1/25/2021 4:47 PM
154	The feel of a small school district even though we are growing. The way teachers have input and are included in most important decisions.	1/25/2021 4:41 PM
155	It's progressive model of instruction and technology.	1/25/2021 4:27 PM
156	Care for the students, families and community. Academic rigor and expectations. Care for employees. Employee involvement in processes such as these.	1/25/2021 3:11 PM
157	Progressive and forward thinking. Emphasis on critical thinking skills. Enrichment opportunities for all students - not just those on an accelerated track. Diverse curriculum at the high school level. And of course the teachers.	1/25/2021 3:07 PM
158	Motivated students and parent involvement	1/25/2021 2:51 PM
159	The District has long upheld the reputation of being a FREE private school in the public setting. It is a leader in innovations, encourages on-going education for its staff; is a strong institution with a family-based atmosphere, is a leader in hosting Community events, and is very receptive to the input of its educators.	1/25/2021 2:45 PM
160	Our district has a reputation for academic excellence and providing programs and curricula that push students to excel and ultimately attend elite colleges and universities. People choose OPUSD because it is their "Private/Public" school. There is a private school atmosphere in a public school setting. We are known for our Green initiatives in our use of energy.	1/25/2021 1:49 PM
161	We truly care about our kids.	1/25/2021 1:46 PM
162	1. Open-mindedness to alternatives and cutting edge (?) more modern approaches to learning. 2. Tech!! 3. Green initiatives on our campuses and in our community and SDG's focus	1/25/2021 11:45 AM
163	Academics Environmentally aware Diverse	1/25/2021 11:42 AM
164	Academics, staff (certificated and classified)	1/25/2021 11:25 AM
165	Students and their parents tend to place a high value on education and academic achievement. Parents at Oak Park schools tend to have relatively high levels of academic achievement and can pass their experience, expertise and expectations to their children, as well as serve as good role models. The District has a very good academic reputation, which attracts strong DOC students.	1/25/2021 11:24 AM
166	High achieving	1/25/2021 11:06 AM
167	Collaboration among teachers in our schools and schools willing to work with each other	1/25/2021 10:56 AM
168	Our district strengths include: 1) Highly invested and active stakeholders including teachers, parents, students and the community at large 2) Rigorous academic standards 3) Financial resources to support teachers/students 4) An approach that speaks to the whole child including social/emotional health 5) Environmental Awareness and responsibility is a priority	1/25/2021 10:48 AM
169	Small. Community oriented	1/25/2021 10:10 AM
170	I think the teachers are the biggest strength. I feel that Dr. Knight has been supportive of	1/25/2021 9:27 AM

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teachers by allowing them to teach how they think is best for students. By giving teachers a lot of flexibility, he has allowed teachers to flourish and therefore enabled students to flourish.

171	Quality teachers who care about the kids.	1/25/2021 9:25 AM
172	Excellent Teachers, great leadership, a consistent culture and methodology, great messaging and communication and of course, great academic preparation.	1/25/2021 8:37 AM
173	I see that everyone is treated equally, everyone is engaged in the learning, you can always get help, and everyone is kind to each other.	1/25/2021 7:41 AM
174	Many students and parents are very motivated. Educational levels are high in households overall. The District has a reputational advantage, which helps attract good DOC students.	1/25/2021 6:46 AM
175	Amazing teachers and dedicated support staff. Our District is one that listens to the whole community and does its very best to reach each student where they are. We are passionate and compassionate about almost everything.	1/25/2021 4:42 AM
176	Our community is strong which believes in educating and raising compassionate students in a safe environment. Learned staff and highly involved parents are assets to the District.	1/24/2021 11:23 PM
177	Our district is more focused on academic achievements, individualized educational goals, equal opportunities for all the students.	1/24/2021 11:22 PM
178	Small, award winning, less bureaucracy than other districts, progressive values, inclusion, safe place for diverse students	1/24/2021 9:18 PM
179	Diversity of students; forward thinking re: Environmental concerns; support of community; variety of opportunities for students especially in High School.	1/24/2021 8:04 PM
180	Size is our strength. Unfortunately, it keeps getting too big. We need someone th figure how to make it smaller again.	1/24/2021 6:15 PM
181	Providing a very academic, super friendly and caring environment. I appreciate Dr.Knight for all his hard work and also resisting against pressures from parents who where trying to open the school in the pandemic just because of their political point of view or worrying about their income instead of the health and well being of the students. A student should be healthy and safe before thinking of his/her education.	1/24/2021 5:51 PM
182	Academically strong Safe Inclusive	1/24/2021 2:30 PM
183	A reputation that focuses on academics	1/24/2021 12:45 PM
184	fdafa	1/23/2021 8:28 PM
185	The current initiative to address DEI issues is a key strength, and the district is ahead of most on this. The district is also very strong on academics and supporting student growth.	1/23/2021 4:49 PM
186	Raising compassionate and open minded students first and foremost. Academic excellence always second.	1/23/2021 2:26 PM
187	Academics, amazing teachers (!), partnership with Stanford and other programs and trainings to keep our teachers at their best, GATE program, support staff (speech, counselors) high school clubs and sports, focus on creating kids who love reading. Leadership: Dr. Knight, Mr. Warren, and Mr. Benioff. I absolutely love the focus on the environment and being good citizens and community members. I also really appreciate the diversity at our schools!	1/23/2021 1:12 PM
188	Oakpark CA Wikipedia. Everything you see is our strength.	1/23/2021 1:10 PM
189	Exceptional education, great counseling topics (at the elementary level).	1/23/2021 1:04 PM
190	Size, foundation on string learning	1/23/2021 11:08 AM
191	After this year, not many. I would have expected our district champions of education and out of the box thinking to navigate the Covid challenge at least as well as their neighboring districts. Unfortunately their failure to get students back in the classroom even part time has made them a laughing stock and the butt of many jokes. It's difficult to see a strength in that, possibly communication. I usually feel informed and know what's going on.	1/23/2021 10:03 AM
192	Technology. Teachers eager to learn new things to better their teaching.	1/22/2021 5:23 PM
193	High standards, high expectations, and a great deal of compassion and consideration for our	1/22/2021 3:57 PM

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community and the educational/learning process.

194	1. The focus on students success 2. The belief that ALL students matter and should be supported as needed 3. The understanding that success is not just grades and getting into a top-level school 4. Our willingness to self-examine and evolve regardless of the difficulty	1/22/2021 3:24 PM
195	Academic scores	1/22/2021 1:47 PM
196	Our size allows us to mobilize quickly when needs arise. Dedicated staff and teachers. Parents who understand the value of education.	1/22/2021 1:06 PM
197	Good communication skills, keeping us informed about changes and staying safe.	1/22/2021 10:28 AM
198	Small; close-knit; progressive	1/22/2021 8:38 AM
199	Technology and teachers	1/21/2021 9:48 PM
200	Some very good teachers. District tries hard to minimize bullying. Tony Knight has prioritized school safety.	1/21/2021 9:30 PM
201	Very rigorous, some good teachers, high average income from student's families, good tech.	1/21/2021 8:57 PM
202	Small district, strong school community, including parent involvement. Overall there is a positive attitude towards students, learning and families. Generally positive reputation as a strong public school district. District of Choice provides greater diversity and brings in families who are very invested in their children's education.	1/21/2021 4:59 PM
203	Academics and programs for higher level students. Strong teachers.	1/21/2021 12:50 PM
204	Collaborative, communicative	1/21/2021 12:13 PM
205	Support of Teachers Collaborative Decision Making Goal-Oriented Trust in the autonomy of teacher classrooms Science Driven Sustainability-minded	1/21/2021 12:06 PM
206	Clzar understnading of what's need to be done for the good of the District	1/21/2021 10:11 AM
207	Quality of the district has declined,	1/20/2021 4:36 PM
208	Weak. District has gone down hill tremendously.	1/20/2021 3:56 PM
209	Strong academics, small class sizes and a smaller community feel.	1/19/2021 7:11 PM
210	Viewing students more as individuals than a group, collaborative learning, student input in their education, thinking outside of the box, creative solutions, avoiding one size fits all approaches as much as possible, the extra things & attention to detail. Inclusion and diversity as part of the learning and extra activities. Care for each other and the environment. Support to students and parents and staff. Creating well rounded education beyond academics and test scores. Family environment and sense of community. Hands on superintendent. As a member of many OPUSD committees I was amazed at how hands on Tony has been all these years lending his support in many ways, coming to events and meetings as much as possible, his involvement in Student Clubs. He is truly one of a kind.	1/19/2021 6:03 PM
211	OPUSD is pretty amazing at communicating and being transparent with parents, especially during this pandemic. Pre-pandemic we were grateful for all of the field trips that were offered to students at our school and all of the at-school events. All of this adds to feeling like a part of a community and makes for a special school experience for students. OPUSD also is great with being at the forefront of technology, mindset and forward thinking.	1/19/2021 10:28 AM
212	Communication, teamwork	1/19/2021 7:50 AM
213	Tony Knight is the biggest strength of the District	1/18/2021 9:21 PM
214	Strengths -- small district allows OPUSD to implement more dynamic programs and be at the forefront of education initiatives.	1/18/2021 2:42 PM
215	- high achieving - teachers are not micromanaged	1/18/2021 12:04 PM
216	Emphasis on high achievement Excellent reputation	1/18/2021 11:36 AM
217	Small district and very focused on overall development of the child	1/18/2021 10:02 AM
218	Academically better but not best in comparison to other public school districts	1/18/2021 9:24 AM

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219	Student body diversity	1/18/2021 9:08 AM
220	Focus on the whole child (not just academics), including emotional, nutritional, physical, and civic lives.	1/18/2021 9:03 AM
221	Small district , strong academics	1/18/2021 8:21 AM
222	The students are smart and hardworking, and the parents take education seriously.	1/17/2021 6:30 PM
223	Provides a high class education, caring, thoughtful, professional, forward-looking, and organized.	1/17/2021 9:36 AM
224	Dedicated and qualified staff who deliver an exceptional educational and extra curricular experience. Excellent Principals Focus on student well being	1/16/2021 10:50 PM
225	High quality faculty dedicated to their students, excellent school principals, small district size focused on the whole student / character education, and wide variety of extracurricular programs (especially music and athletics)	1/16/2021 10:46 PM
226	High standard of academics.	1/16/2021 1:41 PM
227	Academic excellence	1/16/2021 10:31 AM
228	None. I have been completely let down by OPUSD educationally and emotionally.	1/16/2021 8:05 AM
229	None. Very disappointed in OPUSD's administration and staff. You are causing division animosity and stress.	1/15/2021 10:39 PM
230	There are none	1/15/2021 10:21 PM
231	Strong academic reputation Low turn over rate with teachers and staff Some incredible teachers Welcoming community Size of the district Location DOC	1/15/2021 7:18 PM
232	Leader in diversity, quality educators, strength to create sound policies affecting children and the community.	1/15/2021 6:55 PM
233	1. Reputation for academic excellence, support by strong test scores statewide 2. Small, down to earth, close-knit community 3. A self selecting population of smart and dedicated parents and students (both in and out of district) who choose the district over others because they place a high value on education, have a commitment to excellence, and a dedication to doing what it takes to help their children succeed 4. Good teachers and staff who (with some rare exceptions) who are dedicated, caring and have ties to the community 5. Strong and involved PTAs/PFAs who volunteer their time and do significant fundraising without which many great school programs wouldn't exist 6. It's mission of creating global citizens and of educating the whole child	1/15/2021 2:42 PM
234	It used to be the academics	1/15/2021 1:41 PM
235	I like the size and everyone knows each other.	1/15/2021 1:23 PM
236	High educational standards, caring environment, excellent communication with parents	1/15/2021 1:18 PM
237	Too many to list! Strengths are its teachers, administrators, students, families, facilities, instruction, care, support, follow through.	1/15/2021 1:16 PM
238	The strengths I see in our district is the environment. In this district we have a strong urge to take care of environment and allow us to be the leader in preventing climate change. In addition, we also have a rigorous school that is very academic with high scores.	1/15/2021 12:46 PM
239	Talent and integrity. I am impressed with the districts fortitude to do the right thing for the sake of the children - if that's gender diversity studies or keeping our kids home cause there's a pandemic killing everybody - the district listens to its parents but isn't swayed by the Karens of the community.	1/15/2021 5:21 AM
240	Small district, safe location,	1/14/2021 10:10 PM
241	Excellent teaching, focus on kindness	1/14/2021 9:50 PM
242	Parent involvement and commitment to their children's education	1/14/2021 9:29 PM
243	Education	1/14/2021 7:43 PM

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244	Strengths: Small district, takes surveys of community and parental concerns.	1/14/2021 7:01 PM
245	I think the strengths of the District is a progressive mindset with a smaller number of students and schools. I think the opportunity for teachers and administrators to know students and families while they continue to progress through elementary, middle, and high school. I think the academics are in general competitive and above standard, depending on grade level and teacher.	1/14/2021 6:41 PM
246	Small size, diversity, adherence to safety protocols (COVID)	1/14/2021 5:23 PM
247	Ranking in CA. College acceptance	1/14/2021 4:48 PM
248	Small and generally more accountable. Good college prep. Not so good for kids determined not to go to college.	1/14/2021 4:09 PM
249	Just the newly elected members. Denise Helfstein, Tina Wang etc	1/14/2021 4:07 PM
250	Engaged community; high standards; parents willing to donate time and money.	1/14/2021 3:44 PM
251	Progressive - sets policy with an eye to the future, incorporates technology in education, strong environmental values. High academic achievements. Being a small district, there is good sense of community. Good communications between the school and district administrations and the parents. PTO groups are appreciated.	1/14/2021 3:42 PM
252	Excellent teachers, excellent education.	1/14/2021 3:41 PM
253	Excellent and dedicated teachers, beautiful facilities, engaging curriculum (at least at elementary level where my child is).	1/14/2021 3:17 PM
254	Education of the WHOLE child. Transparency. Hands-on education (when not in a pandemic). Teachers and staff that truly care about the students well-being beyond getting good grades.	1/14/2021 3:12 PM
255	Community	1/14/2021 2:04 PM
256	That we are a very diverse and kind community.	1/14/2021 1:01 PM
257	The only strength the district has is the quality of education and that has suffered tremendously due to the focus on activism this year. The district has nothing to offer, but activism.	1/14/2021 12:39 PM
258	We used to be and I hope we still are an academic district that prepares our students for college and the challenges beyond.	1/14/2021 12:00 PM
259	Ability to make meaningful change quickly, intentions of all staff to do what is best for students, academic rigor, 21st century learning strategies, green school initiatives.	1/14/2021 11:36 AM
260	The extra effort, to bring in additional aides for each grade. The curriculum and reading/writing workshops are amazing. The additional programs outside of schools, and the vendors brought in to work with the students.	1/14/2021 9:58 AM
261	Parental involvement in making sure our kids get a great education.	1/14/2021 9:57 AM
262	Committed and effective teachers, involved parent, love of reading and writing and effectiveness of reading and writing program, awareness of the need for further equality work (staff, parent and student) and starting that important work (gender and all diversity education and integration into curriculum in an organic way).	1/14/2021 9:53 AM
263	Quality, high level instruction is given by very qualified teachers. Parents and families are actively involved. Students are well supported at home and on campus.	1/14/2021 9:25 AM
264	High expectations. Faculty are well taken care of and experience good community. We are small and can communicate well among all levels easily. Teachers go above and beyond. District supports autonomy and personal growth (supports training and conferences). Because we are small, we have a "homey" feel to the district- everyone is close and friendly.	1/14/2021 8:57 AM
265	Small and cohesive. This has allowed a great strength of collaboration and collegiality. As an administrator, we are able to connect quickly across school sites or with the district staff to collaborate or support. OPUSD is constantly looking forward to anticipating trends rather than being reactive.	1/14/2021 8:41 AM
266	The district tries to promote kindness and extinguish violence.	1/14/2021 8:30 AM

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267	Not many right now.	1/14/2021 8:09 AM
268	I see the communication between teachers and parents as the strengths of the district.	1/14/2021 8:04 AM
269	We have great grades and teachers are understandable. Also, education is great.	1/14/2021 8:00 AM
270	The reason we are in this district is its dedication to rigorous academics. We also appreciate that the high school has a lot of opportunities for the students to explore their interests. They have healthy, competitive athletics and a robust STEM program.	1/14/2021 8:00 AM
271	Strong academics. Excellent variety of courses and extracurricular activities.	1/14/2021 7:56 AM
272	Stability: employees at all levels remain with the district for many years creating continuity and history. Small Size: Because the district has very few schools, we are able to collaborate and work together. Excellent Achievement: the district is well known for its excellent academic achievements. This is achieved by excellent teachers, healthy children, and a dedicated community.	1/14/2021 7:00 AM
273	Educated, passionate, caring teachers High academic standards College admission rate Wealth of elective and AP courses offered Development of collaborative and critical thinkers Technology	1/13/2021 11:47 PM
274	Good schools Reputation of good education Ability to attract kids from other districts	1/13/2021 11:18 PM
275	Small size and trust in the people it hires. I would say the employees, maybe the teachers especially, have had a voice in many decisions. I have always appreciated that our opinions have been considered and valued. The district tends to hire very ethical and intelligent people who are willing to work very hard. We always step up to the plate because we can't imagine doing anything else!	1/13/2021 10:23 PM
276	Strong community environment with engaged families; stakeholders who expect an excellent education and are academically driven	1/13/2021 9:34 PM
277	Depends. Elementary at Brookside is wonderful. Middle school has it perks. High school is too traditional and old school. Strengths are found in OP elementary and MS. Your teachers, academic program, support system, and innovation are rooted in elementary and MS. Then they get to HS. :(1/13/2021 9:33 PM
278	School is the biggest strength of district. We cannot compromise the schooling quality in any cost. OPUSD known in US, and we should up held quality and improve it.	1/13/2021 9:19 PM
279	Small community, engaged parent base, strong track record for the district [REDACTED] [REDACTED] higher socioeconomic community and families creates opportunities for external funding and other resources	1/13/2021 8:57 PM
280	Tight group of teachers, students, staff and parents. Keeps a small town feel.	1/13/2021 8:18 PM
281	High academic standards Proactive in innovative learning methods Mostly caring, dedicated teachers, staff, board, etc. Actively promoting student wellbeing	1/13/2021 8:07 PM
282	Academic excellence leading to admission at good universities is the reason we pay a premium to live in Oak Park, or why families commute with their children into the district.	1/13/2021 8:06 PM
283	Nothing	1/13/2021 8:05 PM
284	Nothing	1/13/2021 8:05 PM
285	Great academics and college readiness preparation.	1/13/2021 7:38 PM
286	Academics	1/13/2021 7:20 PM
287	Caring teachers with the latest teaching tools and techniques. Willingness to arrange good and cost effective child care and after school activities.	1/13/2021 6:49 PM
288	Academics	1/13/2021 6:33 PM
289	In my opinion, one strength of OPUSD is that it puts a great deal of emphasis on academic excellence as well as inclusivity of ALL students. Being intentional about inclusivity is critical for the mental health and well being of our children.	1/13/2021 6:23 PM
290	We have a strong sense of belonging to this district. Our teachers and students work hard to maintain the high quality of academic achievements. We are not afraid to address racial and	1/13/2021 6:20 PM

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	gender bias, and we aim to do better.	
291	Quality of education. Strong community support.	1/13/2021 6:14 PM
292	Some of the teachers. We need leadership that put the students as priority number one. The current leadership think they are more important than the students.	1/13/2021 6:06 PM
293	Committed educators and exceptional administrators; # of college-bound graduating seniors; financial stability of families;	1/13/2021 6:00 PM
294	Parent involvement Music program Investment in peer counseling Quality of some teachers-- but not at all consistent	1/13/2021 5:47 PM
295	Some strengths I see are the collaboration with students and overall education in which I think people like me learn from.	1/13/2021 5:40 PM
296	Academic rigor; Top rated in State; Safe; Community	1/13/2021 5:18 PM
297	Good and friendly teachers. Also very environmentally conscious.	1/13/2021 5:12 PM
298	Smaller schools in the district. Big community outreach.	1/13/2021 5:01 PM
299	Local control. Community and parental support. Facilities. Faculty	1/13/2021 4:56 PM
300	Good student grades	1/13/2021 4:41 PM
301	Technology, high numbers of kids that go on to college, Family atmosphere.	1/13/2021 4:40 PM
302	Friendly students. Diversity. Little poverty. Educated families. Nice campuses. Good teachers! Also: Its reputation for "academic excellence." I believe it might be an outdated reputation since the District did a reset a few years ago. Nonetheless, people outside the district know Oak Park has having "the best schools."	1/13/2021 4:36 PM
303	Independent from LAUSD and the involvement of the parents.	1/13/2021 4:32 PM
304	Active community and their interest in providing opportunities for our kids. Some teachers care.	1/13/2021 4:25 PM
305	Excellent reputation for academic achievement. It is important to maintain this reputation as there are not enough students that live in the city of Oak Park to fill the schools. We need out-of-district students through the District of Choice program. These out-of-district student come because of the reputation.	1/13/2021 4:20 PM
306	There is a common goal at all the schools to educate our kids. I feel that we have good academics and sports combination.	1/13/2021 4:16 PM
307	Academic excellence, quality teachers, strong and creative curriculum.	1/13/2021 4:13 PM
308	Highly rated schools	1/13/2021 4:07 PM
309	Strong academic reputation with high ranking as schools of distinction for the state of CA.	1/13/2021 4:06 PM
310	Good teachers	1/13/2021 4:02 PM
311	STEM, caring highly qualified teachers, willing to incorporate progressive ideas with traditional values	1/13/2021 4:02 PM
312	The Reading and writing program because it is unique and intensive but one of the best	1/13/2021 4:02 PM
313	Quality teachers, open communication, receptive to feedback	1/13/2021 4:00 PM
314	Academics	1/13/2021 3:53 PM
315	The strengths of the district encompass forward thinking socially, academically and even in the diet the schools provide. The district tries to change students and bring more than the basics; through programs and clubs as well as after school programs and seeks to encourage musicians, artists, athletes and academics recognizing the myriad of student interests.	1/13/2021 3:53 PM
316	Caring, forward thinking, and adaptable. I love that the district is constantly looking to improve and try new things. I also love that the district does what it thinks is in the best interest of the students and staff, regardless of how the public may feel or what neighboring districts may do.	1/13/2021 3:51 PM
317	Good education	1/13/2021 3:50 PM

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318	Honestly I don't know anymore. This academics have gone downhill substantially in the past few years with the selection of poor curriculums, the district focus has moved towards a political, "woke" agenda, and the decisions to keep campuses closed during Covid has erased all former glory that the district once held.	1/13/2021 3:50 PM
319	Providing a solid education for our students.	1/13/2021 3:49 PM
320	Parents who either moved to the district or travel to the district because they want their children to excel academically.	1/13/2021 3:43 PM
321	-Small and administration is more accessible than in a big district. -Voices are heard. -Ability to enact "some" change	1/13/2021 3:43 PM
322	Academics, well rounded program offering art and music, nurturing environment, healthy nutrition program.	1/13/2021 3:42 PM
323	Assessment scores done by the state	1/13/2021 3:37 PM
324	Our district provides a quality academic experience in a community environment. Our district is a leader in eco friendly buildings and facilities and teaches environmental curriculum. Parent involvement is welcomed in our district.	1/13/2021 3:35 PM
325	Small size of district, educating the whole child- an emphasis on mental and emotional well being as well as academics.	1/13/2021 3:28 PM
326	Engaged parents. Engaged teachers.	1/13/2021 3:25 PM
327	top academic standards in Conejo Valley and VC most respected school district in VC highly regarded by college admissions	1/13/2021 3:20 PM
328	Academic, small size, safe, good teachers, nice campuses,	1/13/2021 3:19 PM
329	Educational background/experiences similar to Dr. Tony Knight. Someone who believes in diversity and understand what students need to do well both socially and educationally. Someone who puts students interest first. Someone who is very hands on and involved.	1/13/2021 3:17 PM
330	OPUSD has been on the leading edge of green initiatives and LGBTQ+. It's a college prep district and it does well for students who plan on attending higher education.	1/13/2021 3:16 PM
331	We have high achieving students and some highly trained and hard working teachers. We have few behavior problems and are really able to focus on content. We have access to a lot of resources.	1/13/2021 3:13 PM
332	Dr. Knight was one of the reasons we chose this district and so so sad to see him go. This District has been great at comprehensively providing a wholistic well thought out approach to meeting the needs of our kids without compromising academic excellence. A balanced yet academically strong approach is what drew us to Oak Park.	1/13/2021 3:12 PM
333	Our small community and overall admiration for each other. Hiring and keeping skilled staff and wanting the best teachers for the job, not the cheapest or easiest to find. The friendships and camaraderie all employees have made across grade levels, schools, and titles. Most importantly, the way we have each other's backs and strive to support one another.	1/13/2021 3:10 PM
334	The emphasis on more of a total package...from food service to classroom experiance	1/13/2021 3:10 PM
335	Diversity, academic excellence, variety of resources, hands on parents and/or guardians	1/13/2021 3:06 PM
336	Reading and writing workshop Academic/career pathways in high school Diversity in student population Caring staff at all levels	1/13/2021 3:05 PM
337	Location, community	1/13/2021 3:05 PM
338	Great Leaders, excellent teachers	1/13/2021 3:04 PM
339	Small district with excellent staff to student ratio. Well supported by parents. Phenomenal academics coupled with great resources for students.	1/13/2021 3:02 PM
340	As a small district the needs of teachers and the community are heard. The district puts an emphasis on real life experiences, not on teaching to a test. Each class has the freedom to teach the standards in their own way and is not required to teach a subject the same way as	1/13/2021 3:02 PM

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another teacher or even on the same day. The teachers have the ability to teach to their class' needs, not a forced schedule.

341	High standards and expectations, mostly driven by our constituents, but reinforced by faculty and staff at all schools.	1/13/2021 3:02 PM
342	Student wellbeing and education of whole person. Opusd produces students ready for a successful college career	1/13/2021 3:01 PM
343	Progressive curriculum, strong academics, students are prepared for the next grade and college.	1/13/2021 2:59 PM
344	Small district allowing for a more intimate learning experience.	1/13/2021 2:59 PM
345	Diverse and academics	1/13/2021 2:56 PM
346	Strong academics, small and typically nimble.	1/13/2021 2:52 PM
347	Smart students. Hard working, capable teachers. A board that refrains from pushing personal agendas	1/13/2021 2:51 PM
348	String academic focus, responsive to parent feedback and Good use of technology.	1/13/2021 2:49 PM
349	Technology and coordination	1/13/2021 2:45 PM

Q3 What do you see as the major challenges which will confront our new superintendent?

Answered: 349 Skipped: 520

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#	RESPONSES	DATE
1	Budget - as always in CA; Recuperating from Covid - and any gaps in learning from the year; D.O.C. issues I expect always present challenges	2/2/2021 7:49 PM
2	understanding problems faced by children with access to resources / technology	2/2/2021 4:24 PM
3	I think that since the school blocked hangouts, it has been really hard to communicate with each other, and Gmail is one of the laggiest things on our Chromebook. So I would really appreciate if the new superintendent would UNblock it.	2/2/2021 4:16 PM
4	Putting too much pressure on the students, having old teachers who are burned out.	2/2/2021 3:20 PM
5	Coronavirus. Special education aides are not always the best.	2/2/2021 3:00 PM
6	Covid planning	2/2/2021 2:35 PM
7	Lack of diversity	2/2/2021 1:36 PM
8	drugs, bullying and mental health.	2/2/2021 1:10 PM
9	The division created from Anti bullying campaign . It was only focused on transgender and I think to unite the parents and community it should not only include transgender nor focus only on transgender but everything together - race , color , religion, gender, being on the spectrum , and do lessons fore all which includes all not just focus on one area	2/2/2021 1:10 PM
10	Re-opening safely with protocols in place. Maintaining a safe and healthy environment for our kids to learn and also, for all of the faculty and staff to be safe as well. Major challenges to face may include dealing with anti-vaxers and anti-maskers. Need to take a strong position one way or another, not a hybrid approach.	2/2/2021 1:09 PM
11	To keep moving forward with our progressive track that TK put us on regarding diversity, acceptance, reality, equity.	2/2/2021 12:40 PM
12	Acceptance	2/2/2021 12:39 PM
13	Some challenges that the new superintendent might face is having to come into a new job full of teenagers, kids, adults, and settings that he/she/they will have to get used to. Also, adjusting to a new job especially when you are in charge of an entire school district in the middle of a worldwide pandemic will be quite difficult.	2/2/2021 12:28 PM
14	Fixing the mess [REDACTED]. Dealing with the loss of learning and mental health damage that has happened to our kids due to distance learning.	2/2/2021 12:26 PM
15	Getting our kids back to school!!!	2/2/2021 12:24 PM
16	Filling the shoes of tony [REDACTED]	2/2/2021 12:11 PM
17	Can't please everyone all the time. Parents and teachers have differing opinions - especially on when to go back to school.	2/2/2021 10:41 AM
18	Understanding that every student is not UC or Ivy League bound. Understanding that many of our students have Special Education backgrounds.	2/2/2021 9:54 AM
19	Implementing an equity plan, managing a budget that doesn't hinge on large parent donations	2/2/2021 9:16 AM
20	Declining local enrollment while maintaining course variety, maintaining excellent teachers, managing budgets as in-district enrollment remains small, managing budget with the number of bond measures. Balancing out-of-district numbers with impact on community. Pandemic management, of course.	2/2/2021 9:05 AM
21	This is a small community and the majority of faculty and staff have been here for many many years. We have a very low attrition rate. Once people come to OPUSD, they general stay for the duration.	2/2/2021 8:53 AM
22	Declining enrollment; residents not liking being a District of Choice; neighboring districts not liking OPUSD being a District of Choice; let OPUSD publish weighted GPA's like most all other schools in the country do. While it's great that OPUSD pushes being green, sometimes the cost of being so far outweighs the benefits, especially with a district such as this struggling to remain afloat.	2/2/2021 8:46 AM

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23	COVID	2/2/2021 8:34 AM
24	The middle school can be hard to manage because of the drug and vape use.	2/2/2021 8:34 AM
25	Following in Tony's footsteps, working with a strong, vocal union,	2/2/2021 8:26 AM
26	The major challenges which will confront our new superintendent are that people are not very nice here and people get in trouble.	2/2/2021 8:23 AM
27	balancing the needs of all stake holders while making decisions, tackling social justice in our community	2/2/2021 8:06 AM
28	Figuring out how to effectively distance to learn and hopefully soon convert over to hybrid learning will be a challenge for the new superintendent.	2/2/2021 7:37 AM
29	nepotism, choosing someone based on color or instead of merit	2/2/2021 5:37 AM
30	too many demands, improving communication to parents, improving distance learning	2/2/2021 1:18 AM
31	COVID	2/1/2021 11:35 PM
32	Making safety a priority in these times when many parents want schools open.	2/1/2021 11:28 PM
33	Back to school (normal) after pandemic!	2/1/2021 11:00 PM
34	Dealing with the many problems of distant learning and converting back over to regular school from learning from home.	2/1/2021 10:59 PM
35	Reopening our schools	2/1/2021 10:49 PM
36	Coronavirus response & the district's stranglehold over devices.	2/1/2021 10:45 PM
37	Tony Knight has been a fixture in OPUSD for so long that a new superintendent will need to work hard to forge his / her own vision for the district.	2/1/2021 9:47 PM
38	Keeping the district open with the increasing amount of unhappy parents.	2/1/2021 9:34 PM
39	Lack of sociology-economic and racial diversity; different groups/stakeholders have differing and sometimes conflicting priorities; high expectations from parents and teachers; delicate balance between strengthening the DOC program and satisfying Oak Park residents	2/1/2021 9:22 PM
40	The community is extremely divided on rollout of certain new agendas being implemented. A growing contingency of families are intent on leaving OPUSD because of this. [REDACTED] [REDACTED] The major challenge for the new superintendent will be to "stem the bleeding" and keep enough families in OPUSD to maintain the funding they have come to enjoy.	2/1/2021 9:14 PM
41	Children's mental health, and the transition from elementary to middle school is horrible for most kids so trying to make that transition easier is a challenge	2/1/2021 9:02 PM
42	COVID recovery, mental health, humanity	2/1/2021 8:59 PM
43	The new superintendent's biggest challenge will be Covid. We need clear direction on what the plan is going to be for students for the 2021-2022 school year.	2/1/2021 8:46 PM
44	Keeping class sizes under check, promoting an inclusive environment for the diverse student body.	2/1/2021 8:44 PM
45	Making school safe to reopen and making apprehensive parents trust the safety measures	2/1/2021 8:43 PM
46	making sure each school has an environment for learning without making it too stressful on students (finding the right balance)	2/1/2021 8:42 PM
47	Dealing with divisions within the community, push back about different necessary curriculums that have been or will be introduced, and how to meet the needs of all community families.	2/1/2021 8:15 PM
48	Covid 19, District of Choice, funding	2/1/2021 8:09 PM
49	I believe the challenges that will be faced will be the changes needed for OPUSD to be inclusive of all students regardless of their academic achievements. There is a reputation at	2/1/2021 8:08 PM

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the school that it is rigorous and we have benefited from our son going through the program and being prepared for college. But we have 2 children with different needs. Our other son was diagnosed with slow processing. We can see the challenges at home. The school did not provide enough accommodations for an even playing field. There is manipulation at the school to adjust the grades to "accessing the material" after the original concerns of failing the class. We feel this was used to avoid the accommodations to create an even playing field.

50	Focusing on academic rigor and being unswayed by politics	2/1/2021 8:05 PM
51	Transitioning from DL to in person instruction will be a challenge. Continuing to build strong programs if enrollment declines will also be important.	2/1/2021 8:03 PM
52	Getting adjusted to the position, and dealing with these stressful times.	2/1/2021 7:51 PM
53	Addressing issues as racism and bullying and the lack of action by the previous administration.	2/1/2021 7:50 PM
54	Dealing with some really stagnant practices over the last few years, [REDACTED] [REDACTED]	2/1/2021 7:49 PM
55	Improving athletic programs.	2/1/2021 7:44 PM
56	Handling pandemic	2/1/2021 7:37 PM
57	keeping students from moving to neighborhood districts	2/1/2021 7:20 PM
58	The overarching challenge will be ensuring a smooth transition to in-person learning. The year out of school has presented some major academic and social/emotional challenges for students, parents, and teachers alike. Balancing health and safety (including mental health) with academic achievement and social reintegration will be important. I also strongly believe that our district will be behind other districts in the area and all over the country who had the leadership and proper planning in place to get kids back into the classroom. We are way behind and just because we were once high-rated doesn't mean it will be easy to maintain those high ratings. Our leadership failed to lead during this pandemic and that will result in unintended consequences for our children.	2/1/2021 7:12 PM
59	- Making sure the district maintains it's ratings/reputation/success. - Dealing with parents that feel very strongly that there should be a return to school in person regardless of circumstances.	2/1/2021 7:05 PM
60	1. Funding 2. Keeping the district a top of mind of perspective families who are committed to excellence in education. Recently, the district has been participating with social programs that might make OPUSD an attractive option not only for kids who want to succeed but for all interested prospects.	2/1/2021 7:03 PM
61	we need money desperately and the return to school	2/1/2021 7:01 PM
62	Diversity education, returning to in-person school	2/1/2021 6:55 PM
63	Lack of diversity in the teaching staff.	2/1/2021 6:53 PM
64	Safely getting the school reopened under the pandemic.	2/1/2021 6:51 PM
65	Inclusion issues, possible lack of knowledge of the community, outside perception that our schools are better than they actually are	2/1/2021 6:48 PM
66	DOC being renewed integration of kids after COVID	2/1/2021 6:46 PM
67	Ensuring that there is a robust plan to address the following: 1) Integration of kids once they are back in school: by having specific lessons and hands on activities for social emotional development and ensuring that the curriculum is adjusted to allow for "catch up" on subjects that did not have live instruction 2) Emphasize and Specifically teach executive function skills to all kids 3) Reduce class sizes and group kids based on age, maturity and personality 4) Ensure that gifted kids are given the necessary support and avenues to thrive 5) It appears that the environment is "overly competitive" thereby increasing pressure on kids, the challenge will be on how to bring the competitiveness down to healthy levels. 6) Low funding per student	2/1/2021 6:40 PM
68	COVID is a huge challenge. Getting out children back into physical school will be a huge challenge.	2/1/2021 6:36 PM

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69	I don't know.	2/1/2021 6:35 PM
70	Covid return to school	2/1/2021 6:33 PM
71	The racial divide that exist. Gaining the trust of the minorities in the community. Changing the elitist attitude of the district.	2/1/2021 6:31 PM
72	I think a major challenge that will confront our new superintendent might be getting students back to school safely if Covid-19 is still an issue. (The District has already done a very good job with handling this situation, but it is still a very difficult situation.)	2/1/2021 6:25 PM
73	Major challenges that our new superintendent might face are related to equity. Many students still feel as if they are not heard or treated fairly. The new superintendent will need to build staff cohesiveness at each of our sites to ensure that all students feel valued.	2/1/2021 6:25 PM
74	- complaints against the same teachers from students - dealing with depressed teenagers - transitioning back to in person learning	2/1/2021 6:24 PM
75	Would love to see more balance with regard to citizenship - what it means to live in Los Angeles as a voter for local and state issues.	2/1/2021 6:22 PM
76	Does the new superintendent believe in equity or equality	2/1/2021 6:22 PM
77	Helping the community adjust to life post-Covid. High schoolers will need a lot of support and guidance to re-adjust post-Covid and keep their priorities straight. Younger grades 5-9 will need help socially. Friendships have been so diluted by distance learning that collaborating and socializing will be more difficult for the next couple years.	2/1/2021 6:21 PM
78	Student wellbeing. Specific actions need to be taken to confront anxiety and depression in the student body. The fact that many (dare I say most) teachers are unable to get their content across effectively online coupled with countless assessments and randomly selecting students to speak when they are not prepared is creating a truly terrifying and stressful environment. It's bad, and direct action must be taken to make educators more aware of the struggles their students are having, and adjust their teaching styles accordingly.	2/1/2021 6:20 PM
79	Although Oak Park is known as an academic school district, apparently the academics are not getting kids into the colleges they want. (It seems like the acceptance rate into top-notch colleges has been declining since 2015. My opinion.) I don't know where the disconnect is, but we are currently living off of our reputation - we are not what we once were - Our high school does not stand out in peoples minds like it once did. Oak Park High School needs to do better.	2/1/2021 6:12 PM
80	Schools during the pandemic and post pandemic adjustments, ensuring all students coming back to school adjust to their grade level	2/1/2021 6:09 PM
81	Covid	2/1/2021 6:07 PM
82	misogynistic behavior from students and teachers	2/1/2021 6:05 PM
83	A major challenge that the new superintendent will face is all the covid restrictions and stress most likely since nothing is the same as before.	2/1/2021 6:05 PM
84	No true leadership holding staff/teacher accountable for consistency in teaching. Are our academics so stellar due to teachers or is it the high number of students with private tutors who are driving results? For our small district size, we seem to be extremely management heavy consuming valuable dollars that could be used elsewhere within the district. Creat a stronger community. Fix the snack shack at OPHS and provide food so kids/families can hang out together in a safe environment - have dinner together while raising money for school groups. Let's get the crowds and community to see these activities as a place to be on a Friday evening! Our surrounding school districts do this and we need this.	2/1/2021 6:05 PM
85	Taking over during a pandemic.	2/1/2021 6:02 PM
86	I think that funds will be a major challenge. Choir at MCMS is tough sometimes because we have to raise funds for every trip and our teacher struggles with providing us the proper materials due to low budget.	2/1/2021 6:01 PM
87	Reopening schools	2/1/2021 6:01 PM
88	Pressure from parents to change district policies that are in place for specific reasons.	2/1/2021 5:59 PM
89	Catching students up from learning losses from virtual learning	2/1/2021 5:47 PM

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90	Recently, it seems that Westlake High School has become more desirable for new residents of the area. OPUSD has fallen a bit in their academic standing. Need to retain students.	2/1/2021 4:03 PM
91	Declining enrollment. Confronting distrust of the district.(Regaining trust.) Making sure that ALL students and families feel recognized, welcome, and supported.	2/1/2021 12:40 PM
92	The major challenges that I see the new superintendent will need to confront would be the lack of enrollment the last few years. Another challenge is to be able to have a balance of academics - clubs - athletics, rather than being just an academic school. Lastly, we all know about recent social issues, however she/he will need to also be able to balance this out rather than have it forced, and include not only social issues but global climate too.	2/1/2021 12:34 PM
93	Major challenges might be getting the hang of being the superintendent while also doing their job during Covid. It might be hard to connect with all the Oak Park schools during this time easily too.	2/1/2021 10:28 AM
94	Academic rigor Managing hypervigilant parents Funding (% relying on OPEF vs State funding) Continuing to diversifying OPUSD from other high achieving school districts in the State and Nation No aquatics program	2/1/2021 9:50 AM
95	Maybe changes due to covid	2/1/2021 9:38 AM
96	Coming back from over a year of virtual school. Finding a way that the kids transfer back smoothly.	2/1/2021 8:24 AM
97	hopefully the new superintendent will not be influenced by other cities, districts and will focus on oak park and what works best for oak park students	2/1/2021 12:33 AM
98	Changing educational goals, changing demographics, inclusion of all ethnicities and cultures	1/31/2021 5:21 PM
99	Bringing together students of different backgrounds	1/31/2021 5:16 PM
100	Reintegration of students after Covid-they are going to be out of sorts!! I imagine some significant separation anxiety and limited stamina.	1/31/2021 10:41 AM
101	Historically poor communication Overcrowded Classes Academic Catch up due to a year + distance learning	1/30/2021 10:57 AM
102	To be able to provide services during pandemic and post pandemic by bringing kids back to normal school routines.	1/29/2021 7:02 PM
103	The superintendent will have to understand that teachers should have a stronger voice in the decision making process than what they currently have.	1/29/2021 8:26 AM
104	I think the new superintendent needs to be considerate and passionate towards all students. Stand ground and not let certain teachers or parents run the school. Be compassionate.	1/28/2021 7:46 PM
105	For the major challenges, I'd say it is challenging to be organized and not be stressed. Something challenging may be handling schedules. Something I noticed online was that parents are worried about bullying and learning differences saying it's biased.	1/28/2021 6:43 PM
106	Without seeing the financial books here I'm guessing that the school district will need to create more streams of revenue for future projects. The new solar panels were a drain in my opinion. What will be the new energy & ever changing "safety" needs moving forward for our children? Covid? School security? Social bullying? Etc.... I also think the next superintendent has to better develop and cultivate new community relationships. Its difficult to ask for new donations on back to school nights when the school district hasn't done a good enough job cultivating those potential new relationship. Innovation will always be at the forefront toward potential big decisions. As long as the new superintendent maintains a degree of consistency for the values at hand which are pride and excellence for achieving the best educational growth for our children, I really believe those challenges will be addressed with the proper care and scrutiny that is required for this position.	1/28/2021 6:05 PM
107	Balancing parental expectations with requirements, qualifications, and what is best for all students, not just those with the loudest parents. At times it seems agendas that are pushed through are pet projects/perspectives that only benefit some or are because of a current pendulum swing. Also, recognizing the importance and differing needs of the high school versus the elementary level or even middle school.	1/28/2021 7:25 AM

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108	Biased progressive administration	1/27/2021 3:37 PM
109	Financial/budgetary	1/27/2021 2:47 PM
110	[REDACTED] parents have no idea what it takes to run a district nor do they understand all of the factors a superintendent faces when making decisions, [REDACTED] [REDACTED] We don't need to cave to them. OPUSD has an amazing reputation and we have proven success, so while change is good and important for continued growth, we don't need to make so many big changes that is changes our district in a major way.	1/27/2021 1:59 PM
111	Balancing all of the needs.	1/27/2021 1:32 PM
112	Big boots to fill. Maintaining the balance between academic performance and continued evolution on the all the points above. As a District, I firmly believe that our academics excel because of all of the other things that the District is committed to. Making a caring and compassionate Global Citizen and that has never been so important as in our current climate.	1/27/2021 12:00 PM
113	The parents demands and the comeback from being out of school for so long. The safety for families. The backlash from many parents about the topics such as gender equality.	1/27/2021 10:09 AM
114	Planning for our return to campus in August during a pandemic - how to ensure we get back to safe in-person learning as soon as possible. How to stay relevant and attract students and families to choose OPUSD as a district of choice. Funding so we can reduce elementary K-2 classroom sizes from 26 to 24.	1/27/2021 7:40 AM
115	Finances	1/26/2021 8:30 PM
116	I think the next superintendent will have big shoes to fill. Our current superintendent is very knowledgeable and involved in all the school sites. The incoming superintendent will need to be involved with the principals of each school, the teachers, the students, and the school board.	1/26/2021 5:45 PM
117	The new superintendent needs to quickly put their vision into place for both staff and community to understand. A strong leader needs to be established while at the same time have an ear out for the needs of the staff and community.	1/26/2021 5:37 PM
118	I would assume that there will be budget shortfalls in the near future as a result of Covid. This will be a big challenge for not just our district, but for all.	1/26/2021 3:44 PM
119	Besides the current health challenges, I think it will be a challenge that our current superintendent interwove his own passions into our school district, such as care for the climate and having green schools as well as our new gardening program. If these are not near and dear to the new superintendent's heart, I think that could be challenging for them to continue and take on. While many of these initiatives were great in theory, they often seemed like a distraction to me from where the true focus should lie - our students. Our district often states that they foster a "climate of care," but as an educator I have to be honest that it often feels like a climate of care for the parents, then the students, and at the very bottom - the teachers. We have had mental health opportunities, such as yoga from an outside professional, but my true desire is to have leadership from the superintendent that is much like our Brookside principal, Erin Vranesh, because it is in our district and it works. Team focused, encouragement and acknowledgement of the hard work we are already doing, time for self-care and life balance, and not adding anything unnecessary to our already overflowing plates. There are so many "extras" put onto teachers. We are asked to supplement our writing, math, and reading curriculum with a variety of district initiatives but we are then expected to follow through without always having support. Such as new diversity initiatives but we do not have a curriculum for this. We are expected to integrate more diverse teaching but the detective work, digging for materials, and teaching is left to the teacher.	1/26/2021 3:24 PM
120	Preparing ALL sites to open in a safe environment for all, emotionally and academically. Balancing the needs of parents with the needs of students and faculty. Bringing OPUSD back to the amazing district that worked as a team.	1/26/2021 2:55 PM
121	Liberal agenda	1/26/2021 1 06 PM
122	Covid & return to school, parents being demanding and acting entitled, limit setting with many of them who likely have 'crossed the line' with previous superintendent and getting demanding -	1/26/2021 12:07 PM
123	The beauty of a small district is that parents have the ability to be active, have a voice and	1/26/2021 11:35 AM

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feel directly invested. However, what comes with that are differing STRONG opinions. Families feel like their voices should not only be heard but acknowledged (individually). Im not saying that is bad...it is what makes OPUSD special, but there are many strong voices these days. A Superintendent will have lots of voices coming at him/her.

124	Coming into a district with outdated systems in place.	1/26/2021 11:31 AM
125	Keeping academic achievement high while maintaining budgets and adding everyday life skills (homemaking, auto shop, wood shop, etc.)	1/26/2021 10:24 AM
126	The urgent priority to open schools for full time in person instruction, even if it requires getting a waiver from the county or state.	1/26/2021 9:57 AM
127	Finding a good balance between teacher/staff needs and parent needs/demands. Important decisions in our district often come with hard pressure from certain parent groups. The new superintendent should strongly consider the successful history of Oak Park when making a decision to change major things.	1/26/2021 9:54 AM
128	Many different opinions of parents and staff	1/26/2021 9:44 AM
129	challenging parents and COVID protocol implementation	1/26/2021 9:37 AM
130	Issues related to COVID-19, budget, District of Choice (DOC), highly involved and vocal parents who can be relentless (i.e., GPAs on the OPHS transcript) at times.	1/26/2021 9:00 AM
131	balancing being progressive and pleasing everybody	1/26/2021 8:52 AM
132	Pushing students too much leading to anxiety and depression, need to teach students independence and self sufficiency, technological advancement, social media, overworked teachers and educators.	1/26/2021 8:51 AM
133	How to get our students and staff back on campus with Covid.	1/26/2021 8:40 AM
134	Recovering from a year of distance learning	1/26/2021 8:36 AM
135	For better and worse, we have a very active and vocal parent community. It sometimes feels that the louder you shout your opinion the more likely you are to get your way - or at least something. I would love to hear new voices, and for some voices to be quieted. We are in the middle of a major diversity and equity training campaign for all staff. This will continue into next year. Faculty, staff, students, and the community take great pride in being part of Oak Park. We also carry the burden of being Oak Park on our shoulders, for better or worse. This can lead to fatigue (especially after this year) and high stress to be the best. The new Superintendent will need to continue to uphold this rigor while instilling a sense of balance and peace; giving everyone permission to step away and pursue personal interests.	1/26/2021 8:30 AM
136	going beyond the high standards the district already has.	1/26/2021 8:28 AM
137	High expectations of and for teachers and staff.	1/26/2021 8:22 AM
138	I think the major challenge will be for the new superintendent to appease all stakeholders: families and teachers especially. The superintendent will have to deal with a very vocal community. There are many people in the community who think that the district asks for too much money and that it is too progressive.	1/25/2021 11:00 PM
139	COVID, return to campus, unity amongst staff and administration	1/25/2021 10:10 PM
140	I think that our new superintendent will face the great challenge of coming in after Tony Knight, who has such an excellent reputation in the community and with staff members. I don't think teachers will necessarily be looking for the new superintendent to do things exactly the same, but a complete shake-up also won't go well either. In addition, the new superintendent will face bringing this community back from the pandemic. We will have to recover from distance learning, and that is going to take years. We need a strong, supportive leader.	1/25/2021 8:56 PM
141	-We have declining enrollment -Teachers are feeling very overworked, low morale -Lack of communication between teachers, District Admin, and Board. It is important that everyone is transparent and there is greater communication, not just one sided.	1/25/2021 8:15 PM
142	COVID-19 restrictions, reopening policies, keeping enrollment up	1/25/2021 7:57 PM
143	One of the major challenges our new superintendent will face is giving the district a shot of adrenaline. Unfortunately, I believe that this will necessitate the new superintendent to make	1/25/2021 7:07 PM

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some difficult choices in terms of district leadership personnel.

144	Budget. The changes, fall out, and ramifications based on covid in general and how covid affected learning and school in general this year, and social inequalities/injustices. These have all been very "hot" topics over the last few years and will continue to be.	1/25/2021 6:27 PM
145	Maintaining enrollment, as many are leaving for surrounding districts, such as LVUSD and attracting families to attend OPUSD and stay (retention an issue) Improve staff morale , many are burned out and constantly feel more being expected of us and it is hard to keep up and deliver quality that way Communication and transparency: Often feels the Board is not really getting the full story of what is actually happening in the classrooms, behind the scenes. District office/ administration needs to be more forthcoming District office / administration at DO: Take a hard look at who does what and some seem to hold a lot of power and not sure they are qualified for positions	1/25/2021 6:05 PM
146	Parents.	1/25/2021 5:39 PM
147	1. increasing educational opportunities for minoritized populations 2. enrollment 3. create a diverse staff across schools, district 4. funding	1/25/2021 5:38 PM
148	Streamlining the district's goals and crafting a cohesive vision for the district - In my opinion, the district currently has too many "pet project" initiatives that teachers are required to incorporate into, or in addition to, already demanding curriculums. Reestablishing public trust - Many parents and staff feel that district administration is not always transparent in its communications about its goals and objectives. While this may not have been intentional in years past, it has created an environment in which the district's motives are questioned. Declining enrollment Establishing regular communication and feedback loops with all levels of district staff - Oak Park is a small district and many staff have been here a long time. In many situations, it seems as if the same small group of people are consulted and invited to engage in discussions. Surveys are presented to staff district-wide from time to time, but it rarely seems as if the feedback is valued and used in decision making. More voices need to be heard and acknowledged.	1/25/2021 5:27 PM
149	I believe that the next set of challenges faced by the superintendent will be around addressing new priorities for California education priorities and resisting pressure from locals who don't want progressive agendas. Progress is critical to improving our community and society, and we need to reduce inequity and provide a safe learning environment for all students.	1/25/2021 5:08 PM
150	Navigating the "new normal" in public education as the pandemic continues. Balancing the needs of students, parents, teachers with respect to getting students back to campus. Reassuring parents that students aren't "behind" as a result of distance learning, and that the skills students learned this year look a little different from the traditional skills parents are used to seeing in school.	1/25/2021 5:06 PM
151	Balancing the budget. Keeping class size low. Covid [REDACTED] [REDACTED] Balancing the LGBT curriculum taught with conservative values found in the community. Bullying in our schools.	1/25/2021 4:54 PM
152	Budget = large class sizes. It is a shame that OPUSD has larger class sizes in the younger grades than all of our surrounding school districts. I feel that our district is looking at this as a business and not from an education standpoint. We are doing a disservice by having more than 20+ kids. 24 is okay but I had 28 students last year and this was too much. They hardly fit around the tables. Plus we had students with severe behavior problems.	1/25/2021 4:53 PM
153	Currently how he/she is going to manage the coming school year with many students and parents feeling their child will be behind. As a teacher, who gives everything and more to my current students, it is evident that many are not working to their potential. I realize there are many factors that can and do contribute to this, but how will he/she support parents and the teachers who are already putting in countless hours.	1/25/2021 4:47 PM
154	We have been a "green" school district for many years. We have had a superintendent that followed science and cared about the safety of teachers and students. We are (like most families and communities) divided by covid feelings, divided by gender lessons and teachers very often feel like parents have more say than teachers in the classroom.	1/25/2021 4:41 PM
155	Diversity of instruction at varying levels	1/25/2021 4:27 PM
156	Returning to in-person learning and all that that encompasses, both with safety and parent	1/25/2021 3:11 PM

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	input and concerns. Care for the students and families while maintaining the most important aspect of schooling - educating children.	
157	Inclusion, diversity, resistance to progressive curriculums from a vocal handful of parents. Of course dealing with the on going Covid crisis and how much it may have set students back.	1/25/2021 3:07 PM
158	covid	1/25/2021 2:51 PM
159	Many challenges will come about as a result of the Corona Virus and the closing of schools for an extended period of time. In my perspective, a superintendent should speak of how we can use the experience to build a new educational structure focused on resilience and change...rather than on simply catching up and filling in gaps. I believe the greatest challenge will then be corraling the myriad of suggestions that come in regarding how to proceed.	1/25/2021 2:45 PM
160	We have an increase in student struggles with mental health and drug abuse. There is a drive for equity and diversity. This does not mean only accepting the left viewpoint but the right as well. The political and economic struggles that are being felt across the country are just as prevalent amongst our staff and families. In our small district, the teachers have been relatively united and look for a superintendent who is involved, communicates effectively, and shows (not just tells) the teachers how important we are in making this such an amazing district. Many teachers are feeling unheard and unimportant. Trust will have to be earned.	1/25/2021 1:49 PM
161	Pandemic, DL, parents, civil rights issues	1/25/2021 1:46 PM
162	making sure the teachers feel heard and appreciated	1/25/2021 11:45 AM
163	Making people happy. There seem to be many people who are unhappy with many things going on. I think it will be hard for the new superintendent to tackle all of this while coming off of the pandemic.	1/25/2021 11:42 AM
164	Acclimating to the area, getting to know staff	1/25/2021 11:25 AM
165	The size of the district creates financial challenges in the area of facilities and the range of programs that can be provided.	1/25/2021 11:24 AM
166	Dealing with the pandemic	1/25/2021 11:06 AM
167	How the pandemic has affected all of our staff and the students and families losing a principal at the middle school	1/25/2021 10:56 AM
168	1) High expectations for the district to maintain competitive edge across all areas of performance 2) Very active stakeholders with strong opinions	1/25/2021 10:48 AM
169	They won't know the district and what they are coming into	1/25/2021 10:10 AM
170	I think the budget will always be a major challenge.	1/25/2021 9:27 AM
171	Some teachers are NOT okay with a top down approach. While some use their autonomy to innovate, others use it as a way to skirt the system and do not grow.	1/25/2021 9:25 AM
172	Responding and reopening schools amidst the pandemic, all the issues that come along with that, while learning a culture of a district that has had a very consistent leader & culture in place.	1/25/2021 8:37 AM
173	I think some major challenges will be supporting all the student's needs.	1/25/2021 7:41 AM
174	Small size of District creates financial challenges. Limited physical plants. Keeping academic standards high, and maintaining a faculty to support the standards.	1/25/2021 6:46 AM
175	The ongoing problem we are having with racism. Definitely the ongoing pandemic and making everyone - staff and students - feel safe being at school. Dealing with parent and student fears about being behind because of the pandemic.	1/25/2021 4:42 AM
176	Dilemma about hybrid vs distance learning, Safety and health concerns of kids- the staff in the Pandemic, Not-so-happy parents about the curriculum issues.	1/24/2021 11:23 PM
177	I think since OPUSD is a small district, funding might be a real challenge.	1/24/2021 11:22 PM
178	Divided community about stay at home orders and small group of loud conservative /bigoted parents.	1/24/2021 9:18 PM
179	Declining enrollment for in-District students (in the Oak Park area)	1/24/2021 8:04 PM

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180	Getting away from focus on green and back to focus on the students.	1/24/2021 6:15 PM
181	Pandemic and Pushy parents/guardians (Poor next superintendent!!!)	1/24/2021 5:51 PM
182	Even though the schools are academically strong, many students are having a difficult time in class. We need to accept that and average student is also worthy of this district and it's offerings. They shouldn't be discouraged or looked down upon. Many "average" students go on to very successful college experiences and careers. OPUSD should also realize this!	1/24/2021 2:30 PM
183	Being able to live up to a reputation that may no longer be warranted	1/24/2021 12:45 PM
184	fdafa	1/23/2021 8:28 PM
185	The issues surrounding diversity and education changes to address this will receive criticism. Although this is critical and important for building our students understanding and respect for all, and these endeavors need to continue, we need a superintendent who agrees with these plans and will fully support efforts already underway. Ideally, this person is also aware of these issues through lived experiences they themselves have had.	1/23/2021 4:49 PM
186	Dr Knight was fearless in his effort to bring more inclusiveness and diversity to the district despite parent backlash. He was able to balance his tenor, his intelligence, and also a firm hand to stand firm in the core values of the district.	1/23/2021 2:26 PM
187	Obviously, dealing with COVID-19. Helping students "catch-up" from a year of reduced school and learning. I would be particularly concerned if my kids were in high school right now. Other challenges are to continuing developing unique opportunities for our students and maintaining academic excellence so that the district continues to attract high-caliber students from surrounding cities.	1/23/2021 1:12 PM
188	Students safety. As the COVID may come and go, he/she may be able to detect it soon.	1/23/2021 1:10 PM
189	One of the biggest challenges is going to be what appears as PTSD for many students when they finally start returning on campus be it hybrid or once we get back to a normal day. While the topics discussed at an elementary level have been great I think that is going to have to be supplemented. I feel that the middle school and high schools will need to add something into the curriculum to discuss mental health overall. While Medea has WEB and the HS has Peer Counseling we can't expect students' peers to be helping everyone work through getting back to regular life again. Those are great programs but this is something adults are going to need to be part of. At least for a transitional period. Another challenge comes from society in general. The amount of hate and seemingly civil war that has plagued the US in the past year plus is not the US many of us want to raise our children in. And while many of those biases trickle down from parents, I think within the district, it can help show students that this is not going to work. They need to be part of the change to find that everyone can have their opinions or feelings but that their feelings or opinions are not any more significant than their peers are, and that everyone deserves respect. I think this is a huge issue amongst the middle school and high school students in particular... the complete lack of respect for teachers and peers, and much of it I see coming from the parents themselves. If parents are disrespectful the kids will learn that. But that doesn't mean that behavior can't be changed. We need to get away from the "everyone is a victim" mentality and instead get to the "everyone should be respected" mentality. The victim mentality is what creates segregation of color, religion, gender, etc. It also creates the anger and hatred along with mental problems that start school rampages. Nobody wants to see that happen. We should be focusing on only gender diversity from the previous year. We should be focusing on all diversities. Race, religion, IQ, etc. while everyone is different we are also all the same. And so many people are blind to this now. This needs to be changed. It won't taken over night but I think the district can help plant the seeds of change and keep watering. Persistence will pay off and make OP even more well known for not only its exceptional education but it's exceptional creation of positive, healthy minded, respectful children. Maybe taking queue from many of the schools in Japan may help.	1/23/2021 1:04 PM
190	Ensuring that the best interest of the kids come first and NOT the teachers.	1/23/2021 12:01 PM
191	Helping everyone recover from the life disruption of Covid - help us ease back to a new normal	1/23/2021 11:08 AM
192	Many, get students back in class, regain the lost learning, earn the community trust and confidence, restore the districts reputation.	1/23/2021 10:03 AM
193	Balancing the needs between the various stakeholders - student, parents, teachers, counselors, support staff, board members.	1/22/2021 5:23 PM

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194	Balancing well-intentioned but strong-minded entities that all mean well but want to feel a part of the equation---> staff, parents.	1/22/2021 3:57 PM
195	1. Championing equity in a community that is often elitist 2. Keeping the focus on serving the whole student, not just academics 3. Safeguarding teachers when so much is demanded of us 4. Weeding out/mentoring administrators who have been protected yet are not doing their jobs	1/22/2021 3:24 PM
196	Tension as related to difference (race/religion/etc). The level of elitism and privilege exhibited by the community members and parents. The level of litigious threats to the school district.	1/22/2021 1:47 PM
197	Budget concerns, diversity and equity.	1/22/2021 1:06 PM
198	Balancing between tough love with earned praise. Have a good vision about where we are now and where we need to be in the future academically.	1/22/2021 10:28 AM
199	Not very diverse	1/22/2021 8:38 AM
200	Minimize spread of COVID-19 from students to families.	1/21/2021 9:30 PM
201	Gaining respect from administrators and teachers. If a new boss just swoops in and starts flipping over tables and ignoring values and opinions, things will get messy and education will suffer. The first few months are crucial in seeing if the right person was hired. So, when looking for a new superintendent, find someone who will be able to get respect from treating others with kindness and not out of being rude and callous. What was so great about Dr. Knight was that he was more coworker than boss, more of a father figure than overbearing principle to students, and I would prefer a superintendent whose position will not inflate their ego. Also, in the midst of pushback, it is important for them person to keep their cool and not get defensive and shut down.	1/21/2021 8:57 PM
202	It will be a challenge to assess any academic losses that have occurred during this school year and make adjustments accordingly. Find ways to motivate and hold accountable those faculty and administrators who are stagnated. The overall curriculum is outdated in many ways and needs to be brought up to the present, e.g., severe lack of diversity in English books and curriculum. Courses that are missing textbooks for many years (e.g., 6th grade science).	1/21/2021 4:59 PM
203	Addressing the divide created and new perceived (whether true or not) radical agenda that has been implemented during the COVID. It seems from a teacher's perspective, there is only one viewpoint acknowledged by our district and Teacher's Union. And as a parent, it seems a lot of things have been decided behind closed doors by a few people in charge (that is the perception). Concerns about certain English classes at the high school being approved and offered that seem to be a one-sided politically slanted educational experience. The main challenge is making sure all parents and teachers feel heard and both sides of the arguments are heard as well as both political parties are valued through education. It is one-sided and unfortunate. New Superintendant needs to address the students that struggle in our highly academic district. We need to continue to push the academic students, but provide other avenues for the rest. Look to offer programs (how to run a business, vocational training, etc.) to support students that don't fit the "mold". Also, we need to address the mental health issues of students in our district that are pretty severe.	1/21/2021 12:50 PM
204	Political climate, opposition to the work that the DETF is conducting, families pushing back regarding covid-related measures	1/21/2021 12:13 PM
205	The balance between clear expectations of rigor from each teacher and the space for teachers to be creative and unique in various approaches. Too often, it can be "one right way" and dictated - our district is not like that. We are a unique district, with high demands and expectations of everyone within the OPUSD community. Extreme pressure can be put on a superintendent to comply with what the community wants which may not be in alignment with educational objectives.	1/21/2021 12:06 PM
206	Covid-19 pandemic	1/21/2021 10:11 AM
207	Negative publicity brought upon our neighborhood [REDACTED].	1/20/2021 4:36 PM
208	Juggling in-district students and their parents opinions versus out of district students and their parents. Also the COVID situation.	1/19/2021 7:11 PM
209	Continuing with programs that were Tony's passion an life's missions. Not sure most people are interested or willing to be as involved and hands on as Tony is. Not knowing the school or the community, students, family, staff, OPUSD is really unique like very few other schools.	1/19/2021 6:03 PM

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210	There is bullying that goes either unnoticed or unreported. The most important thing is that our children feel safe, no matter what grade level they're at. That should be a huge priority for the new superintendent. The current Pandemic will be a huge challenge for the new superintendent. Our current superintendent has done an amazing job with it. It's imperative that the new superintendent shares Tony Knight's views on this. Keeping our kids (and teachers and families) safe during Covid times is the most important thing right now. I applaud how the district has handled our schools during this Pandemic and would be extremely disappointed if that changed next year. Also, it's very important that they feel that all students should be included and accepted regardless of religion, race, or abilities (intellectual/physical). We are headed in an exciting direction regarding inclusion and educating our kids more about this so those same views must be shared by the new superintendent.	1/19/2021 10:28 AM
211	Online learning and the switch to hybrid learning	1/19/2021 7:50 AM
212	Covid and following the science to return us back to school, making the high school more competitive with others (while it is a hugely strong school, there are simply courses missing that would help students reach a higher college readiness). This would need to trickle down to the other schools to prep students.	1/18/2021 9:21 PM
213	Maintaining students in the district	1/18/2021 2:42 PM
214	- Fiercely independent staff members > we do not like to be told what to do - lack of accountability > "hands off" site leadership - because we are so high achieving, many staff members do not believe there is anything wrong or any need to do better or be better, take it personally if they need to engage in any required PD (ex. equity training) - We are just starting our endeavor to be a district of ABAR practice (antiracist & anti bias)... we still don't have a solid plan nor a direction.... lots of distrust and hurt feelings between staff and admin > we need a sup who will unite us yet "encourage" us to keep doing the equity work	1/18/2021 12:04 PM
215	- holding teachers accountable for high quality instruction and work assigned to students (amount of and quality of) - parent pressure - finding a balance between emphasizing high achievement yet advocating for social emotional health and "balance"	1/18/2021 11:36 AM
216	There is a lot the district depends on out of district population. Is this model sustainable in long term?	1/18/2021 10:02 AM
217	The new superintendent needs to focus on offering a more comprehensive and better quality academics and choose well-educated teachers	1/18/2021 9:24 AM
218	Return to the new normal after the effects of the pandemic subside.	1/18/2021 9:08 AM
219	There is a big division in the community (like across the nation) on how the school should be handling the pandemic. I appreciate that we have been given choices for our students (within the confines of the state and local mandates). I hope the new superintendent will continue down that path.	1/18/2021 9:03 AM
220	The campus need to open back up for in person instruction. Teachers union is too strong. Negotiation needs to have our kids best interest as number 1.	1/18/2021 8:21 AM
221	To try to get the students back on school campus once allowed to do so, and keep both the students and the teachers and staff safe and healthy.	1/17/2021 6:30 PM
222	Nepotism, over staffed and underperformance, lack of accountability from administration to teachers to office staff, and unions	1/17/2021 4:56 PM
223	COVID and needing to satisfy the needs of a wide variety of students and preferences/needs.	1/17/2021 9:36 AM
224	Successful return post Covid Prioritize resources to have the most impact Making sure parent voices are heard Staying focused on what impacts our students directly not what is politically popular.	1/16/2021 10:50 PM
225	Successful return to full time in-person instruction post-Covid, making sure they listen to parent voices and seek to define a community agenda & priorities not a personal agenda, staying focused on the most impactful and important priorities for our children's educational prep for the future and avoiding headline grabbing, politically popular projects that may not be significant for the overall student body.	1/16/2021 10:46 PM
226	Opening schools	1/16/2021 1:41 PM

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227	A major challenge is how to keep classes smaller as they are too large. Also important is how to ensure that the few students in each class that have behavioral issues do not distract from the rest of the class. As a parent volunteer in the classroom, this is far too common and takes away from the majority of students.	1/16/2021 10:31 AM
228	[REDACTED]	1/16/2021 8:05 AM
229	Fixing the whole learning system. I would like to learn instead of being indoctrinated.	1/15/2021 10:39 PM
230	A new social justice curriculum that makes students feel that they are racist for no reason.	1/15/2021 10:21 PM
231	I believe there has been a lot of mistrust [REDACTED] against teachers. The new superintendent will need to help repair and rebuild these relationships. Teachers Union and the power they have been given at the detriment to our students. I also believe accountability will be a challenge for new superintendent. There seems to be a lot of passing the blame currently in our district and no one to take responsibility. I believe this should start at the very top [REDACTED] Getting kids back to campus full time Parents in OP have very high expectations	1/15/2021 7:18 PM
232	Catching up kids that have fallen behind, creating an atmosphere of safety and value, curtailing outside influence from those with extreme views...	1/15/2021 6:55 PM
233	1. Cleaning house. Top heavy administrative staff and lack of strong leaders at both the district and site level, some of whom need to go because they're lazy/complacent, have been there too long, and/or have not been held accountable [REDACTED] and are therefore not keeping the district on the leading edge of curriculum and public education. That lack of accountability and expectation of excellence then trickles down to all levels and is leading to underperformance. We can do much better. 2. The unions and their leaders who are constantly at odds with the needs/desires of parents and students and obstruct constructive change 3. Nepotism and cronyism in the selection and promotion of key leadership positions within the administration and district staff rather than based on the best qualified candidate. 4. DOC overtaking in district population. There should be a cap on DOC students. The current administration's policies more geared towards increasing DOC population to increase revenues, which is creating backlash from Oak Park community (eg increased traffic) and driving residents out of district further exacerbating the problem 5. Improving cultural, racial and gender diversity and addressing discrimination within the district in a meaningful and evidence-based way	1/15/2021 2:42 PM
234	This school district has put aside the needs of many to focus on a small group of "marginalized " individuals. There is rampant bullying which has created an environment that is toxic. [REDACTED] rest of the students who are suffering with anxiety and depression.	1/15/2021 1:41 PM
235	The district is small and there are staff cliques both in classified and certified who will try power plays to make his/her job challenging.	1/15/2021 1:23 PM
236	Living up to the bar set by Dr. Knight will be tough. His leadership was instrumental in our decision to enroll our children in the district.	1/15/2021 1:18 PM
237	Earning trust. Learning how OP works. publishing the path they want to take with the district.	1/15/2021 1:16 PM
238	The major challenges I see is creating a bridge between upper cabinet and board members with students and teachers. There is a huge disconnect among each of the groups and that will be able one of the challenges. Another challenge we see in Oak Park is inclusion and diversity. There is discrimination among various areas such as disabilities, sexual orientation, gender, race and etc. This new superintendent will have to find ways to educate our students to be inclusive and create an environment that is safe foe everyone. Another challenge that is prevalent is the under-funding of other groups such as the Arts including (Ceramics, Drama, Choir, Band etc). These groups are so limited and the district has created a one way success path for all students which does not apply to everyone. To create a high school and middle school that allows students to be successful in different ways and open up the opportunities.	1/15/2021 12:46 PM
239	The Karens of the community. Continuing the progressive trajectory of inclusiveness. Challenging old systems that threaten white supremacy.	1/15/2021 5:21 AM
240	Covid, competitive nature of oak park district	1/14/2021 10:10 PM

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241	Keeping everyone safe and happy, reassuring parents	1/14/2021 9:50 PM
242	Small town politics	1/14/2021 9:29 PM
243	Education in A changing world. Addressing diversity and trauma in students. Allowing for adaptability and individual strengths	1/14/2021 7:43 PM
244	Too many parents think money deserves to rule. Following DR. Knights footsteps. Small district/community; people talk. People don't like change. Push for movement, [REDACTED]	1/14/2021 7:01 PM
245	The new Superintendent will need to support the students while teachers are trying to work virtually and without a lot of community support due to COVID. The students are regressing emotionally, and academically. There's never been a greater need for Social and Emotional training at every level where teachers/administrators are supported to show up for every single student and show a sense of caring for each student. Oak Park teachers have been indulged with knowing they work for a very prestigious public school district. Many of the teachers with seniority are overly confident and are less committed, The size of the classrooms at a the primary level are too big as well as many teachers are expected to work too many hours. It's not healthy for the teachers and it trickles down to the students.	1/14/2021 6:41 PM
246	Getting kids back up to speed academically after distance learning ends. Budget issues.	1/14/2021 5:23 PM
247	The parents and the students were lied [REDACTED]. We were told that the students were being set into classes (2020 fall) that could transition from distance, to hybrid and to full time. When we were green lighted to go back, we was told the children weren't really set up this way. In my opinion there has been a major trust violation and this will need to be earned back. I can say, my child, plus other children and parents I have spoken to in the district do not trust what they are told by the district any longer. Gaining our trust back will be a big challenge! Had we not been lied to our children would actually be in a classroom now.	1/14/2021 4:48 PM
248	Fewer in-district kids due to empty nesters. Recruiting and retaining top teachers. Sacramento hating areas like oak park.	1/14/2021 4:09 PM
249	OPUSD doesn't fit a normal kid. As an alumni, I'm truly disappointed and sad. Regular classes should be regular work. Honors and AP according. Why do you think so many kids don't go to OP from OP? Teachers are not very good and make it very hard on the kids. For instance, if my son was sick for world history, he had to take the next test at double points. No wonder why so many kids come to school sick. They are not flexible nor do they really have any compassion. The complete opposite of what it use to be. Other high schools make it easier to get higher grades and higher gpa and get into great colleges. Online has been brutal and they are not open to helping. Our math tutor couldn't even do some of the work given to my kid. That's just wrong.	1/14/2021 4:07 PM
250	Chaotic situation of covid; losing kids to private schools; parents unwilling to send kids back who did ok distance learning.	1/14/2021 3:44 PM
251	Coming into a new school district in the wake of a pandemic. Starting a new school year, hopefully with all students back on campus, but potentially the fall semester still in the hybrid model. Changes to the way in which students receive an education, both good and bad, brought about by the experience of a year of distance learning. Highly vocal parents who have strong opinions about how the schools and district should be run. Financial challenges should enrollment numbers continue falling, and state funding not increase.	1/14/2021 3:42 PM
252	Excellent teachers, excellent education.	1/14/2021 3:41 PM
253	Repairing the trust and relationship with parents after COVID-19, which I think can be done through more transparent communications and gathering actual feedback from parents (not yes/no survey questions - which at this point I will refuse to answer without the ability to provide comments). Ensuring that students readjust to in-person school; identifying and addressing any lags or learning gaps resulting from distance learning with a balance between what the achievement goals might be and the reality of where the kids are.	1/14/2021 3:17 PM
254	Making sure kids are prepared emotionally to get back to in-person school. I think this is going to be a big transition for many kids after being socially isolated.	1/14/2021 3:12 PM
255	Getting back to school. Bringing back in person learning to the robust level it was.	1/14/2021 2:04 PM
256	Online school and checking up on everyone.	1/14/2021 1:01 PM

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257	The focus of our school district has shifted from education to activism. Systemic bullying. Regaining trust and support from disenfranchised parents and students due to the lack of accountability of the administration and the administration's failure to lead.	1/14/2021 12:39 PM
258	This district has shifted their focus to activism. My kids are bombarded with it daily. They are confused and frustrated by this. I hope they re focus back to academics.	1/14/2021 12:00 PM
259	Prioritizing diversity and equity initiatives, return to school from Covid-19, providing continuity in philosophy and action during a chaotic time	1/14/2021 11:36 AM
260	The expectations of the districts families and what the expect from getting an education through Oak Park Unified.	1/14/2021 9:58 AM
261	Teachers unwilling to go back into the classroom.	1/14/2021 9:57 AM
262	Incorporating more science and art into the day in addition to the reading/writing program, not allowing noisy parents to hinder further equality work, working with the PFAs and Oak Park Education Foundation to create budgets and priorities for each and a shared fundraising effort (taking burden off of PFA's to fundraise to pay for salaries and assisting with the fundraising effort as much as possible). Getting the in-district Oak Park parent and non-parent OP community to understand the benefit of being a DOC. Involving the in-district and non-parent larger Oak Park community and getting their buy-in to support future bond measures, etc. Continuing to keep our campuses safe.	1/14/2021 9:53 AM
263	There is a breakdown of communication from the District to the school sites. There is a member of the District Staff that is not effective in their job and often works to undermine or dismiss the work of teachers/programs in the district. There are also some issues between site admin and teachers. Not all teachers feel supported in this district.	1/14/2021 9:25 AM
264	We have our hand in a lot of things. We want to reach excellence in ALL areas and subjects. With this, sometimes things aren't followed through with. We do a LOT, but maybe not thoroughly or with the excellence we want to have. Some things "Look" good on paper,- but the reality of it is not up to par.	1/14/2021 8:57 AM
265	The pandemic and distance learning has created many shifts in the connections that were strong within the district. There are more hurt feelings, anger, and frustration than in prior years and this will complicate many objectives. A new superintendent with be balancing increasingly entrenched opinions; not just within the community, but within the faculty and staff.	1/14/2021 8:41 AM
266	Having to deal with the whole Covid-19 situation.	1/14/2021 8:30 AM
267	How the students are academically, socially, physically and mentally behind	1/14/2021 8:09 AM
268	Managing the district if Covid is still around.	1/14/2021 8:04 AM
269	I think that some of the challenges that they might/ will confront are keeping student education and emotions stable during Covid- 19. Also, a lot of people want to go back to school and we are missing out on the fun.	1/14/2021 8:00 AM
270	COVID-19 and the educational gap that all of our students have. [REDACTED] It is hurting our kid's social and emotional health, preventing them from truly excelling through academics, and created a void for an athletic outlet. Fear that next year the academic gaps will be enormous and hurt our children's futures.	1/14/2021 8:00 AM
271	OPUSD is a grind for students. We can't be surprised that kids are stressed out when the coursework is this rigorous, even in regular CP classes. OP does not seem to recognize that students are strong in certain areas, average in others, weak in some. The expectation is that students will excel in every subject. This adds to the stress level.	1/14/2021 7:56 AM
272	Covid recovery. These recent events have significantly impacted education DK-12 and above. I am concerned that because OPUSD is not Title 1, we will be under-funded. This has been a challenge for several years with the LCAP calculations.	1/14/2021 7:00 AM
273	Retention of students/competition with homeschool and private school, especially as a result of distance learning Maintaining Oak Park's stellar reputation and academic standards	1/13/2021 11:47 PM
274	Continuing to be highly rated school district	1/13/2021 11:18 PM
275	The parents. They are an entitled bunch and being strong yet considerate of their concerns is an art form! Also, it seems that education is changing so rapidly and there are so many	1/13/2021 10:23 PM

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demands on everyone. We have to be so careful about crossing t's and dotting i's. We have to provide so many services. There is so little room for error because there are so many critics. When my family moved to Oak Park decades ago, the approach between all parties seemed to be one of partnership and there was more warmth and less formality. The district is less personal now and it seems like the parents drive the boat.

276	<p>[REDACTED] We have lost sight of the importance of academic excellence and instead our Supt. focuses on Environmental issues and other issues that are of secondary importance to education. The teachers/staff are complacent and are resting on the laurels of our former reputation. Resident families are frustrated and leaving the district and our reputation is declining.</p>	1/13/2021 9:34 PM
277	<p>Get with the times. Lectures and worksheets are not teaching. Colleges are changing and conforming. Meaning that the focus should be on critical thinking and innovation, not rote memorization and regurgitation. In addition, opusd needs to realize that entitled affluent people are not the only students attending this school. I believe the school lacks in transparency, innovation, equity, and access. The new superintendent needs to stand up for students, reach out to the community, and most importantly— don't let one stakeholder group, like older, traditional teachers at the high school run your school. I want a superintendent that will continue the creativity, innovation, critical thinking, and individuality nurtured in elementary and middle s to carry on to high school. I also think Q should be eliminated this program inhibits transparency and grade communication. Your high school teachers lack the ability to transform. They are stuck in the times of old school traditional teaching. Make your teachers accountable, transparent, and with the times. Allow for more differentiation between H and AP. Your HS teachers need direction. They are running a school of traditional teaching, old school methods, and unconformity. Build a school that develops students in critical thinking and real world application. Stop catering to the entitled population. I chose this district to give my child an opportunity. But so far in high school, it's like teachers teaching as if it was 1985-2000. Direct instruction, WS, test. Come on.... research shows that's not the best way for students to learn.</p>	1/13/2021 9:33 PM
278	<p>Maintaining the quality of school and up held the roots of our OPUSD.</p>	1/13/2021 9:19 PM
279	<p>Financial and overall district governance and management problems [REDACTED]. The financial base of the district is overly reliant on outside district students for funding (bond raises aren't sustainable if tax base declines) coupled with [REDACTED] failed leadership over the last year. It is a very insular administration that made decisions first then informed stakeholders rather than governing and leading with transparency. This has created a caustic environment and one that has deeply damaged the trust parents have in the district. The new superintendent will have to invest significant time repairing that trust.</p>	1/13/2021 8:57 PM
280	<p>Getting the students and staff through the Covid restrictions and how to return to "normal" when it's safe to do so.</p>	1/13/2021 8:18 PM
281	<p>Covid recovery Managing conflicting views within community— parents, teachers, etc. Meeting diverse student needs, gifted, special needs, etc. Improve communication between District and parents Replacing longtime superintendent</p>	1/13/2021 8:07 PM
282	<p>View that OPUSD is increasingly out of sync with Oak Park parents on topics like teaching gender spectrum theory to elementary age children, which many parents have noted is not science-based but theory, and believe irresponsibly harms the child. This has reduced the attractiveness of paying a premium to live in Oak Park for families with children, increased the number of local parents shopping schools and moving to private schools, and made the district even more dependent on District of Choice being maintained.</p>	1/13/2021 8:06 PM
283	<p>The kids</p>	1/13/2021 8:05 PM
284	<p>Assigning homework.</p>	1/13/2021 8:05 PM
285	<p>Managing a school district with 48% of all students coming from out of district while serving the COMMUNITY OF OAK PARK with an aging population that is staying put and not moving out. We have continued to expand our school district, keeping schools open that are no longer needed at the expense of your residents, amortizing the entire process through decades long school bonds.</p>	1/13/2021 7:38 PM
286	<p>Far left indoctrination</p>	1/13/2021 7:20 PM

**OAK PARK UNIFIED SCHOOL DISTRICT SUPERINTENDENT SEARCH ONLINE SURVEY OPEN JANUARY
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287	Larger class sizes, not enough money while still trying to maintain a high quality education.	1/13/2021 6:49 PM
288	Post COVID aftermaths. Children's anxieties are more magnified now.	1/13/2021 6:33 PM
289	One major challenge I believe the new superintendent will face is dealing with safely returning our children to school during this pandemic. I hope he or she will not be so focused on this topic that the previous superintendent's efforts to promote gender diversity education will be put on the back burner. It is more important than ever to continue this work to make sure all children are safe and represented.	1/13/2021 6:23 PM
290	Our staff, teachers and students have very different approaches in solving many issues, it will be a great challenge to make decisions that please everyone.	1/13/2021 6:20 PM
291	Maintaining or increasing enrollment, depending on demand and available space. Continuing to improve the quality of education and innovative resources and programs.	1/13/2021 6:14 PM
292	Creating a positive environment for the students instead of a fear based racist attitude. Trying to shove BLM down their throats is going to create an extremely divided student base.	1/13/2021 6:06 PM
293	COVID response and aftermath, not enough funding - ever, funding cuts due to COVID impact on State and local revenue, faculty engagement/burn out, keeping pace with technology & greater demand for online learning	1/13/2021 6:00 PM
294	Health and wellness issues--We've been working with Challenge Success to address these issues and I'm seen some modest changes. However, so much of how the district is set up and the expectations are not aligned with health and wellness. And the messaging from teachers is very inconsistent. Honoring diversity in the district--there have been some real serious issues around antisemitism, racism, etc. Even the books the kids read are not diverse--seems that is beginning to change. OPUSD has not been adept or particularly compassionate in addressing issues of different types of learners. There is a ton of assessment of the same kind (multiple choice, etc.). It would be good to learn from the different kinds of assessment teachers did during remote learning--they were "forced" to assess differently which for many classes seemed to be much more about actual thinking, conceptualizing, analyzing, etc instead of memorizing.	1/13/2021 5:47 PM
295	Some challenges I can see happening is creative differences and different opinions rather than agreeing with what was already made.	1/13/2021 5:40 PM
296	Maintaining the high performing schools; Maintaining or increasing enrollment; Handling the pandemic	1/13/2021 5:18 PM
297	How in person school will work during COVID.	1/13/2021 5:12 PM
298	Reopening up schools, pleasing everyone, have more after school programs, fundraising decline	1/13/2021 5:01 PM
299	Reliance on Out of District students. Low district resident student population Entrenched and entitled faculty	1/13/2021 4:56 PM
300	Keeping student grades up during the pandemic and offering extra help or more learning to students that want it.	1/13/2021 4:41 PM
301	dealing with the COVID protocols and getting our kids back to learning in person safely.	1/13/2021 4:40 PM
302	1. The reliance on out-of-district students. What happens when we decide Oak Park is no longer a desirable district? 2. Low-performing students due to a weak elementary school curriculum. The adaptation of Reading Writing Curriculum has gutted elementary learning. This is new, so current high school students will not be affected ted by this. But my elementary child just hasn't learned enough in school. No spelling, no grammar, no geography, very little social studies or science. This is a fairly new curriculum, and OPUSD students who are in elementary school now will be worse off academically than prior OPUSD students. I'm shocked at the quality if education. The Superintendent should be aware of this. Our academic reputation is greater than is deserved and I would love to see a Superintendent who prioritizes learning! I appreciate the frank discussions on mental health, but I feel like ALL the school does is talk about mental health. 3. No honors classes in 6-9th grades, which means some kids are stressed trying to keep up and other kids are bored because everything is so easy. I highly recommend honors classes are brought back like other nearby schools have.	

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303	To educate people that this virus, although very dangerous to the elderly and weak, is not a threat, nor has ever been a threat to our kids.	1/13/2021 4:32 PM
304	Changing from the old guard to the new. There are so many teachers and administrators who have not been held accountable to the high standards that we as a community expect. This person should be open to evaluating all existing staff with the eye of creating great opportunities for our students and putting them first. They need to trust that our students are smart and should have a voice in helping to create this change.	1/13/2021 4:25 PM
305	1) Classroom sizes have grown to large. 2) The district has a reputation for wasteful spending. As a result, the community narrowly did not pass the ballot proposition a few years ago for extra funding (through a supplemental property tax).	1/13/2021 4:20 PM
306	We rely too much of out of district kids. We need to increase standards for elementary kids. I realized during pandemic that our kids are way behind. Even when the kids get back to school after pandemic we need to improve the school curriculum. We need more STEM focus for kids.	1/13/2021 4:16 PM
307	District of Choice; satisfying all parents' requests; small district, which has positive and negative aspects; school district situated in a "bedroom" community, so tax structure is a challenge	1/13/2021 4:13 PM
308	Athletic Program, Student safety	1/13/2021 4:07 PM
309	The high percentage of out of district families and making sure the in district families are each getting	1/13/2021 4:06 PM
310	Budget	1/13/2021 4:02 PM
311	Student and teacher safety with covid	1/13/2021 4:02 PM
312	Global pandemic/circumstances, tired and frustrated parents, academic struggles due to virtual/remote learning only for a year.	1/13/2021 4:00 PM
313	Limited resources. We moved to this district because of the outstanding resources and have seen Art and Music cut in the second year.	1/13/2021 3:53 PM
314	I think the new superintendent will need to help students AND TEACHERS understand balance and mental health as well as implementation and adherence to strategies that will allow for success and happiness. Balance and happiness strategies needs to be taught for student to be harmonious, stay off drugs and risky behavior and to see their future as bright.	1/13/2021 3:53 PM
315	Dr. Knight has been a very strong advocate in many areas over the years. He has a vision for what he wanted the district to be and where it should go. I think it is hard for a new incoming superintendent to be given the space and time to establish themselves, to find ways to push the district forward, and to gain the support of the community.	1/13/2021 3:51 PM
316	Parental noncompliance with rules and regulations	1/13/2021 3:50 PM
317	The new superintendent must focus on the problems that resulted from lengthy Covid home-learning. Students will return to campus with behavior, mental, and academic issues that impede the progression of learning.	1/13/2021 3:50 PM
318	Reopening and keeping our schools open. Prioritizing the students over the teachers union who have chosen to keep our students home longer then necessary. If a teacher doesn't want to go to work at a school, they should be made find an online position, and open that position to a teacher who is willing to be there at teach the students in person.	1/13/2021 3:49 PM
319	Outgoing superintendent has put other goals before academics and has instilled in his staff a sense of entitlement. The district is now resting on its laurels and is no longer academically strong. He has also opened up the district to accepting too many out of district families, increasing class sizes so he can make more money per student. Decrease class size.	1/13/2021 3:43 PM
320	-Changing the existing culture -Teacher's union -The power some teachers possess in school-wide and district-wide decisions that are not necessarily in the best interest of the STUDENTS. -Nepotism -Seasoned staff who may be resistant to change. -Evaluating competencies and necessity of existing personal. -Budgeting and re-evaluating the effectiveness of existing sources of income (i.e. Club Oak Park, DOC, foreign exchange students etc.)	1/13/2021 3:43 PM
321	The pandemic, the current social unrest and a divided nation.	1/13/2021 3:42 PM

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322	Making sure our kids don't fall behind due to covid. Every friday has gone by with out any real content. Our kids are not learning on Friday.	1/13/2021 3:37 PM
323	Our district has lost its way. We place more emphasis on test scores than the individual students. Too much academic pressure is placed on students relative to our neighboring districts. Our district caters to only one type of student, an extremely academic one, leaving no pathways for more well rounded individuals or those that excel in athletics or the arts or who are merely good students deserving of a good education that are not advanced placement level. The perception of the district is that the superintendent has almost authoritative control over the district. There needs to be more checks and balances in this regard and more checks and balances on staff and teachers. We are part of a small community and parents need to feel their voices can be heard without fear of repercussions for their students. The district needs to be more accountable to its stakeholders. We need to revisit curriculum. While some curriculum like readers and writers workshop is great other curriculum like math programs that jump from program to program and book to book year over year are not successful. The new superintendent needs to provide a pathway for all students to achieve and be successful and the overall curriculum and standards need to be reviewed and in some cases changed.	1/13/2021 3:35 PM
324	Transition back to in-person learning, class sizes, upholding the reputation of our district	1/13/2021 3:28 PM
325	Teachers' union holds too much power. District doesn't try to address actual problems, but rather theoretical ones that don't have factual support.	1/13/2021 3:25 PM
326	being compared to Dr. Knight	1/13/2021 3:20 PM
327	Decline in enrollment, lack of funding, change in curriculum, future covid implementations	1/13/2021 3:19 PM
328	The power of the teachers union and school board overshadowing the voice of parents and students.	1/13/2021 3:18 PM
329	Handling and coordinating return to in-person learning. Being able to meet students and students' needs.	1/13/2021 3:17 PM
330	Meeting needs of SPED students (currently not a strength for OPUSD) and riding the fine line between parents being "too" involved while still allowing them to have a voice in their child(ren)'s education. Equity is a concern between families as well as elementary school sites (community perception of one school being superior to another based on resources).	1/13/2021 3:16 PM
331	The are major holes in communication from district administrators to teachers, and at some school sites site administrators to teachers. Some district administrators do not reply to emails in a timely fashion (if there is a response at all). The culture of the school needs repairing. There is a divide in the teachers. There are also deep issues with how teachers and programs have been treated by certain district office administrators. Many teachers to not feel that it is safe to express or share this information and when we do there is inappropriate retaliation. We had some great programs at our school that were run to the ground when new district office administrators took them over. These issues need to be remedied in order to bring back some of our amazing programs and to rebuild trust between teachers and admin. Many of our goals seem very superficial. We have so many committees, but it seems that change is extremely slow or do not occur. Teachers are often not used to their potential to help move these goals forward.	1/13/2021 3:13 PM
332	I just pray she/he will be able to fill the great shoes of Dr. Knight. We have truly appreciated his approach, dedication and values for our district so much.	1/13/2021 3:12 PM
333	Tony has brought many projects and specialized programs that he is passionate about to our schools, will it all be scratched right away? During this time of Covid, Tony has been extremely careful about keeping campuses closed until it is safe, which includes not signing a waiver to return to school. Will a new superintendent feel the same?	1/13/2021 3:10 PM
334	From my limited perspective as an Oak Hills parent (and DL Medea, and now OPIS), the administrative support available at schools is spread super thin. The principals are unable to be proactive or advocate for the kids because they simply do not have time. It seems there is an overwhelming amount of support staff (and often times they are standing by), but they are not trained or skilled enough to add value in all the places that are needed.	1/13/2021 3:10 PM
335	Back to school and students reintegrating a diverse group of school team; the focu should be in how the students are reintegrating the school system. If distance learning continues there should be a serious evaluation of academic and social performance.	1/13/2021 3:06 PM

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336	Filling Dr. Knight's shoes by continuing the superb academics our district provides.	1/13/2021 3:05 PM
337	Ever changing needs of our youth and their development.	1/13/2021 3:05 PM
338	Reopening schools, declined enrollment & budget	1/13/2021 3:04 PM
339	COVID-19 safety measures & lack of staff & student diversity	1/13/2021 3:02 PM
340	Parents in this district are very demanding. There are also systems that have been in place for many years which may need to be improved such as our Special Education department and our GATE program. [REDACTED]. A new superintendent will hopefully work with this administrator to improve and rebuild moral and community.	1/13/2021 3:02 PM
341	Not considering the district to be his/her own private fiefdom where they can rule by decree with a largely personal agenda in mind.	1/13/2021 3:02 PM
342	Eliminating DOC, reducing teaching staff to better reflect resident population and their school needs. Reducing political rancor within the district office introduction of new and better choices for math curriculum. Working with Oak Park MAC to attract young families to Oak Park	1/13/2021 3:01 PM
343	Creating the same rapport Dr. Knight had with families, students and staff. Funding for our schools and helping OPEF raise money for our schools.	1/13/2021 2:59 PM
344	Upholding the quality of education and increasing focus on the importance of diversity.	1/13/2021 2:59 PM
345	Covid 19	1/13/2021 2:56 PM
346	Being able to conduct the 2021-2022 school year as close as possible to normal - balance current health condition and parents desires with teachers demands. Dealing with the high amount of resentment and distrust from this school year from parents and frustrations over school openings being delayed.	1/13/2021 2:52 PM
347	Dealing with a very litigious community. Declining enrollment. Maintaining some type of out of district admissions	1/13/2021 2:51 PM
348	Safely opening our schools due to covid pandemic. Balancing desires of parents, teachers, safety and protection of our children. Lack of a true GATE program	1/13/2021 2:49 PM
349	Distance learning	1/13/2021 2:45 PM

Q4 What is important for our next superintendent to know about our community?

Answered: 326 Skipped: 543

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#	RESPONSES	DATE
1	The diversity of the community population - in attitudes and backgrounds and priorities - is a great strength	2/2/2021 7:49 PM
2	We really want the best education for our kids. There is a lot of parent support and we value diversity.	2/2/2021 4:24 PM
3	I think that it is important for him to know that even though our community is small, it's strong and will fight to its fullest abilities for what's right.	2/2/2021 4:16 PM
4	Supportive, family oriented, pretty homogeneous as far as economic status but very culturally diverse.	2/2/2021 3:20 PM
5	Field trips are important. Being outdoors and activities that do not always directly relate to school subjects are fun and make our community special.	2/2/2021 3:00 PM
6	Diversity	2/2/2021 2:35 PM
7	Community is great and students of oak park unified school district are hard working students. Parents are also proactive on in school activities.	2/2/2021 1:10 PM
8	We were ver affected from not being prepared to return to school when we had the green lights . The surrounding communities did return . This has impacted kids socially , parents financially and the stress levels have been so high . To bring kids back to friendship and togetherness it will take some creativity and maybe some extra attention on togetherness even while being safe	2/2/2021 1:10 PM
9	That we all do not live in the Oak Park area. Many of us commute from areas beyond the school and have additional needs to consider.	2/2/2021 1:09 PM
10	People talk and things spread, whether helpful or hurtful	2/2/2021 1:05 PM
11	Focus on Safety and education	2/2/2021 12:55 PM
12	That we are a very unique small district. We have something special. People seek us out for our academics, technology, and progressiveness.	2/2/2021 12:40 PM
13	Understand Mindset of Staff/Students and Parents .	2/2/2021 12:39 PM
14	I think it is important for the superintendent to know that the people of OPUSD and Oak Park in general are driven, kindhearted people. I have lived here for the fourteen out of fifteen years of my life, and I just love everyone here. Everyone is supportive, fantastic, smart, and honest; qualities that other communities might lack. Of course, there are teenagers who can be a little rude and close minded, but it is not unexpected, since they are teenagers, but overall, OPUSD and Oak Park is an OUTSTANDING community and I am so grateful to be a part of it.	2/2/2021 12:28 PM
15	We want to have a choice. It is not ok that every school in our district is back in school except for us.	2/2/2021 12:24 PM
16	To keep the whole child approach from small to large issues and not let finances get in the way of all we do here in OPUSD	2/2/2021 12:11 PM
17	We are very tight knit and people know each others business.	2/2/2021 10:41 AM
18	Not everyone is rich. Shaking down families for money year after year has convinced me, after 13 years, to stop writing checks.	2/2/2021 9:54 AM
19	Despite being a diverse community, there is a fair amount of discrimination.	2/2/2021 9:16 AM
20	The community is small. The number of school children in-district does not entirely support size of school district. Managing the balance with bringing in out-of-district students and maintaining bedroom community desires is essential. High level of student performance requires added courses which require higher budget and number of students. Community is stretched with multiple school bond measures and parcel tax (parcel tax pays for teachers); out-of-district does not contribute to this. Community is supportive of schools.	2/2/2021 9:05 AM
21	Our community is very involved, which can be good and bad. Families will not hesitate to voice their opinions and expect these opinions to be addressed. Just as employees tend to stay, families also choose to make their homes here as well. It is not at all unusual to have students who have spent their entire school career, K-12, in OPUSD. This is true of the larger	2/2/2021 8:53 AM

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Conejo Valley community as well. A large percentage of OPUSD employees grew up attending local schools.

22	We are all spilt and untied at the same time. There are like those old high school movies with the popular kids and the "nerds".	2/2/2021 8:34 AM
23	Our community is divided in their support of DOC. Many homeowners feel cheated because they pay for school bonds in their taxes and DOC families do not. What they don't see is that DOC has allowed OPUSD to keep all schools open during declining school age children. Most people are very passionate about their community and love living here. A great deal of parents feel entitled to what they want, because they know more than the teachers, administrators, and "experts".	2/2/2021 8:26 AM
24	It is important that our next superintendent knows that we should care for ourselves and others.	2/2/2021 8:23 AM
25	Students are not just kids - especially by the time we reach high school, we are practically adults. We are smart and capable people who desperately want to be respected and listened to.	2/2/2021 8:06 AM
26	Our community is a welcoming, kind, hard-working community and strives to be better every single day.	2/2/2021 7:37 AM
27	to be fair minded, to care about ev	2/2/2021 5:37 AM
28	diversity is highly valuable, treat it like an asset not an obligation	2/2/2021 1:18 AM
29	We are very involved in our students education.	2/1/2021 11:28 PM
30	Friendly and dedicated teachers/staffs, well organized PTA	2/1/2021 11:00 PM
31	The next superintendent needs to be more understanding with kids and students. That way, we can sort out disputes more and have fewer problems in the future.	2/1/2021 10:59 PM
32	We have many students who have been suffering as the result of bullying, poorly handled school situations.	2/1/2021 10:49 PM
33	The introduction of transgender education was handled very poorly and left the impression of district administration out of touch with the needs of the community. Rather than focusing on bullying and character, the initial drafts of the curriculum took a fairly narrow view of how to teach about this vulnerable population and the lack of proactive engagement created the impression of a superintendent who was dictating direction to the district and the school board rather than seeking to meet the needs of this diverse community in Oak Park. Now, we find ourselves as the only elementary schools to my knowledge to not be open / have received a waiver out of all of our surrounding community, which does not reflect the desire of the 47-48% of families that wanted hybrid learning. Again, this leaves the impression of a superintendent dictating to the district instead of representing it. These wounds need to be mended by the new superintendent.	2/1/2021 9:47 PM
34	It's a very diverse community.	2/1/2021 9:34 PM
35	While much of the OPUSD community is invested in and involved in the workings of the district, it can be a challenge for some DOC parents to be as involved due to distance and other factors.	2/1/2021 9:22 PM
36	It is important for the next superintendent to know that the district has caused serious fractures in our community by the implementation of the above-stated policies. The next superintendent should know that families not on board with the focus on gender identity, LGBTQ, critical race theory etc, are not so due to intolerance, but simply because they don't feel it is age-appropriate or the place of the school to address such topics. Many also feel it is abnormal or unhealthy for children to be taught to view everything through the lens of race, gender and sexuality.	2/1/2021 9:14 PM
37	We have high expectations of our students, staff, and schools.	2/1/2021 8:59 PM
38	The community values the success of the schools.	2/1/2021 8:46 PM
39	I think the next superintendent needs to be a forward thinker.	2/1/2021 8:44 PM
40	the community inc. students from many other cities, so students backgrounds are varied	2/1/2021 8:42 PM

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41	How much we value our small community and the excellent school system that has been built here.	2/1/2021 8:15 PM
42	We're high maintenance.	2/1/2021 8:09 PM
43	We are hard working individuals from all walks of life. It should not be assumed that we are wealthy and have the means to continue to support the school system with bonds and requests for donations.	2/1/2021 8:08 PM
44	We have a high level of parental involvement and very high expectations for the quality of education our children receive	2/1/2021 8:05 PM
45	Both DOC and resident students are important for keeping a strong program. Our community is very supportive of all of our schools and programs.	2/1/2021 8:03 PM
46	Our community is safe and friendly, and they can feel free to express themselves.	2/1/2021 7:51 PM
47	That we care about our children and our community. However, we are not doormats and need to be heard on important issues that pertain to our children. Most important however, is that we want our children to go back to school and we should have applied for a waiver. This year has been a grave disappointment to parents but most important our children.	2/1/2021 7:50 PM
48	We are a small community that relies on word of mouth for enrollment.	2/1/2021 7:49 PM
49	When counting all out of district as well as children of staff who live outside the district we are rapidly approaching 50% of outside district students. [REDACTED] told us it would be just 30% when he first pitched the idea to residents.	2/1/2021 7:44 PM
50	None	2/1/2021 7:37 PM
51	get to know community, know its demographics	2/1/2021 7:20 PM
52	Parental involvement has helped make the district so high achieving and parents are now mentally, physically, emotionally and financially drained after spending a year trying to balance work and teaching. The next superintendent needs to engage parents early and often and not just pander to the teachers union head (who I don't believe represents the views of all the teachers).	2/1/2021 7:12 PM
53	That the parents send their children here because education and continuing to higher education is extremely important to them.	2/1/2021 7:05 PM
54	1. We, the patents, are committed to our kids' success. We want to keep the district small and well funded in order to preserve overall academic excellence	2/1/2021 7:03 PM
55	that we are good people	2/1/2021 7:01 PM
56	Our community is diverse and every voice matters	2/1/2021 6:55 PM
57	Our community is close knit and our community cares about our schools and our children and want them both to do well.	2/1/2021 6:53 PM
58	That the diversity of the teachers should reflect the diversity of the student population.	2/1/2021 6:53 PM
59	Diversity, Inclusion, and Openness	2/1/2021 6:51 PM
60	That we are in need of new leadership to guide us to the next level--we have rested on our laurels for too long. We need to move forward.	2/1/2021 6:48 PM
61	it is more diverse than it looks everyone has a story	2/1/2021 6:46 PM
62	1) Diverse 2) "Overly competitive" 3) Generally well educated families 4) Expensive property prices in OP 5) Lots of kids from outside the zipcode	2/1/2021 6:40 PM
63	We are a close community that does not tolerate bullying in any form. We care about our community.	2/1/2021 6:36 PM
64	I'm not sure.	2/1/2021 6:35 PM
65	expectation for educational excellence with social/emotional support for kids	2/1/2021 6:33 PM
66	Minorities feel under represented. The pressure put on the kids creates extreme stress and kids feel administration does not care about them.	2/1/2021 6:31 PM

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67	Our community is focused on kindness, doing things to help the environment and one another, and talking about important issues.	2/1/2021 6:25 PM
68	- the past years, it is hard for councilors to make a change, through years of constant emails about parents/students emailing about specific teachers behavior, no change has happened. please make a difference.	2/1/2021 6:24 PM
69	Does that person share the focus on academics? What would that person bring in terms of improving something beyond where we are today? What is that person's vision for the district in the next few years? How have they been creative in past successes in their prior roles?	2/1/2021 6:22 PM
70	We are a community of conservative values. We are not interested in promoting popular social agendas	2/1/2021 6:22 PM
71	Parents here have very high expectations	2/1/2021 6:21 PM
72	We are a driven, hardworking group who cares about the quality of our schools. Do not disregard our suggestions, we are capable of more than you may realise. We also offer a perspective that all too often is missing from the rooms of decision makers in the district.	2/1/2021 6:20 PM
73	Our property values are based on our school system. Traditionally, Oak Park kids received a "better" education than those that went to Agoura or Simi schools, hence our price per square foot is and has been higher. If people can go to our schools without living in the district, what's the incentive? Why wouldn't the incoming families move to a close enough area (Agoura, Simi or otherwise), pay less for the house and send their kids to the "better" Oak Park schools without paying to live in the community? Also - please realize that over time this "behavior" will drag our OP property values down. This is a slap in the face to the community and families who worked so hard to build such a great school district. They had a stake in making it as great as it was. Dismantling it right in front of them is wrong and will cost them when they go to sell their home if our school system "fails".	2/1/2021 6:12 PM
74	We're a hands on close community	2/1/2021 6:09 PM
75	Diversity representation	2/1/2021 6:07 PM
76	a lot of the staff are misogynistic and my math teacher sexist joke the other day.	2/1/2021 6:05 PM
77	That sometimes we will have to go through hardships and it will be difficult in lots of situations.	2/1/2021 6:05 PM
78	This is a high-performing community with many dual-income, high-performing parents with high intelligences. Communication and demonstrative results are key.	2/1/2021 6:05 PM
79	We are trying to embrace diversity.	2/1/2021 6:02 PM
80	Our next superintendent must know that our community is diverse, and we admire that. Our new superintendent also must know that as students, our voices need to be heard.	2/1/2021 6:01 PM
81	Our community wants to reopen schools ASAP.	2/1/2021 6:01 PM
82	Tight knit, parents expect A LOT from all parties	2/1/2021 5:59 PM
83	Our students have diverse needs and they need as much individual attention as possible	2/1/2021 5:47 PM
84	A very family oriented neighborhood. Residents move here for a safe, friendly, beautiful neighborhood with great schools. Lots of parks and trails is also very desirable.	2/1/2021 4:03 PM
85	There are many people who are unsure about and/or have lost trust in the district. There is a great need for social justice, acknowledgement of racial issues, and movement towards a more inclusive and just school environment.	2/1/2021 12:40 PM
86	I think it is important that the new superintendent to know about our community is that it is small and very connected. And, the superintendent is working FOR the community since the stakeholders are also tax payers.	2/1/2021 12:34 PM
87	That we are all in this together and we will support them every step of the way. We all are very sociable and very energetic.	2/1/2021 10:28 AM
88	Diversity Students experience a high level of stress (depending on IQ and EQ of teachers, staff, and parents) Students have high expectations placed on them by teachers (mostly appropriate) and by ambitious parents (a good deal)	2/1/2021 9:50 AM

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89	Get to know people :)	2/1/2021 9:38 AM
90	Safe, supportive environment. Most people have very high expectations for their children.	2/1/2021 8:24 AM
91	We value nature and living clean lifestyle. WE DO NOT want our children to be exposed to TOXIC chemicals in any way shape of form. PLEASE be VERY MINDFUL in the type of sprays that are being used that will no cause long term effects in our children.	2/1/2021 12:33 AM
92	We want someone visible to the community, represent our diverse needs	1/31/2021 5:21 PM
93	There is a lot of pressure to achieve in academics and sports. Continued focus on challenge success is appreciated.	1/31/2021 10:41 AM
94	Oak Park is strong, and has been delt a pretty hard hand over the past couple of years with the Woolsey Fire and then Covid. Parents do care (maybe a little too much) about our kids education. Many residents of Oak Park are retired and don't have school age children and often get frustrated with the amount of traffic on Kanan Rd.	1/30/2021 10:57 AM
95	To put Mcms back on 9/10 or 10/10 in greatschools.org	1/29/2021 7:02 PM
96	That is is a very proactive, innovative and hard working community	1/29/2021 8:26 AM
97	The community is not just Oak Park, but also the community art large--- the district of choice is an asset and part of the community as well. Be considerate of those students and families outside of the district. The district would not succeed without the district of choice program. Not all students are wealthy, entitled, and privileged. Bullying, affluence, and drugs are a problem at the MS and HS.	1/28/2021 7:46 PM
98	The next superintendent should know that we are a very friendly district, we manage things, our test scores are very high and we treat each other the way we want to be treated. The district provides many events, which is nice and we all try to get rid of negativity and make our community great.	1/28/2021 6:43 PM
99	The Oak Park community hasn't changed much in the last 30 years that I've lived here. We residents take pride in the quality of education that our school district provides to our youth. The superintendent really needs to focus on building & maintaining new community relationships. It would be nice to see our schools celebrate more the success that many of our school-age children accomplish while they're here. The superintendent needs to be a solid consistent fixture alongside our community. The superintendent also needs to stay up-to-date with local leaders to maintain a degree of respect among its members. I know as a graduate and as a parent of a child a part of the school district that education is the centralized most important reason why we continue to live here. It's important for our leaders to demonstrate a degree of passion and love for academic resources.	1/28/2021 6:05 PM
100	Very involved parents, which can be a double-edged sword. Some parent groups are very resistant to the concept that their children need to make choices; that no, they can't take every class, prerequisites exist for a reason; but sometimes it seems more about the parent than the student. However, most parents' hearts are in the right place, wanting only what is best for their children and are very supportive of the district.	1/28/2021 7:25 AM
101	Has high expectations for a quality educational program	1/27/2021 2:47 PM
102	See above	1/27/2021 1:59 PM
103	The families in our District value education. They want their kids to be well-prepared for the future. Our families are varied...some live in Oak Park, and some travel from other areas to attend Oak Park schools because they are well regarded...academically rigorous, and safe and small with a community feel. We have a focus on kindness, being environmentally friendly, and having a technology and science focus. Parents love this, and they love our approach to reading, writing and math. Teachers are grateful to teach in Oak Park, and families are grateful to be part of OPUSD and to have their kids attend our wonderful schools.	1/27/2021 1:32 PM
104	Oak Park is a bubble. The kids are very protected. The families can be super sensitive, sometimes overly so. Many of the students are exceptional. The Out of District permit attracts families seeking the small sizes and excellent academics. Even though the selection is random, families come from far and wide to be in OPUSD. The larger community is aging. They are not always so responsive to OPUSD initiatives because they no longer have children in the District. They also don't see why they should pay for them when they are utilized by so many Out of District famillies. This causes tension and prevents progress through special	1/27/2021 12:00 PM

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measure. That said, the aging population do not want to leave. They love Oak Park. They forget that their excellent house values are very much impacted by the success of the schools.

105	It is a small and powerful community with a lot of parents who have strong opinions.	1/27/2021 10:09 AM
106	Be visible and create a community around our schools	1/26/2021 8:30 PM
107	We are a small community. We have a local paper in Oak Park called the Acorn. The Acorn often publishes articles about our schools. If there is a controversial issue in our district, you can be sure it will be in the paper.	1/26/2021 5:45 PM
108	Our community has many voices but the loudest ones aren't always the ones that represent the majority. Our community expects the best education for its children and has been very supportive and involved in the schools. Parent involvement in the classroom is high (pre-COVID).	1/26/2021 5:37 PM
109	Although I am relatively new to the school district (first child just started kindergarten), I can already tell that the community is extremely invested into the schools here. There are a lot of families that move to Oak Park just so that their children can go to the Oak Park schools. That type of involvement from the community is a large burden for any superintendent to carry.	1/26/2021 3:44 PM
110	Our students are high-achieving. Parents have high expectations. Our teachers are extremely hard-working and dedicated professionals. Teachers in our district already have high expectations for ourselves and our students. We do not need anyone to motivate us to work harder. We, as teachers, need a leader who is encouraging and who acknowledges the hard work we are already doing. We need someone who encourages us to lead balanced lives. That is why our principal at Brookside has been so effective. She does all of this and encourages us to be a team and balanced.	1/26/2021 3:24 PM
111	When I first started working in OPUSD, there was a strong sense of community. Everyone worked together as a team. Teachers, parents, students and administrators discussed items together as a team and made the best decision for the students. At BES, Erin Vranesh, STRONGLY encourages teamwork and does a tremendous amount of team building. She brought a staff that was disconnected into a team of builders. However, at the district level, I feel that teamwork is not encouraged. I feel that teachers' voices are not being heard. Lately, it has become top down. Many times, we are told what was decided without any input.	1/26/2021 2:55 PM
112	balanced persepective. we don't want all and only liberal ideas forced on our children	1/26/2021 1:06 PM
113	Oak Park Parents are entitled and obnoxious. They think they can demand and get their way. They think because they pay their taxes they can control the way the district is run.	1/26/2021 12:07 PM
114	We care what happens at each school and with each child. We know what we have is special and want it to continue to grow.	1/26/2021 11:35 AM
115	Homeowners, parents, staff and students care about our schools and have a high expectation of OPUSD.	1/26/2021 11:31 AM
116	That we have an active preschool in the district.	1/26/2021 10:33 AM
117	This is a proactive, high achieving neighborhood.	1/26/2021 10:24 AM
118	There was a lack of transparency during the pandemic from the previous superintendent.	1/26/2021 9:57 AM
119	Our community pulls together in times of need. Our community tends to focus too much on grades, GPAs and being in the most advanced courses instead of a more balanced life approach.	1/26/2021 9:54 AM
120	very family oriented	1/26/2021 9:37 AM
121	Climate of caring, district known for community building and collaboration among all stakeholders to serve the best interests of our students, approachability/accessibility to teachers, staff, parents, students, etc.	1/26/2021 9:00 AM
122	we have a very diverse community	1/26/2021 8:52 AM
123	Our community is very driven. The parents and teachers all want the students to succeed. Because the community is diverse ethnically, racially and religiously, the community can face division over some topics important to the growth of students.	1/26/2021 8:51 AM

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124	Oak Park is a tight nit community. While I do not live in the area, it is a wonderful place to live and raise a family. I am in the area a lot since both my kids go to school here and I work at Brookside Elementary.	1/26/2021 8:40 AM
125	Oak Park's student populations and the communities we serve have changed significantly over the past decade. We are no longer a little district tucked in the corner of Ventura County. We also have a relatively low turnover in staff. This means there are things we do because that is the way that we have always done it, even though it may no longer be the best approach or right fit. I would love to see a new Superintendent, after observation and data gathering, shake things up a bit and challenge us to be more innovative and less stuck clinging to old traditions.	1/26/2021 8:30 AM
126	our neighborhood is just like a family, being such a small city, everything has to do with schools !	1/26/2021 8:28 AM
127	It is important for the next superintendent to know that the community is becoming increasingly diverse while the school staffs are less so. The goals of the district don't always align with the teachers' goals. Most of the teachers are very dedicated, hardworking and caring. The community is very vocal and has a watchful eye on every move that the superintendent makes. Also, volunteerism has dropped as more parents have shifted from stay at home parents to two working parent homes in the past 15 years.	1/25/2021 11:00 PM
128	I think over the years, our community has changed greatly. Now more than ever, we are held together by our out of district students -- many of which represent varying ethnicities, cultures, and backgrounds. OPUSD is as much a part of the city of Oak Park, as it is the surrounding communities. We have to appeal to those cultural backgrounds and races that are becoming more of a majority in our district each year.	1/25/2021 8:56 PM
129	-There are lots of opinions/people very vocal, but also very involved and want what is best. Clear communication is key.	1/25/2021 8:15 PM
130	The community is proud, and very tight knit. Eliciting stakeholder feedback and fully articulating an explanation for decisions will be essential for the new superintendent to do.	1/25/2021 7:07 PM
131	We are tight knit. We like to be included in information gathering and decision making. Many of us live and work in Oak Park. We have collaboratively worked very hard to get to where we are as a district and community. There is a high level of mutual respect.	1/25/2021 6:27 PM
132	Community values education, puts education first. Many families from other countries and have a lot to share , different perspective and we need to listen. Community proud of Oak Park schools and also have high expectations Community supportive and savvy , so need to be treated as such	1/25/2021 6:05 PM
133	Very diverse with many families traveling to be a part of the district. Parents tend to be educated and have high expectations for the school. They community likes to have a say and be a part of the decisions.	1/25/2021 5:39 PM
134	1. many staff members have been part of OPUSD for most of or their whole careers 2. high value placed on academic success, school rankings	1/25/2021 5:38 PM
135	Please see the previous response about public trust. Oak Park is a small community in which everybody has an opinion. This can make it challenging to accommodate all interests, and it's important that our next superintendent be able to articulate the district's decisions and rationale behind them.	1/25/2021 5:27 PM
136	Our community harbors vocal opponents of progress, but the majority of the community doesn't agree. The next superintendent must be willing to denounce systemic racism and biased curriculum.	1/25/2021 5:08 PM
137	We have very high expectations of our educators and our students. In general, our students are expected to attend four-year universities, even though that may not be the best path for many them. Competition among parents for "bragging rights" places inordinate pressure on many kids, and a large percentage of our students suffer from tremendous anxiety related to educational success.	1/25/2021 5:06 PM
138	Parents want to be heard. Teachers need to be heard and be kept informed of decisions before parents are informed. Many students attending our schools are out of district. Parents are willing to volunteer and are an essential part of our school climate. Teachers in this district regularly go above and beyond for their students.	1/25/2021 4:54 PM

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139	Our community is very involved. This is a positive and a negative. You will not make everyone happy that is understood. But the amazing involved families in this district have made OPUSD a great place to teach.	1/25/2021 4:53 PM
140	We come together and work together when necessary. Oak Park is truly a melting pot and all are welcomed.	1/25/2021 4:47 PM
141	We are a traditional school district doing many new and untraditional lessons. We are small but are busting out of the seams. We have a very involved community of parents that can at times feel that they should have a bigger voice than educators. We also in a heartbeat help others when in need.	1/25/2021 4:41 PM
142	Caring, involved community with high expectations.	1/25/2021 3:11 PM
143	There are some very vocal parents that don't necessarily speak for the majority.	1/25/2021 3:07 PM
144	Our Community has great intentions, however, everyone believes their ideas are the best. Parents generally believe they should have a strong voice in decisions involving schools and are very forceful in communicating that. As for the teacher community, we would like to be supported and recognized as we believe we all work hard to keep OPUSD in the forefront of education.	1/25/2021 2:45 PM
145	We have a unique situation in OP. Our community itself is small; however, with so many students coming from out of the district, the superintendent has to contend with keeping our local community valued while still attracting those from outside. Parents are incredibly supportive, but they also can be very demanding. This is due to the Private feel of our school. It will be important to hear everyone but	1/25/2021 1:49 PM
146	The teachers work extremely hard to make sure our kids do well. Most parents are truly involved in their kid's learning. We are a small community. We are very proud of our district.	1/25/2021 1:46 PM
147	we are a faculty of talented and committed educators (and parents!) within this district. we put forth a great effort to give the best education for ALL students. We are parents too, many of our own kids are Oak Park students, so we see a balance within ourselves and want that same balance shown within our leader - to see all sides of education.	1/25/2021 11:45 AM
148	That we are very involved and a small tight community. Lots of strong opinions and people are not always kind when they do not get their way.	1/25/2021 11:42 AM
149	It is more varied demographically than at first blush. The elementary schools reflect this (Oak Hills and Brookside have a wealthier parent population). The parents' expectations are great, however we have some students who require support.	1/25/2021 11:25 AM
150	The new superintendent should be aware of the history of the Oak Park School District--how and why it came to be. The new superintendent needs to be aware of the sources of diversity within the District and to perceive that as the opportunity that it is. Most significantly the new superintendent needs to perceive their own role as one of a service provider to the community. Obligation flows from the District to the community to provide a very high level of service. The community is the customer purchasing a service.	1/25/2021 11:24 AM
151	Our community is a fishbowl.	1/25/2021 11:06 AM
152	High involvement from our community as well as all our parents in and outside of our district.	1/25/2021 10:56 AM
153	Our community is composed of diverse stakeholders with a variety of needs. A superintendent needs to be an expert listener and communicator who understands the needs of our various stakeholders and is able to cultivate unique and innovative (and often out-of-the-box) solutions.	1/25/2021 10:48 AM
154	We are close. You need to imbed yourself into the community in order to succeed	1/25/2021 10:10 AM
155	We have very demanding parents--they are demanding of teachers and put a lot of pressure on their children.	1/25/2021 9:27 AM
156	We are going to have an issue in the next 5-10 years with student enrollment and housing value. As our community loves to stay here long after their children are out of school which has lead to declining enrollment of students in district. Right now we are accepting all DOC students. Eventually, families will begin to realize they do not NEED to live here to go to school here which will affect housing value. If DOC goes away, we are in trouble. We need a plan B!	1/25/2021 9:25 AM

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157	It is a well running community, more of the same and perhaps some new and creative things! Can we do more about student stress? Can we be more flexible during the pandemic about students? Less screen time?	1/25/2021 8:37 AM
158	Something important is everyone is very welcoming and always so kind.	1/25/2021 7:41 AM
159	The value the community places on excellence in academia.	1/25/2021 6:46 AM
160	This community has super high expectations. They want a quick response any time they have questions or concerns.	1/25/2021 4:42 AM
161	These times are ofcourse challenging, and to be the next superintendent of our District won't be easy. But as a community we will support, given its tending the needs of our high demanding District.	1/24/2021 11:23 PM
162	I've experienced all the members of the district is working as a team.	1/24/2021 11:22 PM
163	We are a goldmine! Private school education at public school cost. Setting the example for how other districts lead with regard to inclusion. We have gotten state-wide and national recognition for our celebration of gender diversity. Yes, it ruffled feathers, but it's been a beacon of hope for more than just our little community.	1/24/2021 9:18 PM
164	Dedication towards safety for staff & students, and continued attention given to the "whole child". Not just academic, but mental & social support is critical.	1/24/2021 8:04 PM
165	We have been under the same narrow focus for years and need someone to break away from his prior path.	1/24/2021 6:15 PM
166	A very academic based environment and nice teachers and staff, but ultra demanding parents/guardians.	1/24/2021 5:51 PM
167	We have A lot of parents who are involved with their children's education (many to the point of being ridiculous) the new super needs to realize this and is able to work with these high demanding people	1/24/2021 2:30 PM
168	[REDACTED]	1/24/2021 12:45 PM
169	fdafa	1/23/2021 8:28 PM
170	[REDACTED]. New superintendent should be respectful of Oak Park residents.	1/23/2021 5:03 PM
171	It is important to know that we have a vocal minority who are seeking for sustaining status quo and resisting integration of DEI ideals, but the majority of our community is very eager to make significant changes to our curriculum and training to address these DEI issues.	1/23/2021 4:49 PM
172	As more people from LA move into the community it will continue to diversify and the teaching staff, which is 90% white, does not represent the students they teach. The continued focus of DEI work will be imperative for a positive school environment.	1/23/2021 2:26 PM
173	We want our students to be challenged and to be ready to excel in college and their careers. We like being involved and informed. We think homework is an important aspect of learning. Also, after school care is critically important. Many students spend every afternoon there and it's an important part of the school system.	1/23/2021 1:12 PM
174	Flora and Fauna	1/23/2021 1:10 PM
175	Our community is quite diverse in all aspects. And a huge part of the student base comes from out of district. They want to feel included just as much as local families.	1/23/2021 1:04 PM
176	The community of parents and students are eager to be back on campus like the ALL other neighboring districts!	1/23/2021 12:01 PM
177	High expectations, need for clear and able communicator	1/23/2021 11:08 AM
178	Our children are everything, no ask is too big nor too small. We give a lot and we expect a lot in return.	1/23/2021 10:03 AM
179	The most vocal population, often the parents of higher end students, have the loudest voices. Often the needs of the 1/3 of students that do not go on to 4 year college do not get heard and their needs are often overshadowed by the college prep students and parent.	1/22/2021 5:23 PM

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180	High-expectations, and we're comprised of a mixture of Oak Park families and many out-of-district families. And, that the teachers are very stressed, already put a lot of pressure on themselves, before receiving the "external pressures", and need more support to roll out everything they continue to do for their students.	1/22/2021 3:57 PM
181	It is known as "The Bubble" for a reason. Right now, a contingent is working to honor and support diversity and equity while at the same time a contingent is working to maintain the status quo of The Bubble -- where we support, laud, and protect those who are already privileged.	1/22/2021 3:24 PM
182	The community is very competitive and serious about academic...no matter what it takes even if it to the detriment of another child.	1/22/2021 1:47 PM
183	We value a family atmosphere and very clear an transparent communication.	1/22/2021 1:06 PM
184	To stay connected with families who live in the community and to listen what parents have to say about concerns, etc.	1/22/2021 10:28 AM
185	Parents that are involved and care	1/22/2021 8:38 AM
186	Lacks diversity. The quality of teachers is very mixed.	1/21/2021 9:30 PM
187	Students face a tremendous amount of pressure from teachers, peers, family, and from themselves. I felt that the district often gets blind sighted with the academics, that they forget the mental health of students. While efforts like counselors and peer counselors are nice, they are not sufficient. I would like a serious initiative in student health backed by the superintendent. Yes stress is a normal teenage thing, but it doesn't have to be chronic while attending school particularly at the high school level.	1/21/2021 8:57 PM
188	Strong school community, a lot of pride in the district, welcoming, strong parent involvement. Many bright students, dedicated teachers, and administrators.	1/21/2021 4:59 PM
189	Highly educated and involved...good and bad thing. They are asked to give often, and do so generously, but feel the need to be heard and have a stake in the relationship. Community is split, conservative and liberal, so it is important that people are heard and valued.	1/21/2021 12:50 PM
190	We have very involved families that are not shy about voicing their opinions.	1/21/2021 12:13 PM
191	Teachers want to be excellent - and the superintendent needs to support those teachers by first listening to their needs and then making a decision to support them. Also, we need to continue to create a space where "teacher-health" is valued so that they can be sustainable in their practices. We need to continue to grow as an educational community, so we need to provide opportunity for teachers to develop new classroom skills. All of this takes tremendous finesse to apply the pressure to evolve classroom techniques and strategies yet not pushing teachers to the breaking point.	1/21/2021 12:06 PM
192	Nice community	1/21/2021 10:11 AM
193	Community does not agree with [REDACTED] policies. Would like DOC eliminated. Unhappy with traffic.	1/20/2021 3:56 PM
194	Our small Oak Park community and tax payers greatly contribute to the success of the district.	1/19/2021 7:11 PM
195	Most people move here or nearby because of two things the schools and the nature. A lot of people have been here a long time and many come here just for the schools.	1/19/2021 6:03 PM
196	Here in Oak Park, we are a small, well connected community. Our children's success in school is extremely important, but having life balance is as well. Taking advantage of playing at our vast amount of local parks, hiking our many trails, and making it so that our kids aren't overwhelmed by homework so they can enjoy actually being a kid.	1/19/2021 10:28 AM
197	Like the rest of the country, there is divisiveness. However, families seek out this district and are heavily invested in the schools.	1/18/2021 9:21 PM
198	The community values education. The loudest voices don't necessarily reflect the majority opinion.	1/18/2021 2:42 PM
199	We have amazing teachers who would love to serve as leaders in this district. We want a Sup who will not rest on the laurels of OPUSD and think they do not actually have to do any	1/18/2021 12:04 PM

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work...don't be blinded by our achievement. There is plenty of work to be done. When we think we are perfect, we lose. Make sure that what we advertise in our glossy brochure is what we actually do. We want a Sup who will be a presence at sites and in classrooms, someone who will not take district admin's word on what is happening at each site and will find out for themself by speaking with staff, students, and families, administer truly anonymous staff surveys, etc (a board issue actually). We are a bubble. Everyone knows everyone's business in Oak Park. We have teachers and parents who went to OPUSD as students, and even though 40-50% of families come from outside of OP boundaries, nothing much is kept secret. Parents are litigious.... Help us continue our work towards equity.

200	We are a bubble.... our families are mostly privileged and protected from reality. Many students do not know how to do anything for themselves because their parents rescue them and do everything for them	1/18/2021 11:36 AM
201	Quality of education and reducing stress levels in kids.	1/18/2021 10:02 AM
202	The parents at Oak Park choose this district because they value academics above all else. All other concerns are secondary.	1/18/2021 9:24 AM
203	Our focus on educational excellence and diversity	1/18/2021 9:08 AM
204	Our community is more diverse than it was, but we need to continue to be both welcoming to diversity and find ways to systemically infuse diversity and the teachings of diverse viewpoints into our curriculum and programs.	1/18/2021 9:03 AM
205	It is not ok to have teachers refuse to teach in person. Our kids are losing out on education by not being on campus.	1/18/2021 8:21 AM
206	A large portions of the students are on School Choice, and many of the Oak Park residents don't have school aged children, so the next superintendent needs to keep that in mind when planning on budget and fund raising.	1/17/2021 6:30 PM
207	It is small and everyone knows each other's business in the work place. Lots of family employed together.	1/17/2021 4:56 PM
208	Oak Park is close-knit and small, a great place to raise a family, and we take education very seriously.	1/17/2021 9:36 AM
209	Caring community who supports education and each other. Superintendent often acts as a community leader during times of crisis to bring the community together as our community has no city government.	1/16/2021 10:50 PM
210	Without a mayor or true city council, OPUSD plays an oversized role in defining the character and identity of Oak Park. Oak Park expects the next superintendent to be a careful steward of the funds provided by the community, as Oak Park pay many extra taxes to fund OPUSD beyond what the state provides.	1/16/2021 10:46 PM
211	This community is well educated and loves their children.	1/16/2021 1:41 PM
212	We are tight knit and discuss our concerns and observations openly and frequently.	1/16/2021 10:31 AM
213	We are not racist.	1/16/2021 8:05 AM
214	We are not racist.	1/15/2021 10:39 PM
215	Its not racist	1/15/2021 10:21 PM
216	Community is not as progressive [REDACTED]. Parents would rather see basic needs met at the school versus mismanagement of funds such as "natural furniture and an Orca Machine. We are not a private school with unlimited funds. Community is a good mix of both liberal and conservative parents, please be respectful of that.	1/15/2021 7:18 PM
217	We value science, all children and diversity, professional unbiased staff, safety.	1/15/2021 6:55 PM
218	This is a great district and community. We have a special and close-knit community of parents, students, teachers and staff that care deeply about the district and each other, who highly value education, and are willing to put in the time and money to make it great again. However, many long time Oak Park residents have been frustrated and disenchanted with the outgoing superintendent for some time. He has more often than not brushed aside or belittled parent and community voices and concerns with a "I know what's best" attitude and created an	1/15/2021 2:42 PM

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	"us vs them" dynamic between admin/teachers and parents. I want the next superintendent to know s/he has a strong community and resources to tap into should s/he choose to be more inclusive and collaborative.	
219	It's a small community which is good and bad. Good because it's easier to get things accomplished. Bad because everybody knows your business from one school to the next. We are also over staffed at the district level.	1/15/2021 1:23 PM
220	High standards delivered with kindness and compassion for others and the planet are a great foundation and one we hope continues and is built upon by the new superintendent.	1/15/2021 1:18 PM
221	We are fiercely loyal to OP. We love teaching our kids and believe we know what is best for them. We value communication and teamwork. We strongly desire good leadership.	1/15/2021 1:16 PM
222	We have a community that is very engaged and for that we need a superintendent that can communicate to everyone including the students. Communication has been a huge issue across the board and if we can have a superintendent that creates and implements easy communication is very important.	1/15/2021 12:46 PM
223	The school district is the closest thing Oak Park residents have as far as any civil local representation. Lot of opinions.	1/15/2021 5:21 AM
224	Mostly strong parental support, very competitive academics, oak park high is know for sure rigorous academics and too much work	1/14/2021 10:10 PM
225	This community of families and parents expect that our children will be safe and protected and not be put into risky situations or environments	1/14/2021 9:50 PM
226	Parents expect to get what they want	1/14/2021 9:29 PM
227	One size does not fit all.	1/14/2021 7:43 PM
228	We are small. We know right from wrong, but need to be continually pushed to be best. (Dr.knight did this the best) Surrounding districts look at ours for support/attention. Don't ruin it!	1/14/2021 7:01 PM
229	The new Superintendent needs to know that the OPUSD community doesn't want to compromise the stellar academic reputation, but more needs to happen with providing social skills by modeling maturity, integrity and respect; starting with administrative leaders and teachers.	1/14/2021 6:41 PM
230	We are a small district that struggles with revenue and an aging local resident population. We need to improve access to elective classes in higher grades, improve campus culture of inclusion and community, and ensure our staff of educators are passionate about teaching and engaged with our children.	1/14/2021 5:23 PM
231	We care about academics. A lot of parents feel year has not been good for our children and they have had sub-par education this year. So when you see a school district that has academics held in such high regard, there has been an epic fail on the district's part to meet our expectation.	1/14/2021 4:48 PM
232	We want it to go back to what it use to be. Make school fun again.	1/14/2021 4:07 PM
233	We are resilient. We have over the past few years experienced a fatal shooting, a devastating wild fire, and a global pandemic. We have adapted to distance learning and are conducting it well compared to other districts. There is a small percentage of OP residents that resent the out-of-district students. We are diverse, in terms of race, religion and socioeconomic status. We are generous, with both our time and money. Parents want to be involved with their children's education and volunteer extensively across the district.	1/14/2021 3:42 PM
234	Bringing the community together. Oak Park is no longer a community district. We moved here so our children go to school with their neighborhood friends. Oak Park has lost that. There is no longer an incentive to move to this area.	1/14/2021 3:41 PM
235	This is somewhat off-topic but I think the next superintendent needs to take a hard look at the relationship between the schools and OPEF, and frankly whether the district needs OPEF. If the answer to that is yes, then the superintendent needs to lend a strategic lens to communicating with parents about the roles of PTAs and the role of OPEF.	1/14/2021 3:17 PM
236	OPUSD is not just about having high scores and GPAs, but more importantly teaching kids to love learning and being a kind productive member of the community.	1/14/2021 3:12 PM

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237	We are tight knit and care a lot about our community, and the neighborhood	1/14/2021 2:04 PM
238	That we all have our own situations and not everyone is the same.	1/14/2021 1:01 PM
239	Oak Park is a small welcoming community filled with caring good people. This community has suffered due to the failure of the OPUSD's policies and administration. We need to get back to the basics of teaching. Send bullies home. Focus on education; not activism and indoctrination.	1/14/2021 12:39 PM
240	Our community cares a lot about the students. The district needs a superintendent who listens to the voices of the people in the district. Please keep the district neutral and focus on education.	1/14/2021 12:00 PM
241	Our staff give 110% all of the time, sometimes with less resources than would be expected for the high level of education and services that we are expected to provide. We truly are held to the standard of a "private school education on a public school budget".	1/14/2021 11:36 AM
242	It's a strong tight knit community but at the same time because it's open we have a diverse student body.	1/14/2021 9:58 AM
243	That we have families that live here primarily because of the educational opportunities for our children.	1/14/2021 9:57 AM
244	The parents are very involved and have high academic and enrichment expectations. Parents are not yet cultured in terms of understanding how important donations are to making that happen. They want to be told what is going on from the top on a regular basis.	1/14/2021 9:53 AM
245	This community sets very high standards for our schools. Parents are very entitled.	1/14/2021 9:25 AM
246	Parents are involved. Everyone wants to be HEARD. We like to feel appreciated through communication and visitation.	1/14/2021 8:57 AM
247	Oak Park is a very proud community. Very involved families who are very capable and smart: witness how often we hire staff from our parent pool!	1/14/2021 8:41 AM
248	The community is good overall and try hard in school.	1/14/2021 8:30 AM
249	That these kids need to be in person learning one way or another like surrounding districts have been trying to do because the other districts know the importance for the students' well being and this district has dismissed it.	1/14/2021 8:09 AM
250	The fact that we are a community.	1/14/2021 8:04 AM
251	Something important that they might want to know is that lots of students (including me), want to go back to school. We are missing out on a lot of fun events because of Covid-19. I also want the next superintendent to know that our teachers and staff have been working ESPECIALLY hard.	1/14/2021 8:00 AM
252	Close net community that needs activities that bring it together. Again, COVID-19 has created a void that needs to be created.	1/14/2021 8:00 AM
253	It feels like our community is divided. There is a strong voice from the "overachiever" crowd, but our schools need to work for students of all levels.	1/14/2021 7:56 AM
254	We are a highly professional group of educators with great success. Please don't break what works.	1/14/2021 7:00 AM
255	Many people, my family included, moved here due to the reputation of the Oak Park schools and we want the excellence of our schools to continue and ton continue to compare ourselves to the best private and public schools across the nation.	1/13/2021 11:47 PM
256	Our community is because of good schools and it is important that the schools continue to be rated high else there is no oak park community	1/13/2021 11:18 PM
257	Most of the parents are great and really appreciate the education we offer. They are demanding yet supportive. Many have made many sacrifices to be here. Some drive long distances and some buy very expensive homes or continue to live in apartments in order to have their kids go to our schools. Having said that, some of our community members resent the kids who come from other communities for school only. They feel as though they don't contribute	1/13/2021 10:23 PM

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	financially and they often do not volunteer either. The schools are what Oak Park is all about. They are the crown jewels of the community.	
258	Families moved here for the district based on academic excellence. Those families are willing to support the schools and their child's education. However, the high test scores are due mainly to parents supplementing their child's education with private tutors.	1/13/2021 9:34 PM
259	Entitled. They may be educated, but they see black and white. Your district has so much potential. However, beware. Tight group. Challenge change. Prefer hard core rote memorization and prep for college. In actuality, teachers at the high school... only teach to the top. They assume all whites and Asians should be learning with direct instruction.	1/13/2021 9:33 PM
260	Neighbor district student comes to this district because of school and the quality of education. We have to maintain and increase the quality considerably to make more great.	1/13/2021 9:19 PM
261	One of the largest reasons people move here is for the school system. There is a standard that is expected and it should be met always.	1/13/2021 8:57 PM
262	Dr. Knight was very involved in many aspects of the district, often attending most school events and being very approachable. Dr. Knight was also key to ensuring the nutrition offered to students on campus is high quality and of lesser sugar and processed foods found in other school districts. I feel strongly that the new superintendent continue this nutrition policy and guidelines for all campuses and also that he or she be willing to fight for our small town district needs.	1/13/2021 8:18 PM
263	Families and staff are highly invested in students' education.	1/13/2021 8:07 PM
264	The Superintendent is the most powerful leader in the Oak Park community, because people primarily move here (and pay a 20-30% premium) for the schools.	1/13/2021 8:06 PM
265	I live in thousand oaks	1/13/2021 8:05 PM
266	I live in Thousand Oaks.	1/13/2021 8:05 PM
267	While we appreciate all of our students regardless of where they come from, keeping schools open that are no longer needed is an untenable proposition that needs to come to an end. The school district needs to reflect the community's needs, not the needs of West Hills, Simi Valley, Newbury Park, and every other city out of district students come from. We have one of the highest effective property tax rates in the county as a result of continuing to grow our district while the resident student population dwindles. Oak Park has been completely built out since the early 2000's, there is not a single piece of land where homes can be developed that is not protected. There will never be future residential development in this community, yet we continue to increase our student enrollment, and to what end? The OPUSD was a terrific school district in the 1990's when it actually served its residents and will continue to be after it is right-sized for our community. The school district was a draw to our neighborhood and increased our property values, this made the school bonds a decent trade off. Now that you can live just about anywhere and take advantage of the school district's offerings, the demand in our neighborhoods is suffering and we are the ones stuck with the bill.	1/13/2021 7:38 PM
268	Our student body needs to learn how to become successful and have personal responsibility, not angry SJWs.	1/13/2021 7:20 PM
269	We seek the best quality education in a loving environment. We are an involved group of parents.	1/13/2021 6:49 PM
270	Heavy parent involvement	1/13/2021 6:33 PM
271	Oak Park is a wonderful community. I am a parent of a LGBTQ+ in the community, and everyone around us has been supportive and understanding. We are aware of a very small (but vocal) group of parents against gender education, but we feel extremely fortunate that the vast majority of the people around us are on our side and want progress and positive change for our schools.	1/13/2021 6:23 PM
272	We are reasonable and we are willing to sit down and listen to proposals.	1/13/2021 6:20 PM
273	We live in a diverse community that values education.	1/13/2021 6:14 PM
274	It's extremely diverse. Much more diverse than the current Regime would have you believe.	1/13/2021 6:06 PM
275	parents are cry-babies and will not appreciate him or her; our kids want to excel and give back,	1/13/2021 6:00 PM

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and filling the shoes of an excellent superintendent - so if you can't bring your A game, don't come - we know what excellence acts like; honestly, I don't know why anyone would want this job - the word 'thankless' will take on a whole new meaning for anyone in this role

276	I would say, go by the rules, try to be good (don't try to be the best of the best), don't risk anything, and try to make it feel similar if not the same to what it was before.	1/13/2021 5:40 PM
277	Close-knit community; Vocal and active community	1/13/2021 5:18 PM
278	A lot of stress is put on students to perform well, so most students are very dedicated.	1/13/2021 5:12 PM
279	Close knit families and communities.	1/13/2021 5:01 PM
280	Parent and community support is very strong, but has often been taken for granted by outgoing superintendent. Need to rebuild the connection with the residents of Oak Park	1/13/2021 4:56 PM
281	How important education is to us plus how unique the district is with a large number of families coming in from outside oak park.	1/13/2021 4:40 PM
282	That people seem to not want to talk about "negative" things. The community is extremely protective over OPUSD's reputation. I gather it's because their home values are very closely tied to the schools, and there is little else in Oak Park besides the schools. So, lots is swept under the rug. There is not a lot of transparency and families are not as involved as they are in other districts.	1/13/2021 4:36 PM
283	We are NOT like the other school districts and should have some autonomy.	1/13/2021 4:32 PM
284	We want our kids to be happy, well adjusted and successful. It is a community of high achievers who are raising high achieving students. They need to know that our community is currently spending tens of thousands of dollars on outside tutors and counselors to make up for the shortfalls of our current staff. It is important for them to understand the "whys" behind this. Trust that our students and community members have good ideas and should be listened to. Understand why the opportunities for those students who want to achieve more are being stifled (e.g., constantly told that they'll commit suicide if they take more AP classes, limited AP classes, directed to go to Moorpark, constantly told no). Understand why the staff and administration is so reactive rather than proactive in finding creative ways to help our students flourish. Our community is very diverse yet our staff is not. Teachers who disrespect those of a different culture or who have "unusual" names should be reprimanded. The reputation of OPHS being a great school is not accurate.	1/13/2021 4:25 PM
285	A lot of people moved into the community, or transferred their kids into the school district because of the academic reputation of the school. The parents expect high quality academic instruction.	1/13/2021 4:20 PM
286	This is a multicultural And ethnically diverse population. We need to hear more programs that celebrate this diversity.	1/13/2021 4:16 PM
287	Very involved parents, committed teachers and students, strong emphasis on academics.	1/13/2021 4:13 PM
288	People move here for the schools	1/13/2021 4:07 PM
289	We take education seriously.	1/13/2021 4:02 PM
290	Parents are very involved and active in children's education and we have very high standards	1/13/2021 4:02 PM
291	Connected, want the best for our children	1/13/2021 4:00 PM
292	We are diverse in language, religion, culture, diet and interests but united in helping our children achieve their goals. We are a very peaceful community that loves nature and our unique neighborhood of trails and open spaces. We are also involved and we do stay in contact with the schools.	1/13/2021 3:53 PM
293	There are lots of loud vocal people who rarely speak for the majority. Keep pushing the district forward in areas like DEI, learning methodology, and facility care.	1/13/2021 3:51 PM
294	Highly educated professionals with great expectations if their kids and teachers, involved maternal power, weak interest in sports	1/13/2021 3:50 PM
295	There are a diverse political viewpoints here and not everyone wants woke programs introduced.	1/13/2021 3:50 PM

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296	As an Oak Park resident we are happy to share our school with students who live in other towns. Having said that, the student population has gotten too high and many of these families do not donate any amount to the district. Students that pay for field trips should be prioritized over students who don't in terms of securing a spot on the field trip.	1/13/2021 3:49 PM
297	We want quality over quantity. Stop accepting 100% of out of district students and bring back a stronger sense of community.	1/13/2021 3:43 PM
298	What was once a close-knit community has changed dramatically with the need to triple the amount of DOC students. With students traveling from all over and not residing in the community of Oak Park it has created a bit of a disconnect with both students, families, community members and commuters (decrease in volunteers, decrease in school spirit, decrease in donations etc). I believe DOC is necessary to keep all the schools in OPUSD open, but it did create additional issues that have yet to be resolved.	1/13/2021 3:43 PM
299	We want you to succeed. We want a strong leader, who has our children's welfare as top priority.	1/13/2021 3:42 PM
300	We don't need high tech solar panels. We need classrooms that are not trailers. We need heaters that work. We need safety equipment for covid and strangers entering our facilities.	1/13/2021 3:37 PM
301	Our community is small, very tight knit and our parents are very involved. One of the greatest strengths of our current superintendent was his accessibility. Any parent could reach him directly. This is a practice that should continue and was greatly appreciated in our community.	1/13/2021 3:35 PM
302	Our community is supportive, but expects transparency	1/13/2021 3:32 PM
303	People live here almost exclusively for the school district. They will put in the effort to help their kids learn, but the majority will not pay attention to the details of how the school operates. Please don't take their silence on issues as an indication of support.	1/13/2021 3:25 PM
304	must have a creative outlook, big time thinking for a small town community Our community expects and will demand great things from this district. Not only for the students, but for home values.	1/13/2021 3:20 PM
305	Small community that is somewhat diverse. Parents are very involved in school and school activities.	1/13/2021 3:19 PM
306	The children are suffering and they need to be back at school, in person! State guidelines suggest it and all experts agree!	1/13/2021 3:18 PM
307	Maintain diversity and continue to allow/support District of Choice. To continue having discussions and lessons about equality and zero tolerance for bullying. Continue support in quality education and inclusion. Pe	1/13/2021 3:17 PM
308	Oak Park is unique in that it's a DOC. Our "community" goes beyond our little bubble and has caused some friction between OP residents and those from other areas. Local families are frustrated when DOC families do not contribute (monetarily or otherwise) to the school district. Out of district families need to contribute MORE.	1/13/2021 3:16 PM
309	I think the next superintendent needs to know about how teachers perceive their administrators. I believe that this person should find a way to collect data from the teachers about our site and district administration. The new superintendent to know the role that our parents play in our community. They are very involved, which can be good, but it can also be challenging.	1/13/2021 3:13 PM
310	High Academic standards are very important to families who choose Oak Park; so is global citizenship, love and respect for fellow humans, and a care for our planet.	1/13/2021 3:12 PM
311	We are small, we have big voices and we have freedom. We have never been micro-managed or told what to teach at what time, we have never had plan books looked at or time cards punched. I believe this freedom has encouraged teachers to reach for the moon and give way more than what is expected.	1/13/2021 3:10 PM
312	Our community vs our school community are 2 different things. OPUSD is a district of Choice and therefor it is a transient community in the schools. Additionally, there is a massive focus on test scores (which the administration often ignores are denies, but its so clear t the parents and families). As a result of the focus on scores, families come to Oak Park to give their kids	1/13/2021 3:10 PM

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access to the best education available....which does nothing to add to the "community" feel that OPUSD is trying to promote. Its like pushing a cart but 2 of the wheels are squares.....

313	Diverse, driven and ready to participate	1/13/2021 3:06 PM
314	We support each other and take our kids education seriously.. Most of us live here solely so our kids can go to school here.	1/13/2021 3:05 PM
315	Great community, committed parents.	1/13/2021 3:04 PM
316	The oak park commits wonderful but there are many out of area students as well with different needs & challenges	1/13/2021 3:02 PM
317	Our community will help out at any time of need. They may seem overbearing, but overall they want the best for the community.	1/13/2021 3:02 PM
318	How anxiety-provoking and potentially emotionally crippling to teenagers the laser-like focus of the district (from top to bottom) on preparing every student for matriculation directly into a four-year university can be. I have taught at the high school for 30 years and had four children who attended Oak Hills, Medea Creek and OPHS. I have often referred to our district in lucid moments as a "meat grinder."	1/13/2021 3:02 PM
319	Our resident opusd community is highly educated and fiercely loyal to the community. To encourage home turnover, the school district must be highly desirable. Work on the middle school is imperative to continue populate the high school	1/13/2021 3:01 PM
320	Very close knit community including out of district families. The kids all have a very high sense of self. It's a unique community.	1/13/2021 2:59 PM
321	We are a diverse group, many who move into the area specifically for the schools. We expect a rigorous and inclusive learning environment for all, that allows each student- regardless of socio-economic status, ethnic background, or religion- to reach their full potential.	1/13/2021 2:59 PM
322	Putting kids education first	1/13/2021 2:56 PM
323	The district should reflect the community. The current culture at the top is very progressive which is not not reflective of the community. This bore out in a highly negative, alarmist reaction to the current health crisis where every district around oak park as opened in some form except oak park.	1/13/2021 2:52 PM
324	High standards Unattainable goals Malaise with regard to educational issues unless they are directly impacted	1/13/2021 2:51 PM
325	Family oriented, tight knit, educated community, somewhat diverse.	1/13/2021 2:49 PM
326	The learning style	1/13/2021 2:45 PM

Q5 Please add any other qualities and characteristics which you think are important for our next superintendent to possess.

Answered: 322 Skipped: 547

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#	RESPONSES	DATE
1	I have heard that Dr. Knight had some knowledge and appreciation of the Waldorf teaching ideology/methodology - which didn't surprise me because he was always so thoughtful about education. I think our new superintendent should have that deep an interest in the idea of (and ideas of) education. Looking at next couple of pages of questions - please beware the focus on "gains". Scores rising every year are not what's most important - that feels to "score centric".	2/2/2021 7:49 PM
2	highly educated and experienced, calm demeanor, responsive to parent concerns, optimistic.	2/2/2021 4:24 PM
3	Be clever and use common sense	2/2/2021 4:16 PM
4	The superintendent should be nice and kind. They should actually want to be around the students.	2/2/2021 3:00 PM
5	Communication skills, ability to multitasking and bringing people together	2/2/2021 2:35 PM
6	Strong and long years of experience in public schools problems. i.e bullying, drugs and mental health.	2/2/2021 1:10 PM
7	To stay open minded to all feelings regarding new material being brought into the community whether it's anti bullying campaign , transgender , to know you will have some parents ok and the ones that are not to be mind full of why - so staying open to all who have beliefs and comfort levels - to continue to do the parent child activities - and maybe one can be leaned forwards sports and the other a dance - it was so endearing doing child parent activities through the school . We hope it will continue	2/2/2021 1:10 PM
8	Openness and approachable for students, staff, and families.	2/2/2021 1:05 PM
9	Versatile, engaged, open to opinions, exercise diligence in managing principals [REDACTED] [REDACTED] [REDACTED] Staff experience and credentials should matter both for superintendent and the staff he or she fosters, hires and promotes. [REDACTED] [REDACTED]	2/2/2021 12:55 PM
10	Strong and progressive.	2/2/2021 12:40 PM
11	N/A	2/2/2021 12:39 PM
12	I think some qualities that the superintendent should possess includes: Open Minded - As I have gone through the different schools in OPUSD, and especially in middle school, I have noticed that there are a lot of LGBTQ+ kids, which is fantastic. I would think that because of the level of queer kids we have in our district, our superintendent should be open minded and supportive of that. Caring - This, I feel goes without saying, but kindness and support is everything, and to have a superintendent that possesses those qualities would be marvelous. Understanding/Empathetic - Especially during this time, people are going through a lot, so it would be good to have a superintendent to can either relate to that or understand what people are going through. Also, it would be great if the superintendent was serious about her/his/their job. Thanks!	2/2/2021 12:28 PM
13	Prioritizing the students and their needs and aptly supplying teachers with the resources to meet those needs.	2/2/2021 12:26 PM
14	Someone who gives parents a choice.	2/2/2021 12:24 PM
15	Kindness when needed Firmness when needed Master plan for OPUSD to stay the course Success oriented in making global citizens who go out into the world and succeed	2/2/2021 12:11 PM
16	Experience with intimate school and parent involvement. Experience, experience, experience...	2/2/2021 11:38 AM
17	They must be personal and smart. Parents will see right through a faker. Forward thinker.	2/2/2021 10:41 AM
18	A background in education. Minimum 10 years classroom experience.	2/2/2021 9:54 AM
19	Innovative, provides a focus on kindness to all	2/2/2021 9:16 AM
20	Experienced with high achieving district, progressive thinker, creative thinker, builder of strong department leaders, respectful of student ideas and needs.	2/2/2021 9:05 AM

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21	Fairness on the political spectrum. Do not let teachers present biased teachings in social studies, history, etc. Political bias should not be allowed in schools, but it always is shown.	2/2/2021 8:46 AM
22	none	2/2/2021 8:34 AM
23	Integrity, honesty, flexibility, grace, sense of humor	2/2/2021 8:26 AM
24	I would like a superintendent who emphasizes students. The consensus among many of my class mates is that we have really great teachers, but there is a disconnect as you go higher up through administration.	2/2/2021 8:06 AM
25	Kind, creative, hard-working, and motivated.	2/2/2021 7:37 AM
26	modern, progressive, not traditional, able to adapt to an increasingly digital world (our kid's job market will be digital)	2/2/2021 1:18 AM
27	Care for the needs of the students over and above academic success	2/1/2021 11:28 PM
28	Good mentor for students and a broad vision towards education/ leadership	2/1/2021 11:00 PM
29	The next superintendent should be kind and maybe should relating to students.	2/1/2021 10:59 PM
30	Compassion, honesty, integrity, ability to do what's right even when it's hard	2/1/2021 10:49 PM
31	Focus on quality academics	2/1/2021 9:47 PM
32	I think that the next superintendent would be better suited to actually listen to the parents and the community instead of turning a blind eye and pushing through their own personal agenda.	2/1/2021 9:34 PM
33	Experience with and commitment to increasing diversity among the teachers, staff, and administrators (racially/ethnically as well as in other ways); ability to make others feel heard while providing confident leadership; commitment to continue caring for students' and teachers' whole person and caring for the earth, being responsible with resources	2/1/2021 9:22 PM
34	The next superintendent should be compassionate, but apolitical and not so obsessed with being progressive to the point of alienating and causing families to want to leave the district. Doing so will be detrimental to enrollment and perhaps cause one or more schools to close. Listen to all parents and don't be so steadfast in your ways. Work with those with a different perspective and avoid taking such a heavy handed approach. Start trusting the families in your community, to instill the proper values in their children. Remember that the role of a school is to instruct academics, not replace the parents to mold into your own singular, personal vision.	2/1/2021 9:14 PM
35	Listen to the parents and prioritize the needs of the children.	2/1/2021 9:06 PM
36	Someone who's interested in Equity and Inclusion, LGBTQ issues, and continues the environmental practices/sustainability that Oak Park is known for. Oak park USD is always on the cutting edge doing new in exciting things and I hope that won't change. Even the recent email about how they're going to handle Covid sets us apart from others. I also think they could get more donations, because they rarely ask us for money, but I would be willing to donate more if I were asked more often.	2/1/2021 9:02 PM
37	Principled, integrity,	2/1/2021 8:59 PM
38	Inclusive, expert, able to get others on board, understand the current climate	2/1/2021 8:44 PM
39	Firm hand, considering the needs of every group in the community, most importantly focus on education. Our kids can learn more, their brains have more capacity than we know. So incorporating more learning in the syllabus	2/1/2021 8:43 PM
40	be accessible to students and parents for questions and suggestions help schools implement have more engaging experiences such as field trips, hands-on learning	2/1/2021 8:42 PM
41	Strong leadership skills, excellent communication and willingness to listen as well as be heard.	2/1/2021 8:15 PM
42	I would like the new superintendent to not use his/her/them personal opinions about a vegan diet to influence the school, ie. no In & Out Trucks. [REDACTED] compassion for birds took away the fireworks for the homecoming. It's a wonderful tradition and draws the community together. Fireworks should continue. Work with Board and make sure they are representing the rest of us that are unable to attend board meetings. [REDACTED] [REDACTED] The superintendent should be aware of the communities needs and it should go beyond the board representation. There should be	2/1/2021 8:08 PM

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more parent and community surveys about what is wanted in our district. We will be leaving the district with our last child, but we are still invested in the success of the district as they are reflective of home values.

43	Decisive, persistent, empathetic, understanding, reasonable, organized, emotionally intelligent, committed	2/1/2021 8:05 PM
44	See Dr. Tony Knight. He knows how to care about students and staff equally. This is incredible and makes our hard work feel appreciated and valued. Makes me want to work even better.	2/1/2021 8:03 PM
45	Kindness, leadership, strong willpower, calmness, and most of all adaptation to where they go and kindness to all they meet.	2/1/2021 7:51 PM
46	I think my above answer speaks volumes. This district needs to get our kids back in school or many more families will jump ship.	2/1/2021 7:50 PM
47	Integrity, fiscal acumen, management and operational leadership, private sector experience a bonus, secondary experience at a competitive high school, excellent relational and communication skills, and has a vision and proven track record of execution.	2/1/2021 7:49 PM
48	None	2/1/2021 7:37 PM
49	financial knowledge, transparent, not afraid of rolling his/hers sleeves to get dirt, accessible, forward thinking, not push his/hers personal beliefs	2/1/2021 7:20 PM
50	Humility - the next superintendent must not be driven by ego; s/he should not be afraid to seek and/or accept help and must put the right people in place to support her/his mission. S/he needs to put ego aside and accept that the job is so big s/he can't do it alone and cannot be a "dictator". Leadership skills - to make tough calls which are in the best interest of the children even if some will disagree and/or be unhappy with the outcome.	2/1/2021 7:12 PM
51	Someone who is a good manager and a good listener and also someone who is not afraid to make a commitment.	2/1/2021 7:05 PM
52	1. Parent of an OPUSD child 2. Experience as an OPUSD teacher or an administrator 3. Innovative yet socially conservative 4. Strong yet able to work in a matrix environment that includes parents, students and the Board 5. Proven track record with fundraising	2/1/2021 7:03 PM
53	good	2/1/2021 7:01 PM
54	Determination, leadership, compassion	2/1/2021 6:55 PM
55	It would be nice to have a superintendent who does not put into place his/her own beliefs about life into the school district. Also, to have a superintendent who listens to all points of view even if he/she does not agree and entertain views that may be in conflict with his/her. Finally, treat those with respect even if they differ from superintendent views.	2/1/2021 6:53 PM
56	Someone who prioritizes students and staff over politics.	2/1/2021 6:53 PM
57	The next superintendent must be a visionary who can take the school district to the next chapter - maintaining its excellence while thriving under mounting political and financial challenges	2/1/2021 6:51 PM
58	It would be great to have a person of color in this position.	2/1/2021 6:48 PM
59	1) Upto date with latest trends and research in education and also implement them 2) Influential / Political Accumen - ability to make changes in the curriculum at the state level and secure higher funding per student 3) Pragmatic 4) Ability to leverage technology and implement efficient processes and keep up with the times 5) Implement feedback mechanism on teacher/ staff performance and ensure the teacher and staff standards are high	2/1/2021 6:40 PM
60	An open mind, high emphasis on education and above all a sense of community.	2/1/2021 6:36 PM
61	They should listen to students and take into account all possible outcomes of a decision.	2/1/2021 6:35 PM
62	strong leadership with ability to effectively communicate with parents who are very involved in their kids' education	2/1/2021 6:33 PM
63	He/she holds the district accountable for their actions. They are a good manager and are able to create a culture of positivity.	2/1/2021 6:31 PM

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64	Kindness, intelligence, fairness, caring, organized, etc.	2/1/2021 6:25 PM
65	- dont be scared to make a change! we need it	2/1/2021 6:24 PM
66	I think Tony Knight has been great, but no one is perfect and there are opportunities to improve. I think the district needs more balance, as I mentioned above. What does citizenship mean and what responsibilities do we all have for our community would be a great starting point.	2/1/2021 6:22 PM
67	Do they believe in history or revisionist history?	2/1/2021 6:22 PM
68	I personally like how eco friendly OP is and it filters down from Dr. Knight to the elective classes. Graduating with that awareness and the knowledge that one person can make a difference by speaking up is a powerful thing.	2/1/2021 6:21 PM
69	Patience, the ability to stand up for students AND teachers when needed.	2/1/2021 6:20 PM
70	The superintendent has a lot to unravel. People move here for their kids - to give their kids a good foundation and a well rounded education in a safe environment. Please note and honor that this is the ultimate goal.	2/1/2021 6:12 PM
71	They should be able to transition quickly and smoothly and prepare for whatever comes next. Excellent communication skills, leadership and cordial	2/1/2021 6:09 PM
72	Diversity representation	2/1/2021 6:07 PM
73	female, because a lot of older males don't understand it even begin to recognize the misogynistic behavior that happens around the schools and the community.	2/1/2021 6:05 PM
74	I think that acceptance for people is important.	2/1/2021 6:05 PM
75	I thin it's important to leave personal agendas at home. Be an inspiring leader who continues to challenge and evolve our teachers/staff.	2/1/2021 6:05 PM
76	Knowledge of the latest pedagogy.	2/1/2021 6:02 PM
77	Our superintendent should be uplifting, kind, positive, have a sense of humor, and be trusting of others. They should be charismatic as well.	2/1/2021 6:01 PM
78	He or she needs to fight bureaucracy , don't be part of it.	2/1/2021 6:01 PM
79	Open minded, grounded in best practices, good communication skills	2/1/2021 5:47 PM
80	He or She should embrace the diverse student population and continue to increase OPUSD's academic standing. They should be aware of the latest trends in education and be great at recruiting top level staff.	2/1/2021 4:03 PM
81	A person who is very well versed and committed to social justice and equity. It would be fabulous to have a person of color or female in the District Office. Also, obviously, the person should have a background in multiple educational settings. The person should most definitely have a classroom background and have taught many years in a classroom.	2/1/2021 12:40 PM
82	Some qualities that I think are important to possess would be: financially savvy, true leadership, and know that students/staff/families are all equally important.	2/1/2021 12:34 PM
83	A superintendent should be patient and give time to do things for students, for example, read books to younger elementary students.	2/1/2021 10:28 AM
84	360 degree perspective Cultural awareness Sensitivity to student needs and abilities Exceptional problem solver Sense of humor Personable and approachable	2/1/2021 9:50 AM
85	An Understanding of student's feelings	2/1/2021 9:38 AM
86	Staying on top of cutting edge ideas in regards to education. Things like the Friday schedule the kids have while virtual is giving them time to get work done. I'd love if something like that remains after the pandemic. It's a different way of thinking, pushing the status quo envelope	2/1/2021 8:24 AM
87	Have a holistic mindset that promotes natural well being, which is Oak Park vision.	2/1/2021 12:33 AM
88	Next superintendent should not bring his/her beliefs to his/her work place.	1/31/2021 6:18 PM
89	Must be open minded, take a firm interest in students backgrounds, cultures and outreach to	1/31/2021 5:21 PM

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	hire the most diverse staff	
90	I would like a search to include Non-white males. Currently our student body is 30% with a mix of southeast asian (indian) and asian, please search for a superintendent who can help represent these needs.	1/31/2021 5:16 PM
91	Receptivity to parents, teachers and students; a focus on the whole child yet maintain a clear focus on education (not tangential projects); flexibility and compassion	1/31/2021 10:41 AM
92	I think the next superintendent needs to be a better communicator and engage ALL types of people in the strategic planning groups including a diverse group of in district and out of district parents, community members, faculty/staff from all three levels as well as the independent school and importantly students, especially in the high school and middle school level.	1/30/2021 10:57 AM
93	Should be a good leader. Who can focus to provide programs and curriculum in schools for students all round development.	1/29/2021 7:02 PM
94	For me the main thing is that our superintendent relies on teacher feedback over parent or other member's feedback as teachers are the ones who have experience in the field of education.	1/29/2021 8:26 AM
95	Innovation, Creativity, Compassion, and Resourcefulness.	1/28/2021 7:46 PM
96	Some will be to be accountable, intelligent, hardworking, experienced, fair to everyone, shooting for goals, and believe that nothing is impossible and should focus on student's education.	1/28/2021 6:43 PM
97	-Doctoral degree in education or psychology -Community relations background -Conservative education values -Fiscally sound while knowing how to incorporate new Innovations to the school district. -Public speaking skills for fundraising events -Desire to be part of the Oak Park community for a long time. -A special Passion & love for education -Have an appreciation & desire for new diversity standards	1/28/2021 6:05 PM
98	Actual experience in a high school as a teacher and administrator is a must!!! Being willing to really listen to those in the "trenches" with course/curriculum experience and expertise. An intention to move back to involving teachers as true stakeholders in decisions that will directly impact them in their classrooms instead of decisions from the district office by administrators that have never taught in a high school classroom and don't really know all that much about what happens day to day, except in the few classes they choose to visit.	1/28/2021 7:25 AM
99	Remove the political partisan political agendas and activism from the curriculum	1/27/2021 3:37 PM
100	Strong elementary education background with an understanding of child development, including early childhood. Someone who understands the importance of early childhood education and the crucial roll it plays in building a solid educational foundation.	1/27/2021 2:47 PM
101	Supporting the teachers and staff, approachability	1/27/2021 1:59 PM
102	I think this person needs to be someone who is experienced with the pressures of this position, able to handle and balance the many personalities and needs inherent in leading a District like this. This individual should be capable, collaborative, personable, have a lot of inner strength and confidence, and be a kind and inspiring leader. Our District is already doing well. This new leader will need to just continue leading in the same direction. Our teachers are excellent and devoted; it's important that our next Superintendent continue to honor our teachers and all that they give and do each day.	1/27/2021 1:32 PM
103	Scholar, Global citizen, Environmentalist, Progressive (without being excessively polarizing), Calculated risk-taker, Invested, Shows Humility and Modesty, Not a Glory-Seeker. Someone that can hold their own with highly intelligent and wealthy community members but, also strive for equity and opportunity for all students as Global Citizens of this amazing planet.	1/27/2021 12:00 PM
104	Stern but kind, understanding, someone who will support teachers and staff and listen and take into consideration what is being told.	1/27/2021 10:09 AM
105	A person who has not forgotten what it's like to be a teacher and can draw on that experience to balance the needs of students, staff, and the community. Effective communicator Someone who can foster and set the tone for us to be a district with a culture of growth, mutual respect, and teamwork - where it's a safe place to learn, grow, and express needs.	1/27/2021 7:40 AM
106	Strong business and financial acumen	1/26/2021 8:30 PM

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107	I feel we need a superintendent that will be involved in all the schools and not just leading and attending meetings and attending important events. We need a superintendent that is forward-thinking and always keeping our district current with the times. I think our school district has been fortunate to have our current superintendent. He has always been involved with the students: attended all important events and activities, led field trips, taught classes and supervised the Student Rocket Club and so much more. He has always given his heart and soul to our school district. I also feel that the new superintendent needs to have experience with supervising preschools and specifically some knowledge about our philosophy. We are a Reggio Emilia Inspired Preschool.	1/26/2021 5:45 PM
108	-Strong and fair leadership -Teachers need to be heard and included in educational decision making - Parents need to be heard and included in policy decision making	1/26/2021 5:37 PM
109	I always appreciated Tony Knight's kindness. He always seemed to care and have a sense of humility and compassion. I think it is important for our next superintendent to have some warmth to their personality. I think that would be a difficult transition to have someone with a rough or boisterous exterior following Tony Knight. In addition, I really want someone who puts the students first before anything else, remembering to care for the educators who teach and care for the students each and every school day.	1/26/2021 3:24 PM
110	Team player Good listener Good communication skills Puts students first. Ability to inspire staff Growth Mindset	1/26/2021 2:55 PM
111	focus on education not political education	1/26/2021 1:06 PM
112	Approachable, open to change and ideas, open to understanding the needs of the district	1/26/2021 12:07 PM
113	Please have an open mind to progressive programs like Reggio Emilia style of learning...programs that succeed because they recognize the strengths and gifts of each child and cater to their success and growth.	1/26/2021 11:35 AM
114	Outside of the box thinker, desire and ability to communicate to all stakeholders, empathy and passion for their position as a seasoned educator and open to leadership feedback.	1/26/2021 11:31 AM
115	Someone who understands early childhood education and will support the preschool along with the rest of the district.	1/26/2021 10:33 AM
116	To take care of the "total" student and employees well being on all levels to continue to achieve more above the bar.	1/26/2021 10:24 AM
117	Honest, transparent, puts the students first. Solution oriented. Values in person learning. Will commit to opening our schools day 1 for in person instruction.	1/26/2021 9:57 AM
118	This person should be approachable and well organized just as Dr. Knight has always been. When making decisions, all stakeholders should be considered, and input should be gathered from all relevant sources. Although this seems like common sense, it has been a problem which has created a negative climate around certain district and site issues.	1/26/2021 9:54 AM
119	It would be nice for parents and staff to actually feel heard. Not listened to and then completely ignored. Both sides of an argument deserve a resolution or compromise.	1/26/2021 9:44 AM
120	poise, problem-solving, conflict resolution, optimism	1/26/2021 9:37 AM
121	Outstanding communication/interpersonal skills and proven track record to be able to effectively work with the school board, administration, teachers, counselors, staff, parents, and students.	1/26/2021 9:00 AM
122	patience, ability to listen, ability to make sound decisions	1/26/2021 8:52 AM
123	Our next superintendent should be someone who has experience in the classroom, is an excellent communicator and wants what is best for the students. They should want our students to be academically successful, but also empathetic, kind and independent humans.	1/26/2021 8:51 AM
124	I would like to see that the common core math be taken away and go back to the math that we all learned. It is hard for us to help our children with the common core math as many adults are not familiar with it. Re-evaluate some of the curriculum that is being taught. While being green is important, I do not believe that it needs to be at the extent that it was before.	1/26/2021 8:40 AM
125	Innovative, respected, assertive but collaborative, visible and approachable by students and	1/26/2021 8:30 AM

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staff, empathetic, diverse, has worked at all grade levels, focused on the mental and emotional health of staff and students, big picture thinker but also detail oriented

126	human kindness, humble, approachable and open minded, willing to embrace new ways and technologies.	1/26/2021 8:28 AM
127	Team player, collaborate with staff.	1/26/2021 8:22 AM
128	It is very important to me that the next superintendent understands the type of community this is. I want the next superintendent to be progressive, someone who has taught in the past 10 years, and is protective of the teachers. I also would like the superintendent to prioritize our athletic programs and not using teachers as coaches for our sports programs. Many student-athletes leave our district to go to other neighboring schools because our sports are not as strong as other high schools in the area.	1/25/2021 11:00 PM
129	compassion, experience in the classroom and district administration, evidence-based mindset	1/25/2021 10:10 PM
130	I think our superintendent needs to be honest and transparent. Teachers want a superintendent that is going to communicate effectively and early, so that we feel like we are apart of the decisions and the changes. We need to know information before it goes out to the community and to the parents. Teachers need a superintendent who supports teachers – who remembers what it's like to be at the ground level working with kids. We need a superintendent that's visible. He/she should come to school sites and go inside classrooms (hopefully) and see the actual teaching that's going on. When possible, he/she should know teachers by name.	1/25/2021 8:56 PM
131	I think it's important for our superintendent to trust the teachers and value their opinions. While we follow district guidelines and curriculum, we do have many freedoms with how we teach. We need a superintendent who will respect that and not try to make us be cookie cutter educators adhering to a script and all teaching the exact same thing at the same time. We want a superintendent who values transparency as well.	1/25/2021 7:57 PM
132	They need to be calming, supportive, firm in their decisions, also able to take a good hard look at the district and make changes they feel are necessary.	1/25/2021 7:07 PM
133	I have always appreciated and thought it very important to have the superintendent be hands on and part of the district DK-12. Making appearances on campus and in classrooms, reading in the library, knowing teachers by name, interested in what teachers and parents have to say, present at sporting events. Although the head of the school district, still part of the school district and community.	1/25/2021 6:27 PM
134	Honest, articulate, open to other opinions, even when they differ from own. Leadership experience and a background in schools (maybe even taught at one point) Put personal agenda aside and do what is best for the district, not just what is the "trend" of the year. Flexible and a good listener.	1/25/2021 6:05 PM
135	Approachable, experienced in dealing with very strong personalities, a willingness to listen to staff and be open to multiple ways to approach teaching curriculum. Rigid will not work in this district.	1/25/2021 5:39 PM
136	1. consensus builder 2. willingness to reach out to or develop relationships with district employees, especially those who have been in the district for over 5 years	1/25/2021 5:38 PM
137	Empathy Clear communicator Be engaged with staff and students on all campuses Measured expectations Teaching experience	1/25/2021 5:27 PM
138	Empathy, leadership by example, vocal against bullying and hate.	1/25/2021 5:08 PM
139	Even temperament. Motivator Respects educators. Experienced as a school leader/administrator Relatable Has experience as a teacher/ understands the demand on teachers in todays world. Does not lean too far to the left or to the right in their beliefs. Is able to walk the line and balance issues in a thoughtful and just manner.	1/25/2021 4:54 PM
140	*Be open to new ideas *Listen *Flexible *Honest	1/25/2021 4:53 PM
141	Approachable by all, willing to not only listen to what teachers have to say, and never forget that we are doing our best for the future that lies ahead.	1/25/2021 4:47 PM
142	To be able to reach out to teachers to hear our concerns and even if he/she can't agree with us to be able to understand our concerns.	1/25/2021 4:41 PM

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143	Honest, forthright, strong, compassionate, a listener and a thinker, someone who stays up on the best and most current research on learning. Problem solver. Understands finances. Experienced. (A younger Dr. Knight).	1/25/2021 3:07 PM
144	I would like to see the superintendent be decisive and innovative, hands-on, and one who visits classrooms at each site, speaking to educators and to students. I would like to have a superintendent who listens to educators in the classroom and is willing to change course when necessary.	1/25/2021 2:45 PM
145	Effective communicator Visionary Problem-solver Empathetic	1/25/2021 1:49 PM
146	Please give teachers as much support as you can.	1/25/2021 1:46 PM
147	Be a leader, but not a demolisher of previous ideals. Take time to get to know what's been successful, and take a long and careful look at opportunities and allow all to adapt to the new change of faces and get to know everyone (of course as best as possible) before deciding something doesn't work. I've had countless leaders in my lifetime in many facets of life who come in "hot" and choose to change everything before understanding the "how's and why's" certain things are the way they are. Taking a measured approach makes inevitable changes easier to accept or swallow for many.	1/25/2021 11:45 AM
148	Open minded Not one dimensional Care for the whole child Realize that not every student fits in the Oak Park box	1/25/2021 11:42 AM
149	Strong, decisive and take an interest in staff, including classified, at the sites.	1/25/2021 11:25 AM
150	The superintendent needs to place a high value on academic excellence. He should be committed to building a team of first rate Principals and a faculty dedicated to a refreshed curriculum with content that reflects the current state of knowledge--a curriculum intellectually relevant to students living in the 21st Century.	1/25/2021 11:24 AM
151	The new superintendent should be inclusive of all. The superintendent should also be supportive of teachers.	1/25/2021 11:06 AM
152	The ideal superintendent will have been in the classroom themselves for a minimum of ten years so that they truly understand the demands placed on teachers. They will have had extensive experience working with a demographic similar to that in Oak Park. They will understand the importance of establishing clear and transparent policies, procedures and protocols that serve all stakeholders.	1/25/2021 10:48 AM
153	I think that it's important that our next superintendent is progressive and forward-thinking.	1/25/2021 9:27 AM
154	We do not have enough people of color in leadership. Studies show that children of color do better in school when their teachers and administrators look like them and can truly understand what it means to be in their shoes. Our current leadership does not match our population. Also, we are beginning to fall behind in innovation. We allow our teacher's union to set policy that may be good for them but keeps us at the status quo. I believe our district continues to thrive because of our reputation but I do not see that we are still leading the way in education the way we used to. Our moral imperatives are wonderful in theory, but I have yet to see them put into practice. Our students are no longer choosing to go to 4-year universities the way they used to and yet our kids are still totally stressed out. We still teach with the "sage on the stage" model that is no longer necessary or relevant in today's educational environment when students have the ability and access to a more constructivist approach that leads to better understanding and life-long learning and this lecture and repeat model definitely does not put the students' learning at the center. We lack relationships with community partners for internship opportunities, we lack relationship with community partners to help fund education. We still do not differentiate appropriately and our students with learning differences do not get the support they truly need and they end up leaving because of this. We do not use authentic assessment enough and are still stuck on traditional methods that have proven to be less effective when assessing learning (not just grade grubbing). We have the ability to accomplish all of this with the right leadership.	1/25/2021 9:25 AM
155	Excellent leadership skills, the ability to keep consistent messaging, keep the oak park reputation going, listening skills, open minded, keeping the students and families in mind while providing amazing academic experience.	1/25/2021 8:37 AM
156	I only have been to Brookside Elementary School. That school was amazing. The school was very helpful. If something was hard the staff would help. I think all of the schools are amazing	1/25/2021 7:41 AM

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for what I have experienced and heard.

157	I hope our Superintendent has a background of academic excellence first. Hope to attract and retain gifted Principals and faculty, with a love for their subjects. Commitment to renew, refresh and extend the curriculum to keep it up.to 21st century standards and to keep students engaged.	1/25/2021 6:46 AM
158	We need a superintendent that is kind and compassionate. A good sense of humor is always a plus. One that values classified staff as an important part of the success of a school/district.	1/25/2021 4:42 AM
159	Another quality should be resilience.	1/24/2021 11:23 PM
160	Our previous superintendent was really good by involving and giving utmost importance to each and every happenings in the district. I hope our new superintendent would also do the same by thinking and acting upon how to improve and lead our district to the top in all the ways.	1/24/2021 11:22 PM
161	Empathetic, Compassionate, Articulate, big picture thinker, progressive values based on non-discrimination	1/24/2021 9:18 PM
162	Transparency and good communication, besides just Admin & Principals. I have felt involved and appreciated the past few years as a Classified IA.	1/24/2021 8:04 PM
163	Someone with diversity of thought who can consider the needs of all students, not just those who for the green policies or the rocket club. Someone who can change the direction of our district.	1/24/2021 6:15 PM
164	To be firm and resistant against unreasonable demands from lots of parents/guardians. Always consider science and facts before anything else.	1/24/2021 5:51 PM
165	Openness, transparency, willingness to listen to all stakeholders. They also SHOULD NOT push their personal beliefs on the school district. I don't think it was appropriate for the superintendent to speak about being a vegan in my sons honors English class. Taking instructional time away from the students is not ok.	1/24/2021 2:30 PM
166	Personally, I'd like someone who has impressive educational credentials and success. Ideally, Ivy League level education and some background of success in raising a district's test scores and college admissions	1/24/2021 12:45 PM
167	fdaf	1/23/2021 8:28 PM
168	To be able to separate politics from education.	1/23/2021 5:03 PM
169	I think it would also be important for this next person to be trained in providing gifted curriculum to students across k-12. We are addressing the needs of these students very differently than LVUSD, and this matter is critically important to many in our community with gifted children.	1/23/2021 4:49 PM
170	Someone who is has a firm hand (especially with parents) but also has compassion for the students and faculty.	1/23/2021 2:26 PM
171	Demonstrated strong environmental steward, solid educational background (Ph.D. preferred), excellent communication skills, someone with a vision for our district.	1/23/2021 1:12 PM
172	Visionary, Equity minded.	1/23/2021 1:10 PM
173	Be open minded but have no tolerance for disrespect. Be approachable and let the student population know that you care about them, visit the schools, the classrooms, talk to the kids and the parents.	1/23/2021 1:04 PM
174	Bravery and confidence to stand up to the small number of those that have no interest in wanting to go back to school. Open to following other districts ideas and protocols on how they are opening their campuses. We need someone who LISTENS to the parents, someone who is positive and transparent and does not give us the run around with inundated emails.	1/23/2021 12:01 PM
175	Deep experience as an educator - able communicator - visible, accessible, active - focused on students and learning	1/23/2021 11:08 AM
176	Successful leadership experience evidenced by recommendations from peers, coworkers, support staff, and teachers. It's easy to please Administrators but a great leader does not sacrifice their team in meeting stated objectives. They empower everyone to do well and like coming to work every day. That joy at work flows down to students and parents.	1/23/2021 10:03 AM

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177	Extremely well versed in conflict mediation. Understanding what is good for the whole of the public school system in Oak Park.	1/22/2021 5:23 PM
178	Has strong, clear principles to be consistent with, yet will be an honest, available listener.	1/22/2021 3:57 PM
179	1. A protector of those who are easily dismissed or denigrated – especially our non-white, lower SES, disabled, and non-conforming students. 2. The heart of a teacher – the reason Tony was so successful as a superintendent is that he was himself a learner and a teacher, not just someone who makes rules and keeps apart from what we are actually doing in the classroom.	1/22/2021 3:24 PM
180	Culturally competent. This is very different than being culturally sensitive. Someone who has actual real life, professional, and educational experience in working with a diverse district.	1/22/2021 1:47 PM
181	Advocate for teachers and families. Sees the importance of getting input from staff and families. Sees student who face inequities (Sped/ education, racial or otherwise) as a priority. Understands that new curriculum and more spending is not always the answer.	1/22/2021 1:06 PM
182	Strong leadership skills, good listener, and have patience.	1/22/2021 10:28 AM
183	That our current superintendent is very involved with the students and programs; and felt like a warm and involved person who cared; not so business-like which puts people off	1/22/2021 8:38 AM
184	Continued focus on school safety. New superintendent needs to create a more supportive academic environment to reduce needless stress. Need to monitor certain teachers and hold them to a higher standard.	1/21/2021 9:30 PM
185	Environmentally concerned (keep in place Dr. Knight's green district), loves technology and sees the benefits of it in the classroom when applied appropriately, DIVERSITY (person of color, LGBTQ+, female), and willing to work and learn with district employees and help them out, and get involved in activities at all schools voluntarily.	1/21/2021 8:57 PM
186	Strong leadership, responsive, good communication and a clear vision of where the district is going.	1/21/2021 4:59 PM
187	We need an apolitical superintendent, period. No comments, emails sent out that show bias, etc. The biggest concern as an educator, I have, is that we only teach one-sided education through the lens of one political party in our district. I have seen it first hand by listening in on and seeing the assignments of one of my child's teachers that are clearly slanted to get an outcome or response from a young impressionable student. My wife and I often have to explain it over again and reteach based on facts not emotions or political views. It is manipulative and doesn't teach our students to think for themselves.	1/21/2021 12:50 PM
188	Confident and strong, not easily swayed or influenced by families that want to dictate exactly what their child's education looks like.	1/21/2021 12:13 PM
189	Sustainability, Science, Collaboration, Problem-Solving, Strong Voice, Transparency in Agendas I would like to be considered as part of the interview team. Winnie Sloan - OPHS	1/21/2021 12:06 PM
190	Ethics and honesty, respect of students, guardians and employees, and high commitment to serving others above self.	1/21/2021 10:11 AM
191	Eliminate District of Choice [REDACTED]	1/20/2021 4:36 PM
192	Must consider the residents and values of the Oak Park neighborhood. Eliminate DOC	1/20/2021 3:56 PM
193	Put less focus on the academically elite few and invest on the school community as a whole. Understand that not all students learn and achieve at the same pace. Also, address the mountain of homework assigned.	1/19/2021 7:11 PM
194	Need to be engaged with the parent, students, staff & community. Communication and input from students, staff, parents & community.	1/19/2021 6:03 PM
195	Approachable, kind yet able to stand their ground, experienced, well spoken, good communicator.	1/19/2021 10:28 AM
196	Please make math and sciences stronger at the schools. There is a large group of kids who could take the FOS courses in 8th grade, freeing them up for an extra year of science which would help with college apps. In addition, the math tracts kids get stuck in are very limiting and disappointing.	1/18/2021 9:21 PM

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197	willingness to be an independent thinker; resist pressure; progressive values	1/18/2021 2:42 PM
198	Have a sense of humor! Be firm but fair. Take the time to get to know OPUSD before you go all crazy on us with your own ideas, lol.	1/18/2021 12:04 PM
199	Experience working with districts like our AND other districts with other demographics, SES, etc.	1/18/2021 11:36 AM
200	The new superintendent needs to have the best academic background so that s/he will know what to focus on	1/18/2021 9:24 AM
201	Ability to attract high quality talent to the district	1/18/2021 9:08 AM
202	The next superintendents goal should be to a leader. The last superintendent was too lax and did not listen to parents concerns or have the students best interest as a priority.	1/18/2021 8:21 AM
203	Organized, transparent, balanced, know that his/her job is to serve the students and parents, have more direct communications channels with parents, educators and students.	1/17/2021 6:30 PM
204	Budgeting, capable of making cuts especially staff that is unnecessary, communication skills, open door policy.	1/17/2021 4:56 PM
205	Able to listen and come up with solutions that will satisfy all.	1/17/2021 9:36 AM
206	Most important will be the ability and willingness to listen to all parents and community members even if their opinions contradict his or her own personal agenda. Practice servant leadership. Good money manager who allocates funds carefully and prudently.	1/16/2021 10:50 PM
207	Servant Leadership mindset. Puts the goals and priorities of the community and overall student body above his/her own personal objectives. Listens to parents, seeks to persuade and teach, not dictate and preach.	1/16/2021 10:46 PM
208	They must be in favor of personal medical freedom. And they must not push their controversial vegan lifestyle. Children need animal protein for proper brain development.	1/16/2021 1:41 PM
209	Innovation in figuring out the best way to keep students and staff safe, class sizes small, facilities well managed and clean.	1/16/2021 10:31 AM
210	The ability to restore education as a priority in the district. Eliminate indoctrination Fridays.	1/16/2021 8:05 AM
211	Not shoving liberal ideas or policies or personal beliefs down our throats. I would like to be in a class where I'm not called racist and I don't have to listen to everyone's politics. I am at school to learn not to debate political topics. I would not like to have to 1v30 my class about politics.	1/15/2021 10:39 PM
212	Not imposing political ideas on students Allowing students to exercise free thought and speech	1/15/2021 10:21 PM
213	Positivity, Upbeat (not an alarmist) Charismatic Would like to see more communication and also keep the communication positive when possible. [REDACTED] We understand that negative things may need to be communicated at times. Open to feedback from parents and make changes when needed Transparency Represent community values [REDACTED] [REDACTED] approachable and relatable visible humble	1/15/2021 7:18 PM
214	Experience with diverse populations, strength to uphold sound science based curriculum, good speaking skills, open minded.	1/15/2021 6:55 PM
215	-Experience with building a robust gifted education program, which is lacking within the district -Proven track record of building strong relationships with top universities and colleges and their admissions offices -Experience with successfully implementing anti-discrimination and diversity programs -Knowledgeable and well-informed on the latest in K-12 education	1/15/2021 2:42 PM
216	Someone who is qualified for the job, and doesn't get hired because the district needs to tick a box	1/15/2021 1:41 PM
217	Strong leadership skills, excellent budget and financial analysis capabilities, able to make tough decisions for the best interest of all (not just teachers), able to streamline jobs for smoother operations.	1/15/2021 1:23 PM
218	A consistent leadership vision, an eye toward the future, and compassion for our students as they grow	1/15/2021 1:18 PM

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219	Whoever it is needs to be sociable, witty, personable, lover of sports and non-classroom programs and activities. Have had secondary teaching experience.	1/15/2021 1:16 PM
220	I think it is very important that we have a superintendent that can lead us into the new generation of technology and make our schools. Many of the classes are not prepared for this and we need a superintendent that can create these options and help bring these classes into the 21st century especially at the High School level.	1/15/2021 12:46 PM
221	Lot of experience. Tony had to seen everything and dealt with every type of person. I admired his strength and integrity. We need a leader.	1/15/2021 5:21 AM
222	Understanding balance, flexibility,	1/14/2021 10:10 PM
223	Intelligent, strong experience, understanding of community, a parent	1/14/2021 9:50 PM
224	Objectivity and independence	1/14/2021 9:29 PM
225	I would like someone young creative and diverse.	1/14/2021 7:43 PM
226	Strength Ability to produce and demand change. Listen Be strong	1/14/2021 7:01 PM
227	The emphasis on academic success is not educating the "whole child." There's a serious amount of social/emotional intelligence that's lost. The new Superintendent will have to live, sleep, breathe the district's mission for the benefit of educating the "whole child" at every grade level. When Oak Park students have leadership skills and workshopped ways to build community, students will be more inclusive as well.	1/14/2021 6:41 PM
228	Our next superintendent should be charismatic and passionate about learning. S/he should exude enthusiasm to ignite a passion for learning in our children & staff. S/he should lead by example and not allow stagnant, uninspired educators to dampen the fun and energetic atmosphere that should fill the walls of all OPUSD schools. We need to look toward the future with excitement and optimism!	1/14/2021 5:23 PM
229	Proven track record. Honesty, Integrity, Leadership	1/14/2021 4:48 PM
230	Open to change. Add Classes like electives that help with SATs. Be flexible. Let kids take outside classes like all other high schools.	1/14/2021 4:07 PM
231	Adaptability. A willingness to listen and absorb all points of view. Patience. Good communication skills. Must fit with the progressive values of the district in terms of the environment, and equity & diversity. Must have the strength of leadership to effect positive changes when necessary.	1/14/2021 3:42 PM
232	Our next superintendent should understand what Oak Park represents as a community. While we are inclusive and caring, we also moved to Oak Park for a reason. Our district is over one bite out of district children no longer making Oak Park as desirable as it once was.	1/14/2021 3:41 PM
233	A commitment to diversity, equity, inclusion and accessibility. I think this will be particularly crucial as Oak Park is an affluent community - finding ways to ensure that all students feel welcomed and heard.	1/14/2021 3:17 PM
234	Intelligent, transparent, compassionate, problem-solver.	1/14/2021 3:12 PM
235	Forward thinking with the ability to view a broad spectrum of challenges as opportunities.	1/14/2021 2:04 PM
236	That they need to take the students' word for things and not think they know what is going on and actually ask people.	1/14/2021 1:01 PM
237	Transparency. Ability to lead. Will focus on education rather than activism and indoctrination. Ability to unite.	1/14/2021 12:39 PM
238	A willingness to listen to the residents and not just take the district in its own direction.	1/14/2021 12:00 PM
239	The ability to instill confidence, most especially from the Board, and also the staff. A strong dedication to equity for all, a focus on social-emotional success as well as academic, and an understanding of the unique nature of OPUSD.	1/14/2021 11:36 AM
240	Open minded, communication	1/14/2021 9:58 AM
241	Innovation, courage, great communicator and negotiator. Have vision and ability to stand up to noisy parents, hold accountable the few teachers who are not as committed as most are.	1/14/2021 9:53 AM

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	Cultural sensitivity, understanding of the importance of arts in education.	
242	Can hold people to task. Actually visits classrooms to learn what Oak Park is all about.	1/14/2021 9:25 AM
243	Someone that can take the time to VISIT the schools and classrooms on a regular basis. Take the time to remember what classroom life is like before making decisions at the district level that teachers and students may or may not want. Integrity over false impressions please!	1/14/2021 8:57 AM
244	The ability to have personal connections and flexibility. We have had a visionary leader for a long time, and the new superintendent should find ways to steer their visions without jettisoning the current positive directions, programs and personnel.	1/14/2021 8:41 AM
245	Passion, caring, bold	1/14/2021 8:30 AM
246	We need a strong leader, not a political figure. We need someone who will go beyond the expectations of parents and students to bring these kids back to where they need to be. We do not need social issues taught in school. That shouldn't be the focus. That is something to be taught in the home like manners and learning the difference between right and wrong. In school, they need to learn academics and have extra curricular activities.	1/14/2021 8:09 AM
247	The new superintendent should be a good leader and should also be involved in the events of the district.	1/14/2021 8:04 AM
248	Experienced, listens to other's comments/ questions, and can connect with students and staff.	1/14/2021 8:00 AM
249	A leader that understands when to collaborate, when to take charge, and when to be bold. A leader that wants to serve every student and support programs that help our children explore their interest.	1/14/2021 8:00 AM
250	Passion for experiential learning (hands on learning). Ability to balance teacher wants/needs with parent and student wants/needs.	1/14/2021 7:56 AM
251	Good communication, Great listening skills, organization abilities, and longevity.	1/14/2021 7:00 AM
252	Collaborative, transparent, long-term vision combined with short-term triumphs, execution	1/13/2021 11:47 PM
253	Ability to improve the school ratings Bring in more focus on technology, math and science High schools need better college prep and AP classes Add more variety of sports. Keep the older kids engaged in sports and extra curricular activities We don't have a swim team.	1/13/2021 11:18 PM
254	PhD in science, engineering or technology.	1/13/2021 11:01 PM
255	Confident, good listener, even tempered, good sense of humor	1/13/2021 10:23 PM
256	Accessible to stakeholders. Strong communication skills and EAGER for parent/student involvement and asks for feedback. Holds staff accountable. Strong leadership skills with a vision; and the ability to hold staff accountable for performance. Someone who wants to provide a top education for our students and improve matriculation to top colleges. Someone who is fiscally responsible. A supt who realizes that we cannot rely on District of Choice students as a means of filling schools. Above all, a Supt who understands this community.	1/13/2021 9:34 PM
257	Innovation, knowledgeable in current pedagogy, willing to lead without being pressured. Understanding that traditional teaching with rote memorization is old school and not how we should be leading the next generation. Understand that your district is set in a small, predominantly affluent white and Asian community, but not all your students have money, private tutors, expensive computers devices, etc. I. Addition, some of your polo may have obstacles similar to others unless affluent communities. Be respectful and mindful.	1/13/2021 9:33 PM
258	1. Honest 2. Report each and every activity affect our district. 3. Look to improve the quality of education and bring great standard in students.	1/13/2021 9:19 PM
259	An outsider and someone who will have flexibility to upskill and improve governance and administration. They must be a leader with humility, bias to listen first, and minimize their ego but not be satisfied with status quo and seek to improve the district while guarding against complacency in their leadership team.	1/13/2021 8:57 PM
260	See above, specifically the part about keeping out small town feel, programs such as music and the arts as well as continuing our great nutrition offerings on campuses.	1/13/2021 8:18 PM
261	Listen well to all stakeholders Get to know community before making major changes Innovative, humanistic, whole-child oriented Smart, wise Understand or learn about giftedness	1/13/2021 8:07 PM

and twice exceptionality

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who is interested in truly understanding the strengths and weaknesses of our existing staff and making necessary changes. They should be a strong driver of change. Should not be afraid to challenge and push back on the staff and teachers and hold them accountable. Should not turn a blind eye to the feedback given from students (even if given anonymously out of fear of retaliation). Open to building strong relationships with superintendents of neighboring schools.

284	The new superintendent should be middle-of-the road politically or apolitical. Oak Park has families on the left and right side of the political spectrum. He/she needs to satisfy both. The gender diversity curriculum introduced two years ago upset a lot of people and wasted a lot of time that should have been spent educating kids. The new superintendent needs to stay away from hot-button political issues, on the left or on the right, and focus entirely on how best to educate the students.	1/13/2021 4:20 PM
285	They should be open minded to getting diverse opinions I.e eloquent listening skills. Look at the tenured teachers and find out a way to evaluate after semester or year. The tenured teacher are under performing and they should force them out.	1/13/2021 4:16 PM
286	Strong leader, ability to bring new ideas and programs to the district, understanding of diversity inclusion.	1/13/2021 4:13 PM
287	Transparency	1/13/2021 4:07 PM
288	Flexibility. Open minded.	1/13/2021 4:02 PM
289	Invest in achieving long-term goals.	1/13/2021 4:02 PM
290	Hands on who visits schools regularly and talks to parents, teachers and administrators regularly	1/13/2021 4:02 PM
291	Receptive to feedback (open to listening and respectful of different perspectives), able to manage difficult tasks under less than ideal circumstances	1/13/2021 4:00 PM
292	She/He needs a willingness to see the diverse needs of our community and act accordingly. Also a bit of a fire to fight for our kids.	1/13/2021 3:53 PM
293	Someone that wants to take time to be on the ground. Dr. Knight's background as a teacher and principal were keys to his success. But the fact that he continued to do programs throughout the district (garden at Oak Hills, Rocket Club at OPHS, etc.) allowed him to stay connected to the children and the day to day program.	1/13/2021 3:51 PM
294	I willingness to look beyond his/her personal,. political beliefs and make decisions for the students and families of the community.	1/13/2021 3:50 PM
295	Prioritizing the students over the teachers unions.	1/13/2021 3:49 PM
296	A superintendent who is not only pushing their agenda but really looking at the betterment of staff, faculty, students, families, community. A superintendent who isn't going to spend money haphazardly.	1/13/2021 3:43 PM
297	-Strong negotiation skills. -A clear vision of what is best for the students and the district. -Puts academics first with students learning and achieving at a high level. -Proven track record in District reorganization and achievement. -Excellent communication skills	1/13/2021 3:43 PM
298	School safety as top priority. Safety in the time of the pandemic, safety in the time of great social unrest, the leadership to make the tough calls, to keep the safety of students, families, and teachers at top priority.	1/13/2021 3:42 PM
299	I would like to see the search for a new superintendent go well beyond our neighboring area or current staff pool. I think it is time for new beginnings and change within our district to ensure it's success and survival. I think an outside person would have the best chance at achieving this.	1/13/2021 3:35 PM
300	This community exists almost exclusively for the school district - they are willing to do what it takes to have the best schools possible. We need to focus on that overall goal. This means standing up and pushing back against topics/issues that hinder student progress. As an example, there are times when the teachers' union pushes for their own gains over the students' - that cannot be supported.	1/13/2021 3:25 PM
301	must bring a "can do" attitude. Must have ability to think out of the box. We can't have a "me too" type of leader or one that follows standards only.	1/13/2021 3:20 PM

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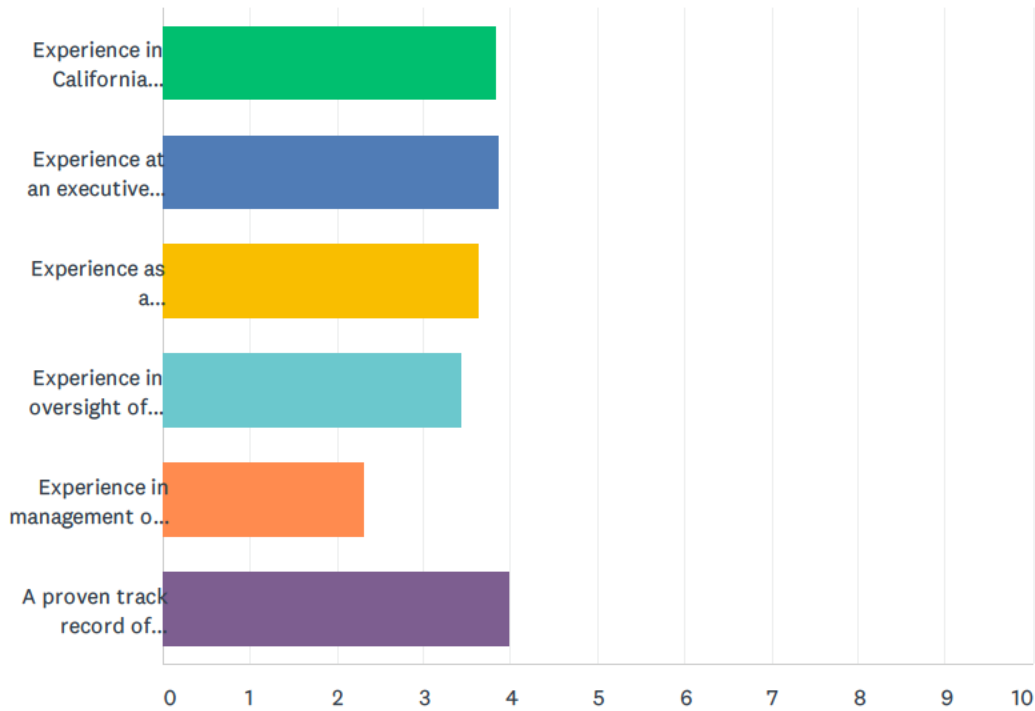
302	They need to be open and transparent. The superintendent should be approachable and open to communications. They should also not push their private agenda or beliefs on the students or schools (ex... veganism)	1/13/2021 3:19 PM
303	He/she needs to have leadership in representing ALL the PARENTS and STUDENTS and THEIR needs. Not the teachers union needs.	1/13/2021 3:18 PM
304	Should be a conservative with Christian value	1/13/2021 3:16 PM
305	Someone who will advocate for SPED student needs with the same vigor as they do for general ed, College Prep, or GATE student needs. S/he should have progressive views on the environment, equality (LGBTQ+, racial, ESL, gender, etc.), learning modalities, and community service/greater-good needs. OPUSD students, in general, are very privileged students. Given the current climate of our country, a superintendent should guide our district leaders and our students to becoming better local and global citizens.	1/13/2021 3:16 PM
306	Honest, strong communicator of plans and results, holds staff accountable, willing to take action even when that action can be difficult to improve the district, empower the teaching staff, has extensive classroom experience, be present on school campuses and in classroom (all sites), a leader who has a positive attitude and can spread that positivity to others,	1/13/2021 3:13 PM
307	Someone caring and dedicated to the well-being of the students first and foremost as they are the future leaders of our society. Someone concerned most with what's best for students rather than just advancing a career.	1/13/2021 3:12 PM
308	To work as a team, be willing to visit classrooms when time allows, be seen around campuses, and get to know teachers by name.	1/13/2021 3:10 PM
309	Tony is leaving large shoes to fill. He truly walks the walk and I believe he is very sincere in his words. He loves educating children and wanted very much to create an environment that fosters the love of learning. I think he has done his best to do this time over time. However, he has angered people with his views. Oh well.... You cant let the negativity cloud your judgement. Its important that we have good healthy food. Its important that we have a climate of care. Its important that we have classrooms that are indoors and outdoors. Its important that kids fin their place and their path because not everyone can go to the Ivy Leagues, but everyone can be successful and happy. You need to maintain this culture. Its more important than test scores.	1/13/2021 3:10 PM
310	Open minded, insightful with adequate concrete plans for the future of the district	1/13/2021 3:06 PM
311	Leadership, tolerance, worldliness and appropriate career experience.	1/13/2021 3:05 PM
312	Accountability, Transparency & Adaptability	1/13/2021 3:04 PM
313	A superintendent in a district of this size should be present in schools and classrooms in order to truly know their district.	1/13/2021 3:02 PM
314	A willingness to understand that an initiative or policy which is considered a priority by the superintendent is not necessarily a good idea just because the superintendent and subservient administrators believe it is.	1/13/2021 3:02 PM
315	Small community experience.	1/13/2021 3:01 PM
316	Updated on current research on changes in curriculum, motivating and fun, connects with the students, approachable, cares about the environment, and values balance for children: academics, athletics, extracurriculars, etc.	1/13/2021 2:59 PM
317	I would hope that the next superintendent will be as thoughtful and pro-active a leader as Tony Knight in making bold changes and continued improvements in our district in regards to educational curriculum, inclusiveness of students of all backgrounds, and safety of our children.	1/13/2021 2:59 PM
318	Passionate, energetic, active in the community	1/13/2021 2:56 PM
319	Strong communication and collaboration putting student first Able to hold teacher accountable.	1/13/2021 2:52 PM
320	No personal agendas. Extensive teaching experience. The best individual for the job not a hire based on a quota being met.	1/13/2021 2:51 PM

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321	Scientific background, open minded, focused on the safety of children. Also experience in Developing and running a gifted and talented program	1/13/2021 2:49 PM
322	They should come off as approachable and calm, but not everyone's servant	1/13/2021 2:45 PM

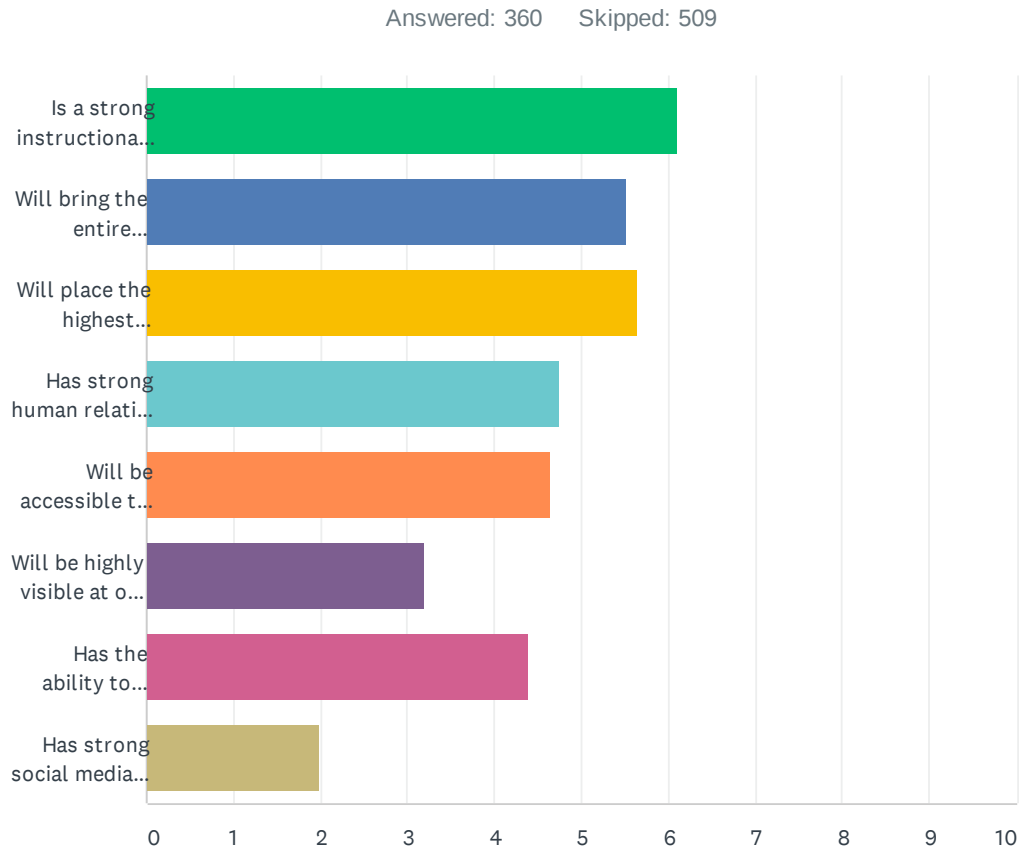
Q6 Please rank, in order of importance between 1 and 6, (1 being the most important), the following professional experiences that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

Answered: 382 Skipped: 487



	1	2	3	4	5	6	TOTAL	SCORE
Experience in California public education, either teaching and/or site administration	25.89% 95	20.44% 75	13.35% 49	10.90% 40	10.35% 38	19.07% 70	367	3.83
Experience at an executive cabinet level position (assistant superintendent or superintendent)	16.94% 62	22.40% 82	22.13% 81	16.12% 59	14.48% 53	7.92% 29	366	3.87
Experience as a superintendent in a comparable district	20.55% 75	17.26% 63	13.42% 49	19.45% 71	12.60% 46	16.71% 61	365	3.64
Experience in oversight of school district finances, budgets, and business management	8.24% 30	13.74% 50	24.18% 88	27.20% 99	20.05% 73	6.59% 24	364	3.43
Experience in management of school facilities	2.16% 8	7.28% 27	9.97% 37	15.63% 58	30.73% 114	34.23% 127	371	2.32
A proven track record of growing academic achievement for all students, including special needs children, second language learners, and children of poverty	27.78% 105	18.78% 71	17.72% 67	10.58% 40	11.38% 43	13.76% 52	378	4.00

Q7 Please rank, in order of importance between 1 and 8, (1 the being most important), the following professional leadership characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

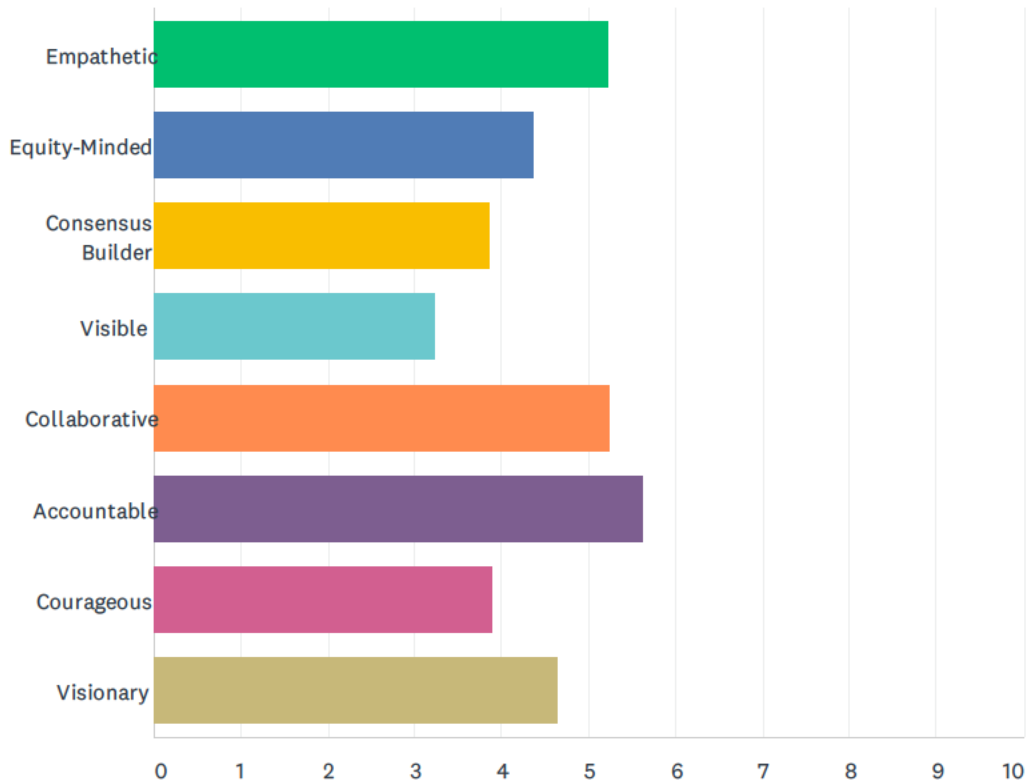


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	1	2	3	4	5	6	7	8	TOTAL	SCORE
Is a strong instructional leader who will maintain and improve the student achievement gains made in the District	37.25% 130	20.34% 71	11.17% 39	5.44% 19	9.17% 32	8.31% 29	5.16% 18	3.15% 11	349	6.10
Will bring the entire community together toward a strong vision of student achievement	16.23% 56	23.77% 82	15.94% 55	13.91% 48	13.62% 47	6.96% 24	5.80% 20	3.77% 13	345	5.52
Will place the highest priority on safe environments for students and staff	21.61% 75	19.02% 66	18.44% 64	14.12% 49	8.65% 30	9.22% 32	6.63% 23	2.31% 8	347	5.65
Has strong human relations skills and is a "people person"	8.65% 30	11.24% 39	13.83% 48	18.73% 65	19.88% 69	17.00% 59	8.36% 29	2.31% 8	347	4.74
Will be accessible to parents and staff	4.62% 16	12.43% 43	16.47% 57	17.05% 59	21.97% 76	15.32% 53	9.83% 34	2.31% 8	346	4.64
Will be highly visible at our schools and community events	2.02% 7	4.05% 14	7.51% 26	9.54% 33	12.14% 42	21.39% 74	26.88% 93	16.47% 57	346	3.20
Has the ability to coach and develop potential leaders within the District, and create a strong, cohesive working team	10.23% 36	8.81% 31	14.77% 52	16.48% 58	10.23% 36	11.36% 40	21.31% 75	6.82% 24	352	4.39
Has strong social media and communication skills	1.69% 6	1.69% 6	2.25% 8	4.78% 17	4.49% 16	9.27% 33	14.61% 52	61.24% 218	356	1.99

Q8 Please rank, in order of importance between 1 and 8, (1 being the most important), the following personal characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

Answered: 349 Skipped: 520



	1	2	3	4	5	6	7	8	TOTAL	SCORE
Empathetic	19.10% 64	15.22% 51	14.93% 50	14.03% 47	12.54% 42	10.75% 36	8.96% 30	4.48% 15	335	5.24
Equity-Minded	10.06% 34	14.50% 49	12.43% 42	13.02% 44	12.13% 41	9.17% 31	11.24% 38	17.46% 59	338	4.38
Consensus Builder	4.18% 14	7.46% 25	10.75% 36	13.73% 46	15.22% 51	21.19% 71	15.52% 52	11.94% 40	335	3.86
Visible	2.65% 9	5.31% 18	8.26% 28	10.32% 35	14.45% 49	15.04% 51	17.70% 60	26.25% 89	339	3.24
Collaborative	13.95% 47	18.40% 62	15.43% 52	19.88% 67	10.68% 36	10.98% 37	5.93% 20	4.75% 16	337	5.25
Accountable	24.85% 84	17.46% 59	15.98% 54	10.06% 34	12.43% 42	10.06% 34	5.33% 18	3.85% 13	338	5.62
Courageous	6.69% 23	9.88% 34	13.66% 47	9.59% 33	10.76% 37	12.79% 44	19.48% 67	17.15% 59	344	3.90
Visionary	19.59% 67	13.16% 45	9.06% 31	9.06% 31	11.11% 38	9.94% 34	14.62% 50	13.45% 46	342	4.65