

# **Report for Monroe County Superintendent Search Community Survey**

Monroe County Superintendent Search Community Survey

1. Please mark your preferred language Por favor marque su idioma preferido Tanpri  
make lang ou prefere

Value	Percent	Count
English	95.7	519
Spanish	3.5	19
Haitian Creole	.73	4
	Totals	542

2. Choose the three (3) items that you feel are the most important for your district in the area of Promoting Success for All Students:

Value	Percent	Count
Implement a multi-tiered academic support system that provides early intervention, targeted remediation, and advanced learning opportunities.	52.7%	271
	50	9
	40	2
Design innovative assessment strategies that evaluate student growth beyond standardized testing.	39.3%	202
	22.2	4
Develop inclusive achievement strategies that elevate success for all students, including those with special needs.	35.8%	184
	55.6	10
	60	3
Demonstrate a proven track record of improving student performance across diverse student populations.	29.8%	153
	5.6	1
Drive data-informed curriculum development that continuously adapts to maximize student achievement.	28.8%	148
	27.8	5
	20	1
Support technology-enhanced learning environments with adaptive digital tools and comprehensive literacy programs.	28.2%	145
	38.9	7
	40	2
Collaborate with stakeholders to create and implement a shared, inspiring vision for student learning.	20.8%	107

	27.8	5
	40	2
Build comprehensive language support programs for English language learners.	20.6%	106
	27.8	5
	60	3
Leverage early childhood education strategies to enhance student learning readiness.	19.6%	101
	11.1	2
Transform low-performing schools through targeted strategic interventions and support systems.	18.3%	94
	22.2	4
	20	1

3. Choose the three (3) items that you feel are the most important for your district in the area of Develop the Whole Child:

Value	Percent	Count
Design innovative curriculum integrating creativity, arts, critical thinking, and problem-solving and critical life across subjects.	53.7%	277
	27.8	5
Design robust college and career readiness programs with real-world skill development.	44.4%	229
	38.9	7
	50	2
Create diverse extracurricular programs that help students explore interests and build confidence.	35.5%	183
	27.8	5
Foster a district culture recognizing individual student strengths beyond standardized testing.	33.7%	174
	22.2	4
	25	1
Balance academic rigor with student mental health support.	27.9%	144
	16.7	3
	25	1
Champion educational approaches that recognize and nurture each student's unique potential.	27.9%	144
	5.6	1
	25	1
Establish programs developing interpersonal skills like communication and empathy.	27.5%	142

	38.9	7
Prioritize comprehensive counseling and stress management resources for all grade levels.	19.2%	99
	44.4	8
Implement strategies supporting English language learners and culturally diverse students.	14.1%	73
	50	9
	75	3
Create collaborative platforms enabling student input on educational experiences.	11.2%	58
	16.7	3
	50	2

4. Choose the three (3) items that you feel are the most important for your district in the area of Recruit and Retain Premier Workforce:

Value	Percent	Count
Build a positive work environment that promotes employee retention.	52.9%	273
	38.9	7
	33.3	1
Design compensation structures that reflect employee value and contributions.	51.4%	265
	16.7	3
Understand and address daily teaching challenges to reduce staff turnover.	49.4%	255
	11.1	2
Develop supportive work environments prioritizing staff mental health and well-being.	33.3%	172
	72.2	13
	33.3	1
Recruit and retain highly qualified and diverse educational talent.	29.8%	154
	22.2	4
Establish professional development programs with clear career advancement opportunities.	22.1%	114
	11.1	2
Implement staff recognition initiatives celebrating employee achievements.	17.8%	92
	33.3	6

Support early-career educators through targeted development and mentorship programs.	16.9%	87
	44.4	8
	33.3	1
Foster a culture of continuous feedback and professional improvement.	12.6%	65
	33.3	6
	66.7	2
Lead strategic planning with measurable results focusing on performance and staff support.	10.5%	54
	/	/
	33.3	1



5. Choose the three (3) items that you feel are the most important for your district in the area of Maintain Safe Environments:

Value	Percent	Count
Promote a culture of mutual respect and understanding.	42.2%	218
	55.6	10
Create communication channels connecting school administration, law enforcement, mental health professionals, and parents.	37.9%	196
	16.7	3
Create clear pathways for identifying and supporting students at risk.	31.7%	164
	44.4	8
Develop comprehensive emergency management plans for prevention, preparedness, response, and recovery.	30.4%	157
	16.7	3
Design anti-bullying programs creating safe and respectful school environments.	29.6%	153
	44.4	8
Encourage open dialogue about safety among students, parents, and staff.	27.9%	144
	44.4	8
	66.7	2
Establish proactive mental health resources for student well-being.	27.3%	141
	27.8	5
Create student leadership programs focused on peer support and conflict mediation.	26.1%	135
	11.1	2

Implement fair disciplinary policies focusing on restorative practices.	24.0%	124
	11.1	2
Create ongoing safety assessment protocols adapting to emerging trends.	18.6%	96
	16.7	3
	33.3	1

6.What do you consider to be the two or three most significant strengths of the district?

#### Common Themes and Categorized Strengths

- Teachers and Staff / Mentions: 254
  - Keywords: teachers, staff, educators
  - The dedication, quality, and caring nature of teachers and staff are seen as crucial strengths
- Community Support / Mentions: 165
  - Keywords: community, support, families, relationships
  - The district benefits from a strong sense of community and support among families and stakeholders, which fosters a positive environment for students and staff
- Student-Centered Approach / Mentions: 144
  - Keywords: students, student-centered, academic
  - The district's focus on student-centered education and academic achievement is a significant positive aspect and highly valued.
- Communication / Mentions: 36
  - Keywords: communication, transparency
  - Effective communication and transparency are appreciated by the community.
- Diversity / Mentions: 31
  - Keywords: diversity, multicultural, inclusive

- The district's commitment to diversity and inclusion is recognized and valued by respondents.
- Technology and Resources / Mentions: 31
  - Keywords: technology, resources
  - The use of technology and availability of resources are beneficial for the district's educational goals.
- Safety / Mentions: 25
  - Keywords: safety, secure
  - Safety and security are felt within the district .

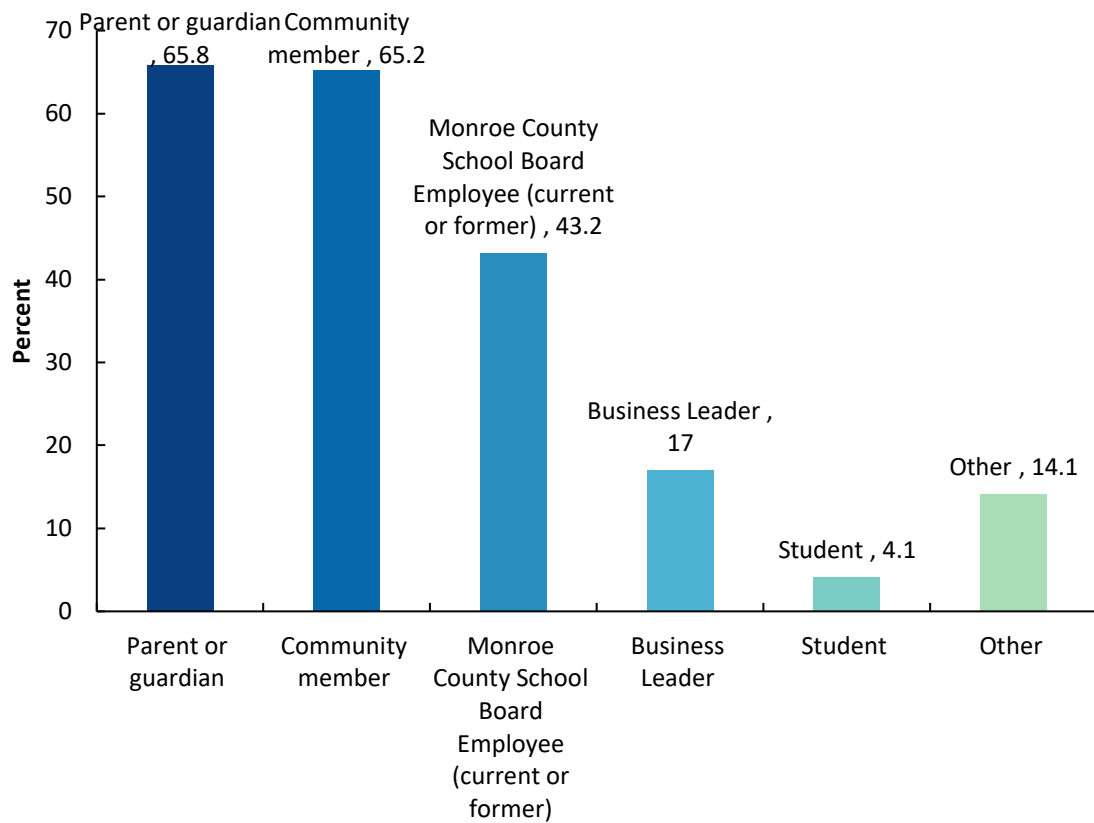
**7.What do you consider to be the two or three most significant challenges or issues facing the district?**

**Common Themes and Categories**

- Teacher Retention / Mentions: 60
  - Keywords: retaining, retention, turnover
  - This is the most frequently mentioned challenge, highlighting awareness of issues with retaining quality teachers and reducing turnover.
- Housing / Mentions: 51
  - Keywords: housing, cost of living, affordable housing
  - The high cost of living and lack of affordable housing are significant concerns, impacting both teacher retention and overall staff satisfaction.
- Student Behavior / Mentions: 35
  - Keywords: behavior, discipline, bullying
  - Discipline and behavior management are recurring themes, indicating a desire for better implementation of strategies to handle student behavior.
- Compensation / Mentions: 28
  - Keywords: compensation, salary, pay
  - Adequate compensation for teachers and staff is a critical issue, with many responses pointing to the need for better salaries and benefits, suggesting that addressing teacher retention, housing affordability, and compensation could improve the district's overall positive environment.
- Communication / Mentions: 16
  - Keyword: communication
  - There are some issues with communication within the district, affecting various stakeholders.

- Safety / Mentions: 8
  - Keywords: safety, security
  - Ongoing needs for continued safety and security were cited as important.

8. Please check all the stakeholder groups that you represent:

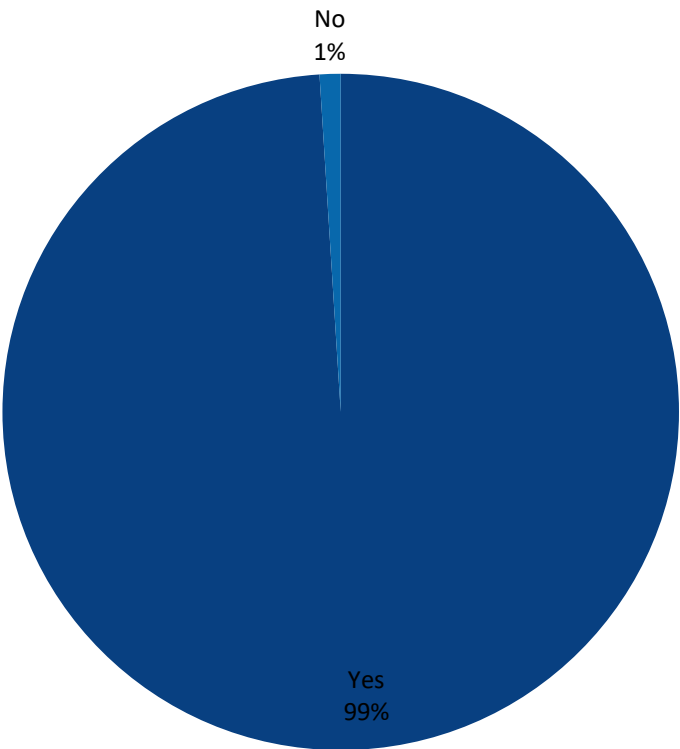


Value	Percent	Count
Parent or guardian	65.8%	336
	88.9	16
	100	1
Community member	65.2%	333
	16.7	3
Monroe County School Board Employee (current or former)	43.2%	221
	16.7	3
Business Leader	17.0%	87
	/	/

Student	4.1%	21
	11.1	2
Other	14.1%	72
	16.7	3



9.Do you live or work in Monroe County?



Value	Percent	Count
Yes	99.0%	512
No	1.0%	5
	Totals	517