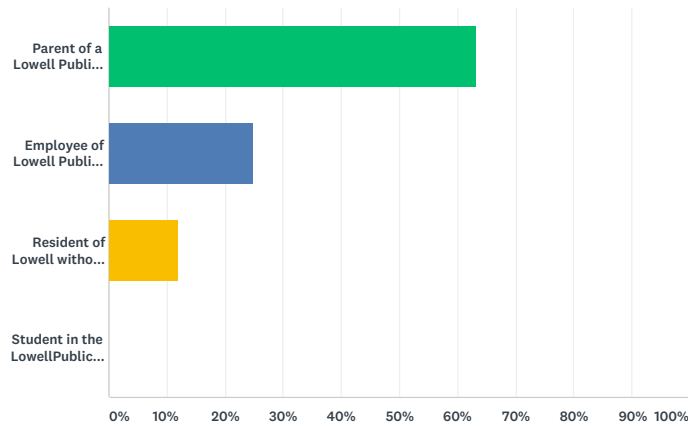


Lowell Superintendent Search Survey

Q1 We welcome your participation in the following survey to help determine the best criteria for selecting the Superintendent of Schools. Please select the category that best describes you.

Answered: 76 Skipped: 5



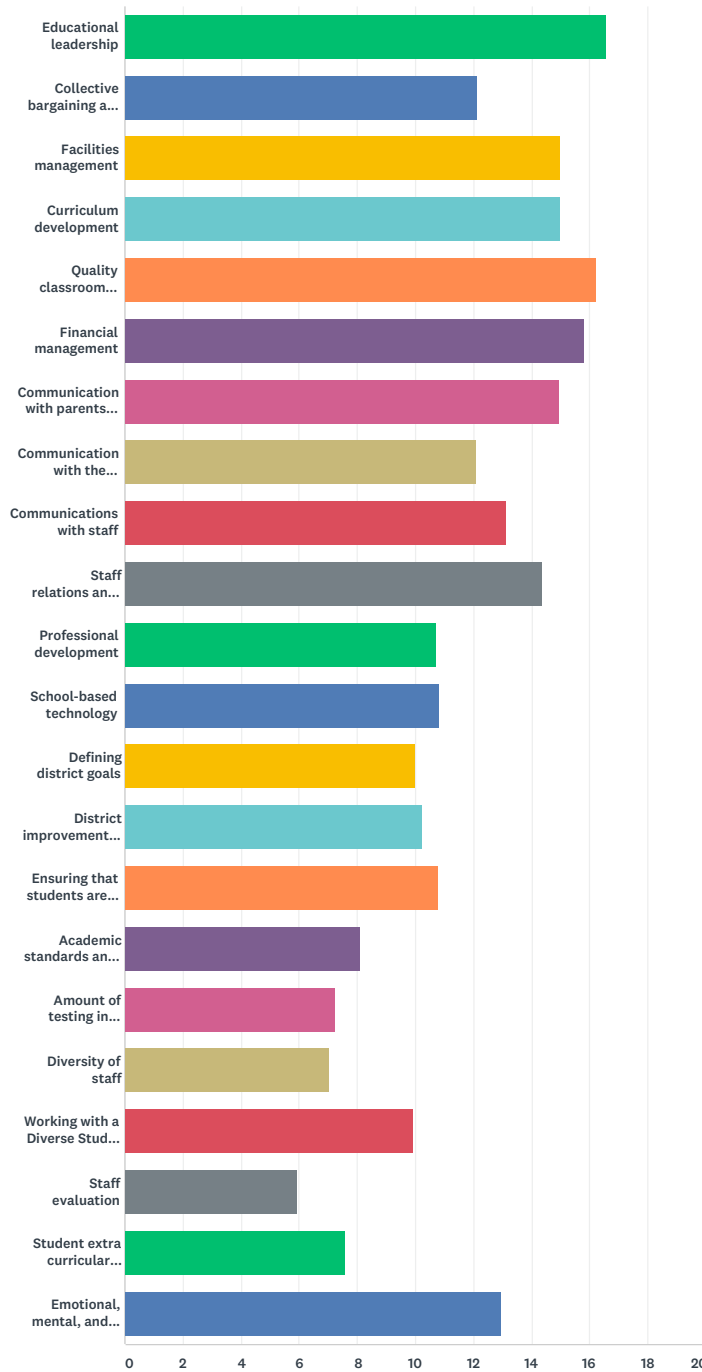
ANSWER CHOICES	RESPONSES
Parent of a Lowell Public Schools Student	63.16% 48
Employee of Lowell Public Schools	25.00% 19
Resident of Lowell without Children in the Lowell Public Schools	11.84% 9
Student in the Lowell Public Schools	0.00% 0
TOTAL	76

#	OTHER (PLEASE SPECIFY)	DATE
1	other	4/5/2019 9:53 PM
2	Community Partner	4/5/2019 9:00 PM
3	I am also an employee of the LPS	4/5/2019 9:08 AM
4	Future parent of LPS students (children 3 and 1)	4/3/2019 9:15 PM
5	flexibility and judges with facts not emotions.	4/2/2019 10:23 PM
6	Daughter will be at Lowell public this fall	4/2/2019 8:41 PM
7	I am also a parent of 3 LPS students	4/2/2019 6:16 PM

Lowell Superintendent Search Survey

Q2 Please rank the following priorities in order of importance to you, with one being the most important (1-21):

Answered: 80 Skipped: 1



	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Educational leadership	31.94% 23	11.11% 8	2.78% 2	6.94% 5	1.39% 1	5.56% 4	5.56% 4	2.78% 2	5.56% 4	4.17% 3	2.78% 2	1.39% 1	4.17% 3	1.39% 1	
Collective bargaining and employment policy	4.11% 3	9.59% 7	5.48% 4	5.48% 4	5.48% 4	6.85% 5	8.22% 6	1.37% 1	6.85% 5	4.11% 3	0.00% 0	1.37% 1	4.11% 3	1.37% 1	
Facilities management	4.05% 3	9.46% 7	14.86% 11	4.05% 3	6.76% 5	5.41% 4	8.11% 6	9.46% 7	6.76% 5	1.35% 1	6.76% 5	2.70% 2	4.05% 3	0.00% 0	
Curriculum development	6.94% 5	5.56% 4	11.11% 8	13.89% 10	8.33% 6	2.78% 2	5.56% 4	6.94% 5	6.94% 5	5.56% 4	2.78% 2	5.56% 4	1.39% 1	1.39% 1	

Lowell Superintendent Search Survey

Quality classroom instruction	2.78% 2	11.11% 8	11.11% 8	12.50% 9	11.11% 8	9.72% 7	6.94% 5	8.33% 6	5.56% 4	4.17% 3	4.17% 3	0.00% 0	5.56% 4	1.39% 1
Financial management	9.46% 7	9.46% 7	6.76% 5	12.16% 9	6.76% 5	13.51% 10	4.05% 3	4.05% 3	5.41% 4	5.41% 4	2.70% 2	4.05% 3	0.00% 0	4.05% 3
Communication with parents and guardians	4.17% 3	5.56% 4	5.56% 4	6.94% 5	9.72% 7	6.94% 5	15.28% 11	11.11% 8	0.00% 0	4.17% 3	6.94% 5	4.17% 3	6.94% 5	4.17% 3
Communication with the community	0.00% 0	1.39% 1	4.17% 3	2.78% 2	4.17% 3	5.56% 4	8.33% 6	13.89% 10	9.72% 7	6.94% 5	2.78% 2	6.94% 5	4.17% 3	6.94% 5
Communications with staff	1.39% 1	1.39% 1	5.56% 4	4.17% 3	8.33% 6	4.17% 3	5.56% 4	6.94% 5	11.11% 8	11.11% 8	5.56% 4	5.56% 4	6.94% 5	4.17% 3
Staff relations and morale	0.00% 0	5.33% 4	12.00% 9	4.00% 3	10.67% 8	6.67% 5	9.33% 7	4.00% 3	1.33% 1	14.67% 11	6.67% 5	8.00% 6	4.00% 3	0.00% 0
Professional development	0.00% 0	0.00% 0	4.17% 3	1.39% 1	1.39% 1	2.78% 2	4.17% 3	5.56% 4	4.17% 3	1.39% 1	16.67% 12	11.11% 8	8.33% 6	11.11% 8
School-based technology	1.39% 1	1.39% 1	0.00% 0	5.56% 4	2.78% 2	6.94% 5	2.78% 2	0.00% 0	6.94% 5	4.17% 3	6.94% 5	16.67% 12	4.17% 3	9.72% 7
Defining district goals	1.35% 1	4.05% 3	0.00% 0	1.35% 1	2.70% 2	2.70% 2	1.35% 1	1.35% 1	1.35% 1	5.41% 4	4.05% 3	8.11% 6	20.27% 15	9.46% 7
District improvement planning	4.23% 3	5.63% 4	5.63% 4	1.41% 1	1.41% 1	0.00% 0	1.41% 1	1.41% 1	4.23% 3	0.00% 0	2.82% 2	2.82% 2	5.63% 4	23.94% 17
Ensuring that students are college and career ready	4.00% 3	2.67% 2	0.00% 0	0.00% 0	6.67% 5	5.33% 4	4.00% 3	5.33% 4	0.00% 0	6.67% 5	2.67% 2	6.67% 5	2.67% 2	6.67% 5
Academic standards and student assessment	1.39% 1	2.78% 2	0.00% 0	1.39% 1	2.78% 2	0.00% 0	0.00% 0	1.39% 1	4.17% 3	0.00% 0	4.17% 3	2.78% 2	6.94% 5	4.17% 3
Amount of testing in which students are participating	0.00% 0	2.70% 2	1.35% 1	1.35% 1	0.00% 0	4.05% 3	2.70% 2	4.05% 3	1.35% 1	2.70% 2	1.35% 1	2.70% 2	0.00% 0	1.35% 1
Diversity of staff	0.00% 0	1.39% 1	1.39% 1	1.39% 1	1.39% 1	1.39% 1	1.39% 1	2.78% 2	6.94% 5	4.17% 3	5.56% 4	1.39% 1	1.39% 1	0.00% 0
Working with a Diverse Student and Community Population	5.26% 4	6.58% 5	2.63% 2	2.63% 2	5.26% 4	3.95% 3	1.32% 1	1.32% 1	3.95% 3	5.26% 4	1.32% 1	1.32% 1	2.63% 2	7.89% 6
Staff evaluation	1.37% 1	0.00% 0	1.37% 1	1.37% 1	0.00% 0	1.37% 1	1.37% 1	2.74% 2	1.37% 1	1.37% 1	6.85% 5	1.37% 1	2.74% 2	0.00% 0
Student extra curricular activities	1.35% 1	1.35% 1	1.35% 1	4.05% 3	1.35% 1	4.05% 3	2.70% 2	4.05% 3	2.70% 2	5.41% 4	4.05% 3	1.35% 1	1.35% 1	1.35% 1
Emotional, mental, and physical health of students and staff	19.23% 15	5.13% 4	3.85% 3	8.97% 7	5.13% 4	2.56% 2	2.56% 2	2.56% 2	3.85% 3	3.85% 3	2.56% 2	3.85% 3	1.28% 1	0.00% 0

Lowell Superintendent Search Survey

Q3 What do you believe is/will be the most important issues facing the next Superintendent?

Answered: 73 Skipped: 8

#	RESPONSES	DATE
1	challenges of the physical plant and cohesion of the staff and administration working together for common goals	4/16/2019 10:43 AM
2	Improving facility maintenance.	4/6/2019 11:03 PM
3	Safe schools(heat, mice issues, etc)	4/6/2019 9:28 PM
4	School equity across the district	4/6/2019 5:57 PM
5	The infrastructure crisis	4/6/2019 3:27 PM
6	employees harassing and bullying other employees and getting away with it.... and the bosses are doing the same... the put employees in a hostile environment because they do not like them, and because they want them out	4/5/2019 9:53 PM
7	Contending with the crumbling infrastructure of Lowell's Schools	4/5/2019 9:00 PM
8	Budget, safety of schools, ROBINSON SCHOOL RESOURCES a PRIORITY to help this school succeed!!!	4/5/2019 9:08 AM
9	Managing construction; working with school committee and city council; improving diversity of staff and involving community in school	4/4/2019 8:26 PM
10	Getting LPSD back on track Financially and Fixing and Managing the Buildings. After this is completed maybe he can start to address what really matters. A good quality education for all students!	4/4/2019 6:38 PM
11	Increase teacher pay and benefits and not bankrupting the city	4/4/2019 4:10 PM
12	The deterioration of our school buildings	4/4/2019 4:01 PM
13	Communication and school standard	4/4/2019 11:35 AM
14	I believe that the next Superintendent will need to deal with district organization, common goals district wide, supporting a more positive culture district wide and working on plans for the new LHS.	4/4/2019 11:31 AM
15	They like to harass and bully people until they leave there jobs...hostile environment	4/3/2019 10:04 PM
16	District improvement planning, dealing with facilities issues, high school project	4/3/2019 9:15 PM
17	updating schools and fixing building issues	4/3/2019 8:09 PM
18	Politics	4/3/2019 7:12 PM
19	The Lowell High School *Maintenance, Remodel and or new High School	4/3/2019 7:07 PM
20	having to clean up and rebuild but this is a chance for change.	4/3/2019 4:30 PM
21	Budget	4/3/2019 3:09 PM
22	the budget, proper management, communication, dealing with the issues	4/3/2019 1:11 PM
23	Creating long-term plans to maintain facilities new and old. Take up the many initiatives supporting LPS, expand and institute long-term to make Lowell a model of excellence in urban education. Lowell Public Schools will also need to develop a plan to support students through diverse hiring practices and increased cultural literacy for staff.	4/3/2019 11:05 AM
24	Fully Funding are schools and Standing up to City Hall	4/3/2019 9:14 AM
25	Safety in classrooms for students and teachers.	4/3/2019 6:19 AM
26	Retaining teachers, bullying	4/3/2019 12:31 AM
27	Financial and addressing individual school issues	4/2/2019 11:04 PM
28	The Lowell High project	4/2/2019 11:02 PM
29	Buildings and maintenance	4/2/2019 10:43 PM
30	The budget crises is a big issue. We also have many high needs students and their needs frequently are not being met. I think this is partially because of underfunding. Staff and leadership needing additional education about the impact of trauma and disabilities needs to be improved. We have trauma informed schools. We should be a trauma informed district, with everyone getting ARC training. It is something that would be cost effective and bring up our test scores.	4/2/2019 10:38 PM
31	dwindling support staff	4/2/2019 10:25 PM
32	finances	4/2/2019 10:19 PM
33	finances	4/2/2019 9:49 PM
34	staying away from egoistic power tie politics and favoritism	4/2/2019 9:37 PM
35	Working cooperatively with the School Committee and the city	4/2/2019 9:36 PM
36	Curriculum	4/2/2019 9:31 PM
37	The complex needs of the district with the current funding.	4/2/2019 9:07 PM
38	Facilities management	4/2/2019 9:06 PM
39	Financial management, new high school	4/2/2019 8:41 PM
40	The buildings! All of them are falling apart and the RATS!	4/2/2019 8:28 PM
41	Understanding our population and fixing the mess that the city is in	4/2/2019 8:28 PM
42	Fixing special ed services given to students. District spends more money fighting in legal fees then they would if they just gave the services. Waste of money. Needs looking into and reevaluating.	4/2/2019 8:04 PM
43	Building conditions	4/2/2019 8:00 PM

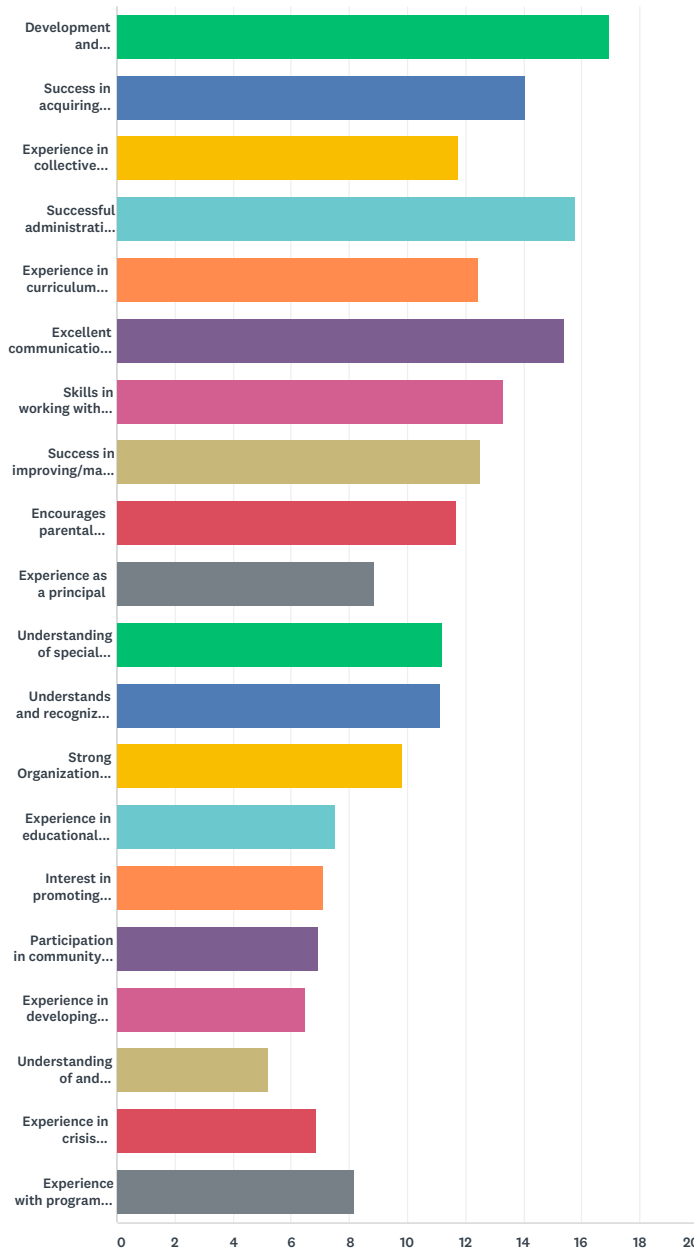
Lowell Superintendent Search Survey

44	Budget/high school construction	4/2/2019 7:26 PM
45	transparency and fiscal management	4/2/2019 7:16 PM
46	Budgeting	4/2/2019 7:05 PM
47	BUDGET	4/2/2019 6:59 PM
48	Diverse staff, appropriate curriculum, building upkeep, staff morale, support staff, discipline policies for unruly students	4/2/2019 6:48 PM
49	The construction of the new LHS	4/2/2019 6:44 PM
50	Bringing up academic and curriculum standards to be in first class when compared with state and national.	4/2/2019 6:39 PM
51	Acting in the interests of the students instead of political friendships	4/2/2019 6:30 PM
52	Maintaining public relations and relieving financial deficits.	4/2/2019 6:30 PM
53	Conditions of schools and buildings	4/2/2019 6:27 PM
54	Dealing with decrepit buildings	4/2/2019 6:23 PM
55	Breaking the traditional model and exploring new, innovative ways to meet the needs of ALL our students	4/2/2019 6:23 PM
56	The budget-cleaning up the mess he/she will inherit. Also, bringing the team downtown together.	4/2/2019 6:20 PM
57	Better teaching techniques for all children. Children are not robots and everyone learns differently. Plus the public education system is the poorest in this country and it's a shame when people do not teach children to be intelligent. You teach children by dumbing them down. My education as a child was 20 times better than it is for my children.	4/2/2019 6:19 PM
58	Budget, Budget, and Budget	4/2/2019 6:16 PM
59	facilities	4/2/2019 6:16 PM
60	Closing gap between each school level to provide equal opportunity to each student	4/2/2019 5:56 PM
61	The new high school	4/2/2019 5:47 PM
62	Transition to the new LHS	4/2/2019 5:46 PM
63	Political connections in a corrupt city	4/2/2019 5:28 PM
64	Budget	4/2/2019 4:41 PM
65	Renovating the school occupied by students	4/2/2019 4:26 PM
66	The high school	4/2/2019 4:09 PM
67	Schools are operating without adequate resources, staff, or facilities.	4/2/2019 4:09 PM
68	financial - lack of funding, over-reach of SC, community relationships	4/2/2019 3:12 PM
69	Equality among the schools, increase district morale, quality instruction happening at all schools despite the constant budget cuts	4/2/2019 2:09 PM
70	Curriculum	4/2/2019 1:44 PM
71	Financial Management	4/2/2019 12:41 PM
72	Dealing with a school committee that lacks knowledge of public education programs.	4/2/2019 12:40 PM
73	Management skills: needs to be exceptional at hiring, delegating, and communicating the department's plan.	4/2/2019 12:29 PM

Lowell Superintendent Search Survey

Q4 Please rank the following skills and abilities, with one being the most important (1-20):

Answered: 76 Skipped: 5



	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Development and Implementation of Budget	39.71%	13.24%	8.82%	10.29%	4.41%	4.41%	0.00%	2.94%	5.88%	0.00%	1.47%	1.47%	1.47%	0.00%
Success in acquiring outside funding and grants	5.97%	26.87%	11.94%	5.97%	8.96%	4.48%	2.99%	1.49%	2.99%	1.49%	4.48%	1.49%	1.49%	2.99%
Experience in collective bargaining	1.54%	4.62%	15.38%	7.69%	10.77%	7.69%	3.08%	1.54%	6.15%	4.62%	0.00%	3.08%	4.62%	3.08%
Successful administrative experience	12.86%	17.14%	10.00%	27.14%	5.71%	2.86%	1.43%	4.29%	4.29%	0.00%	2.86%	2.86%	0.00%	1.43%
Experience in curriculum development	0.00%	4.29%	5.71%	2.86%	17.14%	11.43%	8.57%	5.71%	8.57%	5.71%	7.14%	4.29%	4.29%	4.29%
Excellent communication skills	10.14%	5.80%	18.84%	2.90%	5.80%	24.64%	10.14%	7.25%	2.90%	5.80%	1.45%	0.00%	1.45%	0.00%

Lowell Superintendent Search Survey

Skills in working with diverse groups	4.35% 3	11.59% 8	4.35% 3	2.90% 2	7.25% 5	4.35% 3	21.74% 15	7.25% 5	4.35% 3	5.80% 4	8.70% 6	7.25% 5	2.90% 2	0.00% 0
Success in improving/maintaining high academic standards	8.82% 6	1.47% 1	0.00% 0	5.88% 4	7.35% 5	7.35% 5	7.35% 5	26.47% 18	1.47% 1	7.35% 5	4.41% 3	5.88% 4	2.94% 2	2.94% 2
Encourages parental involvement	2.94% 2	1.47% 1	4.41% 3	4.41% 3	7.35% 5	5.88% 4	7.35% 5	7.35% 5	23.53% 16	5.88% 4	2.94% 2	1.47% 1	4.41% 3	4.41% 3
Experience as a principal	4.62% 3	0.00% 0	0.00% 0	3.08% 2	0.00% 0	1.54% 1	1.54% 1	4.62% 3	1.54% 1	23.08% 15	6.15% 4	10.77% 7	9.23% 6	4.62% 3
Understanding of special education	4.23% 3	2.82% 2	4.23% 3	5.63% 4	2.82% 2	4.23% 3	4.23% 3	8.45% 6	2.82% 2	8.45% 6	21.13% 15	8.45% 6	7.04% 5	2.82% 2
Understands and recognizes good teaching	3.03% 2	3.03% 2	9.09% 6	3.03% 2	4.55% 3	4.55% 3	4.55% 3	1.52% 1	10.61% 7	4.55% 3	4.55% 3	21.21% 14	7.58% 5	4.55% 3
Strong Organizational skills	2.99% 2	1.49% 1	1.49% 1	5.97% 4	2.99% 2	1.49% 1	2.99% 2	5.97% 4	5.97% 4	4.48% 3	7.46% 5	2.99% 2	20.90% 14	11.94% 8
Experience in educational technology	0.00% 0	0.00% 0	0.00% 0	4.48% 3	1.49% 1	1.49% 1	0.00% 0	1.49% 1	0.00% 0	5.97% 4	1.49% 1	7.46% 5	11.94% 8	32.84% 22
Interest in promoting professional development for all staff	0.00% 0	0.00% 0	0.00% 0	1.45% 1	2.90% 2	1.45% 1	1.45% 1	2.90% 2	2.90% 2	1.45% 1	4.35% 3	7.25% 5	8.70% 6	5.80% 4
Participation in community groups	0.00% 0	4.48% 3	0.00% 0	4.48% 3	2.99% 2	1.49% 1	2.99% 2	1.49% 1	2.99% 2	1.49% 1	2.99% 2	1.49% 1	1.49% 1	2.99% 2
Experience in developing innovative educational partnerships	1.52% 1	3.03% 2	3.03% 2	0.00% 0	1.52% 1	0.00% 0	4.55% 3	1.52% 1	4.55% 3	3.03% 2	0.00% 0	3.03% 2	1.52% 1	4.55% 3
Understanding of and commitment to vocational education	0.00% 0	1.49% 1	2.99% 2	0.00% 0	0.00% 0	5.97% 4	0.00% 0	0.00% 0	2.99% 2	1.49% 1	1.49% 1	4.48% 3	2.99% 2	4.48% 3
Experience in crisis management	1.47% 1	1.47% 1	0.00% 0	1.47% 1	4.41% 3	1.47% 1	4.41% 3	4.41% 3	4.41% 3	4.41% 3	10.29% 7	0.00% 0	4.41% 3	1.47% 1
Experience with programs for social-emotional learning	2.82% 2	2.82% 2	5.63% 4	4.23% 3	5.63% 4	1.41% 1	7.04% 5	1.41% 1	1.41% 1	5.63% 4	2.82% 2	5.63% 4	0.00% 0	4.23% 3

Lowell Superintendent Search Survey

Q5 What are the strengths of the Lowell Public Schools that you would like to see preserved?

Answered: 68 Skipped: 13

#	RESPONSES	DATE
1	diversity of the student body, the special education programs and summer programs	4/16/2019 10:43 AM
2	Diversity of student body, teacher development, strong academic classes, desicated teachers/principals	4/10/2019 12:03 AM
3	Pathways programs	4/6/2019 9:28 PM
4	Dedicated staff and faculty who understand the community. Strong partnerships with community groups and other educational institutions.	4/6/2019 5:57 PM
5	Our teaching staff understands content and pedagogy, we need to trust teachers and not move to top down programs	4/6/2019 3:27 PM
6	there are none	4/5/2019 9:53 PM
7	Caring teachers and staff. Abundance of excellent partnerships	4/5/2019 9:00 PM
8	The teachers The diversity of the students and families Knowledge Bowl The arts After-school programs Sports	4/5/2019 9:08 AM
9	Devoted teachers and administrators; great kids; diversity	4/4/2019 8:26 PM
10	I can't think of just one to highlight! (I do like the middle school science/STEM night and the middle school sports (basketball, volleyball,cross country). Guess give students a place/opportunity to belong to an activity/find their nitche and stay out of trouble.)	4/4/2019 6:38 PM
11	At the school my daughter goes they are very caring and attentive to her needs.	4/4/2019 4:56 PM
12	Outstanding educational materials. Knowledge wasn't just spewed out and made to be regurgitated for a test. Lessons were taught to improve life	4/4/2019 4:10 PM
13	The teachers are highly committed to their students. Please continue to support them in their efforts.	4/4/2019 4:01 PM
14	Students feedback and care	4/4/2019 11:35 AM
15	I have not been a parent in LPS for long enough to full answer this question. I believe that something I've seen at the McAvinnue school that I would like to see preserved and be made a priority in all schools is community building - the school has a great culture and supports student and family engagement.	4/4/2019 11:31 AM
16	Diverse student population and staff, SPED services	4/4/2019 8:47 AM
17	Nothing.	4/3/2019 10:04 PM
18	Opportunities for kids of different levels.	4/3/2019 7:12 PM
19	After School Programs	4/3/2019 7:07 PM
20	having diversity but keeping classrooms limited at 24 students. free buses and lunch to remains.	4/3/2019 4:30 PM
21	I have not seen any	4/3/2019 1:11 PM
22	The predominant teacher force is very strong and I would like to see their ability to innovate preserved. There is an abundance of excellent programming that should be maintained and enhanced (early childhood, high school mentoring, clubs, etc.)	4/3/2019 11:05 AM
23	SENSE OF PRIDE IN OUR SCHOOLS..THERE HAS BEEN SO MUCH TURNOVER..	4/3/2019 9:14 AM
24	STEM Science Fair	4/3/2019 6:19 AM
25	Student Diversity, commitment to helping children with needs.	4/3/2019 2:57 AM
26	Teachers do care, thank goodness	4/3/2019 12:31 AM
27	The great teaching staff and sports programs	4/2/2019 10:43 PM
28	We are diverse. Some of our teachers, leadership, and staffat underperforming schools are amazing. We need to figure out to not penalize them for being in higher needs schools. Our higher performance schools i.e. the Wang and Daley have demographics of students that contribute to their success. We need to figure out how to make all schools comparably successful with some uniformity accross the district. Figure out what is working and implement it accross the district. Principals at some schools are doing things that work-i.e. the Bailey and McAvinnue turnarounds with great leadership we can learn from.	4/2/2019 10:38 PM
29	Dedicated staff School autonomy	4/2/2019 10:25 PM
30	Special Education is not received well by this "acting" superintendent and are losing an amazing leader due to politics.	4/2/2019 10:23 PM
31	great teachers	4/2/2019 10:19 PM
32	quality of teaching; Independent elected school committee;	4/2/2019 9:49 PM
33	Strive to improve	4/2/2019 9:37 PM
34	Support for teachers	4/2/2019 9:36 PM
35	Teachers. The ground level teachers working with the students are fine. Everything else is a mess.	4/2/2019 9:31 PM
36	Success of the sports programs. LPS has great facilities if maintained. Sadly they are not.	4/2/2019 9:06 PM
37	Community involvement and referrals within the community	4/2/2019 8:28 PM
38	It needs a huge over haul. The left hand doesn't know what the right hand is doing. Parents are being lied to about the simplest of things and made to feel stupid instead of just given an apology. Nothing is followed through. People pass the buck so of speak instead of handling the issues. Issues go on for years and parents are expected to repeat them selfs over and over without any resolutions because "someone" will get back to you. And get back you is you coming back in or email or phone call to redo it all over again.	4/2/2019 8:04 PM

Lowell Superintendent Search Survey

39	Curriculum and caring staff from top to bottom.	4/2/2019 8:00 PM
40	Most qualified staff hired, not a quota hiring system.	4/2/2019 7:26 PM
41	support for ELL	4/2/2019 7:16 PM
42	Community involvement	4/2/2019 7:05 PM
43	Diversity	4/2/2019 6:59 PM
44	Dedicated staff	4/2/2019 6:48 PM
45	Diversity of students and wide range of extra curricular activities in sports and the arts.	4/2/2019 6:44 PM
46	1.Attendance 2.Homework 3.Leadership in class	4/2/2019 6:39 PM
47	Diversity	4/2/2019 6:30 PM
48	Tenor of reliable educators in all schools. Quality over quantity, when it concerns staff in the special education classrooms. More student aids available in all classrooms.	4/2/2019 6:30 PM
49	Excellent knowledgeable teachers at the elementary level. strong leadership with many administrators.	4/2/2019 6:27 PM
50	Dedication of staff	4/2/2019 6:23 PM
51	Diversity of students, community resources and opportunities if LPS were open to them.	4/2/2019 6:23 PM
52	Strong collective bargaining units. Lowell Teacher Academy and all the opportunities it provides to advance teachers and train and mentor new teachers.	4/2/2019 6:20 PM
53	No bullying policy	4/2/2019 6:19 PM
54	Sound teaching	4/2/2019 6:16 PM
55	Strong professional development for staff	4/2/2019 6:16 PM
56	STEM Program that should expend to all schools . Teachers collaboration between classrooms . Free meals and low cost of after school programs and in school activities	4/2/2019 5:56 PM
57	Amazing teachers who understand the needs of their students	4/2/2019 5:47 PM
58	Diversity of the students	4/2/2019 5:46 PM
59	Nothing, everything is bad	4/2/2019 5:28 PM
60	It's diversity	4/2/2019 4:41 PM
61	Transportation	4/2/2019 4:26 PM
62	The staff is incredibly dedicated and committed to supporting our kids.	4/2/2019 4:09 PM
63	the richness of a diverse population needs to be honored	4/2/2019 3:12 PM
64	I don't have a strength except the current school my kids attend. I think my kids go to a top school in Lowell because the current administration work really hard to maintain quality instruction despite the ongoing challenges from the central office.	4/2/2019 2:09 PM
65	Strong teachers	4/2/2019 1:44 PM
66	Working with diverse groups.	4/2/2019 12:41 PM
67	The teachers and curriculum are excellent.	4/2/2019 12:40 PM
68	Diversity and commitment to challenging students and preparing them for college/adulthood, not pumping up grades for PR.	4/2/2019 12:29 PM

Lowell Superintendent Search Survey

Q6 What are the areas that need change and/or improvement?

Answered: 73 Skipped: 8

#	RESPONSES	DATE
1	the organization of evaluation in all areas seems lacking and diversity in the staff, especially at administrative levels.	4/16/2019 10:43 AM
2	Diverse staff. Building maintenance, equal opportunities for ALL of the schools, school lunch quality	4/10/2019 12:03 AM
3	Facilities, general staff morale	4/6/2019 9:28 PM
4	Equitable resources and consistent expectations across schools. Addressing the staff and faculty who do NOT meet expectations, and ensuring that unsatisfactory performers are not reassigned to already-struggling schools.	4/6/2019 5:57 PM
5	Our infrastructure issues have been ignored too long. We need to maintain our facilities and make a safe learning environment a priority.	4/6/2019 3:27 PM
6	you need to take out the bullies and harassers even the bosses.... they like to ruin the lives of people and they get away with it because not one person does anything about it	4/5/2019 9:53 PM
7	Political Climate Outdated technology infrastructure Poor conditions of buildings, facilities, heating, air conditioning	4/5/2019 9:00 PM
8	It is unacceptable that certain schools in the district are allowed to be stereotyped (i.e.: The Robinson). We need to have a top-down, district mentality that ALL schools should be successful and that if one school is not succeeding, we are all not succeeding as a district. It is shameful and unacceptable that the Robinson has been labelled the way it is. We need a superintendent that will recognize that the Robinson needs resources: a second assistant principal (we have close to 700 students and one AP, there should be one for the 5th and 6th and one for the 7th and 8th). We need safety training for teachers. We need an advocate, a voice from the top that will help us and give us the resources we need. We need building maintenance. And that is just the Robinson. The district itself needs so much! More translators! Diverse staff to better reflect the student population! RESOURCES! Grants and funding from outside the district! THE ROBINSON	4/5/2019 9:08 AM
9	Evidence-based reading curriculum K-3; opportunities for teachers to hear the hopes and fears of parents who don't participate in the usual school events	4/4/2019 8:26 PM
10	If a person isn't doing their job successfully let them go. Don't hold on to them and try to fit them into another position that they are not educated/good at. Stop paying people to sit around. Pay people who do their job.	4/4/2019 6:38 PM
11	I help a friend with the school bus and I had troubles. Twice the bus didn't show up. Once it was 20 minutes late. Today, it was early. And the time in her card is 9:02 and the normal time for it is 8:50. How come it can't be on time? It's horrible for the kid waiting and disrespectful with her because of the weather we have. It's just an example of what happened to me already.	4/4/2019 4:56 PM
12	Pay teachers more Bigger budgets. More activities and involvement for students.	4/4/2019 4:10 PM
13	Facilities management is lacking - buildings are not getting the repairs they need to be fully functional spaces. The communication with parents could also improve.	4/4/2019 4:01 PM
14	Diversity, school safety, communication	4/4/2019 11:35 AM
15	Every communication I have had outside of our school, the McAvinnue, has been negative. Dealing with preK and kindergarten registrations have been nothing short of a true nightmare. The fact that preschoolers need to reregister for kindergarten and are subject to being shipped to new schools is asinine and unfair to an incredibly young and vulnerable community. Every single person I've ever had to talk with that isn't a McAvinnue faculty or staff member, has not been able to answer questions, have given me conflicted answers to questions and have been all around unhelpful. It seems that there are many different administrative roles in LPS without communication or a clear chain of command. Additionally, the Lowell Public Schools website is difficult to follow and often has out of date information. There needs to be more frequent, timely and clear communication to parents from the district; and when there is district communication such as voicemails, those should be done by individuals with strong communication skills.	4/4/2019 11:31 AM
16	Extracurricular activities, equal approach to children with Special Education needs, focusing on safety	4/4/2019 8:47 AM
17	Change management they let harassment happen and refuse to pay overtime. And deny it They like to ruin lives	4/3/2019 10:04 PM
18	Acknowledging the amount of social /emotional and special education issues that need immediate action. There is not nearly enough support for the amount children with these issues.	4/3/2019 8:09 PM
19	Provide better in classroom learning opportunities such as equipment for experiments, technology, etc. Building maintenance, high standard teachers, less politics, more about kids and learning.	4/3/2019 7:12 PM
20	Start doing the collective bargaining with the teachers union on time, no more of this wait 1-3 years and back pay the teachers in a lump sum, it messes up the budget that year the following 2-3 years. Adding more Music, and other Arts programs to after school programs. Start and fund an after school programs that students can join for additional help with coursework so as to not interrupt their normal class schedule.	4/3/2019 7:07 PM
21	Students should be assigned to schools in their neighborhood by default. school should be at a level 1 or close to it. If this is not the case why?	4/3/2019 4:30 PM
22	Communication reliability taken ownership of what they did wrong..... working to keep the building in good shape....working as a team....taken complaints more seriously...	4/3/2019 1:11 PM
23	Communication needs improvement. Policies and practical changes that affect students, families and teachers, should be communicated in a timely and open manner with opportunity for input. Also, while the teaching force is very strong, the process for new hires should have an additional lens focusing on hiring diversity.	4/3/2019 11:05 AM
24	We need to get away from top down approach	4/3/2019 9:14 AM
25	Oversight of principals and decisions made at the building level about staffing, educator evaluations, and budget spending.	4/3/2019 6:19 AM
26	Staff diversity, opportunities for students who excel.	4/3/2019 2:57 AM

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27	Administration sucks, they sweep everything under the rug (bullying) Where are the books? Why am I googling everything to help w/ homework? Teach them to learn not just prepare for mcas and make the kids think it has anything to do with them... ridiculous Teach them real life skills, my kid can't even sign her name!!! Let alone write a check or balance a checkbook	4/3/2019 12:31 AM
28	A better way on how to monitor how principals and assistant principals are managing schools. A lot of the principals are trying to stay above water and are sweeping many things under the rug, especially when contracts are up. Leadership is lacking and there is no accountability. There are many students that are in fourth grade with reading levels of a second grader. Or students with behavioral issues, spending most of the day in a principals office most of the day with no supervision and missing out on instructional learning, and not being sent back to class because it is much easier to keep a student in the office than to face the problem head on.	4/2/2019 11:04 PM
29	Buildings and maintenance	4/2/2019 10:43 PM
30	Building maintenance issues make me want to pull my kids out of the district. I am relieved that the high school roof is being fixed. That had me worried for our students.	4/2/2019 10:38 PM
31	More support for elementary reading for striving learners More PD online Para evaluations needed	4/2/2019 10:25 PM
32	Support for Sped.	4/2/2019 10:23 PM
33	support for special education	4/2/2019 10:19 PM
34	Facilities, more money from state and Lowell, strong, effective leadership to stand up to council	4/2/2019 9:49 PM
35	connecting to more diverse thinking and hiring outside the tight circle. Encouraging minority too.	4/2/2019 9:37 PM
36	Facilities and capital improvents	4/2/2019 9:36 PM
37	Central administration and the curriculum is weak. No spelling or grammar. My kid is grade levels behind in writing, and even with an IEP the teachers have no curriculum to assist him. My kid doesn't even have a grammar reference book, I had to buy him one. Sad and pathetic.	4/2/2019 9:31 PM
38	Our district needs to improve in all areas of communications; parent engagement; increase funding for enrichment/specials programs; improve the physical conditions of the facilities; equity across all schools.	4/2/2019 9:07 PM
39	Principals need to be held accountable for their school climate. They create the climate for the teachers and students. The leadership at schools with poor climate needs to be reconfigured. Contracts should not be renewed. Everyone suffers when those contracts are reluctantly renewed. There are 101 people that are capeable and willing to do a better job.	4/2/2019 9:06 PM
40	More attention to middle and high school. High quality teachers and maintenance of facilities.	4/2/2019 8:41 PM
41	The buildings. Build a new high school not downtown.	4/2/2019 8:28 PM
42	Actually, following through what someone says. When everyone knows the issue, actually fix the issue. Answer a direct question. Parents have jobs too. Staff doesn't seem to care that parents loose hours of work and thousands in income just trying to get a straight answer. Lowell is a low income community. That money can mean a lot to a small family. Staff needs to remember that when they are making \$100k+ per year.	4/2/2019 8:04 PM
43	Building conditions, leadership, and personal growth.	4/2/2019 8:00 PM
44	This survey. You really think people are going to rank 1-21 or 1-20?	4/2/2019 7:26 PM
45	stop teaching to the test	4/2/2019 7:16 PM
46	Budgeting and maintenance	4/2/2019 7:05 PM
47	Budget	4/2/2019 6:59 PM
48	Building maintenance and upkeep Curriculum appropriateness Discipline policy adhered to fit unruly students School equity in curriculum, staffing, programming when able Available space review and use Accountability Planning ahead ex: bubbles at grade levels, expanding programs with well thought out plans. STOP putting bandaids on everything- someone come up with well thought out plans	4/2/2019 6:48 PM
49	creating opportunities for each child to develop to their best selves.	4/2/2019 6:44 PM
50	1. Math (Definitely needs improvement). 2. Extra curricular activities. 3. Sports activities. 4. Number of teachers for students to be increased.	4/2/2019 6:39 PM
51	Removing teachers who are proven over the years to be poor at teaching... such as teachers who are kept because Latin teachers are hard to find	4/2/2019 6:30 PM
52	Better monitoring of hired staff in the special education classrooms. Witnessing abuse is a main concern in the differing grade and middle school environments. More knowledgeable principals and vice principals, when it concerns special education requirements.	4/2/2019 6:30 PM
53	Something more about the bullying to be done They all say they no bullying in my school and there is bullying In the school and the principal and teacher look the other way.	4/2/2019 6:27 PM
54	Conditions of schools, repairs, air quality testing, more involvement and responsibility to curriculum and families with Middle and High School teachers and administrators.	4/2/2019 6:27 PM
55	Building conditions/maintenance Ending politics as usual	4/2/2019 6:23 PM
56	Diversity of staff, programs and innovation.	4/2/2019 6:23 PM
57	The budget needs to be effectively managed and responsibly administered. Ms. Turner is doing a great job so far. A significant reduction in the amount of assessment our students are tortured with. Teachers need to be teaching, not constantly testing and spending countless hours out of their rooms for assessment and data analysis. A cohesive administration at the Central Office. The view from down here is that it appears to be chaos downtown...	4/2/2019 6:20 PM
58	Academics. It's a damn shame how you all are teaching these children. It's a shame compared to a private school. You cannot tell me that the private schools are the same as the public schools. The private schools teach their children the truth and how to use their brains. You teach our children lies and make them dumb. I'm Native American, and you all need to teach the damn truth on what happened on the American land. It's disgusting what you teach these children. You don't even teach them about Irish slaves. I'm tired of the public school system, and think the whole system needs to change.	4/2/2019 6:19 PM
59	subgroup growth, sel	4/2/2019 6:16 PM
60	Fully funding the budget-especially recognizing that ESL requires specific education and funding and that over 40% of our population is ESL so without proper services we will NOT achieve higher levels	4/2/2019 6:16 PM

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61	Communication with parents , better use of Classroom Dojo app	4/2/2019 5:56 PM
62	Better finance management needed. More adequate funding for schools, increase spending per student.	4/2/2019 5:47 PM
63	The School Committee should have a vested interest with children in the School System and not worry about the Superintendent showing deference to them. He or she is the expert not the committee	4/2/2019 5:46 PM
64	Buildings	4/2/2019 5:28 PM
65	Curriculum needs to be district wide	4/2/2019 4:41 PM
66	Safety of our children	4/2/2019 4:26 PM
67	All schools are operating at a deficit. There are not enough teachers, support staff, physical resources, technology, or space.	4/2/2019 4:09 PM
68	business as usual - the "old boy" network needs to be broken	4/2/2019 3:12 PM
69	Lack of communication from the top, constant budget cuts, the turnover at some schools (staff), quality leadership in the central office--everything is so political. I think the decision to reject the Cawley state of the art high school proposal and revert to a 6 yr renovation was the biggest mistake Lowell has done. Students are fleeing,staff are fleeing, the high school is in disrepair and it is not an option for students to obtain a quality education now and for the next few years as they piece it back together with this renovation.	4/2/2019 2:09 PM
70	Cut relationships with non-profits, new lunch provider, follow state standards, hands on programs	4/2/2019 1:44 PM
71	Financial management, clarity of plan for educational curriculum.	4/2/2019 12:41 PM
72	The amount of testing - including benchmark assessments and the overfocus on MCAS testing must be reduced. The time is better spent on art, music, foreign languages.	4/2/2019 12:40 PM
73	Communication is poor, from the top down. Particularly between the central office and parents.	4/2/2019 12:29 PM

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Q7 Please add additional comments

Answered: 42 Skipped: 39

#	RESPONSES	DATE
1	politics and nepotism should be abolished	4/16/2019 10:43 AM
2	A superintendent with experience in large urban districts with diverse populations is essential. Lowell cannot ensure quality education for current students without a realistic understanding of our community's context and the history of inequity that has led to current school disparities.	4/6/2019 5:57 PM
3	We need a superintendent who will make working with the school community a priority. Teachers, students, families can be part of creative solutions and we need an administrator who believes that.	4/6/2019 3:27 PM
4	as the last superintendent said at one of the school committee meetings. Lowell needs to wake up, Lowell school department is not doing things by the law.... Lowell public schools needs to do something about the harassment and bullying and abuse going on in the system. and the antagonizing, and make sure the employees get paid their overtime, because it is against the law	4/5/2019 9:53 PM
5	We need an experienced urban superintendent who understands and has a proven track record in community relations, entrepreneurial knowledge, raising student college rates, and is student and staff-centered. Experience as a transformational leader with a commitment to social justice.	4/5/2019 9:00 PM
6	Someone who has been a TEACHER. We have so many good teachers in this district and we need someone that will celebrate that and build on those strengths. We also need someone that is familiar with the challenges of this district. We do not have time to have someone come in and need a "learning curve." We need someone that already understands what this district needs and can jump right in and be successful and start making beneficial changes.	4/5/2019 9:08 AM
7	Thank you for asking! This is difficult work and I appreciate the care that is going in to it.	4/4/2019 8:26 PM
8	Hire more people to work with kids in order to make sure all kids educational needs are met. Don't cut the positions of people that work directly with the kids.	4/4/2019 6:38 PM
9	Get rid of the MCAS. Education is so much more than a test score.	4/4/2019 4:01 PM
10	N/A	4/4/2019 11:35 AM
11	I didn't know about the "blue ribbon search committee" until it was too late to apply. I only knew about this survey because call was put out. I hope that there will be plenty of notice about future opportunities for the community to be a part of the superintendent search and I hope that those opportunities will be communicated through wide spread means.	4/4/2019 11:31 AM
12	LESS POLITICS!!	4/3/2019 7:12 PM
13	Do a Teachers / PTO Town hall and invite teachers and parents to participate with questions, concerns, and assisting with drawing up the plan for the coming years.	4/3/2019 7:07 PM
14	A survey that is more user friendly would be appreciated. Ranking multiple criteria 1-20 is unwieldy. A simple 5 or 7 point Likert scale for each item would give you equally useful data AND make it user friendly.	4/3/2019 3:09 PM
15	As I see in the Lowell Public Schools. - They union do not do there job. People like to brawl others down... they do not like to work as a team... The bosses do nothing about the complaints... They do not like change for the better... They like to push people out of a position just because they do not like them.... You kept people in a position because they have a license or a degree not that they can do the job.... you give pay raised to people because they get another degree, but can the do the job very well.... You pay a group of people the same raise, when that group does not do the same amount of work.. It is expected for employees to do as they are told, whether they are being harassed or bullied.... You do not care enough for the employees. You have bosses in place who like to antagonize the employees and nothing happens. the buildings are not kept up. some staff has to work in 95 degree offices which is unhealthy. they like to make some staff feel very uncomfortable, with a lot of comments and other stuff. You have an administrator who wanted to crucify an employee. People like this should NOT	4/3/2019 1:11 PM
16	Please don't rush the process!	4/3/2019 11:05 AM
17	Push to Eliminate State Testing	4/3/2019 9:14 AM
18	We NEED to become a 1 to 1 district so that ALL students have access to technology on a daily basis.	4/3/2019 6:19 AM
19	Seriously, the kids in lowell are stunted, and it's disgusting ...	4/3/2019 12:31 AM
20	Need to get on sound financial footing, before you can do anything.	4/2/2019 9:49 PM
21	Blind tie among schools employees, who works together for decades, or else, from top to bottom ranks, brings only rigidity and hostility, and create an unhealthy atmosphere for for all, significantly for students, which should not be delay for change any further.	4/2/2019 9:37 PM
22	Lowell would be well served by a Local candidate	4/2/2019 9:36 PM
23	Above the principal, I have no idea how the school administration factions. It's a message.	4/2/2019 9:31 PM
24	Our schools need to have many positions reinstated - library aids, parent liaisons, paraprofessionals, social workers, and other support staff. Our teachers are working with their hands tied, we need to provide them with the proper resources so they can teach all children properly. Our buildings need to be proactively maintained; recognizing that a school environment needs to be safe and inspiring for positive learning and teaching to occur. Additionally, we need to find the funding to reinstate specials/curriculum enrichments to the elementary and secondary students, to provide a well-rounded education. We need a district leader to reinstate confidence and be transformative, making all LPS the first choice for all families.	4/2/2019 9:07 PM
25	I've heard such great things about the elementary schools, but I'd love to see more changes at the upper levels	4/2/2019 8:41 PM
26	Someone who will have a backbone and stand up to the school committee and not be their puppet	4/2/2019 8:28 PM

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27	Be respectful to us parents, especially those with disabled children. You have no idea what we live with at home. Fighting partents for services when there is more then enough evidence, drs, ect saying other wise is just shame full on Lowell. There is no reason why Lowell cant be a mode for other city's for education and special education services. With umass Lowell being right here LPS should be setting off right before sending there. A huge majority of us grew up here in Lowell and stayed. But you want to know why sobmany leave? Because the education for their kids sucks! They move their kids back for UMASS Lowell later. If Lowell wants to build their community start with their damn kids and fix your damn schools!!	4/2/2019 8:04 PM
28	LPS has incredible potential-at least in my building the morale is good and there is desire to elevate a challenging student group-a single direct would be helpful - bring back librarians!	4/2/2019 7:16 PM
29	I would like the new superintendent to be a former educator who hasn't forgot what it is like.	4/2/2019 6:59 PM
30	LPS needs a complete overhaul. I don't envy the new superintendent as things are terrible in Lowell at all levels.	4/2/2019 6:48 PM
31	I think the LPS should promote from within staff members dedicated to improving the city schools.	4/2/2019 6:44 PM
32	1. We would highly recommend to thrive to bring the school district standards state and national level. 2. We are very delighted about the improvements in educational system happening in Lowell public school district.	4/2/2019 6:39 PM
33	I am a parent with many concerns that have yet to come to fruition and would love to see improvements in parent/staff.student relations. Educators with immense knowledge in negotiating and maintaining partnership, with students who have diverse mental development delays and emotional needs.	4/2/2019 6:30 PM
34	Children are going to school in buildings that have questionable air quality, carpeted rooms that are over 20 + years old, and have varies technology depending on the school. All schools and children should have the same technology and opportunities, regardless of which school they attend. The High School is also a major problem, I have a High School student who has to deal with building issues on a regular basis. I am not in agreement with the improvement plan for the High School and am not comfortable sending my other child, who is currently in middle school, to the High School during the renovations that will take place. I do not feel it will be safe or healthy for students to be in these buildings while being renovated.	4/2/2019 6:27 PM
35	Lowell public schools are in crisis. Please do not hire a good old Lowell politician/lifer or some carpetbagging resume-builder. We need someone who can help and who cares about the schools more than his/her image.	4/2/2019 6:23 PM
36	LPS needs an innovative leader who is willing to explore new options for education.	4/2/2019 6:23 PM
37	Thanks for asking:)	4/2/2019 6:20 PM
38	Stop making our children stupid especially with the way you teach them math is ridiculous. My daughter hates math because how you teach math. She can barely even spell ok. It's not me as a parent. I teach my children well. It's you all giving our children a poor education. Such a shame to the point the public school system should be fired until you all become like the public school system.	4/2/2019 6:19 PM
39	I would be interested in adding a gifted and talented program at the elementary level. As a staff member and a parent I know that high level kids are not being challenged at their levels.	4/2/2019 6:16 PM
40	The School Committee needs to realize they are elected officials and not educational experts. Running a good campaign does not mean you have the best interest of the students	4/2/2019 5:46 PM
41	I would like to see a superintendent that visits schools and learns it's staff, students and community. One that is invested in across the board curriculum so that teachers in every school are following the same scope and sequence. Curriculum that hits the mass common core standards.	4/2/2019 4:41 PM
42	It is shocking that Lowell does not have any sort of dual-language programs or elementary second language instruction. Lowell should be offering dual language programs in several languages to promote the retention of native languages but also build the skills of second language learners. A strong superintendent for Lowell schools will have experience as a classroom teacher and understand how to utilize the teachers and support staff in improving communication to families and the community.	4/2/2019 12:40 PM