COBB COUNTY
SCHOOL DISTRICT

Vision 2026
Community Forums

How do *you* envision our schools in 2026?

2013   2026

Current Kindergarten students will graduate in 2026.
How are we empowering their dreams for the future?

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Revised June, 2014 to include online input

Cobb County School District - Vision 2026 Community Forums

Introduction

The Cobb County School District is committed to the core values of Achievement, Integrity, Creativity/Innovation, and Accountability and the following beliefs:

1. We believe successful schools are a foundation of community stability, growth, and prosperity.
2. We believe family and community engagement is critical to student and district success.
3. We believe in a constant and purposeful focus on what is best for students.
4. We believe creativity and innovation are encouraged and embraced by all stakeholders.
5. We believe in cultivating a positive environment where students are provided pathways for success.

As part of the district's planning process, long range goals and key strategies, reflective of these core values and beliefs, are developed and implemented through the CCSD Strategic Plan. Priorities are established annually with targets for improving performance. As we continue to plan forward and act on our values and beliefs, discussions with the Board of Education have led district staff to study how to:

- Engage our community in a deeper, more meaningful way to help direct the future of our schools
- Seek flexibility from state regulations (financial, operational, and programmatic)
- Increase local control as a district and for individual schools
- Encourage innovation and creativity as stated in our Core Values, and
- Above all, improve student experiences and academic performance.

The study of these five areas will also lead the district to a decision required by Georgia law that states that by June 30, 2015 all school systems must indicate whether they would like to pursue System Flexibility through the models of Investing in Education Excellent (IE$^{2)}$, Charter System, or return to "pre-hardship" guidelines known as Status Quo. During the past two years, legislators proposed additional options such as System of Charter Clusters, System of Charter Schools, and Strategic School System which were not approved. IE^2, Charter system, and Status Quo remain the options with a decision deadline of June 30 of 2015.

District staff began preparing for the study of the five areas in the summer of 2013. Discussions were held with several small groups to determine how to approach the areas of interest and to develop a method for engaging our community in a deeper, more meaningful way to help direct the future of our schools. The Superintendent's Senior Team, the Academic Leadership Team, a group of representative principals, and the Strategic Plan Advisory Committee participated in focus groups where questions were posed and participant responses recorded on chart paper for all members of the group to see. Participants were asked to reflect and describe the ideal school for their student(s) in the areas of:

- Curriculum and instruction
- School culture
- Monitoring results and accountability
- Use of funds
- Hiring of teachers and administrators

Once school started and the semester was well on its way, district staff shared with Board Members the opportunity for training specifically focused on the options for System Flexibility. The Board of Education participated in training on the options for System Flexibility on October 14, 2013 with Mr. Lou Erste, Division of Charter Schools, Georgia Department of Education. Mr. Erste presented the pros and cons of each option, responded to questions and emphasized the advantage to the district of moving forward prior to the state deadline. Articles relating the stories of three current Charter Systems, Marietta City, Gainesville City, and Fulton County Schools were provided. At the conclusion of the training, input was gathered from board members related to the 'ideal school' in terms of curriculum and instruction, school culture, monitoring results and accountability, use of funds, and hiring of teachers and administrators. This input was considered in the preparation stages of our community forums known as Vision 2026.

In November and December of 2013, the Cobb County School District hosted four community forums to gain extensive stakeholder input to help set the direction for the future of our schools. The theme of the forums, Vision 2026, was chosen to help stakeholders think well into the future and because our current kindergarten students will graduate from high school in 2026. The board was supportive of engaging our stakeholders in this way, and recognized that regardless of which options were available after the legislative session concluded, stakeholder input would allow us to better plan for serving our community and the needs of our schools. This report shares the responses and the analysis of the major topics discussed with the various stakeholder groups.

Four forums, each with a session for staff members at 4:30 p.m. and a session for the community at 6:30 p.m., were held across the county on the following dates.

- Campbell High School – Monday, November 18, 2013
- South Cobb High School – Thursday, November 21, 2013
- Kennesaw Mountain High School – Tuesday, December 3, 2013
- Lassiter High School – Thursday, December 5, 2013

A word of thanks and appreciation is extended to each of the high schools listed above and to the local school and district staff members who contributed to the process, presentation, collection of input, and analysis of the data. This large initiative, planned to directly speak to and hear from hundreds of stakeholders, took considerable time, effort, and organization and the information gleaned from these intimate forums is critical to future planning and consideration of our communities desires and hopes to support empowering students' dreams.

Participants were greeted upon their arrival and asked to sign in. Each participant was given a name tag and assigned to a break out session so that small group discussions could be held following the large group overview. A brief overview of the System Flexibility options and why we were engaging our staff and community in such a way was presented in a large group setting. After the large group session, participants transitioned to classrooms. Central level staff facilitated the dialogue sessions and recorded input from each group on large chart paper by category (curriculum and instruction, school culture, monitoring results and accountability, use of funds, and hiring of teachers and administrators). After discussions related to each category concluded, participants prioritized the statements by placing a sticky dot on the one statement for each category that aligned with what they believed, considering our current resources, to have the largest impact on improving student performance. The charts were labeled according to session, date, and location, and collected for analysis.

Vision 2026 Forums		
Total Number of Participants	Session I (Staff)	Session II (Community)
Forum 1	41	54
Forum 2	52	34
Forum 3	80	82
Forum 4	66	135
Total	239	305

Preliminary and Additional Input		
Total Number of Participants	Staff	Community
Academic Leadership Team / Area Assistant Superintendents	18	
Executive Leadership Team	8	
Strategic Plan Advisory Committee	5	3
Board of Education		7
Leadership and Learning (Local School and District Leaders)	219	
Total	250	10

Total for All Groups	Staff = 489	Community = 315

Preparation and Initial Group Input

Between June and October 2013, a series of committee meetings were held by Cobb County School District's leadership to examine the school district's current strengths and future needs of students to adequately provide educational opportunities to acquire and retain the skills necessary to compete in the industries and challenges of tomorrow. The committees that met were the Academic Leadership Team, Executive Leadership Team, Strategic Plan Advisory Committee, Cobb County Board of Education, and District Leadership and Learning. The discussions resulted in common comments that are summarized into categories of Curriculum and Instruction, Hiring process, Monitoring and Accountability, School Culture, and Use of Funds.

The Academic Leadership Team addressed Curriculum and Instruction and the level of resources needed to keep-up with current trends and provide preparation for teachers in student instruction. The Hiring Process for new teachers should include new teacher induction such as New Teacher Institute, in addition to providing resources for mentors, coaches, and technology support specialists which would contribute in determining fund expenditures. Areas discussed within School Culture included the need for flexibility in scheduling, targeted financial support and guidance for local schools, continued efforts to maintain school safety, involvement of the community when considering such endeavors as re-districting, district and school digital and online communication, and efforts to engage the support of PTA's and Councils. Use of Funds and their designation were discussed while noting the process of how they are monitored and spent in order to maximize their benefits to stakeholders.

Executive Leadership Team common comments stated that Curriculum and Instruction should provide staff development, academic structure of support, and acceleration or advanced course work for middle and high school students. The Hiring Process should provide good application and tracking progress, good fill rate with highly qualified candidates while maintaining the certification process. Monitoring and Accountability provides and follows multiple measures to track student progress as well as the schools, the school district, area superintendent's, and the district's superintendent's strategic plans as well as providing data on the school dashboards. Comments stated that staff morale, PTA support, stakeholder communication, and voter turnout were contributory factors to School Culture. The Use of Funds discussion resulted in comments referring to expenditures and maintaining the budget process with fidelity, while addressing personnel decisions and benefits, and risk management.

Strategic Plan Advisory Committee had similar comments for all categories but noted the need for more technology usage, community learning, and more career focused instruction for Curriculum and Instruction. While committee members had similar discussion remarks on the Hiring Process, additional comments stated the assistant administrator positions should be converted to assistant principals, and that funding and training needs for local schools should have the flexibility with categorical allotments when addressing the Use of Funds category.

Cobb County Board of Education, while similar to other committee statements, also remarked on the Curriculum and Instruction category to design alternative paths to course mastery standards for extra-curricular scheduling, competitive courses, in addition to providing compensation for high performers. The Hiring Process should be based on candidate qualification and seek broader input from vested stakeholders during that process. Testing rigor, testing volume and support, teacher effectiveness, and assessment results transparency were commented on for the Monitoring and Accountability process, and that tutoring should be considered when determining Use of Funds.

District Leadership and Learning, comprised of all administrators and principals, common comments for Curriculum and Instruction addressed the need for performance-based, cooperative learning, and the need to integrate technology in to course work. Common Core should be accelerated and STEM incorporated in addition to a focus on formative assessments, schedule flexibility, blended/virtual workshops, and class-size. The Hiring Process should allow schools the flexibility to hire their assistant principals based on school needs and construct with the ability of allotment conversion while meeting district criteria. In addition new teacher hiring should be at will with a defined probationary period and a re-examination of tenure and the reassignment process. The District Leadership and Learning stated that local schools should have a choice in monitoring and benchmarking with support of data teams to track student progress when considering Monitoring and Accountability. Addressed was the need to have options for non-state standardized tests, monitoring timeline with defined assessments and benchmarks, flexibility in sharing test results, and a consistent district-wide structure to collect and manage student and teacher data to lend itself to flexibility when sharing data results. During the discussion of Use of Funds, statements were made that schools should have site-based management and direct access to FTE dollars to provide flexibility for allotments, a partnership with others to fund Career Tech and increase 21st Century classrooms, provide local schools the autonomy to fit the needs of the school for all stakeholders, while maintaining fidelity oversight by the district.

Session I and II Response Summary and Conclusions

From November 2013 through December 2013, a total of 544 participants attended the Vision 2026 Community Forums. A total of 239 were in attendance for Session I forums, and a total of 305 in attendance for Session II forums. A total of 860 prioritized responses were given in Session I and a total of 1257 prioritized responses were given for Session II, totaling 2,117 prioritized responses from all attendees. The categories of Curriculum and Instruction, Hiring Process, Monitoring and Accountability, School Culture, and Use of Funds were used to solicit the 2,117 identifiable responses during these sessions.

Out of these 5 main categories, the following topics emerged:

- ➢ Allotments
- ➢ Collaborative Governance and Accountability
- ➢ School Construct
- ➢ Course Design
- ➢ District Focus
- ➢ Funds Designation
- ➢ Assessment and Growth
- ➢ Hiring Qualifications
- ➢ Differentiated Instruction
- ➢ Salary and Compensation Benefits
- ➢ Teacher Effectiveness

For the five categories for Session I (Curriculum and Instruction, Hiring Process, Monitoring and Accountability, School Culture, and Use of Funds) topics with 50 prioritized responses or more represented 72.1% and returned the following:

- ▪ Allotments – 118 or 13.7%
- ▪ Course Design – 106 or 12.3%
- ▪ Salary and compensation Benefits – 97 or 11.3%
- ▪ Collaborative Governance and Accountability – 73 or 8.5%
- ▪ Funds Designation – 66 or 7.7%
- ▪ District Focus – 56 or 6.5%
- ▪ Assessment and Growth – 53 or 6.2%
- ▪ Differentiated Instruction – 51 or 5.9%

See Appendix A for details

For the five categories for Session II (Curriculum and Instruction, Hiring Process, Monitoring and Accountability, School Culture, and Use of Funds) topics with 50 prioritized responses or more represented 83.7% and returned the following:

- Course Design – 257 or 20.4%
- District Focus – 145 or 11.5%
- Collaborative Governance and Accountability – 122 or 9.7%
- Allotments – 93 or 7.4%
- Salary and Compensation Benefits – 91 or 7.2%
- Funds Designation – 87 or 6.9%
- Differentiated Instruction – 77 or 6.1%
- Teacher Effectiveness – 66 or 5.3%
- Hiring Qualifications – 59 or 4.7%
- School Construct – 56 or 4.5%

See Appendix A for details

Session I: Staff Input

Of the 860 identifiable responses for Session I, participants indicated their priorities within each category. Common statements were grouped to reflect each category. The following summaries for Session I, note the top common comments within the five categories as described:

Curriculum and Instruction: Forum statements indicated 75 prioritized comments addressing Course Design.

Of the Curriculum and Instruction statements noting Course Design, 51 (68.0%) addressed the need to correlate critical/analytical thinking and problem-solving to real-world and global experiences, and move toward more personalized learning so that students can advance and apply learned skill-sets through self-paced project-based activities. An additional 8 (10.7%) comments addressed the need for development and expansion of life skills, foreign language, and STEM courses, plus 6 (8.0%) other comments recommended to integrate and increase technology use, both at school and through online courses.

While the topic of allotments did not produce 50 or more of the prioritized responses, it is noteworthy to include in this course design overview. The course design comments noted the need for expansion and curriculum development in order for students to acquire the knowledge and technology skills to successfully compete in the real-world markets of tomorrow. A total of 34 (100%) allotment topic comments emphasized class size and student-to-teacher ratio reductions in order to engage all student groups and sub-groups with increased opportunities of face-to-face learning, availability of science labs, and access to fully staffed media centers. This response would seem to indicate that in order to facilitate course design and class size modifications with increased experiential learning opportunities, allotment structure and formulas should be reviewed to bring about the changes noted in course design, for student success now, and upon graduation.

Hiring Process: Forum statements indicated 57 prioritized comments addressing Salary and Compensation Benefits.

Of the Hiring Process statements noting Salary and Compensation Benefits, 43 (75.4%) addressed the need for teacher salaries and benefits to be competitive and relative to other factors such as the private sector, merit pay for retention, need-based assignments, loan forgiveness, tuition reimbursement, skill acquisition, professional development, in addition to degree obtained.

There were 9 comments (15.8%) that addressed the level of salary and certification type.

Monitoring and Accountability: Forum statements indicated 53 prioritized comments addressing Course Design.

Of the Monitoring and Accountability statements noting Assessment and Growth, 35 (66.0%) addressed the need to measure growth through performance-based measures rather than standardized testing. In addition, a portfolio or flexible report card and differentiated measures of success by school indicating progress over time, were noted. It was also suggested that time to distill and evaluate data and to implement appropriate measures was needed for all stakeholders.

School Culture: Forum statements indicated 35 prioritized comments addressing Collaborative Governance and Accountability, and are included in this overview although 50 identifiable prioritized responses were not returned.

Of the School Culture statements noting Collaborative Governance and Accountability, 17 (48.6%) addressed the need for accountability and collaboration to increase motivation, course progress, self-monitored behavior, and to increase involvement of all stakeholders including parents, community, and business. An additional 7 (20.0%) comments referenced teacher empowerment for decision-making, the value of teacher feedback, and the need to increase and foster positive morale.

Use of Funds: Forum statements indicated 66 prioritized comments addressing Funds Designation.

Of the Use of Funds statements noting Funds Designation, 54 (81.8%) addressed the areas of flexibility and local school autonomy to include teacher and all invested stakeholders as part of the process when determining funds designation and expenditures. As part of the local school self-governance process, areas of consideration when determining these funds and expenditures should include school demographics and cultural makeup, support staff such as clerical and maintenance needs, a supply budget based on the school and student population criteria, and flexibility with delegated and roll-over fund(s) options. In addition, technology needs and the application of such innovations to include devices, lab improvements and online courses, should be addressed.

Session II: Community Input

Of the 1257 identifiable responses, participants indicated their priorities within each category. Common statements were grouped to reflect each category. The following note the top common comments of the five categories for Session II as described:

Curriculum and Instruction: Forum statements indicated 153 prioritized comments addressing Course Design.

Of the Curriculum and Instruction statements noting Course Design, 134 (87.6%) overwhelming noted the need to correlate critical/analytical thinking and problem-solving to real-world and global experiences so that students can advance and apply learned skill-sets through self-paced, project-based activities. Other areas mentioned the need to broaden foreign language choices, have smaller math classes, increase remediation support, and technology use and how it relates to tomorrow's careers in being work-force ready.

While the topic of district focus did not produce 50 or more of the prioritized responses, it is notable to include in this curriculum and instruction overview.   A total of 8 (38.1%) district focus comments referenced Common Core and whether to eliminate it, keep it, or to move away from it and move towards a specialized district/community-based curriculum. In addition, STEM and an increased focus on math and science, received 7 (33.3) comments with giving flexibility in diploma types for students, receiving 3 (14.3%) remarks.

Hiring Process: Forum statements indicated 59 prioritized comments addressing Hiring Qualifications.

Of the Hiring Process statements related to Hiring Qualifications, 36 (61.0%) noted that teachers should possess strong content knowledge, have real-world experience for the content area they are teaching, and above all, want to work and support children as they learn. More local control of hiring was suggested to obtain the right match for the school.

Monitoring and Accountability: Forum statements indicated 52 prioritized comments addressing Teacher Effectiveness.

Of the Monitoring and Accountability statements noting Teacher Effectiveness, 29 (55.8%) addressed the need for data-driven results and the inclusion of student growth for teacher evaluations and teacher effectiveness.   Teacher and school ratings ought to include stakeholder surveys, discipline, parent involvement, and student collaboration.

School Culture: Forum statements indicated 68 prioritized comments addressing Collaborative Governance and Accountability.

Of the School Culture statements for Collaborative Governance and Accountability, 40 (58.8%) referenced the need for students and parents to respect authority and to develop a collaborative school environment where students accept responsibility for their work, skill acquisition, and own educational involvement. There were 21 (30.9%) additional common comments indicating that the school environment should have

a culture of high expectations, a provision where parent education and training is provided, utilization of a home-to-school contract to engage family participation, an emphasis on community services, as well as a partnership with authentic authoritative role models and organizations such as local churches, civic clubs, police, and military.

Use of Funds: Forum statements indicated 82 prioritized comments addressing Funds Designation.

Of the Use of Funds statements noting Funds Designation, 28 (34.1%) stated the need for flexibility at the local school and to develop long-term budgets with teacher involvement based on local school needs. In addition, 25 (30.5%) of those commenting, stated the need to acquire additional funding in order to increase teacher and staff numbers and lower the current class size. The desire to compensate teachers as professionals with higher salaries and to cultivate a positive work environment was expressed to attract high quality staff.

Final Thoughts:

Overall, staff and community input through the Vision 2026 Forums emphasizes the importance of our purpose, our people, and the collaboration needed among stakeholders to support continuous improvement and a high level of quality services.

Staff and community participants want more local control of their schools, but with a collaborative, engaging, and responsible effort from the students, parents, and community. Teachers should have real-world experience and be able to apply that experience with demonstration as part of their hiring process. Salary compensation, an evaluative instrument that is differentiated and based on course results instead of test performance, and other possible benefits including incentives and merit pay, could enhance their compensation package, and therefore, make teaching in CCSD a more competitive career choice. Real-world applications in the classroom should help students connect their gains in knowledge and skills to the world they will be entering after graduation.

Stakeholders want smaller class sizes, but are aware that class size is determined by available funding. Funding should include in part, community and business leaders' financial and collaborative support, as well as grant acquisition.   With increased local school control of budgets and disbursements, local stakeholders could facilitate a school climate and construct/design that would match their demographic and socioeconomic needs.

Finally, participants want the curriculum to incorporate more technology enhanced courses.   With technology devices and online learning, stakeholders stated that students could attain course knowledge through project-based and mastery outcomes, while making grades and progress results more obtainable to students, parents, and teachers through an accessible online-enriched structure. It is hoped that by incorporating more technology into course design, the amount of assessment requirements that students are now experiencing would be reduced.

Next Steps:

Stakeholder feedback from the Vision 2026 Forums will be incorporated into future planning on many levels. The information will be integrated into short term action planning by district departments to further support the Strategic Plan. Most importantly, the data will feed directly into discussions regarding the district's application for System Flexibility. The Vision 2026 analysis, together with the district's Needs Assessment of Performance on Quality Schools Standards conducted in preparation for accreditation, will inform the System Flexibility proposal submitted to the Georgia Department of Education defining how the Cobb County School District will lead, govern, and operate in the coming years.

Community Forums
Sessions I and II Category / Topic Prioritized Comparisons

Vision 2026 − Session I	
Session I: Total Attendance For All Forums:	239
Session I: Total Possible Responses For All Forums:	1,195

Vision 2026 − Session II	
Session II: Total Attendance For All Forums:	305
Session II: Total Possible Responses For All Forums:	1,525

Total Prioritized Responses	860

Vision 2026 - Session I	n Category Responses	% All Category Responses
Use of Funds	192	22.3%
Hiring Process	190	22.1%
Curriculum and Instruction	186	21.6%
Monitoring and Accountability	179	20.8%
School Culture	113	13.1%
Total Category Prioritized Responses:	860	

Total Prioritized Responses	1257

Vision 2026 - Session II	n Category Responses	% All Category Responses
Curriculum and Instruction	271	21.6%
School Culture	266	21.2%
Hiring Process	254	20.2%
Use of Funds	244	19.4%
Monitoring and Accountability	222	17.7%
Total Category Prioritized Responses:	1257	

Vision 2026 - Session I: Prioritized Topics w/50+ Responses	n Topic Responses	% All Topic Responses
Allotments	118	13.7%
Course Design	106	12.3%
Salary and Compensation Benefits	97	11.3%
Collaborative Governance and Accountability	73	8.5%
Funds Designation	66	7.7%
District Focus	56	6.5%
Assessment and Growth	53	6.2%
Differentiated Instruction	51	5.9%
Topic Responses of 50 or >:	620	

Vision 2026 - Session II: Prioritized Topics w/50+ Responses	n Topic Responses	% All Topic Responses
Course Design	257	20.4%
District Focus	145	11.5%
Collaborative Governance and Accountability	122	9.7%
Allotments	93	7.4%
Salary and Compensation Benefits	91	7.2%
Funds Designation	87	6.9%
Differentiated Instruction	77	6.1%
Teacher Effectiveness	66	5.3%
Hiring Qualifications	59	4.7%
School Construct	56	4.5%
Topic Responses of 50 or >:	1053	

3.7

Total Prioritized Responses	860

(Continued)

Vision 2026 - Session I Summary Curriculum and Instruction	n Topic Responses	Curriculum and Instruction Topic %
Course Design	75	40.3%
Allotments	34	18.3%
College and Career Course Design	26	14.0%
Differentiated Instruction	17	9.1%
Teacher Effectiveness	16	8.6%
School Construct	12	6.5%
District Focus	6	3.2%
Curriculum and Instruction Total Prioritized Responses:	186	21.6%

Vision 2026 - Session I Summary Hiring Process	n Topic Responses	Hiring Process Topic %
Salary and Compensation Benefits	57	30.0%
Allotments	38	20.0%
Hiring Qualifications	30	15.8%
Collaborative Hiring Process	25	13.2%
Mentoring	14	7.4%
District Focus	13	6.8%
Leadership	6	3.2%
Teacher Effectiveness	5	2.6%
School-based Management	2	1.1%
Hiring Process Total Prioritized Responses:	190	22.1%

Total Prioritized Responses	1257

(Continued)

Vision 2026 - Session II Summary Curriculum and Instruction	n Topic Responses	Curriculum and Instruction Topic %
Course Design	153	56.5%
Differentiated Instruction	43	15.9%
College and Career Course Design	25	9.2%
District Focus	21	7.7%
Allotments	18	6.6%
Other	8	3.0%
Assessment and Growth	3	1.1%
Curriculum and Instruction Total Prioritized Responses:	271	21.6%

Vision 2026 - Session II Summary Hiring Process	n Topic Responses	Hiring Process Topic %
Hiring Qualifications	59	23.2%
Salary and Compensation Benefits	55	21.7%
District Focus	42	16.5%
Allotments	30	11.8%
Hiring Process	20	7.9%
School Construct	14	5.5%
Teacher Effectiveness	14	5.5%
College and Career Course Design	5	2.0%
Funds Designation	5	2.0%
Mentoring	5	2.0%
Course Design	4	1.6%
Safety and Security	1	0.4%
Hiring Process Total Prioritized Responses:	254	20.2%

Total Prioritized Responses	860

Total Prioritized Responses	1257

(Continued)

(Continued)

Vision 2026 - Session I Summary Monitoring and Accountability	n Topic Responses	Monitoring and Accountability Topic %
Assessment and Growth	53	29.6%
Collaborative Governance and Accountability	38	21.2%
Assessment Models	27	15.1%
Assessment Outcome	15	8.4%
Course Design	15	8.4%
District Focus	13	7.3%
School Construct	10	5.6%
Teacher Effectiveness	8	4.5%
Monitoring and Accountability Total Prioritized Responses:	179	20.8%

Vision 2026 - Session II Summary Monitoring and Accountability	n Topic Responses	Monitoring and Accountability Topic %
Teacher Effectiveness	52	23.4%
Course Design	46	20.7%
Assessment and Growth	39	17.6%
Collaborative Governance and Accountability	27	12.2%
District Focus	24	10.8%
Assessment Models	19	8.6%
School Construct	13	5.9%
Other	2	0.9%
Monitoring and Accountability Total Prioritized Responses:	222	17.7%

Vision 2026 - Session I Summary School Culture	n Topic Responses	School Culture Topic %
Collaborative Governance and Accountability	35	31.0%
Differentiated Instruction	34	30.1%
Course Design	16	14.2%
Allotments	10	8.8%
Safety and Security	9	8.0%
District Focus	8	7.1%
Mentoring	1	0.9%
School Culture Total Prioritized Responses:	113	13.1%

Vision 2026 - Session II Summary School Culture	n Topic Responses	School Culture Topic %
Collaborative Governance and Accountability	68	25.6%
Safety and Security	41	15.4%
Course Design	36	13.5%
Differentiated Instruction	34	12.8%
School Construct	29	10.9%
Allotments	18	6.8%
District Focus	17	6.4%
College and Career Course Design	11	4.1%
Mentoring	8	3.0%
Other	4	1.5%
School Culture Total Prioritized Responses:	266	21.2%

Community Forums

Sessions I and II Category / Topic Prioritized Comparisons

Total Prioritized Responses	860

Total Prioritized Responses	1257

(Continued)

(Continued)

Vision 2026 - Session I Summary Use of Funds	n Topic Responses	Use of Funds Topic %
Funds Designation	66	34.4%
Salary and Compensation Benefits	40	20.8%
Allotments	36	18.8%
Revision of Tax Tables	27	14.1%
District Focus	16	8.3%
School Construct	5	2.6%
College and Career Course Design	2	1.0%
Use of Funds Total Prioritized Responses:	192	22.3%

Vision 2026 - Session II Summary Use of Funds	n Topic Responses	Use of Funds Topic %
Funds Designation	82	33.6%
District Focus	41	16.8%
Salary and Compensation Benefits	36	14.8%
Collaborative Governance and Accountability	27	11.1%
Allotments	27	11.1%
Course Design	18	7.4%
Revision of Tax Tables	9	3.7%
College and Career Course Design	4	1.6%
Use of Funds Total Prioritized Responses:	244	19.4%

Vision 2026 Online Response Summary and Conclusions

In an effort to provide an opportunity to participate in Vision 2026, an online survey was made available to students, parents, community members, faculty, and staff members. Five questions were provided and responded to in the area of Curriculum and Instruction, (1,248) School Culture, (1,099) Monitoring and Accountability, (952) Use of Funds, (924) and in the Hiring Process, (868) totaling 5,091 responses.

The overall comments are consistent with the Vision 2026 Forum responses but with added personalized reflections that online input offers. In general, stakeholders expressed the need for:

➢ consistent and challenging course design to meet tomorrow's opportunities in an online-enriched structure while maintaining consistent and progressive curriculum models

➢ local school governance to maximize stakeholder involvement, accountability with fiscal responsibility, increased responsive communication, and the ability to empower schools to address discipline issues and outcomes with autonomy and immediacy

➢ measurement and testing rigor of student growth thru self-pacing, project-based and mastery data outcomes, strategic scheduling to maximize course work and extracurricular activities availability with standards-based grading to inform readiness for the next grade level/course

➢ stakeholder participation in determining use of funds for system-wide and local school fund acquisition and disbursements

➢ competitive teacher salaries and benefits with consideration of degree obtained, real world experience, alternative certifications for critical needs areas, and a panel review process consisting of appropriate stakeholders

Vision 2026 - Online			Vision 2026 - Online		
Question I: Curriculum and Instruction			Question II: School Culture		
Curriculum and Instruction: Total Responses:	1248		School Culture: Total Responses:	1099	
Curriculum and Instruction: Total Blank Comments:	1343		School Culture: Total Blank Comments:	1492	
	2591			2591	

Total Prioritized Responses			Total Prioritized Responses		
Vision 2026: Online	n Prioritized Responses	% All Category Responses	Vision 2026: Online	n Prioritized Responses	% All Category Responses
Curriculum and Instruction	1248	24.5%	Curriculum and Instruction	1248	24.5%
School Culture	1099	21.6%	School Culture	1099	21.6%
Monitoring and Accountability	952	18.7%	Monitoring and Accountability	952	18.7%
Use of Funds	924	18.1%	Use of Funds	924	18.1%
Hiring Process	868	17.0%	Hiring Process	868	17.0%
Total Category Prioritized Responses:	5091		Total Category Prioritized Responses:	5091	

Vision 2026: Online Summary Curriculum and Instruction Prioritized Topics w/50+ Responses	n Topic Responses	% All Topic Responses	Vision 2026: Online Summary School Culture Prioritized Topics w/50+ Responses	n Topic Responses	% All Topic Responses
Teaching and Learning	593	47.5%	School Environment:	344	31.3%
Course Design	312	25.0%	Community Relations:	192	17.5%
Classroom Experience	271	21.7%	Staff:	134	12.2%
			Behavior:	122	11.1%
			Safety:	119	10.8%
			Student:	109	9.9%
Topic Responses of 50 or >:	1176		Topic Responses of 50 or >:	1020	

Vision 2026: Online Summary **Curriculum and Instruction** Prioritized Sub-Topics w/50+ Responses	n Sub-Topic Responses	% All Sub-Topic Responses
Course Rigor and Selections:	209	16.7%
Allotments:	154	12.3%
Applied Instruction:	141	11.3%
Differentiated Instruction:	141	11.3%
Technological Emphasis:	112	9.0%
Classroom Structure:	97	7.8%
Other:	75	6.0%
Environment:	74	5.9%
Post Graduate Focus:	57	4.6%
Assessment and Growth:	53	4.2%
Governance:	52	4.2%
Sub-Topic Prioritized Responses of 50 or >:	1165	

Vision 2026: Online Summary **School Culture** Prioritized Sub-Topics w/50+ Responses	n Sub-Topic Responses	% All Sub-Topic Responses
Stakeholder Involvement	195	17.7%
Environment	175	15.9%
Governance:	133	12.1%
Discipline - Behavior:	119	10.8%
Collaborative Instruction and Learning	105	9.6%
Academic and Personal Responsibility	93	8.5%
Other:	67	6.1%
Allotments:	58	5.3%
Building Security:	57	5.2%
Sub-Topic Prioritized Responses of 50 or >:	1002	

Vision 2026: Online **Curriculum and Instruction** Prioritized Topics	n Topic Responses	% All Topic Responses
Teaching and Learning	593	47.5%
Course Design	312	25.0%
Classroom Experience	271	21.7%
Other:	48	3.8%
District Focus	24	1.9%
Topic Responses:	1248	

Vision 2026: Online **School Culture** Prioritized Topics	n Topic Responses	% All Topic Responses
School Environment:	344	31.3%
Community Relations:	192	17.5%
Staff:	134	11.1%
Behavior:	122	11.1%
Safety:	119	10.8%
Student:	109	9.9%
Other:	37	3.4%
Anecdotal:	20	1.8%
District Focus:	13	1.2%
Non-constructive Response:	5	0.5%
Unrecognizable Response:	4	0.4%
Topic Responses:	1099	

Vision 2026: Online Curriculum and Instruction Prioritized Sub-Topics	n Sub-Topic Responses	% All Sub-Topic Responses	Vision 2026: Online School Culture Prioritized Sub-Topics	n Sub-Topic Responses	% All Sub-Topic Responses
Course Rigor and Selections:	209	16.7%	Stakeholder Involvement	195	17.7%
Allotments:	154	12.3%	Environment	175	15.9%
Applied Instruction:	141	11.3%	Governance:	133	12.1%
Differentiated Instruction:	141	11.3%	Discipline - Behavior:	119	10.8%
Technological Emphasis:	112	9.0%	Collaborative Instruction and Learning	105	9.6%
Classroom Structure:	97	7.8%	Academic and Personal Responsibility	93	8.5%
Other:	75	6.0%	Other:	67	6.1%
Environment	74	5.9%	Allotments:	58	5.3%
Post Graduate Focus:	57	4.6%	Building Security:	57	5.2%
Assessment and Growth:	53	4.2%	Discipline - Bullying:	39	3.5%
Governance:	52	4.2%	Anecdotal:	20	1.8%
Funds Designation:	35	2.8%	District Focus:	13	1.2%
District Focus:	32	2.6%	Instructional Bias:	8	0.7%
Scheduling:	16	1.3%	Adversarial Instruction:	5	0.5%
			Non-constructive Response:	5	0.5%
			Unrecognizable Response:	4	0.4%
			School Attire / Uniforms:	3	0.3%
Curriculum and Instruction Total Sub-Topic Prioritized Responses:	1248		School Culture Total Sub-Topic Prioritized Responses:	1099	

Vision 2026 - Online			Vision 2026 - Online		
Question III: Monitoring and Accountability			Question IV: Use of Funds		
Monitoring and Accountability: Total Responses:	952		Use of Funds: Total Responses:	924	
Monitoring and Accountability: Total Blank Comments:	1639		Use of Funds: Total Blank Comments:	1667	
	2591			2591	

Total Prioritized Responses			Total Prioritized Responses		
Vision 2026: Online	n Prioritized Responses	% All Category Responses	Vision 2026: Online	n Prioritized Responses	% All Category Responses
Curriculum and Instruction	1248	24.5%	Curriculum and Instruction	1248	24.5%
School Culture	1099	21.6%	School Culture	1099	21.6%
Monitoring and Accountability	952	18.7%	Monitoring and Accountability	952	18.7%
Use of Funds	924	18.1%	Use of Funds	924	18.1%
Hiring Process	868	17.0%	Hiring Process	868	17.0%
Total Category Prioritized Responses:	5091		Total Category Prioritized Responses:	5091	

Vision 2026: Online Summary Monitoring and Accountability Prioritized Topics w/50+ Responses	n Topic Responses	% All Topic Responses	Vision 2026: Online Summary Use of Funds Prioritized Topics w/50+ Responses	n Topic Responses	% All Topic Responses
Student Performance:	277	29.1%	General Budgets:	539	58.3%
Student and Staff Performance:	169	17.8%	Material/Resource Funds:	232	25.1%
Staff Performance:	133	14.0%	Program Funds:	113	12.2%
District Oversight:	89	9.3%			
Anecdotal:	87	9.1%			
School Data:	85	8.9%			
Classroom:	77	8.1%			
Topic Responses of 50 or >:	917		Topic Responses of 50 or >:	884	

Vision 2026: Online Summary **Monitoring and Accountability** Prioritized Sub-Topics w/50+ Responses	n Sub-Topic Responses	% All Sub-Topic Responses		Vision 2026: Online Summary **Use of Funds** Prioritized Sub-Topics w/50+ Responses	n Sub-Topic Responses	% All Sub-Topic Responses
Testing Rigor and Measurable Growth:	312	32.8%		Instructional Resources:	140	15.2%
Stakeholder Accountability:	156	16.4%		Department Focus:	110	11.9%
Other:	112	11.8%		Equitable Allocation:	110	11.9%
District Oversight:	80	8.4%		Fiscal Responsibility:	105	11.4%
Data Teams:	65	6.8%		Point of Oversight:	97	10.5%
				Online-enriched Structure:	73	7.9%
				Allotments:	70	7.6%
				Compensation:	67	7.3%
Sub-Topic Prioritized Responses of 50 or >:	725			Sub-Topic Prioritized Responses of 50 or >:	772	

Vision 2026: Online **Monitoring and Accountability** Prioritized Topics	n Topic Responses	% All Topic Responses		Vision 2026: Online **Use of Funds** Prioritized Topics	n Topic Responses	% All Topic Responses
Student Performance:	277	29.1%		General Budgets:	539	58.3%
Student and Staff Performance:	169	17.8%		Material/Resource Funds:	232	25.1%
Staff Performance:	133	9.3%		Program Funds:	113	12.2%
District Oversight:	89	9.3%		Other:	21	2.3%
Anecdotal:	87	9.1%		N/A:	19	2.1%
School Data:	85	8.9%				
Classroom:	77	8.1%				
Local and District Oversight:	24	2.5%				
Student:	11	1.2%				
Topic Responses:	952			Topic Responses:	924	

Vision 2026: Online **Monitoring and Accountability** Prioritized Sub-Topics	n Sub-Topic Responses	% All Sub-Topic Responses		Vision 2026: Online **Use of Funds** Prioritized Sub-Topics	n Sub-Topic Responses	% All Sub-Topic Responses
Testing Rigor and Measurable Growth:	312	32.8%		Instructional Resources:	140	15.2%
Stakeholder Accountability:	156	16.4%		Department Focus:	110	11.9%
Other:	112	11.8%		Equitable Allocation:	110	11.9%
District Oversight:	80	8.4%		Fiscal Responsibility:	105	11.4%
Data Teams:	65	6.8%		Point of Oversight:	97	10.5%
Responsive Communication:	46	4.8%		Online-enriched Structure:	73	7.9%
Online-enriched Structure:	40	4.2%		Allotments:	70	7.6%
Teacher Effectiveness:	40	4.2%		Compensation:	67	7.3%
Local School Oversight:	35	3.7%		Tax Equity:	45	4.9%
Strategic Planning:	35	3.7%		Operational Support:	38	4.1%
Course Design:	20	2.1%		Fund Acquisition:	29	3.1%
Common Core / NCLB:	11	1.2%		Other:	21	2.3%
				N/A:	19	2.1%
Monitoring and Accountability Total Sub-Topic Prioritized Responses:	952			Use of Funds Total Sub-Topic Prioritized Responses:	924	

Vision 2026 - Online		
Question V: Hiring Process		
Hiring Process: Total Responses:	868	
Hiring Process: Total Blank Comments:	1723	
	2591	

Total Prioritized Responses		
Vision 2026: Online	n Prioritized Responses	% All Category Responses
Curriculum and Instruction	1248	24.5%
School Culture	1099	21.6%
Monitoring and Accountability	952	18.7%
Use of Funds	924	18.1%
Hiring Process	868	17.0%
Total Category Prioritized Responses:	5091	

Vision 2026: Online Summary Hiring Process Prioritized Topics w/50+ Responses	n Topic Responses	% All Topic Responses
Certification / Selection	479	55.2%
District Focus	163	18.8%
Anecdotal	97	11.2%
Instructional Focus	73	8.4%
Local School	52	6.0%
Topic Responses of 50 or >:	864	

Vision 2026: Online Summary **Hiring Process** Prioritized Sub-Topics w/50+ Responses	n Sub-Topic Responses	% All Sub-Topic Responses
Highly Qualified With Experience	206	23.7%
Anecdotal	97	11.2%
Aptitude	87	10.0%
Governance	84	9.7%
Panel Review	77	8.9%
Strategies	68	7.8%
Salary and Compensation	62	7.1%
Allotments	58	6.7%
Sub-Topic Prioritized Responses of 50 or >:	739	

Vision 2026: Online **Hiring Process** Prioritized Topics	n Topic Responses	% All Topic Responses
Certification / Selection	479	55.2%
District Focus	163	18.8%
Anecdotal	97	11.2%
Instructional Focus	73	8.4%
Local School	52	6.0%
Recruitment	4	0.5%
Topic Responses:	868	

Vision 2026: Online Hiring Process Prioritized Sub-Topics	n Sub-Topic Responses	% All Sub-Topic Responses
Highly Qualified With Experience	206	23.7%
Anecdotal	97	11.2%
Aptitude	87	10.0%
Governance	84	9.7%
Panel Review	77	8.9%
Strategies	68	7.8%
Salary and Compensation	62	7.1%
Allotments	58	6.7%
Employment Validation	37	4.3%
Teacher Effectiveness	33	3.8%
Staff Retention	24	2.8%
Additional Certification and Endorsements	12	1.4%
Professional Development	10	1.2%
Degree Level	9	1.0%
Career Fairs	4	0.5%
Hiring Process Total Sub-Topic Prioritized Responses:	868	

Topic Prioritized Responses for All Categories
Session **I**

Session I ALL Topics	**Topic** **n**
Allotments	118
Course Design	106
Salary and Compensation Benefits	97
Collaborative Governance and Accountability	73
Funds Designation	66
District Focus	56
Assessment and Growth	53
Differentiated Instruction	51
Hiring Qualifications	30
Teacher Effectiveness	29
College & Career Course Design	28
School Construct	27
Revision of Tax Tables	27
Assessment Models	27
Collaborative Hiring Process	25
Mentoring	15
Assessment Outcome	15
Safety & Security	9
Leadership	6
School-based Management	2
Total:	860

Topic Prioritized Responses for All Categories
Session **II**

Session **II** ALL Topics	Topic n
Course Design	257
District Focus	145
Collaborative Governance and Accountability	122
Allotments	93
Salary and Compensation Benefits	91
Funds Designation	87
Differentiated Instruction	77
Teacher Effectiveness	66
Hiring Qualifications	59
School Construct	56
College & Career Course Design	45
Assessment and Growth	42
Safety & Security	42
Collaborative Hiring Process	20
Assessment Models	19
Other	14
Mentoring	13
Revision of Tax Tables	9
Total:	1257

Vision 2026 – Session I				Vision 2026 – Session II		
Session I: Total Attendance For All Forums:	239			Session II: Total Attendance For All Forums:	305	
Session I: Total Possible Responses For All Forums:	1,195			Session II: Total Possible Responses For All Forums:	1,525	

Vision 2026 - Session I: Total Prioritized Responses	860		Vision 2026 - Session II: Total Prioritized Responses	1257	
Vision 2026 - Session I	**n Category Responses**	**% All Category Responses**	**Vision 2026 - Session II**	**n Category Responses**	**% All Category Responses**
Use of Funds	192	22.3%	Curriculum and Instruction	271	21.6%
Hiring Process	190	22.1%	School Culture	266	21.2%
Curriculum and Instruction	186	21.6%	Hiring Process	254	20.2%
Monitoring and Accountability	179	20.8%	Use of Funds	244	19.4%
School Culture	113	13.1%	Monitoring and Accountability	222	17.7%
Total Category Prioritized Responses:	860		Total Category Prioritized Responses:	1257	

Vision 2026 - Session I: Prioritized Topics w/50+ Responses	n Topic Responses	% All Topic Responses	Vision 2026 - Session II: Prioritized Topics w/50+ Responses	n Topic Responses	% All Topic Responses
Allotments	118	13.7%	Course Design	257	20.4%
Course Design	106	12.3%	District Focus	145	11.5%
Salary and Compensation Benefits	97	11.3%	Collaborative Governance and Accountability	122	9.7%
Collaborative Governance and Accountability	73	8.5%	Allotments	93	7.4%
Funds Designation	66	7.7%	Salary and Compensation Benefits	91	7.2%
District Focus	56	6.5%	Funds Designation	87	6.9%
Assessment and Growth	53	6.2%	Differentiated Instruction	77	6.1%
Differentiated Instruction	51	5.9%	Teacher Effectiveness	66	5.3%
			Hiring Qualifications	59	4.7%
			School Construct	56	4.5%
Topic Prioritized Responses of 50 or >:	620		Topic Prioritized Responses of 50 or >:	1053	

Note:
Session I : Assessment and Growth had less than 50 responses for Session II and therefore not listed
Session II : Teacher Effectiveness, Hiring Qualifications, School Construct had less than 50 responses in Session I and therefore not listed

Community Forums
Detailed Topic Summary Comparison

Vision 2026 - Session I: Total Prioritized Responses	860

Vision 2026 - Session II: Total Prioritized Responses	1257

Topic Breakdown:

Topic Breakdown:

Session I Topics:

Session II Topics:

Allotments:	
Curriculum and Instruction	34
Hiring Process	38
School Culture	10
Use of Funds	36
Topic Responses:	118

Course Design	
Curriculum and Instruction	153
Hiring Process	4
Monitoring and Accountability	46
School culture	36
Use of Funds	18
Topic Responses:	257

Course Design	
Curriculum and Instruction	75
Monitoring and Accountability	15
School Culture	16
Topic Responses:	106

District Focus	
Curriculum and Instruction	21
Hiring Process	42
Monitoring and Accountability	24
School culture	17
Use of Funds	41
Topic Responses:	145

Salary and Compensation Benefits	
Hiring Process	57
Use of Funds	40
Topic Responses:	97

Collaborative Governance and Accountability	
Monitoring and Accountability	27
School Culture	68
Use of Funds	27
Topic Responses:	122

Collaborative Governance and Accountability	
Monitoring and Accountability	38
School Culture	35
Topic Responses:	73

Allotments:	
Curriculum and Instruction	18
Hiring Process	30
School Culture	18
Use of Funds	27
Topic Responses:	93

Funds Designation	
Use of Funds	66
Topic Responses:	66

Salary and Compensation Benefits	
Hiring Process	55
Use of Funds	36
Topic Responses:	91

Community Forums

Detailed Topic Summary Comparison

Vision 2026 - Session I: Total Prioritized Responses	860

Topic Breakdown:
(continued)

District Focus	
Curriculum and Instruction	6
Hiring Process	13
Monitoring and Accountability	13
School Culture	8
Use of Funds	16
Topic Responses:	56

Assessment and Growth	
Monitoring and Accountability	53
Topic Responses:	53

Differentiated Instruction	
Curriculum and Instruction	17
School Culture	34
Topic Responses:	51

Session I Topic Responses of 50 or >: **620**

Vision 2026 - Session II: Total Prioritized Responses	1257

Topic Breakdown:
(continued)

Funds Designation	
Hiring Process	5
Use of Funds	82
Topic Responses:	87

Differentiated Instruction	
Curriculum and Instruction	43
School Culture	34
Topic Responses:	77

Teacher Effectiveness	
Hiring Process	14
Monitoring and Accountability	52
Topic Responses:	66

Hiring Qualifications	
Hiring Process	59
Topic Responses:	59

School Construct	
Hiring Process	14
Monitoring and Accountability	13
School Culture	29
Topic Responses:	56

Session II Topic Responses of 50 or >: 1053

Community Forums
Detailed Topic Summary Comparison

| Vision 2026 - Session I:
Total Prioritized Responses	860

| Vision 2026 - Session II:
Total Prioritized Responses	1257

Session I Top Topics	Topic n
Allotments	118
Course Design	106
Salary and Compensation Benefits	97
Collaborative Governance and Accountability	73
Funds Designation	66
District Focus	56
Assessment and Growth	53
Differentiated Instruction	51
Total:	620

Session II Top Topics	Topic n
Course Design	257
District Focus	145
Collaborative Governance and Accountability	122
Allotments	93
Salary and Compensation Benefits	91
Funds Designation	87
Differentiated Instruction	77
Teacher Effectiveness	66
Hiring Qualifications	59
School Construct	56
Total:	1053

Detailed Community Forum Comments
Session I

Vision 2026 - Session I Curriculum and Instruction	n Topic Responses
Vision 2026 – Session I: Total Prioritized Responses	186

Course Design	75
Forum Comments	
Teach foundational skills and critical thinking	9
More freedom/choice to demonstrate knowledge, resource use, and to get help	8
Hands-on, real world experience to boost US students	8
Student become creative producers, inquiry-based; student choice / governance	6
Integration of tech resources/tech rich environ/tech prod K-12, on-line curriculum, ALT models	4
Move towards personalized learning	4
Develop life skills courses	3
Prepare students for global competition	3
Start Foreign Language early	3
Lesson study; job embedded; focus on experiential/analytical learning	3
Problem-based service learning K-12; Career Readiness options; Teachers > facilitation	3
Simply the goals to make them attainable (for teachers)	3
Foreign LA / STEM @MS; Tech electives-limited access @lower-nos	2
Ensure adequate materials for teachers	2
Create student leadership opportunities	2
Stress reading and writing in elementary	2
Connect teaching to real world	2
Flexibility for accelerating students (independent study, personalization) - (diagnostics)	1
Further development of on-line options	1
Technology in classrooms (1:1) class sets; online resources at all levels	1
Focus on thinking, problem-solving, life skills, collaboration	1
Project-based learning connected to real-world issues/concepts	1
Stu focused: needs, creative, move when ready, engagement, boys/girls	1
Autonomy to teach (how to teach standards)	1
Real world / problem-based	1
Total:	75

Allotments	34
Forum Comments	
Returning to smaller class sizes	10
Fewer children; lower class-size	8
Stud / Tchr ratio; SWD "smaller"; sci labs-nos too large-OSHA Stds	8
Small class-size (28 m.s.)	5
Classes with less than 35 students; higher level face-to-face in smaller groups	2
Fully staffed media center	1
Total:	34

Detailed Community Forum Comments
Session I

Vision 2026 - Session I Curriculum and Instruction	n Topic Responses

College & Career Course Design	26
Forum Comments	
Voc/Tech training for students who desire skill training	9
Focus on college and career ready	6
Career Readiness (alternative to college prep - trade skills)	4
Trade / Vocational / Career Academy - K-12	4
Develop / strengthen college / career academics	2
Vocational-Tech; career exploration/intern	1
Total:	26

Differentiated Instruction	17
Forum Comments	
More freedom/flexibility, and local schools, to meet stud needs	6
Flexibility in curricular choices	6
Personalized learning; personalized curriculum - career based / interests	3
Differentiated instruction to allow student to move at their own pace	1
Blended opportunities cross-curriculum; mapped in one location vertical tmg/align	1
Total:	17

Teacher Effectiveness	16
Forum Comments	
PD for instr best practices w/training, time, mentors, follow-up	9
Innovative/hands-on PL, teacher choice option during day, job-embedded; tchr collaboration	4
Room for flexibility for content specialists	2
C& I to real-world, performance based / experiential learning	1
Total:	16

School Construct	12
Forum Comments	
K-12 access to fine arts electives, and PE	5
All levels of learners - AP to Remedial - keep gifted	4
Eliminate seat time	3
Total:	12

District Focus	6
Forum Comments	
More tech classes; more automation for routine instruction (devices)	2
Magnet school for middle schools	1
Give initiatives time to show results; stop throwing baby out w/bath	1
Bring Pre-K back	1
Requirement of foreign LA K-12; choice of LA	1
Total:	6

Detailed Community Forum Comments
Session I

Vision 2026 - Session I **Hiring Process**	n Topic Responses
Vision 2026 – Session I: Total Prioritized Responses	190

Salary & Compensation Benefits	**57**
Forum Comments	
Compensation that is competitive with top area counties	11
Find add'l funding source for extra effort, cert exams, loan forgiveness, tuition	6
Retain/Hire the best, competitive compensation	6
Examine reassignment process; merit pay for retention; input on location; choices	5
Value outside efforts & time of tchrs/staff; value teacher's time; compensate extra efforts	5
Competitive wage with private sector; differentiated pay based on subject need	4
Base pay on skill acquisition and PD instead of degree obtained; overall effort	4
Rigorous certification process; pay for special certification	3
Address teacher retention - at-risk school & critical need teacher incentives	3
Offer teacher leaders incentive (pay) to move to schools in need; flexibility to move as needed	3
Tuition reimbursement for teachers or other "perk"	2
Continue teacher pay scale based upon years; Assign excellent admins to schools in need (ESOL, SES)	2
Supplemental pay for high-needs schools; value time of tchrs and admins	1
Fair pay for fair work	1
Pay issue is impacting our school culture	1
Total:	57

Allotments	**38**
Forum Comments	
Fully staff schools	12
Funding should be based on differentiated allotments	8
Change in way to determine admin allotments - not just based on enrollments	5
Full-time admin; no more 1/2 teacher, 1/2 AA	4
Need HQ w/specialized skills; add virtual staff	3
Revisit how positions are allotted	2
Each school should have technology instructional specialist & staff in bldg to help staff grow professionally	2
Need specialists	1
Expose teachers to a variety of schools; to variety / socio-economic statuses	1
Total:	38

Hiring Qualifications	**30**
Forum Comments	
Hiring should reflect needs of students and the community	7
90-Day probationary period	5
Performance-based interview model (interactive, modeling, demonstrative) local school	4
Consider alternate certification . . . Work experience	4
Coaching should not drive hiring; coaching positions not "protected"	4
Teachers that "like kids" - panel interview	2
Hire administrators w/appropriate grade level experience	1

Detailed Community Forum Comments
Session I

Vision 2026 - Session I Hiring Process	n Topic Responses

Hiring Qualifications	
Forum Comments (Continued)	
90-day probationary period for teachers upon initial employment	1
Administrators apply to individual schools	1
Strategic hiring based on teacher qualifications	1
Total:	30

Collaborative Hiring Process	25
Forum Comments	
Committee consensus of those in designated position (go beyond creds, incl specialists)	10
Match tchr to job; allow stakeholder & tchr input for hiring; tchr voice in admin hire; based on hist data	8
Teachers involved in administrative hiring	2
Retention of admin in building	2
Staff input on administrator(s) hiring	2
Parent involvement in the interview process	1
Total:	25

Mentoring	14
Forum Comments	
Provide year-long internships; teachers & administrators	13
Mentoring new teachers	1
Total:	14

District Focus	13
Forum Comments	
Look at talent within district - Re-eval CCSD Leadership Academy	7
Eliminate "Teach for America" in Cobb	6
Total:	13

Leadership	6
Forum Comments	
Value & support tchrs, support growth & change; value new recruits; love and care for teachers	3
Need to consider teaching conditions	3
Total:	6

Teacher Effectiveness	5
Forum Comments	
Diff. PL for teachers	4
Performance-based incentives w/strong diff evaluation system	1
Total:	5

School-based Management	2
Forum Comments	
Administrators should maintain teacher duties & vice versa > shared responsibility	2
Total:	2

Detailed Community Forum Comments

Session I

Vision 2026 - Session I **Monitoring and Accountability**	n Topic Responses
Vision 2026 – Session I: Total Prioritized Responses	179

Assessment & Growth	**53**
Forum Comments	
How to show progress in thinking - doesn't always transfer to standardized test	11
Alternative assessments (portfolios to measure growth); test relevant to student abilities	11
Assessment system w/bal between absolute performance and growth	10
Change assessment admin; decrease time used; measure expectations; dev. Performance-based	9
Alternative testing for studs receiving special services; ALL students	6
More flexible report card system; focus on growth rather than standardization; strategic scheduling	4
Standards-based rubric grade book syst; for grade-to-grade comparisons	2
Total:	53

Collaborative Governance & Accountability	**38**
Forum Comments	
Accountability disconnect among dist., principal, tchrs, studs, parents	7
Teachers and Staff need a platform to voice concerns/issues/complaints	6
Parents/community required to participate/engage in school/student learning	6
Educators more involved in decision-making/design of accountability process & instr (less outside political influence)	5
More involvement of parents in school decisions & governance	3
Acct. for all stakeholders w/joint goal setting; fall on partnerships w/private sector; more by parents	3
Reduce drop out rates	2
Contract with parents to encourage accountability	2
What do professional organizations advocate	1
Studs/others acctble for success (peer support/community feeling) should matter	1
More localized school-based control	1
Teacher, student, parent, community accountability	1
Total:	38

Assessment Models	**27**
Forum Comments	
No automatic or one test for promotion; electronic portfolio; EOCT K-12	10
More options of student success; dev. grade-level profile for success by area/school	5
Less testing; standardized & classroom assessment (perf. assessments included)	4
System wide common assessments; consistent expectations	3
Performance tasks, not just trad tests; keep Nat'l standard in mind	2
Move to data-informed vs. data-driven practices	1
Consider the "FAILURE IS AN OPTION" concept	1
Allow children to progress at an individual rate; less pressure to teach to test & follow pacing guides	1
Total:	27

Detailed Community Forum Comments
Session I

Vision 2026 - Session I Monitoring and Accountability	n Topic Responses
Assessment Outcome	**15**
Forum Comments	
Time for all stakeholders to distill and evaluate data & implement appropriate measures	13
Monitoring/accountability relative to mastery of standards	1
Understand, use, value formative assessments.	1
Total:	15

Course Design	**15**
Forum Comments	
Differentiated measures of success by school; progress over time; individualized	11
Teach students to set goals	3
Student accountability & motivation to learn; Student pride, self-assessing/reflecting	1
Total:	15

District Focus	**13**
Forum Comments	
Reduce amount of mandated testing	6
Need to understand how admins and district are evaluated & held accountable	3
Bal between accountability in assessment & protection of instr time	3
Plan in place to address schools that do not meet expectations	1
Total:	13

School Construct	**10**
Forum Comments	
Increase pre-planning time to prepare for students arrival	5
Treat children like "human beings, not numbers" Whole Child	3
Build on strengths of students / staff	2
Total:	10

Teacher Effectiveness	**8**
Forum Comments	
Teacher evaluation instrument that is accurate, differentiated, reliable, valid (piloted)	4
Tchr eval to incl personal goal-setting of staff, not based on test perf., differentiated eval system	2
Teacher evaluation system not based on student test scores	1
Difference of how teachers are evaluated based on course	1
Total:	8

Detailed Community Forum Comments
Session I

Vision 2026 - Session I School Culture	n Topic Responses
Vision 2026 − Session I: Total Prioritized Responses	113

Collaborative Governance & Accountability	35
Forum Comments	
Service learning in the community	4
Value ALL students w/high expectations	4
Trust teachers; shared responsibilities; hold students accountable	4
Empower teachers; need to make decisions	3
Collaborative approach as related to student promotion	3
Responsibility/choice @stu to increase motivation; schedule to address; discipline @lack of engagement/part; character bldg.	3
Foster tchr morale w/encouragement and empowerment	2
Maintain face-to-face teacher/student interaction; shared responsibility by all stakeholders incl business & community	2
Strong ties to community, business partners: financial & educational	2
Positive morale-staff and community	1
Value tchrs feedback; what works and what doesn't; opinions not asked for	1
Improve parental involvement	1
Need community partners to be involved & vested; not just cookies	1
Hold parents accountable for student behavior; come to school and spend the day	1
Re-establish student focus - teacher autonomy	1
More access before/after instr day; better facility use/open	1
Balanced learning and accountability	1
Total:	35

Differentiated Instruction	34
Forum Comments	
Emphasis on whole child: arts, athletics, balanced	12
Alternative setting for K-12 studs who do not do well in traditional setting	8
Positive behavior interventions / programs	4
Experiential learning - outside of classroom, etc.	3
"Whole Child"	3
Pro-social curriculum; interaction w/peers - may need more than now; vertical interaction between levels	2
Considering course scheduling flexibility - block vs. traditional	1
Flexibility in scheduling to include all school stakeholders to include food service, transp	1
Total:	34

Course Design	16
Forum Comments	
Focus on mastery & not seat time - some kids don't need as much	9
Celebrate diversity, differentiation self-directed learning, recognize, support	4
Involve student abilities; build on student uniqueness	3
Total:	16

Detailed Community Forum Comments
Session I

Vision 2026 - Session I School Culture	n Topic Responses

Allotments	10
Forum Comments	
Reduce class size > instructional ease, safety	7
MS athletics - help improve positive influence	3
Total:	10

Safety & Security	9
Forum Comments	
School security officers (SRO's) on each campus; examine bldg safety - consistency; increase assoc w/local PO's	3
Instant adult background check	2
Too much isolation	2
Safe, all students are a part, student ownership of building/grounds	1
Safe, social, recognizing accomplishments, happy place; low stress test environment	1
Total:	9

District Focus	8
Forum Comments	
No "mega" schools but smaller school size	4
System wide consistent expectations	2
Overcrowding due to "out of district" students	1
Funding of more K-12 extra-curricular activities	1
Total:	8

Mentoring	1
Forum Comments	
Mentorships - peer to peer	1
Total:	1

Detailed Community Forum Comments
Session I

Vision 2026 - Session I Use of Funds	n Topic Responses
Vision 2026 – Session I: Total Prioritized Responses	192

Funds Designation	66
Forum Comments	
Allocate resources @specific needs of school; consider sch populations	16
Flexibility of delegated funds; roll-over funds-no "have to spend" - tchr input	15
More individual school autonomy to spend funds (teacher involvement)	7
Autonomy for use of funds at each sch; cluster/sch	4
Time and money for teacher collaboration	4
School choice for fund disbursement; use clerical support more	4
Expose students via field trips	3
Keep working toward equity - no cookie cutter approach; funding parody	3
Flexibility for schs in spending different funds	3
Diff local / dept. funding used to meet needs	2
Improve all labs - equity of extracurricular	1
Supply budget based on school / student population (art)	1
Maintenance budget based on school needs	1
Stop spending on stagnate resources; i.e. textbooks	1
Fund technology devices	1
Total:	66

Salary & Compensation Benefits	40
Forum Comments	
Restore and increase salary levels	14
Incentives for subs/tchrs; stable salary; cost-of-living parallel	7
Compete with teacher pay	6
Attract and retain HQ teachers through increased compensation	4
Adequate teacher pay	4
Plan to restore salaries to retain staff	3
Teacher pay for certification	2
Total:	40

Allotments	36
Forum Comments	
Reduce class size (significantly)	13
Staff/personnel allotments based on school/stud needs	9
Principals should govern allotments	4
More technology staff	3
Class size should be adjusted w/lower parental support	3
Increased tech in HS; increase tech support personnel	3
Flexible staffing and use of use of funds	1
Total:	36

Detailed Community Forum Comments
Session I

Vision 2026 - Session I Use of Funds	n Topic Responses

Revision of Tax Tables	27
Forum Comments	
Maximize millage rate/repeal sr. exemp; serv to community	10
Raise taxes, review all options , re-evaluate senior tax and QBE	9
Increase revenue for educational purposes	8
Total:	27

District Focus	16
Forum Comments	
Funds consistent across dist.; not based on politics/area	3
Less funds for assessments (fewer and more effective)	3
Educators and school board make decisions	3
Retirement buyout option	2
Fairness and equity are not always the same	2
Use SPLOST money for support / maint; equitable funding for tech; TIS in each school	1
Professional Grant Writers; transparency	1
Prioritize funds for either Picasso / Blackboard	1
Total:	16

School Construct	5
Forum Comments	
Redesign classroom space to be functional	4
Improve technology; strategic use of technology	1
Total:	5

College & Career Course Design	2
Forum Comments	
Use community to help kids access career, intern track	1
Business partnerships for Internships; industry creds	1
Total:	2

Detailed Community Forum Comments
Session II

Vision 2026 - Session II Curriculum and Instruction	n Topic Responses
Vision 2026 – Session I: Total Prioritized Responses	271

Course Design	153
Forum Comments	
Less importance to test & more to skill; bal online w/brick & mortar; yr. round; supplement w/online	11
Customization per child w/teacher flexibility & platforms	10
Personalized learning w/tech support; hands-on; Practical curriculum	9
Life Skill classes; Individualized skills-development; basic skills/drill; basic skills vs. CRCT	9
Stability in curriculum from year to year; progressive, not repetitive	9
Increase creativity opportunities for all	8
Focus on innovative lrng and creative thinking; Hands-on, problem-solving, directed to Math/Science; STEM/Magnet	7
Inc. critical thinking; App/understanding vs. Rote lrng; Mastery vs. demonstration; mastery of pre-reqs	7
All schs have same criteria/consistency in classes/services offered . . Equal	7
Application and real world understanding	7
More global/international classrooms - LA=younger grade level	6
Technical courses - diploma choice, work force, HS - work force ready	6
Early intro into 2nd Language and computer language - Elementary and continue for fluency	6
Stop "tchng to test" - "raise the bar" in all classes > higher expectations; personalization-"meet child where they are"	6
Increase flexibility w/ content, experiential lrng, real world experiences, independent study	4
Broaden foreign language choices	4
Curriculum for soft/life skills; personalize; types of learner	4
Smaller Math classes; increase redundancy, support, individual attention	4
Global approach to learning	3
Work on critical thinking; less teaching to the test; accountability (testing)	3
Focus on STEM; embed technology for tomorrow's careers	2
Literacy skills beginning in ES; phonics, problem solving	2
Embrace technology K-12	2
Opportunities based on interest and need; paperless bal -(K-5)	2
Increase tech learning; early ID of skills in this area	2
Flexibility of rigor @schools, w/in classroom re: curriculum; ability in teachers approach	2
Don't loose basic acad (content area); focus on problem solving (core acad) Math texttbook	2
Increase innovation & problem-solving opportunities; collaborative environ; examine tching time	2
Financial literacy curriculum	1
African-American history; K-12	1
Txtbks online, expansion of tech in classroom, expansion of BYOD; hands on engaging activities	1
Integration of topics; increase student choice for classes	1
Academic, study, organizational, time mngt, social, and life skills	1
Learning needs to be enjoyable for students	1
More hands-on learning, differentiation, and flexibility	1
Total:	153

Differentiated Instruction	43
Forum Comments	
Segregate by abilities-leveling/tracking; students to learn at own pace	10
Foreign language at younger age & tech apps at younger gr levels; band, choir, orchestra at ES level	5
Smaller class sizes; flexibility in amt. of class time; stu should have choice in curriculum	4
Not grade specific; subject specific (ability)	4
Consistent Math curriculum	3
Teacher as facilitator/mentor/tutor w/specialized scheduling; Flexible w/autonomy; Interesting; ability vs. age	3
Textbooks; Flexible curriculum - varied options; keep paper / pencil task	3
Inter-active learning: hands-on, less worksheets	2
"Deep learning" VS. "Surface learning"	2
Changes-continuity of curriculum; tech-increase bal; not more online-stu/tchr; no "flip" classroom	1
More parental input on curriculum at school	1
More flexibility in classrooms - set-up/movement allowed	1
Social, life-skill courses	1
Enhance functional technology skills; computing opportunities - KK keyboard	1
PE daily; HS - pull back on pe-scheduling, allow for more student choice	1
Preserve the Arts; bal Ed; Extend PE/Recess; Exploration based; Inc. music/movement; Less computer lrng	1
Total:	43

Detailed Community Forum Comments
Session II

Vision 2026 - Session II Curriculum and Instruction	n Topic Responses

College & Career Course Design	25
Forum Comments	
Fewer students in classrooms; HS voc trng - career ready - hands-on tching/learning-relevant to life	10
Partner w/businesses to learn future skill sets needed in future careers	3
Real-world application of curriculum; bring back voc. Ed.	3
Career days K-12 - internship; focus on career outside "white collar"	3
Voc/career in HS; real-world careers/exploration through community; Learning outside of txbk; keyboarding elec.	3
Career readiness (exposure) set career pathway goals/plans	2
Focus on career readiness	1
Total:	25

District Focus	21
Forum Comments	
STEM; Increased focus on Math and Science	7
Move away from Common Core and towards specialized curriculum-be exceptional	5
Eliminate / Keep Common Core	3
Flexibility in diploma "types" for students	3
Transitional school for MS students not ready for HS; failed repeatedly	1
National Standard of Excellence	1
Liaison HS to college-partnership	1
Total:	21

Allotments	18
Forum Comments	
Reduce class sized to enable better control/support of ALL students	8
Class-size flexibility	4
Expand STEM opportunities to more schools (STEAM)	4
More AU & SWD tchrs/classes; teachers w/more experience	1
Foundational/localized curriculum & specialized classes; hire specialists for subj areas; data-driven approaches	1
Total:	18

Other	8
Forum Comments	
Curriculum fed/state/local stds; no political scew to curriculum	5
Challenging curriculum - consistency across states	3
Total:	8

Assessment and Growth	3
Forum Comments	
Less testing	3
Total:	3

Appendix. D

Detailed Community Forum Comments
Session II

Vision 2026 - Session II Hiring Process	n Topic Responses
Vision 2026 – Session I: Total Prioritized Responses	254

Hiring Qualifications	59
Forum Comments	
Subject matter expertise (especially in High School)	14
Hire teachers who 'love' children	7
Teachers should have strong content knowledge, i.e. SS, fewer adv degrees	7
Tchr selection process includes student engagement - real world application; reflect stu acad population	6
Hiring an effective support staff / teaching assistants	5
Teachers should have real-world job exp; hire add'l support personnel	4
STEM teachers with "real world" experience	3
Teachers must like kids	3
Administrators who are involved in community and school	2
Transparency of criteria and process	2
More multi-cultural trng; not just ability to speak the language	2
Hire those w/education degrees as opposed to degrees in other fields	1
MS / HS: Honors teachers should have experience teaching the subject	1
Hire from outside teaching profession - business professionals	1
Sample teaching as part of selection - have students participate in selection	1
Total:	59

Salary & Compensation Benefits	55
Forum Comments	
Attract HQ teachers w/positive environment and pay	14
Teachers compensated as professionals	12
Better pay plus other incentives (release time, child care, etc.) to attract more teachers	8
Make the profession "attractive" - culture of support (pay, environment, etc.)	7
Pay teacher top dollar like businesses do	7
Increase pay scale for teachers	6
Incentives for more difficult assignments	1
Total:	55

District Focus	42
Forum Comments	
No tenure at any level - reward based on parent & student rating	13
Fire teachers "below" tenure	9
Use community / industry to supplement workforce; More community instructors	8
More SPED teachers to help all classes	6
Continue RFP process for administrative hiring	3
Increase graduate work & reading intervention cert. for all primary	2
Content (Science) specialist in ES (STEM)	1
Total:	42

Allotments	30
Forum Comments	
Lower student / teacher ratio	5
Teachers teach in-field	5
Individualize on school factors; e.g. hire ex-marines for schools w/higher % of discipline	3
Teacher job requirements to include a masters degree, trained in technology, enthusiasm	3
More teachers resulting in smaller class-size	3
Bilingual teachers	2
Use historical data to determine hiring needs; avoid hiring after school start; maintain bank of candidates	2
Hire good, kind staff; hire correct person for the local school / community match - admin, school staff	2
Hire teachers based on who they are - NOT just academics	2
Staff in desired subject area - content specialist	1
Teacher job-share between schools to maintain fresh tchg perspectives	1
Quality and skill parallel to needs of the community; diverse work force for diverse stakeholders	1
Total:	30

Detailed Community Forum Comments
Session II

Vision 2026 - Session II Hiring Process	n Topic Responses

Collaborative Hiring Process	3
Forum Comments	
Local control of hiring the right match for a school	9
Community part of the decision process for hiring or placement (parents, business, etc.)	3
Hire more support staff, paras; Review teacher/para task roles / responsibilities	3
Universal involvement of parent leaders in administrator & teacher choices	2
Inclusion of staff to hire teachers	2
Parents/teachers have a say in hiring leadership (panel)	1
Total:	20

School Construct	14
Forum Comments	
Allow teacher to take time off to recharge, it's a tough job; rotation of teachers	4
Direct instruction on content curriculum before teaching students	4
Reflect demographic culture of school	3
Require admin. to rotate through classes; don't hire administrators without classroom experience	2
More focus on principal as general manager & training (business model)	1
Total:	14

Teacher Effectiveness	14
Forum Comments	
Retention based on perf not years of experience; Leadership time commitment / longevity	8
Quality control - certification, preparation of teachers	2
Staff devl. - cont'd PD - alternatives, new ideas	2
Admin teach in classrooms; students involvement in tchr eval	1
Performance-based, probationary status for hires; eval on how they manage the classroom	1
Total:	14

College & Career Course Design	5
Forum Comments	
Develop partnerships w/teacher prep - college > local school; Increase school counselors - college counselors	4
Tech co (engineers) to partner for future; expand vocational trng in specified fields (welding)	1
Total:	5

Funds Designation	5
Forum Comments	
Funds for up-to-date technology; for STEM; for healthcare; for differentiation	5
Total:	5

Mentoring	5
Forum Comments	
Model teachers who can teach others to inspire	3
Mentors for new teachers	2
Total:	5

Course Design	4
Forum Comments	
Arts / Language - KEEP	4
Total:	4

Safety & Security	1
Forum Comments	
Discipline by administration vs. teachers	1
Total:	1

Detailed Community Forum Comments
Session II

Vision 2026 - Session II Monitoring and Accountability	n Topic Responses
Vision 2026 – Session I: Total Prioritized Responses	222

Teacher Effectiveness	52
Forum Comments	
Teach and expect results based on ability	12
Tchr eval. System to include stu perf (gains/growth);	8
Recognize teachers based on a growth model - measurement of growth	7
Tchr eval. = more transparent; Consistency/access & Stdrizd metrics; Early ID of struggling stud to remove from tchr eval	6
Evaluate best practices that drive success/other factors; Monitor connection from teaching to learning styles	4
More focus on instruction for teachers evaluation & less paperwork	4
Stu/parent involvement in tchr eval; avoid spontaneous eval of tchrs by studs; Solicit stu input if instr. needs met	4
Avoid merit-based pay for teachers - not on test scores	2
Data-driven teacher evaluation/performance	2
Vary ways of assessing teachers; Peer coaching for evaluation of teachers	2
Content area district - teacher observation based on experience	1
Total:	52

Course Design	46
Forum Comments	
More ind plans w/more sch/home comm on progress; Stu accountability; bi-directional	9
Continuous improvement; tests need to relate to current learning or future; don't tie to tchr perf	6
Test should NOT be the goal; do not teach to the test	6
Teacher training to deal with student behavior	4
Teach to mastery . . . Not the test	4
See students as individuals and build a plan for success	4
Assess creativity	3
Character Building K-12	2
Accessibility to instructional setting; Monitor tchrs w/random walks; computer-based grade access	2
Reduce paperwork for all	2
Focus on the thought process & reasoning; Open to diverse ways of thinking; clarifying misconceptions	2
Increase student choice for assessments	1
Pre/post growth; parent/tch collab on prom/retention; multi-meas stu eval	1
Total:	46

Assessment & Growth	39
Forum Comments	
Teacher performance-based upon progress for "ALL" students - Balance; Measure req'd for progress/compare	8
Less pressure on standardized tests	6
Move to performance-based w/IDP; set benchmarks for graduation	5
Less focus on test & more portfolio based; Ck for accuracy w/feedback-not completion	5
Richer assessment regime as opposed to high-stakes testing; Tchrs to have increased input to perf measures/instr	5
Add'l support through progressing grades; i.e. LA; LA testing controlled at local school	4
Pass on or eliminate some assessments	2
Focus on and examine academic & intellectual growth of individual students	2
Fail students who fail	2
Total:	39

Collaborative Governance & Accountability	27
Forum Comments	
Survey all stakeholders for teacher and administrator performance	11
School Health Rating - parent invovl, stud collaboration; discipline; stu growth; Quality Ratings	5
Admin accountability for results; Increase level of accountability - visible follow-thru	3
Accountability for students/parents for behavior and learning	3
Share accountability for school/student success - parents, teachers, district	2
Easier access for parents to test results; clear understanding of results	3
Total:	27

Detailed Community Forum Comments
Session II

Vision 2026 - Session II Monitoring and Accountability	n Topic Responses

District Focus	24
Forum Comments	
Collect data to compare with global performance; but don't share student's data outside CCSD	6
Increase accountability of district to teachers; Increase accountability for content knowledge & PL	5
Std assessments should drive instr.; test at beginning; not "end all" for promotion/retention; use multiple assessments	3
Std for all schools to input grades / progress w/specified timeframe w/measurement	3
Clear obj & meaningful benchmarks for sch/dist; apples to apples	2
Better system to track growth and gains; Central Office accountability to student performance	2
Less testing; minimum for national and state requirements	1
Numerous HS test over a short period - May	1
Outside consultants for testing	1
Total:	24

Assessment Models	19
Forum Comments	
Vary ways of testing / assessing; More authentic / real world assessments; more frequent to check for learning	8
Look at Int'l Studs'/process flexibility; Benchmark to Nat'l Stds. (balance w/local & Int'l); Keep politics out	6
Eliminate increased stake assessments - less pressure on teaching staff - target testing criteria	3
Increase written expression vs. Scranton - authentic assessments	2
Total:	19

School Construct	13
Forum Comments	
Ability grouping classrooms - learning styles - awareness	6
Increase opportunities such as FLIP classrooms	4
Early intervention for struggling students; Early response classes that are struggling; correct learning issues early	3
Total:	13

Other	2
Forum Comments	
Student evaluation of teachers	1
Student absences are confidential and CCSD should not have rights to absence reason	1
Total:	2

Detailed Community Forum Comments
Session II

Vision 2026 - Session II School Culture	n Topic Responses
Vision 2026 – Session I: Total Prioritized Responses	266

Collaborative Governance & Accountability	68
Forum Comments	
Culture of high expectations for students and staff	11
Increased daily parent involv- variety; stronger relationships tchr, par, studs	10
More respect for sch authority; Stricter disc (ed is a privilege); Real-world of accepting resp; Increased professionalism tchr/stu	9
Empower tchrs & admins w/authority; collaboration w/stakeholders; more support @tchrs	7
Parent education/training; Partnership of sch/comm; "ALL" studs/comm-live-together; Contract home & sch-family engagement	5
Inc local churches, bus., civic clubs, police, military, authoritative role models, caring	4
Required parent participation	4
Broader public/private (business) relationships; "bus." learning; bus. sponsorship for revenue; flexibility	4
Par inv req'd; Character Ed for all stakeholders; Studs acct/resp for work; consistent expectations; stu behavior monitored	4
Engage / make mandatory, parental involvement in classroom and to volunteer	3
More community/business partners/relationships with school	3
Enhance community & parent participation; Enhance unity with staff	1
Counseling/mentorship for troubled students from the community; more support	1
Increase Parents participation; demonstrate importance; practical exper vs. textbks; kids accepted	1
Improve parent communication-reduce jargon (ed); universal access to resources; Incre community feedback; Emphasis on comm serv	1
Total:	68

Safety & Security	41
Forum Comments	
Stronger emphasis "Not Bully"; Stu behavior, use of psych analysis	8
Common sense to zero tolerance; mindful of stu age; positive sch environ; fun learning; interaction; flexibility	6
Safety plans/procedures in place & communicated to stakeholders; truancy officer	5
School uniforms	4
Stricter on bullying - school & cyber	3
Proactive/reactive solutions to bullying; School should not be a place a student is afraid to go; Embracing difference, tolerance	3
Schedule breaks to help w/ stud stress (no assignments); breaks for students - social time	3
Safety-all staff certified in CPR, first aid	2
School safety, more than panic button	2
Uniforms / dress code	2
Need flexibility, support, interacting w/disruptive students and the consequences following; maintain sch culture	2
All doors locked in all schools; School uniforms; Multiple start time options for HS	1
Total:	41

Course Design	36
Forum Comments	
Teach students how to learn / think	8
Minimum paperwork for teachers - eliminate "non-value added" work	7
Celebrations of learning/flexibility in targeting student wants; use of engaging technology; questions are encouraged	7
Mandatory classes in basic life skills (self-esteem, respect, patriotism, etc.)	4
School not based on testing; teachers use technology for learning	4
Teach study skill and study habits; Individual study - study hall	3
CCSD STEM District	2
Increase advanced learning opportunities; More mainstream approach for Target in elementary	1
Total:	36

Differentiated Instruction	34
Forum Comments	
More personalized level of learning	6
Increase inclusion for all - gifted, special needs	6
Flexibility in classroom; allow teacher to group	5
Playground, social time, K-12	5
Discipline-increase critical-teach replacement skills; Impact of behavior on instruction; Review behavior "write-up" policy	4
Increase outdoor learning and playing time - recess opportunities for MS; Peer-Peer interaction across gr levels	3
More outdoor learning environments	3
Increase emphasis on the need for a healthier lifestyle	2
Total:	34

Detailed Community Forum Comments
Session II

Vision 2026 - Session II School Culture	n Topic Responses

School Construct	**29**
Forum Comments	
Allow students participation in governance process / peer mediators	9
Consistency in communication w/all stakeholders; vertical alignment	8
Environment that foster parent engagement / parent partnership	4
Improved communication between levels - vertical teaming, PD	3
No corporate advertising within schools	3
Focus on school pride / more structure	1
Rewards other than fast foods	1
Total:	29

Allotments	**18**
Forum Comments	
Smaller class sizes	8
Eliminate traditional "class size" to focus on small groups - Village concept	7
Smaller class size	2
Students assigned to group of teachers to ensure compatibility pairings	1
Total:	18

District Focus	**17**
Forum Comments	
Keep balanced calendar	4
Community schools: ES / MS / HS communities	4
Increase days stu in school; limit days off during holidays; increase summer out-of-sch days to 3 months off	2
Punishment back in school	2
Look beyond GA for Nat. & Inst. Models	2
No more trailers, schedule	2
Inclusive of all - remove mention of race	1
Total:	17

College & Career Course Design	**11**
Forum Comments	
Out of classroom experiences to prepare for college or career	5
Soft skills, life planning/college career; career pathways support	3
Career and College equitable focus	3
Total:	11

Mentoring	**8**
Forum Comments	
Increase opportunities for stu ldrshp (K-12); Mentoring (small groups) for personal/social issues; Lunch Bunch; cope w/bullying	6
Promote youth leadership, peer mentoring, student government	1
Encourage peer tutoring in classrooms and peer-tutoring with credit class	1
Total:	8

Other	**4**
Forum Comments	
Less paperwork > positive morale; happy place; retain great teachers > avoid burnout	2
Cool to be smart - cool to be you	1
Extra curr that reflects experience - not all	1
Total:	4

Detailed Community Forum Comments
Session II

Vision 2026 - Session II Use of Funds	n Topic Responses
Vision 2026 – Session I: Total Prioritized Responses	244

Funds Designation	82
Forum Comments	
Dollars for smaller classroom - pupil / teacher ration	12
Fund 180 school days	7
Local decision-making for use of personnel funds	7
Funds for additional teachers to lower class sizes	6
Long-term budget plan - avoid patchwork solutions	5
Cost of copies vs. buying books	5
Less emphasis on testing; don't spend funds on testing	5
Dollars for classroom instruction vs. structures	4
Up-to-date technology in classrooms	4
Local school control of funds-flexible spending	3
Increase sub pay or hire permanent subs	3
No furlough days	3
More funding for Special Education	3
Think > long term for all expenses	2
Budget for resources / supplies for teachers	2
Add'l funds available for innovative ideas	2
Funding for vocational classrooms	2
Security for school and buses	2
Partner w/HS service clubs or pay HS studs; grant support @tutors	1
Military boot camp when needed; ROTC-more tchrs/mentors	1
Field trips / experiences	1
Transparency of funds-conversation of use	1
Increased funds for teacher training - emerging technologies	1
Total:	82

District Focus	41
Forum Comments	
Do not cut teachers	9
More schools - decrease class sized with an emphasis on K - 8	7
More teachers; lower class sizes (cap size)	6
Local school foundations - promote the use	4
QBE re-evaluation at State level	3
Teach year-round school; Review breaks in the calendar	3
Use of vouchers for school choice	2
Itinerant teachers (move from school to school; Tchrs all areas w/o PTA monetary support for salaries	1
Modernize the computer-based scheduling system	1
Keep Cobb money in Cobb; Equity in resources	1
Use longitudinal data to track students after graduation	1
Re-evaluate local funding for add'l funds; taxes only; SPLOST $ @tchrs	1
Revisit SPLOST	1
Modify school calendar from Sept - May to save cooling costs	1
Total:	41

Salary & Compensation Benefits	36
Forum Comments	
Invest in teachers of high quality to teach in specialized areas (if class size is an issue)	13
Pay for performance (based on evaluations and surveys)	9
Higher salaries for teachers (to attract and retain)	6
Increase teacher pay; Eliminate furlough days; Teacher bonuses during budget surplus	2
Increase teacher and admin pay	2
Performance-based awards	1
Funding to verify HQ teachers for subject areas at all levels	1
Competitive salary for MS/HS STEM teachers	1
Financially feasible for exceptional teachers to stay in classrooms	1
Total:	36

Detailed Community Forum Comments
Session II

Vision 2026 - Session II Use of Funds	n Topic Responses

Collaborative Governance & Accountability	27
Forum Comments	
Class to educate parents on school process	7
Understanding of where dollars are spent - district and local	6
Teacher input on decision-making for resources	4
School-based decision making; flex spending at local school; fund ISS; variety of lunch choices	3
Principal flexibility in how funds are used; local control based on local "values" & needs; Standardized bid process	2
Use funds strategically w/technology	2
Allow expenditure flexibility for teachers for classroom stu/ resources	2
Cooperation between schools in sharing ideas	1
Total:	27

Allotments	27
Forum Comments	
Small class size	14
Increase teachers / Decrease student ratio	11
Full-time tech specialist - 1 per school	2
Total:	27

Course Design	18
Forum Comments	
Greater integration of technology; more online classes to allow stu flexibility; dedicated technology tchr	7
Increase technology as a tool; Math textbooks/resources on-line; available to parents	3
Involve community experts/volunteers to assist in teaching/instruction (video-conferencing, remote learning)	2
Foreign LA at lower levels; K-12	2
Experiential learning; hear, feel, touch	1
Cobb version of Khan Academy - online learning	1
Online courses; Technology instead of textbooks; More access to technology within schools	1
Increase technology for younger ages; incentive-based	1
Total:	18

Revision of Tax Tables	9
Forum Comments	
Increase flexibility to maintain Cobb $; Localize school structure (Cobb's size); Re-eval tax structure; clarity	6
Increase mileage rate	2
Eliminate senior exemption	1
Total:	9

College & Career Course Design	4
Forum Comments	
Offer vocational classes for students, with options rather than mandating	2
Earlier exposure to college	2
Total:	4