

Stakeholder Input Report for

***Stockton Unified
School District
Stockton, California***

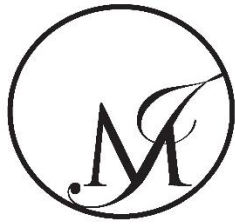
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April 14, 2023



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**Stockton Unified School District
Stockton, California
District Stakeholder Input**

Executive Summary

On multiple dates in March and April 2023, consultants Ms. Aida Buelna, Dr. Daniel Moirao, and Ben Johnson II met with the district educational partners representing 12 different groups associated with Stockton Unified School District to gather input regarding the selection of the new superintendent. The consultants received input from approximately 225 individuals during the meetings.

Outlined below is an Executive Summary of the major themes expressed by the participants at these sessions. Following the Executive Summary is a compilation of all the input received from these groups and individuals in response to the four questions asked of each group and participants. The final section of the report consists of 18 Spanish and 356 English responses by individuals who completed the online survey.

Tell us the good things about your community.

- Diverse community; different cultures and backgrounds
- Centrally located
- Generational community: families have lived here for years.
- People are proud of being from Stockton
- There is a rich history and culture
- Higher education opportunities with Delta and University of the Pacific
- Community organizations that are focused on helping people that are in need
- Stockton has lots of potential
- Great food
- Hard working/resilient people

Tell us the good things about your school district:

- Hard working and committed staff that cares about the success of all students
- Diverse district
- Students are mostly positive while many are facing significant obstacles

- Many pathways that enable students to find ways to be successful
- Good relationships between school and community
- Long term employees
- Families are committed to their students
- Great staff, they support the “whole child,” good relationships
- Many resources that benefit students and their families
- Professional development
- Collaboration with community organizations

What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- There are too many people in key positions for which they are not qualified
- Lack of trust in District leadership including superintendent and the Board
- Negative District press as it relates financial issues, grand jury/FCMAT Report
- Tensions between different ethnic groups
- Outside groups attempt to influence the board and superintendent. Wolfpack and 209 are working to divide the District.
- There are nine bargaining units in the District
- Many students do not feel safe
- Board is too involved with non-Board issues.
- Lack of vision and leadership. Morale is low in many areas.
- Graduation rates and student success are not aligned.

What characteristics should the new superintendent have to be successful?

- Visionary leader
- Understand good governance; works with the Board to build an effective team that moves the District forward
- Experienced but not thinking about retirement. Someone that is committed to being an involved member of the community
- Thick-skinned; able to stand against internal and external forces
- Not afraid to lead change or try new things
- Good listener, able to communicate well in all situations
- Relationship builder, humble, supportive, approachable/able to relate to others
- Really gets to know us, caring
- Ethical, has integrity
- Consensus builder, practices shared leadership
- Empowering
- Be visible within the community and all sites within District.
- A strong manager that understands the fiscal and business aspects of a school district.
- Culturally competent, interacts with all of the diverse communities and groups within the District.

Stakeholder Input
Reported as received from each Stakeholder Group

Transportation

- 1. Tell us the good things about your community.**
 - Diversity
 - Different cultures

- 2. Tell us the good things about your school district:**
 - Lots of opportunity to move up
 - Bus drivers and transportation
 - Loyal employees
 - After school programs
 - Day camps for students during break
 - Summer School

- 3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?**
 - Understaffed
 - Underpaid
 - Lots of cliques within the District
 - Social media: 209 Times, SUSL Voices, Wolf Pack will attack regardless of what someone does
 - Not enough updated equipment
 - No consistency in how people are held accountable
 - Management does not acknowledge us
 - District has been in media a lot due to financial issues
 - Grand Jury Report
 - Board Spending, going to Las Vegas
 - Neglecting of children
 - Poor community
 - Transportation feels like the stepchildren of District.
 - Promises not kept
 - Unit has had seven directors in the past three years
 - Poor training
 - Safety
 - No protocols for how to protect themselves when being attacked by students or parents
 - High crime community
 - Lack of communication
 - Drivers are recorded
 - Response time for incidents is poor
 - Afraid to acknowledge our concerns

- Poor leadership
- Group feels neglected
- Too many people are in positions due to relationships and not skills.

4. What characteristics should the new superintendent have to be successful?

- Thick skinned, have a back bone
- Will follow the rules
- How to be a true leader
- Experienced
- Someone not related to someone or connected to the district
- Integrity
- Loyalty
- Problem Solver
- Keeps their word
- Contracts
- Holds people accountable
- Lots of room for improvement in District but needs strong leadership

CSEA #821

1. Tell us the good things about your community.

- Diversity of population that we serve
- History of Stockton: The UFW roots, growth and changes, Japanese Internment Camps, Little Manilla
- 1st African American Mayor recently
- Multiple languages spoken
- Beautiful campus
- Delta history
- Organizations that support the community
- Rich history
- Most Mong and Philippino communities
- Passionate about supporting each other
- National Peace Rose Garden
- Location
- Community College
- University of the Pacific (Teacher Induction Program)
- Lincoln Center
- City offers many events

2. Tell us the good things about your school district:

- The people, even during difficult times
- Pathways for students
- Resources for students
- Diverse student population

- Fast turnaround for online learning; also provided hot spots for those without internet
- Passion for the community
- Many pathways offered
- CTE department that is growing
- Specialty high schools
- IB program (Elementary and High School)
- Internships for high school students
- Employees are passionate about serving students
- Many employees are also parents with children in the district
- Recovery programs
- Young Adult Program (Serves students from 18-24)
- Dedicated employees
- Parental involvement is high
- Coffee Hours
- Free Book Fairs
- After school programs
- District is growing
- Migrant Program
- Model Elementary and Secondary AVID Program
- Dual Enrollment (Delta College)
- Place where you can grow
- Develop professionally
- Athletics
- Began in 1852, lots of history
- Lots of famous: Jose (astronaut); The Voice Contestant;

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Known for hiring superintendents that are retiring
- Aware of the corruption
- Misuse of money
- Contracts based on relationships not skills
- Nepotism and favoritism as it relates to promotions and hiring
- Employees are willing to go the extra mile to support students
- Trauma within the city (Racial Trauma)
- Gentrification
- Created new district, Lincoln Unified, to separate the more affluent families from Stockton Unified
- Removal of ethnic studies in the classroom
- There is a prevalent negative atmosphere in the district
- Old Boys Network
- History of corruption begins with the Board
- Unions and employees concerned about charter schools entering the District
- One step away from being taken over
- Several audits have been done
- Poor spending controls

4. What characteristics should the new superintendent have to be successful?

- Person with experience
- Someone who will rebuild the District staff
- Pro Union
- Equitable
- Drama-free
- Open minded and will work with all unions
- Principled
- Has pride in self
- Stands for employees and students
- Culturally sensitive
- Not afraid of the 209 Times
- Financial background and experience
- Experienced with large school districts

Stockton Pupil Personnel Association

1. Tell us the good things about your community.

- Diverse
- Community supports schools
- People want to return after leaving the community
- Lots of good restaurants, so much good food, diverse
- Music
- Religious practices and varied
- University of the Pacific
- Strong community college
- Close to farms
- Farmers markets
- In some areas a small town feel
- The Arts are integral part of the community

2. Tell us the good things about your school district:

- Many employees have been here
- Strong support to help the district
- Unity among the unions
- Collaborative across union groups
- Student support services

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Nepotism: people hiring their friends
- Programs often created with little input
- Revolving door with superintendents
- Staff has been traumatized
- Morale is low
- Trust needs to be rebuilt
- Nepotism; the new superintendent bringing his own people, SUSD hires family members in every area instead of highest qualified. This doesn't necessarily bring a "family feel." It results in power struggles.
- Entire cabinet is interim
- Blogs (Wolfpack/209) paint the District in a bad light
- Lack of communication
- Divided Board
- Board has driven several superintendents away
- Lack of communication between education programs, between staff and management, it is pervasive in the district.
- Graduation rates
- Social media
- Poor professionalism of staff, which is what leads to all of this immature adult behavior.
- Recent history of the Board overturning
- Graduation rates vs. college readiness; students may be graduating, but those numbers don't necessarily reflect college readiness. We are here for students from PreK to HS, and then we send them into the community. Are they ready?
- Hiring process is often political
- People are afraid to speak up

4. What characteristics should the new superintendent have to be successful?

- Ability to build trust
- Knowledge regarding the district history
- Education leader
- Broader background and knowledge
- Someone without a questionable background
- Ability to communicate with all stakeholders

Stockton Teacher's Association

1. Tell us the good things about your community.

- Unique; central valley; wine tasting
- Mountains and beach; lots to do and history
- Home ownership/greater than other surrounding areas
- One of the most diverse cities in the state

- Opportunities here
- Centrally located
- Very cool place to be
- Universities all within an hour and half; great opportunities for learning
- Lots of history
- Deep culture and history: Gold rush, native population
- Sports and the arts (celebration in all of these important aspects of the area)
- Families, generational community, stayed in same areas
- Many parents and families work in the community (County, City, District)

2. Tell us the good things about your school district:

- Great teachers, dedicated
- Teacher willing to do anything for the students
- College/Career approach
- CTE “ Plumbers make more than professors”
- Multiple pathways
- Improved relationships with community organizations
- Support for educators
- Professional development
- Authentic relationships
- Flexible, embrace change
- Community relies on the schools
- Schools vary greatly from site to site and mirror the communities
- Dual enrollment

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- The Board does not allow the superintendent to do their job
- The District’s nine bargaining units
- Many leaders paint the unions as the enemy
- Stockton was a town that grew into city
- Education institutions for years have been the primary employer
- Some Board members are only in it for personal reasons
- Understanding all of the programs
- Grand Jury reports
- Hiring unqualified people
- Follow the rules and guidelines
- Battle the independent charters
- Will need specified training
- Investigations still occurring
- People worried about their jobs
- 4/3 split on the Board
- Potential of a recall
- LCAP input is not transparent

4. What characteristics should the new superintendent have to be successful?

- Strong leadership skills
- Understand the community school movement
- Experienced as a teacher
- Someone that can unify the District
- Someone that will push District
- Someone who will hold people accountable
- Experienced
- Progressive in their thoughts
- Listens to the community
- Be assessable to the community
- Visible, will regularly visit the schools
- High communication with the Board
- Collaborative
- Problem solve quickly and follow through
- Confidence
- They cannot please everyone
- Do what is in the best interest for students
- Visionary
- Expansion of programs
- Retain and attract talent
- Integrity

CSEA #318

1. Tell us the good things about your community.

- Really great mix of people and cultures
- Food
- Ethnically diverse city in the US (Forbes)
- Microcosm of the country (Racial, Religions, Economic)
- Passionate group of people
- Everyone knows everyone
- Opportunity to grow

2. Tell us the good things about your school district:

- Helping and supporting students who are dealing with trauma
- Passionate people working in the District
- People stay with the District
- Students care for each other
- Students that have experienced things we cannot image
- Students have a positive attitude

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Without the proper leadership it hurts students
- 209 Times, Wolfpack (Dividing the District)
- There is a big divide
- The community is divided
- Lack of integrity historically
- Forces always looking for ways to hurt candidates
- Nepotism: Not hiring the highest qualified candidates
- High turnover of superintendents and staff
- Tired of paying people that leave
- Fulfill their contract
- Plagued by negative media
- District has been getting the crumbs
- No “yes” people for their cabinet
- District vs Employees Environment
- Views on Charter schools

4. What characteristics should the new superintendent have to be successful?

- Thick-Skinned
- Be visible at the sites
- Listens to everyone’s perspective
- Objective
- Approachable and willing to work with others
- No criminal background
- Meet with all bargaining units

Extended Cabinet

1. Tell us the good things about your community.

- People are proud of the community
- Long term residents, generations have lived here
- People proud of their high school experiences
- Diversity of cultures
- Authentic community
- Rich in culture
- Ag community
- Professional sports teams
- The arts
- Beautiful waterfront
- People often return to Stockton
- People giveback
- Untapped potential
- Delta College and University of the Pacific
- People in the community really care
- We are centrally located.
- 2-3 hours from mountains, foothills, beaches, lakes and wine country

- 30 minutes from state capital
- 6 local golf courses
- Great fishing areas throughout the delta channels
- Central to multiple freeways
- Easy access to the Bay Area, North California, and the foothills
- Diverse demographics
- Rich in history and culture
- Pockets of different cultures
- Great eateries
- Lifelong communities, people come back to give back
- Diverse and close knit
- Urban area
- Full of culture and color

2. Tell us the good things about your school district:

- Parents care about the well being of students
- Longevity
- History of the district
- Former students that come back to work in district
- Partnerships
- Relates to the experiences
- Awesome kids
- Tremendous amount of dedication from staff
- High energy of staff
- Great places with lots of caring people
- Team that cares about the children of Stockton
- Collaboration across departments
- Positive culture with the students and parents at school sites
- Family type culture at the school sites, lots of family involvement
- Students thrive and achieve education goals, even with the adult behavior around them.
- We get a small glimpse of students' achievements, aspirations and work at Board meetings.
- Sr. Director provides great support at our schools, that help tremendously with the at-risk students.
- The performing arts at our schools have inspired our youth.
- SUSd offers free meals for students.
- After school programs
- Summer school
- Migrant program
- IB program
- VAPA and many other extracurricular activities
- AVID programs in our schools

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Elephant in the room; outside influences that impact the District, Wolfpack, 209, social media
- The Board is greatly influenced by outside forces
- Lots of interests groups that manipulate the Board
- Board tries to direct staff
- Retaliatory Board
- People have too much access to the Board
- Violations of the Brown Act
- Nine different bargaining units
- Lots of institutional knowledge
- FCMAT reports
- Know the culture and community
- We have changed our vision and leaders too often
- People too often focused on keeping their jobs as opposed to doing their jobs
- Lack of trust
- Great kids that deserve better
- District has experienced trauma
- People do not respect confidentiality
- LCAP Committee wanting to see positive results especially for historically underperforming student groups
- Breach of confidentiality
- Nepotism with employment
- Sabotaging and undermining by employees and administration.
- Culture of not accepting outsiders easily
- Nine associations to work with who can make it difficult depending on their agenda.
- Financial situation of the district
- FCMAT report
- Grand jury report(s)
- Bad adult behavior
- Broken trust in leaderships, colleagues, and departments
- Distrust
- As one of the largest SD in CA over 35,000 students (which is a decline from prior years),
- 4,000 employees
- From 9 to 10 bargaining units
- Many passionate personalities

4. What characteristics should the new superintendent have to be successful?

- Connectiveness
- Honesty and high ethical integrity
- Vision
- Students first

- Ability to develop internal candidates
- Puts kids first
- Get in the trenches
- Someone that acknowledges talent and knows where they can have the best impact
- Empowering
- Focus on leadership
- Repair relationships; a bridgebuilder
- Approachable and Accessible
- Knowledgeable
- Team player
- Transparent
- Listening to all voices
- Understanding budget
- Ability to lead and coach
- Educational leader
- Systems thinker
- Listening and understanding before making big changes
- Experienced leadership qualities
- Strong communicator
- Long term vision
- Leadership development for employees
- Data driven; programs development is based on data findings
- Visionary
- Person who acknowledges their sense of self
- Person who is skilled with team building strategies
- Person who understands the importance of confidentiality
- Person who can inspire trust.
- Person who has the courage and the commitment to lead SUSD with their vision.
- Person who is willing to take on the challenge to reshape the organizational culture.
- Person with a servant leadership style
- No non-sense kind of person
- Truly here for students 'success and not politics
- Someone with honesty
- Someone knowledgeable
- Someone with humility
- Someone trustworthy
- Someone gracious
- Someone fair and accountable
- Someone positive
- Be firm, but not a dictator.
- Make decisions in the best interest of SUSD not for politics, personal interest, ego, social setting.
- Be fair and just.

United Stockton Administrators

1. **Tell us the good things about your community.**

- Diverse
- Seeking betterment
- Lots of people trying to
- Good food/diverse/
- Non-profits and committed
- Centrally located;
- Hard working people
- Families are close knit
- Multi-generational
- Lots of Ag
- Flea markets
- Top community colleges in the state (Delta)
- University of Pacific and Stanislaus State

2. Tell us the good things about your school district:

- Commitment of the staff
- Student focused educators
- Families who want their children to do well
- People are invested in making lives better
- Schools focused on unique pathways and opportunities
- Creating options for parents
- Lots of professional development
- Good teacher induction program
- Partnerships with a variety community organizations
- Long term employees
- Visual performing arts program
- Two national AVID demonstration sites

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- The Board is challenging
- Wide changes philosophical
- Lack of trust in District leadership: Board and superintendent
- Morale is low
- High expectations; need to put in the work;
- Thick-skinned and avoid the politics
- Hyper aware of factions that are trying to influence
- Loud voices that work behind the scenes to influence
- Lack of competence of key people in critical areas;
- All departments are impacted
- Chaos in transportation
- Safety is a concern throughout the district
- People are not feeling supported
- System are broken

4. What characteristics should the new superintendent have to be successful?

- Quickly assess who is/isn't qualified for their positions
- Experienced leader
- Past experience as an educator
- Strong financial and budget background
- Visible
- Get to know people through the district
- Be part of the community
- Integrity
- Committed
- Sees and values diversity
- Be transparent
- Has a vision and a plan
- Working collaboratively
- Rolling up sleeves and working

Student Stakeholder Session

1. Tell us the good things about your community.

- Connected
- No Bullying
- Diversity
- Food, Burrito/Taco Trucks
- Stores in Stockton
- In tune with each other
- Community celebrates the heritage of others
- Diverse
- Events and Victory Park
- People help out in the community
- People come together in spite of adversity
- Different voices are embraced

2. Tell us the good things about your school district:

- Good Teachers
- Counselors
- Students are close
- Staff want students to succeed
- Mix of people that come from everywhere
- Welcoming community
- Caring people to help us
- Teachers don't give up on you
- People recognize that people learn differently
- Teachers put in extra work to help (college applications)
- Sports
- After school programs: chess, art, music, gardening, sports)
- Easy to make friends

- Boundaries and rules
- Events that spread awareness (tobacco free)
- Being able to communicate with others
- Support systems (programs to help)
- Many events
- Helps students
- After school sports
- Teachers are interactive
- Principals and vice principals are close to students.

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Many students feel they can do anything they want
- Teachers don't follow through on punishment
- Vaping and smoking
- Some students are stuck and don't want to change their behavior
- Many students are dealing with home issues; some teachers ignore these issues
- Students are not thinking about school when they are struggling with family issues
- Tardiness, ditching
- Graffiti
- Bullying and harassment
- Some do drugs in the bathroom
- Violence and school shootings
- Many students don't feel safe
- Students need a safe space a times
- Many staff are short-tempered
- Teachers often stereotype students
- A history of empty promises

4. What characteristics should the new superintendent have to be successful?

- Treat everyone fairly
- Able to make decisions and stick with them
- Outgoing and welcoming
- Management and organization skills
- Ability to prioritize
- Decisions made on facts not emotions
- Seeks out student voice
- Engage students more frequently
- Conducts "Superintendent Forums"
- Intentional about connecting and so others do as well (principals)
- Pushes to get things done (Security is an example)
- Builds relationships with students
- Open minded

- Understands that students come from difficult backgrounds
- Holds people accountable
- Knows how to address bullying concerns
- Leader
- Connect to the community

Community Leader Sessions

1. Tell us the good things about your community.

- Collaboration of community groups
- Interaction of partners
- Location
- Diversity
- Opportunities
- Community is proud of being from Stockton
- Potential
- Ports
- Educational opportunities (Delta College, UOP)

2. Tell us the good things about your school district:

- Students are hopeful
- Families
- Exceptional teachers that are committed
- San Joaquin Collaboration
- People are serving
- So much potential
- Diversity
- Resilience

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Quid pro quo environment
- People benefiting financially personally
- Lack of accountability and transparency
- Special interests
- People not qualified in certain roles
- Us against them mentality
- Gangbanger mentality
- Closed system
- Not student focused
- Too political
- Lots of factions
- Fiscally there are major issues
- DO major gaps in leadership in many departments

- Extreme barriers
- Misinformation
- 209 Times
- Lack of community engagement
- People often selected for the wrong reason
- Huge disengagement of the community, people are losing hope
- Understand where the other superintendents went wrong
- History of the city
- What are some of the wins and hurdles
- Understand the sub-communities within the District
- There has been a lot of harm and brokenness

4. What characteristics should the new superintendent have to be successful?

- Fair
- Can build teams
- Uniter
- Strategic Leader
- Communicator
- Build capacity in others
- Cultural competency
- Understands a large complex district
- Data driven assessments
- Optimistic perspective
- Strong willed
- Sees the potential
- New ideas
- Navigate the complexity of Stockton
- Fiscal background
- Visionary
- Leader
- Integrity
- Some one who is on the side of students
- Inclusive

Superintendent Cabinet

1. Tell us the good things about your community.

- Rich in culture and diversity
- Rich in agriculture
- University and junior college
- Stockton arena
- Baseball
- Bob Hope Theater
- Very challenging community social-economically

- People who live here have a lot of heart
- Members have a commitment in the community
- Interest from organizations that support our district
- We are family at the end of the day
- People continue to be engaged
- Employees have given their life to the district
- Ownership to the district
- 2nd largest employer in the area
- Private industry
- Stockton Unified has been an attraction
- Lots of investment
- A mighty little city
- Pride and organization stick together
- Diverse
- High interest in what happens in the district
- Lots of engagement from the community
- Location close to Bay Area, mountains, water, Sacramento

2. Tell us the good things about your schools.

- Very diverse
- 7th largest district in the state
- Lots of commitment from the staff
- Amazing students/scholars
- Parent engagement is high as it relates to parent advisory committees
- Committed teachers
- Experienced staff
- Student support services (social emotional support, counselors, case managers)
- Adult ed program
- High school credit recovery program
- Family transition program - support families with basic needs
- Child welfare and attendance program, door to door service
- Students with diverse needs and they thrive
- “Whole Child” investing in student academics
- Prepare students to be employable
- Athletes are champions
- Student artists
- Many models for students regarding doctors, law enforcement, lawyers
- Students return to serve the district
- Multigenerational
- Students are engaged in the city, county and district

3. What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Aware that the board is micromanaging in the district

- Political position
- Will be called to test their integrity, moral compass
- Board involvement that interferes with employees
- Split board
- Political seat
- Special interest group that is tied to elections
- Social media is a big problem -this makes and breaks politicians
- Unions that engage that have social platform
- Brown act violation
- Management has a difficult time getting the job done
- Need not have wide open
- We have 9 bargaining unions
- Understand budgets
- Negotiations
- Labor law and negotiations
- Board members need to have training
- Current board president has received recall papers
- Aware of the accusations
- Undermining procedures, processes, Superintendent
- Policies and regulations have been ignored
- Last 2 years things are out of control and processes are not being followed.
Institutional knowledge has been wiped out with the release of veteran administrators
- Managers are being asked to leave meetings when board members are meeting with employees
- Politically Board members are making promises to individuals that helped get them hired.
- District is under staffed
- Need to advocate for management positions or reorganize to support the individuals that are still employed
- We have close to 30 people that are interim
- Key positions are all interim that need to be filled to support the superintendent (CBO, HR and C & I)
- Longevity of the superintendent
- Grand jury report

4. What skills, qualities or characteristics should the new superintendent process to be successful here? (This information is used as we screen potential candidates.)

- People person
- Communicator
- Listener
- Personable
- Strong
- Patient
- Relatable
- Meet people where they are and let the title get to their head

- Very service oriented
- Approachable
- Must be a mentor, coach visionary
- Set the tone to where you want to be
- Must be an observer, watch, aware of the factors before making a determination about they have to do
- Build teams
- Identify the leaders
- Collaborators
- Support and mentors
- Experience, knows Stockton
- Experience in large district
- Integrity
- Stand up when it's necessary for staff, students, and to the Board if necessary if it's in the best interest of staff and students
- Understand the role of the board and superintendent
- Demonstrated experience for district transformation
- Make positive change in large district

Parents and Community Forum

1. Tell us the good things about your community.

- We care about the students in our community.
- Everybody in this room cares
- We care.
- A lot of us, that want Stockton to grow.
- We can come together.
- We are very diverse.
- A lot of creativity here in finding solutions
- We have a lot of resources in the community, health care, dental care, and mental health care.
- We have everything, we are blessed.
- There is still hope for Stockton.
- Hope for Stockton
- We show lots of resiliency.
- Non-stop support
- Lots of potential
- Cares about the welfare of our children
- Great, good employment opportunities and housing
- We love our children “we care.”

2. Tell us the good things about your schools.

- We have a lot of smart students.
- The election of new Board members
- Addressing grand jury report
- Taylor School has been recognized for outstanding pre-school program.
- District is making an effort for thinking outside of the box.
- Schools going above and beyond for those students not graduating.
- Science program
- EL students are excelling into college.
- A lot of Great teachers
- A lot of great staff
- A lot of retired teachers come back as substitutes because they care.
- A lot of amazing people in SUSD
- Stockton Early College Academy one of the top ranked schools in the nation
- We don't stick with stuff, but we are creative to solve problems.
- District has established a number of charter schools.
- Four comprehensive HS with low graduation, then they did smaller schools with 100% graduation rate.
- Focusing on smaller school with specific focus
- Different outlets for our students
- Has own police department who do amazing work.

- Lots of parents coming together, to supply lots of paper, pencils and send it to the school.
- District doing better job of parent inclusion, LCAP, Parent advisory meetings, etc.
- Website gotten better for communication.
- Lots of SPED services, that other districts are lacking.
- People move here because of our SPED programs.
- At Peyton the school strives to be family friendly and community oriented
- We have great teachers and school staff.
- Parent groups that care.
- The district is working toward community and parent inclusion.
- Great district police department
- Communication through various platforms
- Community of Hispanic/Latino's
- My grandson has developed into a responsible student with the help of the good instructors.
- Stubblefield is doing a good job with outstanding teachers, staff, administration and with safety.

3. What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Need for stronger EL programs.
- If you play sports, you get scholarships, not so true for academics.
- We need Stockton USD to come together.
- I need my grandchildren to graduate from our schools.
- More informed parents with their input
- Economic segregation
- Parts of city need attention.
- There is a franchised part of city and there is a disenfranchised.
- Sometimes teachers do not want to translate into Spanish, because not getting enough pay to translate at meeting, becomes a barrier for some parents.
- Share the positive things in our schools.
- Pay Supt all that money why not use that for books and supplies.
- Take a look at what successful school districts are doing and get curriculum, not the cheap curriculum.
- Focus on IEP programs,
- Focus on students who are struggling and have mental health issues.
- Safety is number one.
- Thirty officers with 64 sites, but not on duty at one time
- We need two officers at each site.
- Invest money into safety.
- Two aides in every SPED classroom
- Lots of bullying
- Resource teachers with two schools, need to be fully staffed.
- Teachers more involved with Resource students.
- Schools should focus on hiring on more staff.
- Middle schoolers not mixed with Kindergartners.
- There are forces that want more charters,

- Charters are selective in who they take, that is how they maintain the high graduation rate.
- Push back against the charter school forces.
- More staffing, we are top heavy more staff at student level.
- The number of graduates increase when we went to smaller schools at HS level.
- K-8 was a gimmick.
- Leadership has constantly come up with gimmicks.
- To solve suspension issue, stopped suspension, but the problems remained.
- We are really big on outsourcing, different programs.
- No evidence that curriculums purchased are working.
- Not including people who actually work in the schools in the decisions.
- 9 bargaining units (maybe 10)
- Work more with the families
- Not too many charter schools
- Many parents want smaller schools.
- Need to put more resources into schools that all students can attend.
- We have been going through superintendents, highly paid, Contract should state if he/she leaves, the contract leaves, don't continue to pay them.
- Knowledge for the task put in front of him/her.
- Some people in positions that don't have knowledge of what students in Stockton need.
- This is a multi-cultural community don't just serve one community.
- Programs for parents to learn English, add this back to schools.
- Learning has not been a top priority.
- Work towards smaller class size
- School sites sending parents to Supt. to solve a problem.
- Bullying issue, never resolved. Supt did nothing to resolve that issue.
- Superintendent did nothing when my son got shot on a bus,
- Need to understand that my son became hard because the school did nothing, no follow-up.
- Need to hear from Superintendent when a large issue happens.
- Need to be ready for traumatic issues.
- Struggling with sharing a lot of resources across the district. Give everyone easier access to these resources, tap into resources.
- We have the resources, but we don't know about them. Offer the resources rather than having us ask for them.
- Resources (people) coming into classroom who don't know classrooms, that has got to be stopped.
- Community schools is a model to be looked into
- Update the policies.
- Some of the resources are not as helpful as they should be, make certain the resource helps with the person who needs them, are they really getting the help they need. Get programs that are actually helping the kids.
- Visit schools and don't be selective of the schools you visit and support.
- Some facilities are embarrassing.
- With the staff support that the Supt. has, the Superintendent needs to become known to parents and students.

- Lot of students are being sent home. Some teachers may not be as skilled as they need to be.
- This district financially, the money should match what they want to do.
- Field trip themselves to surrounding school districts to see what they are doing.
- Open a school for pregnant teens.

4. What skills, qualities or characteristics should the new superintendent process to be successful here? (This information is used as we screen potential candidates.)

- Our kids are smart and know how to promote them.
- Know how to deal with traumatized students.
- Be visible when there is a traumatic event at schools.
- Previous experience as a teacher in the classroom
- From Stockton and know our community
- Know how to be a teacher.
- More hands on
- Address the problems.
- Get resources that our children need.
- Mindset
- Rules and policies be updated.
- Be caring.
- Humble
- Loving parent who cares.
- Willing to come with a referral system for resources in our community.
- Ethical
- Don't rely on gimmicks actually address issues.
- Fiscally responsible
- From Stockton in the community for a long time.
- Morales and somebody who won't embezzle our money.
- Do research on the people who you interview.
- Experience with different programs that can actually relate to some of the things in the districts.
- Provide inspiration not just direction.
- Enlist commitment not just compliance.
- Create a healthy and successful organization.
- Be a proven effective organizational change agent.
- Skills to determine if the district's organization strengths can create an enduring school improvement program.

- Can develop and demonstrate a work ethic of mutual trust and respect.
- Integrity and a balance ego
- Compelling vision
- Proven leader
- Help children get scholarships.
- We are public schooling, most of us can't afford college fee and need scholarship.
- Our children need help getting to college.
- Help the babies.
- Know the stories of the students.
- Visible
- Transparent,
- I am coming to Stockton to turn things around.
- Be open to listening to parents, not just talking to them.
- People in community should be interviewing the candidates.
- Update the policies.
- There is a whole panel when hiring teachers, why not with Superintendent.
- Stay in contact with the military to give students alternatives.
- Realizing that they are not experts at everything.
- Look to all stakeholders what are the issues and work with them to solve issues.
- We need systems in district.
- Systems developed between downtown and schools.
- Tracking system after students graduate from our school. Is what we are doing really working?
- Tough skin
- Transparent
- Some things don't get fixed because not being transparent (sweep under the rug)
- Community will work to fix things.
- How to improve instruction
- Hear more from parents.
- Need to live here in Stockton,
- Be compassionate and patient with the process to move our kids forward.
- Ethics
- Trustworthy
- Budget friendly
- Inspirational
- Integrity
- Previous experience as a teacher in a classroom
- Be able to address the difficult issues like speaking to the parents of a child that has been bullied or hurt.
- Hands on and present in the community
- Humanities
- Open-minded,
- Trustworthy
- Able to communicate with all nationalities, etc., Hispanic, East Indian, Anglo, Black Americans

Open Parent and Community Forum Meeting

1. Tell us the good things about your community.

- Parent express he/she will be attracted by the pay he/she will be getting, attraction for the District because this district doesn't have a lot of problems compared to other districts.
- Stockton city has beautiful things, we are surrounded by different fields and access to different foods like vegetables and fruits.
- We have a diversity of High schools, community college and universities.
- New renovations around Stockton.
- Downtown has become safer
- Stockton is also close to the port and the Capital of Sacramento.

2. Tell us the good things about your schools.

- There are schools well organized with great communication
- A variety of cultures, is a multicultural system, with different teachers with different ethnicity.
- PTA groups are great organizers
- I also like the way schools have been secure.

3. What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Concerns regarding transportation, security, internal issues, someone visible welcoming, more available to the community.
- Someone with a real background in education, not someone who only carries credentials and wants to have all the attention.
- The concern is that it does not matter what we as community want when they already have someone in mind and our opinion doesn't count.
- We have to have a second candidate because they always leave within a year.
- Community doesn't trust the District.

4. What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- It has to be a person with experience in the classrooms, not someone with no experience in a classroom but someone who is been in the classroom.
- Empathetic person who can connect with the teachers.
- Someone open to be open to the community since we are a multicultural city, for me as a parent is important to know that a leader will be able to interact with the community.
- Be present during graduations or any events at any school in the District. Someone who can show up to the sport events in all the different school, all the programs to be important to this person.

- Also, to not have favorite school that this person will only visit, but visit those schools with the lowest scores and rates and be there to support them and figure out a solution for them.
- Support parents and encourage them to get more involved and train them on how to help and support our schools.
- We need someone with good experience in the classrooms.
- Strong leadership qualities are a must.
- We want someone who is already part of our Stockton community and not from far away.
- We want someone who can stay at least 2 years, and be visible within the community.
- Someone who is bilingual would be prefer but also someone with multicultural passion.

Superintendent Cabinet

1. Tell us the good things about your community.

- Rich in diversity
- Rich in culture
- Rich in agriculture
- University and junior college
- Stockton arena
- Baseball
- Bob Hope Theater
- Very challenging community social-economically
- People who live here have a lot of heart
- Members have a commitment in the community
- Interest from organizations that support our district
- We are family at the end of the day
- People continue to be engaged
- Employees have given their life to the district
- Ownership to the district
- 2nd largest employer in the area
- Private industry
- Stockton Unified has been an attraction
- Lots of investment
- A mighty little city
- Pride and organization stick together
- Diverse
- High interest in what happens in the district
- Lots of engagement from the community
- Location close to Bay Area, mountains, water, Sacramento

2. Tell us the good things about your schools.

- Very diverse
- 7th largest district in the state
- Lots of commitment from the staff
- Amazing students/scholars
- Parent engagement is high as it relates to parent advisory committees
- Committed teachers
- Experienced staff
- Student support services (Social Emotional support, counselors, case managers)
- Adult ed program
- High school credit recovery program
- Family transition program - support families with basic needs
- Child welfare and attendance program-door to door
- Students diverse with diverse needs and they thrive
- “Whole Child” investing in student academics
- Prepare students to be employable
- Athletes are champions
- Student Artists
- Many models for students regarding doctors, law enforcement, lawyers
- Students return to serve the district
- Multigenerational
- Students are engaged in the city, county and district

**3. What issues should the superintendent be aware of as he/she comes into the district?
(This information is shared with the final candidates.)**

- People person
- Communicator
- Listener
- Personable
- Strong
- Patient
- Relatable
- Don't let the title get to their head
- Very service oriented
- Approachable
- Must be a mentor, coach visionary
- Set the tone to where you want to be
- Must be an observer, watch, aware of the factors before making a determination about they have to do
- Build teams
- Identify the leaders
- Collaborators
- Support and mentors
- Experience, knows Stockton
- Experience in large district
- Integrity

- Stand up when it's necessary for staff, students, and to the Board if necessary if it's in the best interest of staff and students
- Understand the role of the board and superintendent
- Demonstrated experience for district transformation
- Make positive change in large district

4. What skills, qualities or characteristics should the new superintendent process to be successful here? (This information is used as we screen potential candidates.)

- Aware that the board is micromanaging in the district
- Political position
- Will be called to test their integrity, moral compass
- Board involvement that interferes with employees
- Split board
- Political seat
- Special interest group that is tied to elections
- Social media is a big problem -this makes and breaks politicians
- Unions that engage that have social platform
- Brown act violation
- Management has a difficult time getting the job done
- Need not have wide open
- We have 9 bargaining unions
- Understand budgets
- Negotiations
- Labor law and negotiations
- Board members need to have training
- Current board president has received recall papers
- Aware of the accusations
- Undermining procedures, processes, Superintendent
- Policies and regulations have been ignored
- Last 2 years things are out of control and processes are not being followed.
Institutional knowledge has been wiped out with the release of veteran administrators
- Managers are being asked to leave meetings when board members are meeting with employees
- Politically Board members are making promises to individuals that helped get them hired.
- District is under staffed
- Need to advocate for management positions or reorganize to support the individuals that are still employed
- We have close to 30 people that are interim
- Key positions are all interim that need to be filled to support the superintendent (CBO, HR and C & I)
- Longevity of the superintendent
- Grand jury report

*Survey Monkey Results
Stockton Unified School District
April 2023*

*(NOTE—these responses have not been edited,
they are printed as entered by the stakeholders)*

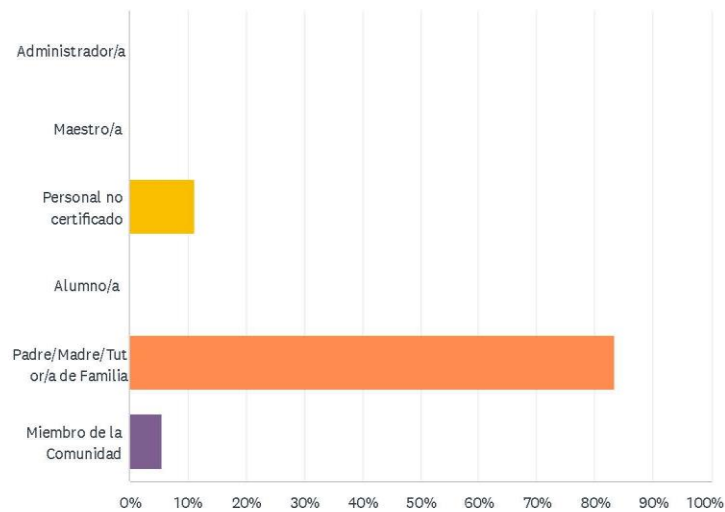
18 Spanish Responses

FORMULARIO DE SUGERENCIAS DE LAS PARTES INTERESADAS-DISTRITO
ESCOLAR UNIFICADO DE STOCKTON

SurveyMonkey

Q5 Favor de indicar el grupo de interés o membresía que representa:

Answered: 18 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--------------------------------|-----------|----|
| Administrador/a | 0.00% | 0 |
| Maestro/a | 0.00% | 0 |
| Personal no certificado | 11.11% | 2 |
| Alumno/a | 0.00% | 0 |
| Padre/Madre/Tutor/a de Familia | 83.33% | 15 |
| Miembro de la Comunidad | 5.56% | 1 |
| TOTAL | | 18 |

Miembro de la Comunidad / Community Members

Comparta las cosas buenas de su comunidad. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

Share the good things about your community. (This information is used to help us recruit quality candidates.)

- Nuestras comunidades son comunidades trabajadoras, con necesidad de una buena educación y comprensión multicultural. Cuando se atienden nuestras necesidades, apoyamos a nuestras escuelas en su totalidad. Apoyaremos a un superintendente quien responda a nuestras necesidades. Especialmente en la violencia en las escuelas. Gracias.

Our communities are working communities, in need of a good education and multicultural understanding. When our needs are met, we support our schools as a whole. We will support a superintendent who is responsive to our needs. Especially in violence in schools. Thank you.

Comparta con nosotros los buenos aspectos de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

Share with us the good aspects of your schools. (This information is used to help us recruit quality candidates.)

- Las escuelas siempre dan lo mejor de lo que se les requiere del Estado o del gobierno Federal. Los maestros son personas que en la mayoría de los casos aman enseñar a nuestros alumnos. Si pasión y dedicación es incondicional. Un buen Superintendente Escolar, es muy necesario. Gracias.

Schools always give the best of what is required of them by the State or Federal government. Teachers are people who in most cases love to teach our students. If passion and dedication is unconditional. A good School Superintendent is very necessary. Thank you.

¿Qué asuntos debe tener en cuenta el superintendente al llegar al distrito?(Esta información se comparte con los candidatos finales).

What issues should the superintendent consider when coming to the district? (This information is shared with final candidates.)

- Tiene que aceptar y entender multicultural comunidades. Necesitar saber que no será fácil, pero será apoyado al máximo. Si el apoya a nuestra comunidad de corazón, será respondido con gran apoyo. Gracias.

Must accept and understand multicultural communities. You need to know that it won't be easy, but you will be supported to the fullest. If he supports our community from the heart, he will be met with great support. Thank you.

¿Qué aptitudes, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza para seleccionar a los posibles candidatos).

What skills, qualities, or characteristics must the new superintendent possess to be successful here? (This information is used to screen potential candidates.)

- Amistoso, creativo, fácil de comunicarse con el, ser paciente, considerado, compasivo y generoso. Gracias.

Friendly, creative, easy to communicate with, patient, considerate, compassionate and generous. Thank you.

Non-Certificated Staff

Comparta las cosas buenas de su comunidad. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

Share the good things about your community. (This information is used to help us recruit quality candidates.)

- Existen tan pocas buenas entre la gente pero lo maravilloso es que tengo la esperanza que todo cambiará por bien
- Existen tan pocas buenas entre la gente pero lo maravilloso es que tengo la esperanza que todo cambiará por bien

There are so few good things among people but the wonderful thing is that I hope that everything will change for the better.

There are so few good things among people but the wonderful thing is that I hope that everything will change for the better.

Comparta con nosotros los buenos aspectos de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

Share with us the good aspects of your schools. (This information is used to help us recruit quality candidates.)

- En mis escuelas no hay buenos aspectos todas son viejas y maquilladas con personal apático en su mayoría
- En mis escuelas no hay buenos aspectos todas son viejas y maquilladas con personal apático en su mayoría

In my schools there are no good aspects they are all old and made up with apathetic staff in their majority

In my schools there are no good aspects they are all old and made up with apathetic staff in their majority

¿Qué asuntos debe tener en cuenta el superintendente al llegar al distrito?(Esta información se comparte con los candidatos finales).

What issues should the superintendent consider when coming to the district? (This information is shared with final candidates.)

- Tener gente con amor al trabajo para que nuestros Distrito salga de la basura que está. Siendo el o ella el ejemplo
- Tener gente con amor al trabajo para que nuestros Distrito salga de la basura que está. Siendo el o ella el ejemplo

Have people who love their work so that our District can get out of the garbage that it is. Being him or her the example

Have people who love their work so that our District can get out of the garbage that it is. Being him or her the example

¿Qué aptitudes, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza para seleccionar a los posibles candidatos).

What skills, qualities, or characteristics must the new superintendent possess to be successful here? (This information is used to screen potential candidates.)

- Confiable, honesto, con calidad humana, bilingüe con un corazón lleno de amor a los padres más que al Board y sus intereses personales y económicos 🙏
- Confiable, honesto, con calidad humana, bilingüe con un corazón lleno de amor a los padres más que al Board y sus intereses personales y económicos 🙏

Reliable, honest, with human qualities, bilingual with a heart full of love for parents more than for the Board and their personal and economic interests 🙏

Reliable, honest, with human qualities, bilingual with a heart full of love for parents more than for the Board and their personal and economic interests 🙏

Parents

Comparta las cosas buenas de su comunidad. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

Share the good things about your community. (This information is used to help us recruit quality candidates.)

- Tranquila y pacífica
Calm and peaceful
- Tranquila y pacífica
Calm and peaceful
- Nuestra comunidad tiene gente trabajadora con valores familiares. con deseos de vivir en paz sin preocuparnos de la inseguridad.
Our community has hard-working people with family values. With desires to live in peace without worrying about insecurity.
- Cuidar la calidad y más que nada el bienestar, seguridad de nuestros estudiantes.
Take care of the quality and more than anything the well-being and safety of our students.
- Es una comunidad mínima de participación, donde las personas que ayudan son bastantes serviciales y empáticos con las necesidades de otros.
It is a minimal community of participation, where the people who help are quite helpful and empathetic with the needs of others.
- Que el candidato demuestre ser una persona respetuosa confiable y sepa escuchar a los demás y sea una persona que le guste ayudar
That the candidate proves to be a trustworthy, respectful person and knows how to listen to others and is a person who likes to help.
- Se hizo limpieza de alcantarillas y en estas lluvias ya no hubo tantas inundaciones de calles. Han estado cortando ramas de árboles para no dañar los cables eléctricos. Algunas calles están siendo arregladas.
The sewers were cleaned and in these rains there were not so many street floods. They have been cutting tree branches so as not to damage the electrical cables. Some streets are being fixed.
- Estamos aprendiendo a unirnos, y estamos despertando a buscar lo mejor para los estudiantes.
We are learning to unite, and we are waking up to seek the best for students.
- Pues hay varias organizaciones en nuestra comunidad pero a veces también quitan muchos de estos programas de apoyo a la comunidad.
Well, there are several organizations in our community but sometimes they also remove many of these community support programs.
- Tener escuelas bilingües es lo mejor que me puede pasar para la educación de mis niños que los lleva hacia un futuro exitoso.
Having bilingual schools is the best thing that can happen to me for the education of my children that leads them towards a successful future.
- Yo como madre pido que un superintendente que hable las dos idiomas para que uno se dirija o que nos escuche si tenemos algún problema en nuestras escuelas.

As a mother, I ask that a superintendent speak both languages so that one can address or listen to us if we have a problem in our schools.

- Comunidad respetuosa , de los limites y derechos de cada familia o prooiedad.
Respectful community, of the limits and rights of each family or property.
- Escuelas código postal 95215. Han puesto cercos más altos en las es telas por seguridad.
Schools zip code 95215. They have put up higher fencing on the stairs for safety.
- Es agradable y muy tranquila me mudé apenas unos meses aquí y es una zona muy agradable
It's nice and very quiet. I just moved here a few months and it's a very nice area.
- Siempre abierta a todos.
Always open to all.

Comparta con nosotros los buenos aspectos de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

Share with us the good aspects of your schools. (This information is used to help us recruit quality candidates.)

- Tiene buenos maestro trabajan en equipo unos con otros y con sus superiores, el comite de padres es fuerte y comprometido
It has good teachers, they work as a team with each other and with their superiors, the parent committee is strong and committed
- Tiene buenos maestro trabajan en equipo unos con otros y con sus superiores, el comite de padres es fuerte y comprometido
It has good teachers, they work as a team with each other and with their superiors, the parent committee is strong and committed
- Nuestras escuelas tienen personal profesional que ven el bienestar de nuestros hijos y los motivan a continuar en su educacion superior.
Our schools have professional staff who see to the well-being of our children and motivate them to continue in their higher education.
- Tratan de cada día ser mejores.
They try to be better every day.
- Grunsk es una escuela pequeña,dónde se puede conocer más de sercas alos estudiantes.Un personal bastante servicial y amable.
Grunsk is a small school, where you can get to know the students more closely. A very helpful and friendly staff.
- Es muy bueno porque después de la escuela hay maestros que ayudan cuando uno no entiende o un niño no entiende para sus tareas y puedan tener un aprendizaje mayor
It is very good because after school there are teachers who help when one does not understand or a child does not understand for their homework and they can have better learning.
- Han dado más detalles a los padres para ayudar a los hijos
They have given more details to parents to help their children
- Hay buena comunicación entre los padres, la directora y los maestros.

There is good communication between parents, the principal, and teachers.

- Ahorita tenemos un excelente director pero no sé si cada cierto tiempo lo tienen que cambiar pues escuche que lo van a cambiar y muchos padres no estamos de acuerdo

Right now we have an excellent director but I don't know if they have to change him from time to time because I heard that they are going to change him and many parents do not agree

- si necesitamos más personal que hable español en las oficinas escolares muchos padres nos sentimos frustrados por no hablar inglés

If we need more Spanish-speaking staff in school offices, many parents feel frustrated that they don't speak English.

- Un superintendente debería tener una meta educativa

A superintendent should have an educational goal

- En referencia al edificio, lucir seguro, limpio, con el apoyo y responsabilidad de padres, personal escuela y servicio de policía.

In reference to the building, look safe, clean, with the support and responsibility of parents, school personnel and police service.

- Cercos más altos, limpieza y conteo en entradas y salidas de clases.

Higher fences, cleaning and counting at entrances and exits of classes.

- Es una escuela muy buena mi niña aprendió mucho tiene unos maestros muy amables y responsables.

It is a very good school. My girl has learned a lot. She has very kind and responsible teachers.

- Jóvenes con mucho potencial para ser adultos de bien.

Young people with a lot of potential to be good adults.

¿Qué asuntos debe tener en cuenta el superintendente al llegar al distrito?(Esta información se comparte con los candidatos finales).

What issues should the superintendent consider when coming to the district? (This information is shared with final candidates.)

- Principalmente la seguridad en las escuelas que el acceso a las oficinas tengan manera de identificar a cada individuo antes de entrar al plantel por medio de bioscopia y cámara

Mainly security in schools that access to offices have a way to identify each individual before entering the campus through a scanner and camera

- Principalmente la seguridad en las escuelas que el acceso a las oficinas tengan manera de identificar a cada individuo antes de entrar al plantel por medio de bioscopia y cámara

Mainly security in schools that access to offices have a way to identify each individual before entering the campus through a scanner and camera

- Nuestro distrito tiene un vasto número de diferentes grupos étnicos y diferentes niveles socio-económicos. Muchos retos: inseguridad en las calles, delincuencia, gente sin hogar, etc.

Our district has a vast number of different ethnic groups and different socio-economic levels. Many challenges: insecurity on the streets, crime, homeless people, etc.

- Seguir manteniendo la seguridad e integridad de nuestras escuelas en general.

Continue to maintain the overall safety and integrity of our schools.

- Considerar estrategias para el plan de estudio escolar ,considerando que no todo estudiante aprende ala misma rapidez .

Consider strategies for the school curriculum, considering that not all students learn at the same rate.

- El superintendente pienso debe tomar nota de todo lo que sucede y debe tomarlo en cuenta si es por el bienestar de los demás

The superintendent I think should take note of everything that happens and should take it into account if it is for the welfare of others

- Tener más control en las escuelas sobre el tráfico y poner más seguridad en escuelas

Have more control in schools over traffic and put more security in schools

- 1. Los estudiantes son los más importantes 2. Los padres podemos apoyar y juntos lograremos más. 3. Educación equitativa. 4. La seguridad de los estudiantes es de suma importancia, no se puede estudiar cuando se vive con miedo. 5. El superintendente es un trabajador de los estudiantes/padres. 6. Que por si mismo vea que comités y organizaciones están en verdad ayudando a la comunidad.

1. Students are the most important 2. Parents can support and together we will achieve more. 3. Equitable education. 4. Student safety is of the utmost importance, you cannot study when you live in fear. 5. The superintendent is a student/parent worker. 6. Let him see for himself that committees and organizations are really helping the community.

- Que primero están los jóvenes ellos sin el futuro del país y que el apoyo económico que se brinda a las escuelas es utilizado correctamente

That the young people come first, without the future of the country and that the financial support provided to schools is used correctly.

- La seguridad de nuestros estudiantes y las preocupaciones de los padres

The safety of our students and the concerns of parents

- La responsabilidad más importante de un consejo escolar es tratar de evaluar a las escuelas

The most important responsibility of a school board is to try to evaluate schools

- Una relacion general, de todos los problemas en general primero, y luego hacer una lista de prioridades que se den a conocer a los padres, para poder ver todos los resultados positivos o negativos, asi como el uso y distribucion del dinero que se tiene para el gasto del distrito escolar, que todos podamos ver claramente en que se usa cada peso, ejem. Se comprara una lampara, y todos poder ver que asi fue, y donde se puso a lampara. Sin duda habra muchos problemas, pero creo que debemos resolver bien clro or lo menos 1 o 2 o 3 pero que en realidad se resuelvan, que la comunidad lo vea claramente. El superintendente debe tener compromiso leal con la comunidad educativa primero antes que nada, debe estar alerta en las necesidades del personal que conforma el distrito escolar, y en respuesta revisar y evaluar el resultado de los trabajadores del distrito. Debe tener la posibilidad muy importante de ser bilingue, ya que en este distrito se cuenta con un alto pocentaje de imirantes hispanos o por lo menos tener estructura bilingue que resuelva la comunicacion con padres principalmente, para poder participar mas como comunidad, revisar y estructurar mejor esas reuniones importantes y de decicion en la

manana como en la tarde, es importante informar y recoger opiniones de todos o lo mas posible.

A general list, of all the problems in general first, and then make a list of priorities that are made known to the parents, in order to see all the positive or negative results, as well as the use and distribution of the money that is available. for the expense of the school district, that we can all see clearly in which each peso is used, eg. A lamp will be bought, and everyone will be able to see that this was the case, and where the lamp was placed. Undoubtedly there will be many problems, but I think that we must solve well clro or at least 1 or 2 or 3 but that they are actually solved, that the community sees it clearly. The superintendent must have a loyal commitment to the educational community first of all, must be alert to the needs of the personnel that make up the school district, and in response to review and evaluate the results of district workers. It must have the very important possibility of being bilingual, since in this district there is a high percentage of Hispanic immigrants or at least have a bilingual structure that resolves communication with parents mainly, in order to participate more as a community, review and better structure Those important meetings and decisions in the morning as well as in the afternoon, it is important to inform and collect opinions from everyone or as much as possible.

- Revisar escuelas de campo abierto. Muy importante y en peligro HCA muy buena escuela pero me preocupa la seguridad. No tienen cercos, estudiantes tiene que caminar a campo abierto por la banqueta con el riesgo de encontrarse con personas malintencionadas de la sociedad. No cámaras de seguridad en todos los edificios. Revisar edificios viejos. Con puertas y cerrojos viejos.

Review open field schools. Very important and in danger HCA very good school but I am concerned about safety. They do not have fences, students have to walk in the open field along the sidewalk with the risk of meeting malicious people from society. No security cameras in all buildings. Review old buildings. With old doors and locks.

- Que se le apoye mucho más a la escuela San Joaquín Elementary con el cruce peatonal con los niños y a más ayuda a los aprendices de Inglés

That San Joaquín Elementary be supported much more with the crosswalk with the children and more help for English learners.

- La seguridad en nuestra escuela es muy importante y hemos estado esperando un pedazo de barda que ayudaría mucho con la seguridad y nada que llaga.

Safety at our school is very important and we have been waiting for a piece of fencing that would help a lot with safety and nothing hurts.

¿Qué aptitudes, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza para seleccionar a los posibles candidatos).

What skills, qualities, or characteristics must the new superintendent possess to be successful here? (This information is used to screen potential candidates.)

- Que tome muy enserio su papel que servir acada estudiante con respeto compasion y entrega con ideas que atraigan alos estudiantes implementando deporte en cada escuela

That he take his role very seriously, serving each student with respect, compassion and delivery with ideas that attract students by implementing sports in each school.

- Que tome muy en serio su papel que servir a cada estudiante con respeto compasión y entrega con ideas que atraigan a los estudiantes implementando deporte en cada escuela

That he take his role very seriously, serving each student with respect, compassion and delivery with ideas that attract students by implementing sports in each school.

- El nuevo superintendente debe de estar dispuesto a enfrentar los retos de nuestra comunidad y trabajar por el mero beneficio de nuestros estudiantes. Debe comprometerse por un tiempo considerable y no abandonar nuestro distrito prontamente. Debe también trabajar conjuntamente con nuestros administradores y darles el apoyo necesario para que sus escuelas funcionen adecuadamente

The new superintendent must be willing to face the challenges of our community and work for the mere benefit of our students. You must commit to a considerable amount of time and not leave our district too soon. You must also work closely with our administrators and give them the support they need to keep their schools running smoothly.

- Optimismo, apoyar a la comunidad escolar y escuchar las necesidades de cada escuela.

Optimism, supporting the school community and listening to the needs of each school.

- Empatía hacia los estudiantes ,y necesidades no solo académicas si no también sociales,aún que se nos enseña del bullying eso persiste en las escuela .

Empathy towards students, and needs not only academic but also social, even though we are taught about bullying that persists in schools.

- Tiene que ser agradable con todos los seres humanos saber hablar saber escuchar y saber cómo comportarse con los niños de acuerdo a su edad

You have to be nice to all human beings, know how to speak, know how to listen and know how to behave with children according to their age.

- Tomar en cuenta la opinión de padres con hijos en la escuela y respetar las propuestas que le sugiere la gente

Take into account the opinion of parents with children at school and respect the proposals that people suggest.

- Debe entender que la fortaleza y el apoyo la recibirá de los padres, debe ser justo y no inclinarse a buscar apoyo por conveniencia. Que exista comunicación directa entre padres y el superintendente, me gustaba que el Superintendente Ramírez asistía a las reuniones de Latino PAC para escucharnos, y se reunía con nuestra comunidad muy seguido.

You must understand that you will receive strength and support from your parents, you must be fair and not be inclined to seek support out of convenience. That there is direct communication between parents and the superintendent, I liked that Superintendent _____ attended Latino PAC meetings to listen to us, and he met with our community very often.

- Debe estar interesado en los estudiantes amar su trabajo y ser una persona honesta y responsable

Must be interested in students, love their job and be an honest and responsible person.

- Preocuparse por los que no hablamos inglés insisto

Worry about those of us who do not speak English I insist

- Yo como madre de familia hispana que habla español para que nos podemos comunicar lo que pasa en nuestras escuela

I as a mother of a Hispanic family who speaks Spanish so that we can communicate what happens in our schools

- La principal honestidad, compromiso de trabajo por la educacion, decision para revisar cada area del distrito, capacidad de negociacion, lealtad con el grupo que conforma la educacion, y conocimiento acerca del material con el cual va a trabajar, que son seres humanos y es el material mas importante y moldeable para mejorar nuestra sociedad.

The main honesty, commitment to work for education, decision to review each area of the district, negotiation capacity, loyalty to the group that makes up education, and knowledge about the material with which you will work, that they are human beings and It is the most important and moldable material to improve our society.

- Apoyo y seguridad a todos nuestros estudiantes. Tomar en cuenta las sugerencias de los padres de familia. Programas de apoyo.

Support and security to all our students. Take into account the suggestions of parents. Support programs.

- Hacer juntas con los padres para saber que inquietud hay y mejorar

Hold meetings with parents to find out what concerns there are and improve.

- Apertura a la comunidad multicultural del distrito. Claridad en la administración de los fondos. Mejorar los niveles académicos. La Sra. _____, esta haciendo buen trabajo

Openness to the multicultural community of the district. Clarity in the administration of funds. Improve academic levels. Ms. _____, you're doing a good job.

*Survey Monkey Results
Stockton Unified School District
April 2023*

*(NOTE—these responses have not been edited,
they are printed as entered by the stakeholders)*

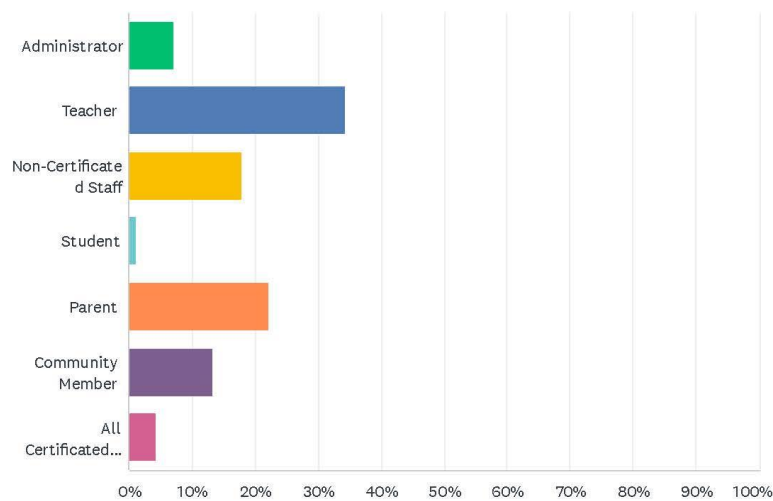
356 English Responses

Educational Partners' Input Form--Stockton Unified School District

SurveyMonkey

Q5 Please indicate the stakeholder group you represent:

Answered: 356 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----|
| Administrator | 7.02% | 25 |
| Teacher | 34.27% | 122 |
| Non-Certificated Staff | 17.98% | 64 |
| Student | 1.12% | 4 |
| Parent | 22.19% | 79 |
| Community Member | 13.20% | 47 |
| All Certificated Staff | 4.21% | 15 |
| TOTAL | | 356 |

Q1 Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

Answered: 332 Skipped: 24

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | As in the African American Community, it's important that tge students of this community are given the same educational opportunity as any other ethnic group on campus. Meaning don't just listen but hear the African American students when they use their voices, as well as, see them when they do something extraordinary. | 4/15/2023 2:59 AM |
| 2 | We are rich in diversity and have great potential to be a great community. | 4/15/2023 12:09 AM |
| 3 | As in the African American Community, it's important that tge students of this community are given the same educational opportunity as any other ethnic group on campus. Meaning don't just listen but hear the African American students when they use their voices, as well as, see them when they do something extraordinary. | 4/14/2023 10:01 PM |
| 4 | Quiet, and to themselves. | 4/14/2023 9:48 PM |
| 5 | Stockton is a diverse community with great potential. | 4/14/2023 9:43 PM |
| 6 | Nearness to Nature; civic involvement among residents; cultural diversity, exposure | 4/14/2023 8:21 PM |
| 7 | My community has families that care deeply about their children's education. | 4/14/2023 6:55 PM |
| 8 | Stockton has wide varieties of sports-for adults, youth, children, and families. Plenty of water for skiing, swimming, boating and sailing. Stockton is the cross-roads for all things on the coasts and in the mountains. Stockton also has many venues of arts-music, drama, art museum and studios. Agriculture is in abundance. | 4/14/2023 6:01 PM |
| 9 | Stockton is well-diverse community, very rich in cultural heritage. | 4/14/2023 5:00 PM |
| 10 | The community cares about the success of students. | 4/14/2023 4:53 PM |
| 11 | Our community is diverse and in need of help. Students have been affected by the pandemic and increase in violence, therefore school should be a safe space for everyone. | 4/14/2023 4:52 PM |
| 12 | In my part of our city we are an invested, caring vigilant group of Stocktonians with ethics for hard work, community participation and concern for our neighbors. | 4/14/2023 4:37 PM |
| 13 | The Stockton community is full of dedicated and self sacrificing people who believe in family. The community members are loyal, but when they are lied to or deceived they lose that loyalty. The community is full of people who are dedicated to make a difference. This is the best community that I have ever worked for. Its not the students and the families, but some of the adults in the system who are not in it for the kids. | 4/14/2023 4:02 PM |
| 14 | We have diversity. | 4/14/2023 3:55 PM |
| 15 | Our community is very diverse with hard working people. | 4/14/2023 3:33 PM |
| 16 | The Stockton community is a very diverse community. There are so many talented individuals that live and work in this community. Stocktonians are quick to support those in need. | 4/14/2023 3:30 PM |
| 17 | we have a very strong native community presence | 4/14/2023 3:28 PM |
| 18 | We have a very diverse community including a strong Native American population. | 4/14/2023 3:23 PM |
| 19 | cultural diversity, generous community members, various festivals, good weather, delta breezes | 4/14/2023 3:07 PM |
| 20 | Our community is quiet and everyone looks out for one another. | 4/14/2023 2:57 PM |
| 21 | Teachers generally are very good people who care about the students and want them to succeed | 4/14/2023 2:37 PM |

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|----|---|--------------------|
| 22 | People live here for a long time. | 4/14/2023 2:30 PM |
| 23 | My community is diverse a community. I have not heard anyone interested in the position. | 4/14/2023 2:24 PM |
| 24 | I lived in Stockton all my life and I loved it here, its diverse community is the best, yet lately it has been downhill with lots of crime and insecurity and uncertainty | 4/14/2023 2:24 PM |
| 25 | Several non profit organizations that help our constituents | 4/14/2023 2:16 PM |
| 26 | Stockton is a diverse community with many great families. Most of our families are socially and economically disadvantaged but want the best for their children. | 4/14/2023 1:29 PM |
| 27 | Stockton's parents care about their kids. They work hard and want their children to succeed. There are many smaller communities that unite together and help each other. | 4/14/2023 1:28 PM |
| 28 | The collaboration between the school district, and the community leaders / organizations. | 4/14/2023 1:27 PM |
| 29 | When something bad impacts our community, we have civilans trying to make the best of the situations and provide help the best way they can. | 4/14/2023 1:20 PM |
| 30 | There are many people wanting to create new things to do in the city of Stockton. Being downtown Stockton and enjoying and exploring. | 4/14/2023 1:16 PM |
| 31 | My community now as far as the sites I manage is great. I enjoy getting away from my desk and interacting with the employees; putting faces to names. My community as far as my workspace needs a reset to it's growth mindset. | 4/14/2023 1:16 PM |
| 32 | Community has many programs for homeless and less fortunate. | 4/14/2023 1:13 PM |
| 33 | My community has a unity of people with diverse families | 4/14/2023 1:12 PM |
| 34 | The families and students in this community are resilient. | 4/14/2023 1:11 PM |
| 35 | We are resilient and diverse, with rich California history. | 4/14/2023 1:04 PM |
| 36 | Our community is extremely diverse in ethnic, economic, and educational backgrounds. | 4/14/2023 1:03 PM |
| 37 | Stockton cares about it's youth. Unfortunately, a lot of people assume Stockton is all bad, but that just isn't true. Stocktonians want their children to be guiding lights for the future. They want them educated so they can be the leaders of tomorrow. They also want to change the dynamics to be sure there is equity regardless of ethnicity, sexual preference or religion. There is a concern for the homeless population and a hope to improve the living conditions and services available. | 4/14/2023 12:57 PM |
| 38 | Stockton is a diverse community in terms or racial groups, educational levels, and socio-economic status. Stockton while it has its challenges is a place where you will see diverse groups interacting and celebrating together. | 4/14/2023 12:48 PM |
| 39 | We have more diverse staff working at SUSD now then before. Second language and all stakeholders' inputs are valued. | 4/14/2023 12:42 PM |
| 40 | The diversity. | 4/14/2023 12:42 PM |
| 41 | the community cares | 4/14/2023 12:41 PM |
| 42 | This community uplifts one another. | 4/14/2023 12:41 PM |
| 43 | Our community is diverse and multicultural. There are many who love the community and they have chosen to live and raise their families here. | 4/14/2023 12:40 PM |
| 44 | We have a community of dedicated parents and staff who want what is best for students and do not bring their own agenda to the table. Our new Superintendent MUST also possess these same qualities and NOT be interested in their own self-interests and that of their friends. Students must be the priority! | 4/14/2023 12:32 PM |
| 45 | While it is not established throughout the community we really have strong pockets of students who are motivated to improve themselves through education. We typically lose these members though as they move on to college not to return to Stockton | 4/14/2023 12:29 PM |
| 46 | Stockton is one of the most diverse cities in the nation and its geographical location is ideal in that it's centrally located in terms of accessing the state capital region, central valley destinations and the bay area. | 4/14/2023 12:26 PM |

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| 47 | Many restaurants, nice sports arena, quality schools, Delta College, University of the Pacific. We are center of Calif. And waterways. | 4/14/2023 12:26 PM |
| 48 | Our community is diverse and has a long history. We have been home to many immigrant communities. | 4/14/2023 12:25 PM |
| 49 | There is access to the ocean | 4/14/2023 12:24 PM |
| 50 | Stockton has a deep and rich history. Many natives are very proud of that; sometimes to a fault. I think that deep pride blinds people from seeing the truth in our district and skews their ability to tackle issues in the appropriate way. | 4/14/2023 12:23 PM |
| 51 | Neighbors are friendly | 4/14/2023 12:22 PM |
| 52 | We have very dedicated people that persevere through adversity and uncertainty all the while dealing with unreasonableness. | 4/14/2023 12:22 PM |
| 53 | Hardworking | 4/14/2023 12:21 PM |
| 54 | Stockton has a diverse population that generally is open to each other. There are a good amount of festivals and events that promote the various cultures represented in Stockton. | 4/14/2023 12:20 PM |
| 55 | Diverse culturally, great weather, access to Delta. | 4/14/2023 12:20 PM |
| 56 | Stockton is richly diverse and has a lot to offer with great food, cultural events, and proximity to every kind of weather (less than 3 hours to snow or Pacific beaches) | 4/14/2023 12:19 PM |
| 57 | Family owned businesses; a lot of diversity; good community resources; | 4/14/2023 12:19 PM |
| 58 | This question is really vague, but if you are asking about the school community, one excellent quality is diversity. We come from so many wonderful, rich backgrounds and can charge so many experiences with one another. I appreciate the members of my community who are self aware that their particular experiences are not universal and who are open to changing their world view to reflect new information. I also value empathy, kindness, and compassion in all members of the community. I especially value community leaders who know the difference between leading and dictating. | 4/14/2023 12:18 PM |
| 59 | Diversity and potential for growing businesses and careers. | 4/14/2023 12:14 PM |
| 60 | It's a strong community that will come together when needed we have pride from where we come from | 4/14/2023 12:13 PM |
| 61 | We are a very diverse community. We have many people that want Stockton to be better, most of my neighbors are great people with families. | 4/14/2023 12:12 PM |
| 62 | We care about each other. | 4/14/2023 12:12 PM |
| 63 | Good parks and rec program | 4/14/2023 12:11 PM |
| 64 | This is a diverse community. | 4/14/2023 12:11 PM |
| 65 | I do not live in this community, however I would say something positive would be that people are starting to look out for the children. | 4/14/2023 12:10 PM |
| 66 | Collaborative Community, Invested in our school system | 4/14/2023 12:10 PM |
| 67 | It's a close community | 4/14/2023 12:09 PM |
| 68 | It is diverse and, in general, accepting of differences | 4/14/2023 12:07 PM |
| 69 | Our superintendent visits other sites to support their programs and services, we have good support from Student Services Program Specialists and working on getting students college and career ready by our services provided. | 4/14/2023 11:56 AM |
| 70 | uhhhh..... waterways, close to beach and mountains | 4/14/2023 11:26 AM |
| 71 | My community, the African American/Black community is resilient, works at a village and believes in excellence. | 4/14/2023 11:20 AM |
| 72 | Our community is filled with determined, tough people who care about their families who work hard to take care of each other. | 4/14/2023 10:40 AM |

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|----|--|--------------------|
| 73 | Stockton is such a diverse, young, and hungry community — whether everyone here knows it or not. We are often overlooked or if we do get attention, it is largely negative stories or tragedy. Our community has such an opportunity to lean in and learn about what's going on locally, how civic engagement can look for them, and to just be engaged with local legislation. But we need to give people reasons to want to be engaged. It's a tough sale, but worth it. | 4/14/2023 10:37 AM |
| 74 | Community involvement is high if asked or organized properly. | 4/14/2023 10:33 AM |
| 75 | CULTURE, large variety of events to be involved with throughout the central valley. | 4/14/2023 9:44 AM |
| 76 | It is diverse and, in general, accepting of differences | 4/14/2023 9:42 AM |
| 77 | People that care about the children's well-being and not their own financial gain is important | 4/14/2023 6:49 AM |
| 78 | Stockton is a diverse community that has great potential. | 4/14/2023 1:33 AM |
| 79 | The are still some good people left in Stockton and it shows in the communities and places where people work or own businesses. Someone picked should be involved or be a part of the community, to know the areas around town and see what makes each part of the city special in its own right. | 4/14/2023 1:00 AM |
| 80 | We are a growing community that is becoming even more diverse than it was; being located in the central valley and close to the bay area has made us a desirable location; we are growing! | 4/14/2023 12:11 AM |
| 81 | My community is safe. We need better after school activities. | 4/13/2023 11:43 PM |
| 82 | Stockton is a beautiful community and has wonderful citizens. Our city has so many positive attributes and I hope the new superintendent will help to expose what great things happen in Stockton. We seem to always have such negative press at local, state, and national level. Please help to find an individual that can bridge SUSD with positive community involvement! | 4/13/2023 11:29 PM |
| 83 | Diversity | 4/13/2023 11:22 PM |
| 84 | It is the most diverse community I have ever had the pleasure of living in. For all its diversity, and all the issues facing Stockton, it is made up of a citizenry that is very caring. | 4/13/2023 10:55 PM |
| 85 | Its location, the weather, the people are very accepting if you are willing to work/volunteer, the symphony. | 4/13/2023 10:48 PM |
| 86 | Resilient. Tough. Compassionate. | 4/13/2023 10:36 PM |
| 87 | We are a diverse community with many different backgrounds and cultures. We are proud of our youth and value a quality education. | 4/13/2023 9:18 PM |
| 88 | diverse | 4/13/2023 9:17 PM |
| 89 | Diversity | 4/13/2023 9:16 PM |
| 90 | People that care about the children's well-being and not their own financial gain is important | 4/13/2023 9:07 PM |
| 91 | One of the most diverse communities in the country. | 4/13/2023 8:03 PM |
| 92 | People that want a change for the better | 4/13/2023 7:53 PM |
| 93 | Stockton is very diverse and we have many partnerships across the city. | 4/13/2023 7:51 PM |
| 94 | The people, most have lived here for years and so have their families. Low income mostly | 4/13/2023 7:49 PM |
| 95 | There are beautiful neighborhoods and lots of successful people giving back to our community. The food scene is amazing! | 4/13/2023 7:22 PM |
| 96 | We have caring people in our community and on our school sites (staff)! Most in our community work hard for what they have. We care about the education of our children. | 4/13/2023 7:21 PM |
| 97 | The diversity and shared perseverance | 4/13/2023 7:17 PM |
| 98 | The diversity, the comfortable feeling of a working class community. Proud ethnic groups share their heritage and cultures. Supportive of eachothers businesses and promoting eachother. Would be appreciative of someone who cares about our kids as much as we do. | 4/13/2023 6:52 PM |
| 99 | Stockton is a close-knit community. We are hard working people and deserve better representation than what is portrayed on the news. Our community is a network of | 4/13/2023 6:43 PM |

| | | |
|-----|--|--------------------|
| | neighborhoods, lead by very diverse people of many cultures. That diversity is at the top of our strengths. | |
| 100 | Students want to learn. | 4/13/2023 6:26 PM |
| 101 | There are so many nice families in this community. | 4/13/2023 6:24 PM |
| 102 | This is one of the most friendly, diverse and hardworking communities I have had the pleasure to live in. | 4/13/2023 6:16 PM |
| 103 | My community is composed of very helpful people. I have never come across a rude parent. I feel that if you treat people with respect you are treated the same. I feel that it is sad when I hear teachers referring to our students and families on the south side as "bad, ghetto, horrible, poor." I have heard many professionals referring to our students and families in this manner which is very sad. | 4/13/2023 6:15 PM |
| 104 | There is nothing good to say about the community I live in. | 4/13/2023 6:13 PM |
| 105 | Diverse, but close-knit. Urban and full of culture and color. | 4/13/2023 5:27 PM |
| 106 | Common goal will bring the community together and the welfare and education of our children inside and outside the school should be priority. That is an important goal. | 4/13/2023 4:24 PM |
| 107 | Stockton STILL has some of the kindest most thoughtful and charting e people that can be met. | 4/13/2023 1:00 PM |
| 108 | Diversity | 4/13/2023 12:13 PM |
| 109 | We have a diverse community | 4/13/2023 11:56 AM |
| 110 | My community has the children's as their priority and when needed they come together for their best interest. | 4/13/2023 10:52 AM |
| 111 | Diversity | 4/13/2023 10:35 AM |
| 112 | Diverse, hard working, driven to be something other than what is portrayed in the media. | 4/13/2023 10:26 AM |
| 113 | I don't live in Stockton. | 4/13/2023 9:54 AM |
| 114 | We have collaboration amongst teachers. Our surrounding community is low-income, migrant workers. Having knowledge of 'what they need' from us in our community is something we all work on together... | 4/13/2023 9:53 AM |
| 115 | the teachers have stood strong in our district putting the needs of the children and families first. | 4/13/2023 9:53 AM |
| 116 | We have great weather and are close to fun day trips, like the beach (Santa Cruz, SF, close to the mountains like Tahoe and Truckee, rivers for fishing and rafting and boating. | 4/13/2023 8:56 AM |
| 117 | Our community is diverse and has many hardworking people. | 4/12/2023 11:55 PM |
| 118 | I believe Stockton has a lot of support and a lot of residents with good value. | 4/12/2023 11:19 PM |
| 119 | 1. Being a neighborhood school where students are within walking distance 2. The way the community supports the school. 3. How the city has supported and made our school safer | 4/12/2023 10:16 PM |
| 120 | Our community in Stockton is ethnically and racially diverse. | 4/12/2023 9:56 PM |
| 121 | We have a very ethnically diverse community. | 4/12/2023 9:43 PM |
| 122 | Diversity. Many things to do in community, sports, Delta, festivals, great restaurants, good schools. | 4/12/2023 9:34 PM |
| 123 | Good things about my community are how last summer there was a summer festival downtown where everyone could go and it was free of charge, it was fun and there was lots of good food. | 4/12/2023 8:49 PM |
| 124 | The community is very diverse. A diverse community allows us to be able to understand people from different backgrounds. Within our community, we have a huge Hispanic community and we are able to assist them to the best of our ability. | 4/12/2023 6:49 PM |
| 125 | Diversity! We have a little of everything from everywhere! | 4/12/2023 6:47 PM |
| 126 | Our parents and neighboring community really care about the future of our students and | 4/12/2023 6:46 PM |

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| | meeting their needs for a solid, well rounded education. | |
| 127 | Caring teachers Community involvement Amazing museum nearby | 4/12/2023 6:20 PM |
| 128 | Stockton Unified School District is a huge part of Stockton, unfortunately SUSD has a very bad reputation. | 4/12/2023 6:15 PM |
| 129 | Diversity, our students, great educators from the city/area, food, weather/climate | 4/12/2023 6:10 PM |
| 130 | It's extremely culturally diverse. | 4/12/2023 6:07 PM |
| 131 | Stockton has a very diverse population and has the opportunity to bring many voices to the table. Even though our city has grown it still has a "small town" feel. Many families have lived here for generations. Downtown revitalization has started and has had a positive impact on the community. | 4/12/2023 6:00 PM |
| 132 | Diverse community. | 4/12/2023 5:56 PM |
| 133 | Diversity | 4/12/2023 5:54 PM |
| 134 | i do not reside in the SUSD district. | 4/12/2023 5:49 PM |
| 135 | Diversity. Resources. Several school site options. Culture. | 4/12/2023 5:47 PM |
| 136 | There are a lot of resources in our community. | 4/12/2023 5:43 PM |
| 137 | People tend to be invested in their communities | 4/12/2023 5:43 PM |
| 138 | Family oriented Community events | 4/12/2023 3:21 PM |
| 139 | great locale, wonderful weather, variety of neighborhoods, ethnic diversity in people, cultural events 7 restaurants, Univ of Pacific, Delta College, Stans State, fresh fruits & veggies year round | 4/12/2023 12:30 PM |
| 140 | Stockton is so incredibly diverse! So many cultures and backgrounds to be celebrated! So many creative minds come out of this city and need to be fostered through our public school system | 4/11/2023 6:31 PM |
| 141 | The community is diversified and we need a strong Superintendent that could blend with students, families and could speak Spanish since it is our highest population. | 4/11/2023 10:20 AM |
| 142 | You do not need to tell them the good things, You need to tell them the cold hard TRUTH about how bad SUSD is. If they are not up for the job, you will be looking for another person by the new school year | 4/10/2023 11:36 PM |
| 143 | Lived here 65 years born and raised and i am finding it difficult to see anything positive about Stockton sad to say. It was once a beautiful city. | 4/10/2023 11:02 PM |
| 144 | Stockton is full of tremendous humans- three major environmental groups advocating for the California Delta originated in Stockton: Restore the Delta, the California Sport Fishing Protection Alliance, and the California Striped Bass Association all have their roots in Stockton- | 4/10/2023 9:40 PM |
| 145 | Diversity. Drive. | 4/10/2023 7:49 PM |
| 146 | Stockton is incredibly diverse. People who live here are quite loyal to the community. We are situated central to some incredible locations that are not too far away (ie. Sacramento, Bay Area, Sierra Nevadas, etc.). Stockton's agriculture is another important attribute. | 4/10/2023 2:29 PM |
| 147 | Close to many places | 4/10/2023 2:17 PM |
| 148 | My community is made up of recovering addicts who are trying to live their best life. Some are in college, some graduated already, some Interning etc. Church and meetings, friendship, sponsorship,being of service amo g many other things These are the people who are in my community. | 4/10/2023 4:58 AM |
| 149 | The community can be tough sometimes. | 4/8/2023 1:16 AM |
| 150 | As one of the most diverse communities in the country, the cultural learning opportunities are amazing. There is a strong, largely untapped workforce available in the local area as well as many institutions of higher ed and career- technical organizations with whom to plan, coordinate and connect. | 4/7/2023 9:14 PM |

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| 151 | Growing city! | 4/7/2023 2:30 PM |
| 152 | Stockton is a community rich with history and as a Central Valley city, has the potential to tap into the industries already thriving - agriculture, transportation, healthcare and construction. The people are incredibly resilient and hungry for leadership. | 4/6/2023 11:17 PM |
| 153 | Crazy idea, let's please Google these people before we hire them. If they have ANY accusations, arrests, or any shady businesses, DON'T HIRE THEM :) | 4/6/2023 7:11 PM |
| 154 | Diverse. Stockton might be a large district but it retains a small District vibe. | 4/6/2023 4:56 PM |
| 155 | Stockton is a community rich with history and as a Central Valley city, has the potential to tap into the industries already thriving - agriculture, transportation, healthcare and construction. The people are incredibly resilient and hungry for leadership. | 4/6/2023 3:44 PM |
| 156 | Stockton is a community rich with history and as a Central Valley city, has the potential to tap into the industries already thriving - agriculture, transportation, healthcare and construction. The people are incredibly resilient and hungry for leadership. | 4/6/2023 11:43 AM |
| 157 | Stockton has seen better days. Hopefully with the last mayor gone and then when this one goes, we can hopefully get Stockton back to bring a great city. | 4/6/2023 8:18 AM |
| 158 | Filled with untapped potential. Access to opportunity is what residents need. | 4/6/2023 4:00 AM |
| 159 | Stockton is a very diverse community. | 4/5/2023 11:37 AM |
| 160 | Stockton is very diverse. It's a welcoming community filled with people who are proud to say they are from Stockton. | 4/5/2023 11:16 AM |
| 161 | Diversity | 4/5/2023 11:12 AM |
| 162 | Diversity. Positive people who want to move Stockton forward. Volunteerism. Sense of community. | 4/4/2023 10:56 PM |
| 163 | Diverse. Large city, but still feels small. Cultural events. Growing industry around the County. | 4/4/2023 8:57 PM |
| 164 | Very diverse school district (ethnically, economically, etc). | 4/4/2023 8:28 PM |
| 165 | Culturally diverse, great location in California, our downtown has a lot of potential with our waterfront, many local wineries, many local libraries. | 4/4/2023 10:58 AM |
| 166 | We have a diverse community which makes Stockton unique. I work with many ethnicities and learn many things from them. | 4/4/2023 10:28 AM |
| 167 | Stockton is a very diverse community filled with deeply committed and caring families who span generations. | 4/3/2023 5:23 PM |
| 168 | safe, parks, places to eat | 4/3/2023 1:47 PM |
| 169 | when needed they will band together to make a change. | 4/3/2023 10:04 AM |
| 170 | We are very diverse. | 4/2/2023 10:18 PM |
| 171 | You can relax in your home every night because everyone is afraid to go out at night. | 4/2/2023 6:11 PM |
| 172 | Close to Sacramento, foothills, wineries, boating, Yosemite, Point Reyes, San Francisco, Monterey, skiing/snowboarding Stockton Kings, Stockton Ports, UOP Athletic and Musical events, events at Stockton Arena, downtown and local areas like Lincoln Center, Miracle Mile, Concerts in the Park, Haggin Museum Diverse community with events (Cinco de Mayo, Chinese New Year, Sikh events, Cambodian Buddhist center, + many, many others) and restaurants of many ethnicities/types (Thai, Korean, Cambodian, Chinese, Japanese, Italian, Mexican, seafood, etc) Many activities for children: ice skating/hockey/figure, basketball, baseball, martial arts, gymnastics, swimming, sailing, soccer, tennis, etc) Beautiful sunsets Ability to have a winter garden and a summer garden Many ethnic grocery stores, Trader Joe's Delta College, UOP, CSU, Stanislaus, Humphreys College of Law Great variety of books at the several branches of the library Many opportunities to volunteer with local/national organizations Shade trees, summer is summer (bbqs, baseball, boating, Concerts in the Park) | 4/2/2023 3:09 PM |
| 173 | Diverse, many would step up to help and contribute time and talent | 4/2/2023 1:18 AM |
| 174 | Rich in diversity. | 4/1/2023 9:45 PM |

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| 175 | Diverse population brings uniqueness to each campus, great community services, family involvement in school activities | 3/31/2023 10:01 PM |
| 176 | My community is is diverse and has several schools in our area to choose from. | 3/31/2023 5:11 PM |
| 177 | Diverse. Prescence of two 4 year colleges (UOP and Stanislaus State) as well as community college. Geography attractive due to closeness to Bay Area as well as Sierra Range (Tahoe, skiing , hiking, camping). River provides summer activities . Cool breeze at night provides relief from summer temps. | 3/31/2023 2:15 PM |
| 178 | ■■■■■ is a great leader!!! When she was put in leadership we saw great change !!! Now with new board leadership im starting to rethink my voting choice. If ■■■■■ is removed ■■■■■ i will rethink where my child will go to scholl | 3/31/2023 12:36 PM |
| 179 | Hard working Collaborative Collective learning | 3/31/2023 10:44 AM |
| 180 | The community of Stockton is very diverse and is home to many hard working people. We have great access to various parts of the state within a two hour radius. Agriculture, wineries and farm to table living is within our city. | 3/30/2023 11:00 PM |
| 181 | Diverse | 3/30/2023 6:49 PM |
| 182 | We have a diverse population with such a big school district. When experienced professionals are at the schools, they have an opportunity to really strengthen the community. Some schools are well put together and incredibly supportive of the students and community that they serve under the right leadership. The community is passionate about improving the school district. | 3/30/2023 5:49 PM |
| 183 | We have a lot of people who want the best schools, community, and lives for everyone who lives in Stockton. However, there is a lack of accountability in leadership roles and I would like to see that change. Ideally, someone who is willing to make Stockton their community instead of using the job as a stepping stone to something elsewhere would be the best for our community. | 3/30/2023 4:38 PM |
| 184 | Our community cares about the welfare of the people in the community; especially the welfare of the children. | 3/30/2023 3:50 PM |
| 185 | I was born and raised her went to SUSD schools. It has gotten worse and worse here over my 60 years of being here, but there is still good here and I won't give up. | 3/30/2023 3:15 PM |
| 186 | Diversity, many locals and long-term residents are invested in community and improving the city and corresponding public systems including SUSD. | 3/30/2023 2:16 PM |
| 187 | Family oriented, culturally diverse, having the delta in our back yard, caring and helpful citizens, hard working. | 3/30/2023 1:00 PM |
| 188 | Our community is very diverse and proud. We live in a city that has a lot of potential. | 3/30/2023 12:22 PM |
| 189 | Great people and great opportunities | 3/30/2023 10:26 AM |
| 190 | Stockton is a diamond in the rough. There are so many great things about it from being centrally placed between the Bay Area and the mountains and Southern California. It's the ability to get across town in less than 20 minutes that makes it feel like a small town but small is not bad . | 3/30/2023 9:38 AM |
| 191 | New Board elections held. Attributes and behaviors of new members appear to be positive. Community has a diverse ethnic population. There are outstanding accomplishments by students and staff in SUSD. Community groups attendance is good at board meetings. High school graduation has significantly improved. SUSD and community are responding to Grand Jury Report. Community is demanding a Superintendent with a proven record of success and have expertise in being an organizational change agent. | 3/30/2023 2:01 AM |
| 192 | Diversity, resilience, grit, strong sense of pride | 3/29/2023 8:57 PM |
| 193 | We are very multicultural, there's access to many areas nearby, (Port, Snow, beach, parks, bigger cities, etc). We have great people and the city won America's Best City in 2019 (Approximately). We have amazing food of various cultures. There's beautiful areas in town. | 3/29/2023 7:20 PM |
| 194 | It's a very diverse community | 3/29/2023 7:20 PM |
| 195 | There's nowhere to go but up. | 3/29/2023 6:31 PM |

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| 196 | We strive to be inclusive and caring to all students. We encourage all students to voice their concerns and handle all matters accordingly. | 3/29/2023 6:06 PM |
| 197 | I am a native Stocktonian who takes great pride in our city. My entire family has roots here and all have careers that span the medical, legal, educational, and non-profit arenas. Stockton is steeped in history and generations of families work hard to keep that history alive. I am fortunate to have been raised alongside many of those who have built thriving businesses that are now being run by third and fourth generation family members. Stockton has seen far too much violence and poverty, a lot of which has been attributed to what is perceived as the failure of our school system here in Stockton. We need an internal candidate and locally residing superintendent who has our city's best interest at heart, someone who is willing to do the difficult work of bringing our community and SUSD students together to help them become productive members of society and employees who will build Stockton back to what it used to be. Our students need opportunities to thrive in Stockton and only someone who has worked within SUSD would have the upper hand in making that happen. | 3/29/2023 5:48 PM |
| 198 | We have a diverse community of people with rich cultures. | 3/29/2023 5:30 PM |
| 199 | Considering all that Stockton has been through (city bankruptcy and corruption, Stockton USD corruption and lack of effective leadership for decades), it is a resilient community, with hardworking people who care about their children. | 3/29/2023 5:27 PM |
| 200 | great parent involvement, so many students that have big dreams and aspirations but they do not think they can reach them due to obstacles or resources | 3/29/2023 5:26 PM |
| 201 | We have an ethnically rich community that is able to be creative with limited resources. | 3/29/2023 5:00 PM |
| 202 | We have a diverse community. | 3/29/2023 4:50 PM |
| 203 | Our community is very diverse (ethnicities, culture, language, social economics, etc.). | 3/29/2023 4:15 PM |
| 204 | We care our children achievements and strive to make it better for them as they grow. | 3/29/2023 4:11 PM |
| 205 | Our community is very resilient and diverse. It would be credible to have a sup that is a mirror reflection of it's community it serves. | 3/29/2023 3:54 PM |
| 206 | The community of Stockton do not trust board/ councilmembers. | 3/29/2023 3:46 PM |
| 207 | Diverse population of community members. Community is a mix of new and generational families. | 3/29/2023 3:35 PM |
| 208 | wide variety of activities here or nearby, delta, mountains | 3/29/2023 3:19 PM |
| 209 | It's diverse and there are many employment/career opportunities. | 3/29/2023 3:06 PM |
| 210 | Its full of different cultures backgrounds | 3/29/2023 3:06 PM |
| 211 | Schools | 3/29/2023 2:45 PM |
| 212 | Most stove to be better | 3/29/2023 2:40 PM |
| 213 | Lots of people are concerned about certain issues that need to change in order to improve their community. | 3/29/2023 2:32 PM |
| 214 | Taft community are great. Great students, great parents and great teachers/administration. | 3/29/2023 2:25 PM |
| 215 | not a lot of traffic | 3/29/2023 2:15 PM |
| 216 | It is diverse, with people who care and are involved. | 3/29/2023 2:11 PM |
| 217 | We are diverse and have so much potential to do better. | 3/29/2023 2:08 PM |
| 218 | Diverse ethnic groups | 3/29/2023 2:07 PM |
| 219 | My kids school, Harrison, lets them borrow a computer for homework and also have wifi hotspots available for students. | 3/29/2023 2:06 PM |
| 220 | The community has sports programs for the youth, multiple schools to go to, shopping. | 3/29/2023 1:47 PM |
| 221 | Our community is very diverse. We are considered small but when everyone works together on one accord, we are strong and powerful. Our community offers many resources and community outreach. | 3/29/2023 1:18 PM |

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| 222 | It is diverse and multi-cultural. Stockton seems to have a negative stigma attached to it which isn't always deserved. There are many here who are working very hard to try to make the community better. | 3/29/2023 1:13 PM |
| 223 | Our community has a diverse population whose common goal is to see their children success. | 3/29/2023 1:12 PM |
| 224 | We have a very diverse and culturally rich community that needs someone who has put in work and has proven to be a leader that has turned troubled districts around. Our community needs to believe in our school system again. | 3/29/2023 12:57 PM |
| 225 | The people in my community are resilient and stick together for the best interest of the kids. Getting your hand dirty and working along side the community is important in this town. | 3/29/2023 12:48 PM |
| 226 | Stockton is a city with many good places, people and things to do. We also have our share of problems such as drugs, violence and homelessness. I have lived here since I was 7 years old and have been in Stockton Schools since the second grade. I now have my children and grandchildren that also attend SUSD schools.I strongly feel that our next Superintendent needs to know and be part of our Stockton Community. | 3/29/2023 12:48 PM |
| 227 | Good people trying to make a difference for the betterment of the community as a whole, even as there are bad apples all around. | 3/29/2023 12:45 PM |
| 228 | We have wonderful students and families who really want to learn and respond well to caring teachers. | 3/29/2023 12:43 PM |
| 229 | I'm proud to serve Aspire Public Schools and have witnessed incredible teaching and community events celebrating each site and their families. | 3/29/2023 12:38 PM |
| 230 | Diversity, San Joaquin Delta College, University of the Pacific. Beautiful City, with great food options, Stockton Arena, and the Ports Baseball team. | 3/29/2023 12:37 PM |
| 231 | The community has a large billboards that promote what activities or major highlights are occurring in our city. There is more than one bill board. | 3/29/2023 12:35 PM |
| 232 | My community is DIVERSE, Resilient, and Tough. | 3/29/2023 12:29 PM |
| 233 | close to the coast and the mountains. Lots of diversity in both religion and races. Close to major cities but still retains a medium sized city vibe. wine producing area, lots of agriculture and history. | 3/29/2023 12:28 PM |
| 234 | The community is very concerned and provides inclusivity for its community members. | 3/29/2023 12:25 PM |
| 235 | It is diverse and commands equal education for all children in Stockton | 3/29/2023 12:21 PM |
| 236 | Stockton is a community rich with potential and promise. We have a unique opportunity to engage students in solving real-world challenges faced by our city and others. Despite the economic challenges we have faced since the turn of the century, residents continue to show resilience in the face of adversity and take pride in the history and beauty of our region. Folks are also compassionate and caring toward one another, willing to lend a hand when called to serve. | 3/29/2023 12:13 PM |
| 237 | Everyone is very friendly, and wants good, safe school for our children to attend. | 3/29/2023 12:12 PM |
| 238 | N/A | 3/29/2023 12:06 PM |
| 239 | Stockton is a great community, full of potential. Our students are kind and smart, they need a strong and compassionate leader to teach them how to activate their potential. Our diversity is one of our biggest assets. | 3/29/2023 11:51 AM |
| 240 | Diversity, many different cultures and cultural events that bring the community together. | 3/29/2023 11:49 AM |
| 241 | Stockton is composed of a rich multicultural community. | 3/29/2023 11:48 AM |
| 242 | There is great collaboration between resource agencies and other community partners. | 3/29/2023 11:44 AM |
| 243 | Diverse and celebration of cultures is very important. It is a neighborly city, a bit of a small town vibe in a larger city. Many people know each other. It is rich in history and has many beautiful sights along valuable waterways. Stockton has a growing strong appreciation of the arts. | 3/29/2023 11:38 AM |
| 244 | It is close-knit, has a long history, and is diverse in its makeup. | 3/29/2023 11:37 AM |

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| 245 | We are a diverse group who work hard and try our best to coexist in a very challenging environment. | 3/29/2023 11:35 AM |
| 246 | Our community is very diverse. Our community had many needs, i feel as if our community values schools and education. Everyone in our community wants the "best" school they can find... location, appearance, teachers, population ect. | 3/29/2023 11:35 AM |
| 247 | Very diverse in all aspects | 3/29/2023 11:28 AM |
| 248 | My community is united and has a big cultural diversity for all | 3/29/2023 11:27 AM |
| 249 | Diverse culture of people . | 3/29/2023 11:24 AM |
| 250 | Our community is culturally diverse. We have many events celebrating that diversity and our various crops grown in the area. | 3/29/2023 11:22 AM |
| 251 | Diversity and available resources surround the city. | 3/29/2023 11:20 AM |
| 252 | Our community is very diverse. We have students/staff from various backgrounds and beliefs. | 3/29/2023 11:19 AM |
| 253 | Potential to be hard-working, focused and successful. | 3/29/2023 11:18 AM |
| 254 | Our school has terrific teacher retention and is organized, has strong procedures. | 3/29/2023 11:17 AM |
| 255 | Stockton is a very diverse city with a lot of opportunity for growth and development. | 3/29/2023 11:16 AM |
| 256 | Despite the struggles of the district Stockton is a city that values education. The presence of UOP is felt across the community, providing highly educated professionals that fill the ranks of SUSD and districts across San Joaquin County. The city is ideally situated with everything a person could want nearby. Amazing agriculture and food, beautiful mountains for recreation, and near San Francisco and the bay area. | 3/29/2023 11:13 AM |
| 257 | Despite the crime and homelessness and other social issues, a lot of the community pulls together in support. | 3/29/2023 11:12 AM |
| 258 | Our community is diverse with several students coming from different ethnic, financial, and religious backgrounds | 3/29/2023 11:12 AM |
| 259 | The Stockton community is diverse and has a rich culture. Our community is welcoming and supportive, with strong family values. We have many community organizations that work tirelessly to support the education and well-being of our children. We also have a vibrant arts and cultural scene, with numerous festivals and events throughout the year. | 3/29/2023 11:07 AM |
| 260 | Many of the families have been in Stockton for several generations. The community is culturally diverse. | 3/29/2023 11:06 AM |
| 261 | Our community is very diverse. I love that we have so many cultures and because of those cultures, different fairs that go around. | 3/29/2023 11:06 AM |
| 262 | Stockton community are hardworking families that want the best for their children but do not have the means to help them. They depend on the school district for guidance and direction. We need someone who can understand that and look forward to helping families with their needs. | 3/29/2023 11:06 AM |
| 263 | Very diverse community. Proud community. Many caring people and organizations | 3/29/2023 10:58 AM |
| 264 | The community of Stockton is resilient. | 3/29/2023 10:54 AM |
| 265 | Community at work- We all work well together and are open to learning from one another to be a stronger team. | 3/29/2023 10:52 AM |
| 266 | Our community is resilient. Many of our residents are refugees and fought hard to find new homes and rebuilding a life for themselves. | 3/29/2023 10:52 AM |
| 267 | We are diverse and have lots of different talents, skills, abilities and experiences. We have boundless potential, and endless possibilities within our citizens, our community centers, our families and even our homes. | 3/29/2023 10:50 AM |
| 268 | The Stockton community is a diverse blend of different races, cultures, and socioeconomic groups of people that all deserve to be seen, heard and understood. | 3/29/2023 10:49 AM |
| 269 | Stockton is a very diverse community. There are many community members who are love and | 3/29/2023 10:48 AM |

are committed to Stockton and the continued growth opportunities that are available. We have amazing opportunities to connect with the universities in our town that I believe the community expects the district to connect with. We have a generation of students who trusts their school district to educate them and who are willing to return and be productive citizens.

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| 270 | Our community is diverse, resilient, and hard working. | 3/29/2023 10:46 AM |
| 271 | Our families are incredibly dedicated to the success of their children. Our scholars are quick to learn, helpful, and inquisitive. | 3/29/2023 10:44 AM |
| 272 | Diversity, history, great sports teams, beautiful location (Delta, only an hour from Sacramento & Pleasanton BART), affordable housing compared to East Bay & surrounding counties. | 3/29/2023 10:39 AM |
| 273 | It is unique. | 3/29/2023 10:38 AM |
| 274 | Diverse | 3/29/2023 10:34 AM |
| 275 | diversity, ethnic rich cultures, multilingual, | 3/29/2023 10:31 AM |
| 276 | I want them to already know that answer and live in our community. | 3/29/2023 10:31 AM |
| 277 | Our community is very proud and very loyal. We are a very diverse community. | 3/29/2023 10:31 AM |
| 278 | It's diversity. | 3/29/2023 10:29 AM |
| 279 | Diversity | 3/29/2023 10:27 AM |
| 280 | N/A | 3/29/2023 10:27 AM |
| 281 | My community is strong and resilient. Although we are full of challeges and often need strong, positive direction we kind of weather the storms of life. | 3/29/2023 10:19 AM |
| 282 | Museum..baseball little league | 3/29/2023 10:19 AM |
| 283 | diversity | 3/29/2023 10:18 AM |
| 284 | The District and officials of Stockton putting our kids and recidents safety firts. | 3/29/2023 10:18 AM |
| 285 | Kind and caring people, for the most part. Incredible room for growth in all areas. | 3/29/2023 10:17 AM |
| 286 | Our parents are hard-working. | 3/29/2023 10:16 AM |
| 287 | Stockton is a Seaport City. Stockton is part of the Delta, a mecca for boating, camping and fishing. Stockton is 30 min from Antioch where you can ride the BART into San Francisco and parking is cheap on the weekdays and free on the weekends. Stockton is 3-4 hours from Tahoe with some of the best destination ski resorts in the world. The potential to turn around Stockton Unified School District could bring high accolades and local fame for a creative and savvy superintendent. Flying in and out of Stockton Airport is often cheaper than Sacramento. Homes prices are lower than surrounding cities. | 3/29/2023 10:16 AM |
| 288 | The community is very diverse. We have such a wide range of people from all walks of life, backgrounds, immigrants, etc. that make us such a small space on the map. We are a huge place in history, being host to some of the largest waves of the Filipino immigrants. | 3/29/2023 10:15 AM |
| 289 | Good people, safe neighborhoods and clean area overall. | 3/29/2023 10:15 AM |
| 290 | Our community reaches out for help and stays in touch. People are close-knit and rely on each other. | 3/29/2023 10:13 AM |
| 291 | First and foremost - the people. Our community is diverse and rich with thoughtful people. | 3/29/2023 10:13 AM |
| 292 | Constituents don't seem to really care about anything unless it directly affects them. That allows superintendents to get away with a whole lot and make a great deal of money. | 3/29/2023 10:12 AM |
| 293 | Stockton is incredibly diverse with its student population as well as the natural environments around us. The selection of food, culture, and unique neighborhoods make Stockton a fabulous place to work and live. The proximity to the ocean, mountains, Yosemite, and so much more make it ideal. | 3/29/2023 10:11 AM |
| 294 | Many people who work here are invested in the future of this community. We want to see Stockton succeed, and I think harnessing that mentality will a great leadership quality. | 3/29/2023 10:11 AM |

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| 295 | We are a diverse community of different socio and economic backgrounds (more Hispanic community). I feel our community is welcoming and appreciative to those who truly support and do well for the best interest of the community. | 3/29/2023 10:11 AM |
| 296 | Community has good unity | 3/29/2023 10:09 AM |
| 297 | Multicultural | 3/29/2023 10:08 AM |
| 298 | When we need to come together for the better of all we could really make this a much better community for our students. | 3/29/2023 10:06 AM |
| 299 | Diverse , artistic, look out for each other | 3/29/2023 10:04 AM |
| 300 | We have a community that is woefully undereducated. Only 16% of adults have college degrees. While a degree alone is not the answer, our community time after time shows its' willingness to believe any snake-oil salesman who comes along. This disrupts many of the great things in the community. A new supe will do well to ensure college, career and community ready is more than a slogan. | 3/29/2023 9:50 AM |
| 301 | Caring people. Incredible cross-section of cultures. | 3/29/2023 9:45 AM |
| 302 | I'm still fairly new to Stockton, so I like the diversity of people in Stockton. | 3/29/2023 9:41 AM |
| 303 | We have families that were born and raised here, and strive to better our city. Our school District plays a big part in that. | 3/29/2023 9:39 AM |
| 304 | New bike trails. UOP. Melting pot/Diversity. | 3/29/2023 9:20 AM |
| 305 | There is a sense of community here in Stockton if you know where to look. Whatever your interests or background, Stockton has that community for you. | 3/29/2023 9:18 AM |
| 306 | We have phenomenal and outstanding teachers, Admin and staff at our school. | 3/29/2023 9:17 AM |
| 307 | We are a hard working community that strives to do better for us and future generations. Stockton has many good things to offer. | 3/29/2023 9:12 AM |
| 308 | Hard working families from with amazing cultural diversity. | 3/29/2023 9:05 AM |
| 309 | diverse | 3/29/2023 8:48 AM |
| 310 | Diverse and bonded. Relies on community relationships and support. | 3/29/2023 8:18 AM |
| 311 | The community is like a fledgling attempting to fly, but not successful. We have yearnings for greatness and an underlying desire to overcome the challenges the community constantly encounters. There is a hope for greatness... | 3/29/2023 2:31 AM |
| 312 | Good things about the community include it's youth; eager and ready to be prioritized over personal agendas and illegal/unethical practices that support only those personal agendas. | 3/29/2023 1:39 AM |
| 313 | Loads of events that can be attended such as the asparagus festival and the county fair. | 3/29/2023 1:22 AM |
| 314 | My community is diverse. We encompass not only a large group of ethnicities and races, but also different cultures, religions, and values. Administration should be aware of this and value cultural diversity. | 3/28/2023 11:45 PM |
| 315 | A diverse community who needs a super who can stay and show them that they care for their children instead of coming and leaving with a retirement after a few years. | 3/28/2023 11:08 PM |
| 316 | It's centrally located; easy to get to the Bay, just ad easy to get to Tahoe. We're adjacent to wine country. | 3/28/2023 10:27 PM |
| 317 | We have tight knit families who are looking for ways to help their students reach full potential. | 3/28/2023 9:53 PM |
| 318 | They are a close-knit neighborhood where staff and students live around each other and even support each other beyond school times. | 3/28/2023 9:47 PM |
| 319 | It is a diverse community with very open minded individuals. | 3/28/2023 9:37 PM |
| 320 | Our community is hardworking, flexible, and diverse. | 3/28/2023 9:36 PM |
| 321 | As a life long Stocktonian, I have always enjoyed the Familia structure of Stockton. As a result, SUSD has experienced the same sense of richness. Stockton is generational, and so is | 3/28/2023 9:29 PM |

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| | SUSD. | |
| 322 | Our community is diverse. | 3/28/2023 9:26 PM |
| 323 | Our community is diverse and have students that are passionate about the things they love! However, we have yet to find someone as a Superintendent who is willing to think outside the box to tap into these students passions and interests to have programs on campus to make them want to engage in school . | 3/28/2023 9:23 PM |
| 324 | Diversity | 3/28/2023 9:16 PM |
| 325 | Tight knit community, parents and teachers care about students education at Stockton Unified. | 3/28/2023 9:09 PM |
| 326 | Diversity | 3/28/2023 9:06 PM |
| 327 | The diversity, the local food and small businesses, and people that are dedicated to making our community better inside and outside of the history. | 3/28/2023 8:56 PM |
| 328 | Many of the people, a lot of things to do | 3/28/2023 8:55 PM |
| 329 | Our community is diverse. It's amazing that we have so many cultures and languages represented. We have dedicated teachers who are trying to make a difference and help students overcome obstacles. | 3/28/2023 8:50 PM |
| 330 | Diverse community | 3/28/2023 8:50 PM |
| 331 | Diverse and empathetic with members of community in all walks of life. | 3/28/2023 8:47 PM |
| 332 | In my community I'm glad to see that there are more activities for kids and more ways to interact and get parents involved | 3/28/2023 8:45 PM |

Q2 Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

Answered: 333 Skipped: 23

| # | RESPONSES | DATE |
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| 1 | I have no good comments to say about my school site (August Elementary) because there's very little acts that support the few African American students on campus. | 4/15/2023 2:59 AM |
| 2 | Our schools are equally diverse with students and staff. We have many dedicated staff that love what they do. | 4/15/2023 12:09 AM |
| 3 | I have no good comments to say about my school site (August Elementary) because there's very little acts that support the few African American students on campus. | 4/14/2023 10:01 PM |
| 4 | We have teachers | 4/14/2023 9:48 PM |
| 5 | Stockton schools are filled with teachers and staff that continue to dedicate their time, energy, and love to kids in the community, despite all of the district's leadership challenges over the last couple decades. We have amazing students! | 4/14/2023 9:43 PM |
| 6 | Our teachers and counselors go the extra, extra mile; variety of student activities at different schools; active educational equity advocates | 4/14/2023 8:21 PM |
| 7 | My school has highly qualified teachers that need support that care about their students. | 4/14/2023 6:55 PM |
| 8 | Stockton schools have adjusted to the needs of the public and families. Students are able to find school sites that are tailored to the way students learn. Teachers thrive in the environment of Professional Learning Committees. Professional development opportunities are improving the teaching claimant as well as improve their skills levels. | 4/14/2023 6:01 PM |
| 9 | Stagg HS has very experienced and caring teachers and admin staff who deeply and genuinely cared about their students' well being and educational goals. | 4/14/2023 5:00 PM |
| 10 | Our schools care about the success of students. | 4/14/2023 4:53 PM |
| 11 | Most schools have nice staff that are always willing to help. | 4/14/2023 4:52 PM |
| 12 | We are cohesive, transparent and determined group that works daily to change the course of maleducation and mistrust of authority. | 4/14/2023 4:37 PM |
| 13 | The schools are full of students who want to learn, who want to change their family circumstances. Our students are the reason why we do this work. We also have some people in our schools who go above and beyond because they want to improve the school system and experiences for students and families. | 4/14/2023 4:02 PM |
| 14 | The students. We have so many students who want to learn but are to far behind. The teachers and site staff- really care about the students. | 4/14/2023 3:55 PM |
| 15 | Our schools have great teachers for the most part. Teachers that go above and beyond their job description and paid work hours. | 4/14/2023 3:33 PM |
| 16 | I have visited many schools and one thing that stood out the most is that there is a strong sense of family in each of the schools. Staff genuinely cared about the students there and often referred to them as "our kids" | 4/14/2023 3:30 PM |
| 17 | very good schools k through 8th grade. i think high schools could be better. | 4/14/2023 3:28 PM |
| 18 | We have some great schools but we definitely need more interaction from our principals and vice principals and working with our families and the students. We have some wonderful students that have made and continue to make Great accomplishments. However we need to stop ignoring the students that are someplace in the middle that still need help but help isn't often offered. | 4/14/2023 3:23 PM |

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| 19 | cultural diversity, many hard-working teachers and support staff | 4/14/2023 3:07 PM |
| 20 | Our school puts our children's education and safety first. They always recognize our children for their accomplishments big or small and always come up with fun events and activities to make school fun for the kids along with parents being able to participate. | 4/14/2023 2:57 PM |
| 21 | The schools I have worked at although are old and in need of repair, lots of repair....the staff is amazing and supportive of each other trying to get the job done | 4/14/2023 2:37 PM |
| 22 | Schools are evenly distributed throughout the city. | 4/14/2023 2:30 PM |
| 23 | We have many programs in place to help students with their reading which many of our students are behind in. We try hard to help students with social skills that need improvement. | 4/14/2023 2:24 PM |
| 24 | How teachers are dedicated to increase the academics of the students. Looks at the strengths and weakness of each student to get them where they need to be. | 4/14/2023 2:24 PM |
| 25 | Our schools have a multitude of services that help students achieve, whether they are disabled or just need additional help. In addition, there are several training opportunities for the teachers . | 4/14/2023 2:16 PM |
| 26 | There are still some staff and students who uphold some good morals. | 4/14/2023 1:36 PM |
| 27 | Our schools strive to create a safe learning environment where all students graduate college or vocation ready. Teachers work together to achieve the best academic outcomes for our students. | 4/14/2023 1:29 PM |
| 28 | SUSD teachers are hardworking. Teachers take the time to get to know their students. Many offer tutoring or additional help outside school hours. K-8 schools have co-ed intramural sports to encourage students to be active and have a safe space after school. Many elementary schools have other clubs, too, like GSA or MESA. | 4/14/2023 1:28 PM |
| 29 | The willingness to help not just the kids but the families. They care in more ways than portrayed. | 4/14/2023 1:27 PM |
| 30 | Some teachers really care about the children's education. They try to provide the best resources they can with what resources they have | 4/14/2023 1:20 PM |
| 31 | Our school needs more field trips in this area so they can teach their parents about how to keep Stockton safe and free with hands on activities on a weekly basis. | 4/14/2023 1:16 PM |
| 32 | Great staff, wonderful personalities & commitment to students. | 4/14/2023 1:16 PM |
| 33 | Quality food, productive principles. | 4/14/2023 1:13 PM |
| 34 | Edison hs is one of the best schools in Stockton with staff being very supportive to students and kids feel safe. | 4/14/2023 1:12 PM |
| 35 | We have amazing teachers and staff who show up every day to make a difference for our kids and our community. The staff and teachers at school sites work above and beyond to support student learning and families. | 4/14/2023 1:11 PM |
| 36 | We have stakeholders that go above and beyond to assist our schools and community. | 4/14/2023 1:04 PM |
| 37 | The schools serve a community that has various needs. They ensure good security for the students and foster a learning environment to help the students succeed. | 4/14/2023 1:03 PM |
| 38 | Teachers work hard and want their students to succeed. Most students follow the rules and do what is asked of them. Unfortunately, those who don't are usually sent back to class in a few minutes letting the other students know there are few consequences for your actions. | 4/14/2023 12:57 PM |
| 39 | Many schools are still situated in neighborhoods making them very accessible. There is a mixture of new and experienced teachers. Many of the administrators attended area schools. Alumni are still very connected to schools and can be used as a source of support. | 4/14/2023 12:48 PM |
| 40 | Students' success is being celebrated and more mental health clinicians are hired to help students. | 4/14/2023 12:42 PM |
| 41 | Diversity, resources offered, Mental Health and counselling services provided. | 4/14/2023 12:42 PM |
| 42 | It provides opportunity beyond high school education | 4/14/2023 12:41 PM |

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| 43 | Our schools are actively working to provide a good education. | 4/14/2023 12:41 PM |
| 44 | I can only speak about Commodore Stockton Skills. The administration, teachers, and staff are committed to engaging students, making them feel safe, addressing behavioral issues, and exposing students to opportunities and experiences that will enhance them educationally, socially, and emotionally. | 4/14/2023 12:40 PM |
| 45 | Our schools are filled with dedicated staff who want to support students but are blocked from doing that by fear and uncertainty that are put on them by people who do not know our kids and what they need. Our new Superintendent MUST be someone from within our district who has the historical context to support our staff, students and families. | 4/14/2023 12:32 PM |
| 46 | The smaller specialty schools are thriving. The schools who have embraced Professional Learning Communities have shown the most success in creating a positive educational culture. | 4/14/2023 12:29 PM |
| 47 | We boast many, many dedicated professionals with a collective goal of supporting our students to be even better versions of themselves as they matriculate through our schools in hopes of them leading productive lives post-high school. This productivity could be students heading to college/university, the military or the wonderful world of work. Also, our schools have many socio-emotional supports to offer our students. | 4/14/2023 12:26 PM |
| 48 | The best thing is very caring and giving of teachers and staff. Tutoring, after school programs. Quality educators. | 4/14/2023 12:26 PM |
| 49 | Edison High tradition is deeply rooted in the community. There are over 15 Edison alums that have returned to work at Edison. | 4/14/2023 12:25 PM |
| 50 | The community supports good schools with lots of money | 4/14/2023 12:24 PM |
| 51 | Once again, rich history but as of recent years, the quality has degraded substantially. | 4/14/2023 12:23 PM |
| 52 | Some are safe | 4/14/2023 12:22 PM |
| 53 | We have very dedicated people that persevere through adversity and uncertainty all the while dealing with unreasonableness. | 4/14/2023 12:22 PM |
| 54 | Arts award | 4/14/2023 12:21 PM |
| 55 | SUSD schools offer a variety of options that students can take: CTE, AP, IB, JROTC, health careers, etc. The 4 comprehensive high schools have been recently renovated - buildings, sports facilities, etc. | 4/14/2023 12:20 PM |
| 56 | Teachers are for the most part dedicated | 4/14/2023 12:20 PM |
| 57 | Our schools have continued to put students first, even with changes at multiple levels of leadership over the past 2 years (from assistant principals to the superintendent). When tragedy strikes, our schools pull together to support and protect each other. | 4/14/2023 12:19 PM |
| 58 | Many teachers care about the students academic progress, and moving toward grade level skills; more events from the community to get buy in from the students; incentives for kids. | 4/14/2023 12:19 PM |
| 59 | We have dedicated, highly educated and knowledgeable teachers. When administrators defer to the expertise and experience of these teachers, the entire school community flourishes. | 4/14/2023 12:18 PM |
| 60 | Teachers are easy to talk too, very informative when communicating with regards to students class behavior, academic status or other school activities. | 4/14/2023 12:14 PM |
| 61 | The teachers in Stockton care about their students. There are smaller schools that are specially for students who like a smaller environment. The staff is the school cares about the students. | 4/14/2023 12:12 PM |
| 62 | SOME schools have great leadership and put the kids first. | 4/14/2023 12:12 PM |
| 63 | ELOP | 4/14/2023 12:11 PM |
| 64 | The teachers, staff and special education specialists are committed, caring and hard working. | 4/14/2023 12:11 PM |
| 65 | Our school is amazing. We an AVID school and we build collective agreements. | 4/14/2023 12:10 PM |
| 66 | Collaborative, embrace children and want them to move towards a High School Diploma, and want kids to have a safe place to be and to learn | 4/14/2023 12:10 PM |

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| 67 | Fremont elementary is a great school, excellent teachers and staff | 4/14/2023 12:09 PM |
| 68 | Various schools have really successful programs to help students succeed. There are many unique school communities, | 4/14/2023 12:07 PM |
| 69 | We have SIPPS as an intervention, we are data driven and have systems in place to support our students. | 4/14/2023 11:56 AM |
| 70 | plenty of money to do good things FOR THE STUDENT if the board and management put it to good use | 4/14/2023 11:26 AM |
| 71 | The schools that I'm involved in really cares about the students success and over all well being. | 4/14/2023 11:20 AM |
| 72 | Stagg is a school filled with hard working students, teachers, staff, and administration who are focused always on doing their best. We are determined to do the best we can with what we have, and continually perform better than other schools with more. | 4/14/2023 10:40 AM |
| 73 | Too much division. Everyone already has their own idea of how they think things should be, who is against them, etc. thus creating such a political landscape and ridiculous division. Because of this, we have totally lost sight of children and achievement. | 4/14/2023 10:37 AM |
| 74 | N/A | 4/14/2023 10:33 AM |
| 75 | Performing Arts emphasis. Solid CTE programs. Consistent Physical Education program. | 4/14/2023 9:44 AM |
| 76 | Various schools have really successful programs to help students succeed. There are many unique school communities, | 4/14/2023 9:42 AM |
| 77 | There aren't many great things to say about Stockton schools. | 4/14/2023 6:49 AM |
| 78 | Great students that want to be at school and want to learn. Potential to achieve great progress. | 4/14/2023 1:33 AM |
| 79 | Schools have changed a lot since I attended SUSD and I am a product of the SUSD school system. You are or I am the person I am because of the people I was able to hang around with and I would consider myself successful because of this. It was the school system who placed me in classes with other "gifted" individuals, many of whom I am still friends with. I get that every child should have the same opportunity which I think the school system tries their best but at the end of the day it falls back on the parents. | 4/14/2023 1:00 AM |
| 80 | We have skilled teachers with great ideas to build career pathways for students who need an opportunity to grow. We need a leader who will foster and support ideas to fruition. We are a bilingual community and need a leader who supports bilingualism and biliteracy and who recognizes that investing in English Learners will not only help those students achieve but also understands that when we invest in bilingualism and support it academically (Designated & Integrated ELD) these students tend to achieve at levels that outperform their monolingual peers. | 4/14/2023 12:11 AM |
| 81 | Our school staff is awesome and they doing everything to the best of their abilities to make sure our children learn and grow | 4/13/2023 11:43 PM |
| 82 | Our schools are filled with some of the most wonderful and caring individuals! The school employees constantly go the extra mile for our schools and students. We have so many positive and uplifting programs occurring that need to be recognized and celebrated more. I am proud to be part of SUSD for 26 years, but I don't always feel appreciated for the hard work that my colleagues and I perform on a daily basis. Our schools are met with so many challenges, but we always make miracles happen with limited resources. | 4/13/2023 11:29 PM |
| 83 | Attentive and care about parents, students and staff | 4/13/2023 11:22 PM |
| 84 | As a parent all of my children attended Lincoln high -- as an instructor for Delta College I've had the pleasure of working for SECA. Both excellent schools with dedicated staff. Learning opportunities available at both institutions needed to be expanded to the other school sites. | 4/13/2023 10:55 PM |
| 85 | There are some good teachers who are about the students. | 4/13/2023 10:48 PM |
| 86 | The students have a willingness to learn. The community will support and come together for a school that gets results. | 4/13/2023 10:36 PM |
| 87 | Attempts to have programs and activities that are inclusive with the many different | 4/13/2023 9:18 PM |

backgrounds of the students. Teachers are supportive in seeing students be the best people they can be and focus on providing a solid education.

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| 88 | Deaf Program at Edison High School, great teachers who care | 4/13/2023 9:17 PM |
| 89 | Diversity | 4/13/2023 9:16 PM |
| 90 | There aren't many great things to say about Stockton schools. | 4/13/2023 9:07 PM |
| 91 | Teachers working hard to provide a quality education to Stockton students. | 4/13/2023 8:03 PM |
| 92 | Sports | 4/13/2023 7:53 PM |
| 93 | We have many dedicated educators. Our students come from many diverse backgrounds and parents are highly engaged in parent advisory committees. | 4/13/2023 7:51 PM |
| 94 | There are still a few good teachers left that are in it for the right reasons. Target those teachers to ask for what's needed. | 4/13/2023 7:49 PM |
| 95 | There are good people here. They do exist and are helping. Students are learning and growing.. look at Peyton School! | 4/13/2023 7:22 PM |
| 96 | Each of our school sites have a different 'culture' that represents their areas, so don't expect cookie cutter schools. The goal of every school is to help our students be ready for life, whether it is college or career. We care about our students. | 4/13/2023 7:21 PM |
| 97 | Our comprehensive high schools have wellness centers that provide mental health services. | 4/13/2023 7:17 PM |
| 98 | The school that I have experience with is good, the opportunities they provide to parents to be involved with their child's education is acceptable I'ts apparent they have goals to grow more in these areas. Curriculum seems to be on target, I would like to see more arts programs to help guide natural gifts along with academics. | 4/13/2023 6:52 PM |
| 99 | SUSD schools are as diverse as the community itself. Most are neighborhood schools. They offer parent programs, help with food insecurity, entertain families with community events, and of course, instruct the future of America. | 4/13/2023 6:43 PM |
| 100 | Teachers and Administrators enjoy working together but need better communication. . | 4/13/2023 6:26 PM |
| 101 | Staff work hard for the good of the students. | 4/13/2023 6:24 PM |
| 102 | The SUSD schools have some of the most resilient and capable people I have ever worked with; administrators, faculty, staff, students and parents. | 4/13/2023 6:16 PM |
| 103 | I am fortunate to say that the staff and teachers at our school are very kind to our students. Of course there are some exceptions but the majority of them are here to help our students excel. | 4/13/2023 6:15 PM |
| 104 | The schools are horrible, specifically Cesar Chavez High School is extremely Unsafe for All Students. | 4/13/2023 6:13 PM |
| 105 | SUSD has over 50 schools. We provide free meals, after school tutoring, summer school, Migrant Programs, IB Program, many VAPA and extra curricular activities and resources and so much more. | 4/13/2023 5:27 PM |
| 106 | There is a bond that forms after years of continuing school together, for students and staff members as well as the parents/ family members. So, it's important to be amicable and professional in their roles. Students seem to get attached to their teachers and other staff members they see everyday and that is beautiful. | 4/13/2023 4:24 PM |
| 107 | Schools in our district have the small town feeling where parents can be familiar with the teachers, office staff and principal. | 4/13/2023 1:00 PM |
| 108 | Most teachers care if their students are successful | 4/13/2023 11:56 AM |
| 109 | The students. Food services. | 4/13/2023 10:58 AM |
| 110 | There is a lot of Teachers, Aides, Clerical Staff, Food Service Staff, and many more that will and have gone above and beyond for the children. | 4/13/2023 10:52 AM |
| 111 | Diversity in staff and students, dedicated staff | 4/13/2023 10:35 AM |
| 112 | Again, all the things said in the previous question - Diverse, hard working, driven to be | 4/13/2023 10:26 AM |

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| | something other than what is portrayed in the media. | |
| 113 | There are great teachers and staff members here at El Dorado. The staff is dedicated. | 4/13/2023 9:54 AM |
| 114 | Our school is fantastic. We work for as a team and are student driven. We PLC weekly to ensure we are supporting our staff and students to the best of our abilities. We attend trainings, even if optional, to help us grow. | 4/13/2023 9:53 AM |
| 115 | Each school is a family in its own setting. | 4/13/2023 9:53 AM |
| 116 | Teachers care. | 4/13/2023 8:56 AM |
| 117 | Our schools have great staff who love their jobs and care about students. | 4/12/2023 11:55 PM |
| 118 | There are plenty of teachers and staff that care for the students and their coworkers. | 4/12/2023 11:19 PM |
| 119 | 1.Strong teachers who are doing their best to support all students. 2.Collaboration between teachers at grade level and vertically including elementary to high school | 4/12/2023 10:16 PM |
| 120 | Our schools also represent a diverse population of teachers, staff, and students. | 4/12/2023 9:56 PM |
| 121 | Our teachers are committed to their students. | 4/12/2023 9:43 PM |
| 122 | Hard working teachers and students, great programs offered for high school students. | 4/12/2023 9:34 PM |
| 123 | Good things about my school is that since our new PE teacher joined he has been able to make soccer teams and volleyball teams for us to join and be able to compete with other schools. | 4/12/2023 8:49 PM |
| 124 | Speaking from personal experience, the schools I have worked with were not perfect but they always strived to provide the best education and build a safe environment for the students to thrive in. | 4/12/2023 6:49 PM |
| 125 | We have a lot of staff who are lifetime residents and employees. There are deep roots in a lot of the smaller schools. | 4/12/2023 6:47 PM |
| 126 | Our schools provide all materials and resources to meet our students' needs. From technology, to health care, and basic services (food, housing info. etc.) We provide before and after school care, extended learning opportunities, and family/community activities. | 4/12/2023 6:46 PM |
| 127 | Caring teachers Dedicated staff. Bullying concerns and reports are taken seriously. | 4/12/2023 6:20 PM |
| 128 | Our school site is located in central Stockton and has wonderful, committed staff members. | 4/12/2023 6:15 PM |
| 129 | Diversity, our students, great/caring school staff | 4/12/2023 6:10 PM |
| 130 | The new management at Mata is already improving the school. There are notable changes that are showing and appreciated by parents. The safety of our schools should be top priority even if it takes the principal or even superintendent to step in if need be. | 4/12/2023 6:07 PM |
| 131 | Teachers are one of the most positive assets in our schools. Most teachers here want to help students grow, improve, and reach their potential. Many schools have administrators who are leading initiatives to help communities be more involved and move both the schools and neighborhoods around them in a positive and inclusive direction. | 4/12/2023 6:00 PM |
| 132 | Lots of opportunities for the students. | 4/12/2023 5:56 PM |
| 133 | I believe our Charter Schools provides our young adults the education they need to find a job if not college bound | 4/12/2023 5:54 PM |
| 134 | Kohl is a great school with great teachers. | 4/12/2023 5:50 PM |
| 135 | n/a | 4/12/2023 5:49 PM |
| 136 | Diversity. Inclusion. Community involvement. | 4/12/2023 5:47 PM |
| 137 | There are some great programs and resources for our students. | 4/12/2023 5:43 PM |
| 138 | The schools are like families, for the people who are involved. | 4/12/2023 5:43 PM |
| 139 | The greatest thing for the new Superintendent should be aware of is that since the entire cabinet are people in Interim assignments he/she has a great advantage to pick their own cabinet members and upper management | 4/12/2023 5:02 PM |

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| 140 | Dedicated educators | 4/12/2023 3:21 PM |
| 141 | Duh..... trouble here, good and dedicated teachers | 4/12/2023 12:30 PM |
| 142 | The focus on CTE has been great to see over the past decade. The quality of our art programs! The teachers are the amazing backbone for our students | 4/11/2023 6:31 PM |
| 143 | At my school site there is sufficient staff that is bilingual and understand our students' need. | 4/11/2023 10:20 AM |
| 144 | Honestly, there is not much good to say. | 4/10/2023 11:36 PM |
| 145 | My children went to LUSD because it was the best district for children 80's/90's. SUSD had a bad reputation back then unfortunately. Today I still wouldn't want my children or grandchildren to attend SUSD. (I attended SUSD schools) | 4/10/2023 11:02 PM |
| 146 | Stockton students benefit from the diversity present throughout the district | 4/10/2023 9:40 PM |
| 147 | Teachers who care. | 4/10/2023 7:49 PM |
| 148 | There are a variety of choices for students within the school district and outside of the school district. Many of the schools operate as community schools. | 4/10/2023 2:29 PM |
| 149 | Students want to learn | 4/10/2023 2:17 PM |
| 150 | My school is delta college and NY sob attends Kip park university middle school. Ita a great school. Dantes grades have vastly improved. He likes school now, he has won awards for core growth. He's been to science camp and currently awaits start of soccer | 4/10/2023 4:58 AM |
| 151 | Not sure. | 4/8/2023 1:16 AM |
| 152 | The schools have dedicated staff and family volunteers from which to solicit input and impact. Tapping into and reinforcing their work through professional development and support will be key. | 4/7/2023 9:14 PM |
| 153 | School location and options | 4/7/2023 2:30 PM |
| 154 | KIPP came to Stockton in 2019 and we are building schools under Stockton unified as our authorizer. The best part about our school is the people within it. Our parents, students and staff want what's best for the children of Stockton and Work relentlessly to help our students grow academically. | 4/6/2023 11:17 PM |
| 155 | Our schools are old and always in need of repair! | 4/6/2023 7:11 PM |
| 156 | Caring dedicated educators who believe in their kiddos and who want them to succeed. | 4/6/2023 4:56 PM |
| 157 | KIPP came to Stockton in 2019 and we are building schools under Stockton unified as our authorizer. The best part about our school is the people within it. Our parents, students and staff want what's best for the children of Stockton and Work relentlessly to help our students grow academically. | 4/6/2023 3:44 PM |
| 158 | KIPP came to Stockton in 2019 and we are building schools under Stockton unified as our authorizer. The best part about our school is the people within it. Our parents, students and staff want what's best for the children of Stockton and Work relentlessly to help our students grow academically. | 4/6/2023 11:43 AM |
| 159 | Students are great! | 4/6/2023 8:18 AM |
| 160 | Some staff actually care to make a difference. | 4/6/2023 4:00 AM |
| 161 | We are resilient and passionate about the children we serve in our community and have been carrying on without dedicated leadership from the highest position within the district. | 4/5/2023 11:37 AM |
| 162 | Stockton unified schools work hard on building relationships with students and families. There's lots of speciality schools other districts in the area don't have. | 4/5/2023 11:16 AM |
| 163 | Dedicated teachers and leaders | 4/5/2023 11:12 AM |
| 164 | Diversity. Good teachers and staff. | 4/4/2023 10:56 PM |
| 165 | Great employees. High schools are focused on post-secondary. Bilingual programs. STEAM/STEM/CTE | 4/4/2023 8:57 PM |

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| 166 | We only have experiences at one school, where the teachers are very involved and have good communication with parents. Unfortunately, we hear that there are many issues at the board level. | 4/4/2023 8:28 PM |
| 167 | Some highly motivated staff. Small specialized learning academies for high school students. | 4/4/2023 10:58 AM |
| 168 | I work for the Stockton School for Adults. We assist the community with English classes, GED, High School Diploma and Career Technical Education. It is rewarding seeing students become better citizens of our community. | 4/4/2023 10:28 AM |
| 169 | Our schools are filled with hard-working faculty and staff that have the best interest of students in mind. We have administrators at the site and district level who have decades of experience in the district and therefore carry a wealth of historical knowledge and experience, who haven't allowed the discord of the board and the top level of superintendency and cabinet drive them away. | 4/3/2023 5:23 PM |
| 170 | So far, I have like every teacher both my kids have had. | 4/3/2023 4:27 PM |
| 171 | equipment, grass field, over 10 teachers, good teacher | 4/3/2023 1:47 PM |
| 172 | Same as above it takes a village to raise nd direct our children and most are up for the challenge. | 4/3/2023 10:04 AM |
| 173 | You have a lot of parents involved in their children's education. The staff are great! | 4/2/2023 10:18 PM |
| 174 | Kids | 4/2/2023 6:11 PM |
| 175 | Diverse staff and students, many are in great physical shape, hardworking and dedicated staff, specialty schools offer opportunity for students to advance their education or begin learning about an occupation, parent volunteers, connections with UOP, Humphreys School of Law, Jose Hernandez' Reaching for the Stars, Rotary, Toys4Tots, and other organizations, students that achieve despite obstacles | 4/2/2023 3:09 PM |
| 176 | Diverse and resilient | 4/2/2023 1:18 AM |
| 177 | Caring and committed individuals who want to see students succeed | 4/1/2023 9:45 PM |
| 178 | Good working relationships, staff have genuine desire to impact all students, great relationships with families | 3/31/2023 10:01 PM |
| 179 | There are a few teacher that show real concern in my growth as far as his education however i wish he had more teacher he could identify with. My child's school has a few African American support staff however he has no African American teachers at his grade level. Studies show that when African American students have a teacher that they can identify with they succeed when it comes to their education and even attend college. | 3/31/2023 5:11 PM |
| 180 | Dedicated teachers. Improving physical plants | 3/31/2023 2:15 PM |
| 181 | The teachers | 3/31/2023 12:36 PM |
| 182 | College and career bound hard working encouraging engaging | 3/31/2023 10:44 AM |
| 183 | Our schools use technology and provide students with Chromebook's to access Google Classroom and access to student email. We offer many CTE courses for students to explore careers in various fields such as healthcare, business, law enforcement, and robotics. | 3/30/2023 11:00 PM |
| 184 | Good people at the schools doing good work around PBIS, AVID, Counseling, Mental Health. There are some great people at the district level too. | 3/30/2023 6:49 PM |
| 185 | When proper leadership and experienced admin. are put in place, you can see the potential in the way students and teachers get supported. Collaboration is also key to good school environments. There is a lot of potential in the schools but unfortunately due to a lack of consistency in leadership, it has been very challenging for the schools to support students as they need to academically. | 3/30/2023 5:49 PM |
| 186 | There are a lot of students in need. This may seem like a negative, but it is actually a great opportunity in my mind. We also have a large district which could translate into pilot programs that might lead the way for smaller districts around our area. | 3/30/2023 4:38 PM |
| 187 | Our schools are very diverse. We love the diversity in this community . Our teachers and staff are family We care about each other . We collaborate with each other to be able to serve our | 3/30/2023 3:50 PM |

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| | students efficiently and with compassion. | |
| 188 | I don't work at a school and my kids went to Lincoln usd | 3/30/2023 3:15 PM |
| 189 | Many "bright spots" in our schools despite negative press and low test scores. We don't leverage these bright spots enough and/or utilize internal expertise toward school/district improvement efforts enough! | 3/30/2023 2:16 PM |
| 190 | The staff makes the school, teachers, custodians, paraprofessionals, many administrators are caring and want the best for students. | 3/30/2023 1:00 PM |
| 191 | Our schools are full of highly qualified staff that with the right support, can make a dramatic impact to our community. | 3/30/2023 12:22 PM |
| 192 | Many SUSD students have gone on to Great careers and are making change in the world. | 3/30/2023 9:38 AM |
| 193 | Several excellent charter schools. State test scores at the elementary level are steadily climbing. A large percentage of teachers demonstrate a willingness to improve their teaching skills and improve their people relationship skills. New programs are in operation to improve student success. District administrators and school staff are thinking outside the box..learning to change"what is to a preferred status" learning outcomes. School Plans are better evaluated and corrections made. | 3/30/2023 2:01 AM |
| 194 | Some dedicated staff and students who want a good education. | 3/29/2023 8:57 PM |
| 195 | Our kids are generally great and work hard. Our staff is dedicated, and wants to see change that is positive for schools and students. We want to do what is best for students. We have strong educators, | 3/29/2023 7:20 PM |
| 196 | Our schools are diverse | 3/29/2023 7:20 PM |
| 197 | The kids have so much potential if the adults don't screw it up. | 3/29/2023 6:31 PM |
| 198 | Our students are our top priority, and we strive to provide a safe environment. | 3/29/2023 6:06 PM |
| 199 | We have incredible students who are working to overcome insurmountable odds. They struggle with transportation, food and housing insecurities, and have large skill gaps. Our school has dedicated teachers who work collaboratively to identify those gaps and provide targeted support. Our teaching and support staff has created a family for our students, which in turn makes it comfortable for students to stay after dismissal, seek out one on one help, and to receive the positive interactions they don't always get at home. Students know they can rely on our staff to give them groceries to take home, clothes to wear when theirs doesn't protect them from the weather, words of encouragement when family members don't give them the emotional support they crave, and services that support their emotional needs. | 3/29/2023 5:48 PM |
| 200 | Most schools are staffed with teachers who are giving their all and want the best for their students and the district as a whole. | 3/29/2023 5:30 PM |
| 201 | I work with some hardworking teachers. We have bilingual education in three schools. | 3/29/2023 5:27 PM |
| 202 | amazing students that need more support and resources to be successful! | 3/29/2023 5:26 PM |
| 203 | (see answer to #1) | 3/29/2023 5:00 PM |
| 204 | Our schools have many smart, hardworking, dedicated people. | 3/29/2023 4:15 PM |
| 205 | They have very kind caring teachers. | 3/29/2023 4:11 PM |
| 206 | We are resilient, hard working, and perform duties above our job descriptions. The students are good kids. | 3/29/2023 3:54 PM |
| 207 | Stockton schools have alot of bullying going on, when you address the board it goes in one ear and out the other. Also, teachers and administrators are not protected by union, certain people make decisions and pass it down. | 3/29/2023 3:46 PM |
| 208 | Shared goal to help our students succeed. | 3/29/2023 3:35 PM |
| 209 | competitive among county | 3/29/2023 3:19 PM |
| 210 | Nice play areas, abundance of mental health services, health services, lots of technology, meals for every student, technology, specialty schools for students with different interests, multiple behavior intervention services, | 3/29/2023 3:06 PM |

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| 211 | School have some teachers and principals vice principals that go above and beyond with our students to make a positive impact | 3/29/2023 3:06 PM |
| 212 | Children | 3/29/2023 2:45 PM |
| 213 | Schools need lots of help | 3/29/2023 2:40 PM |
| 214 | We have a lot of good teachers and caring staff working in our schools, that care about our students progress. | 3/29/2023 2:32 PM |
| 215 | Taft is an awesome school with awesome people helping the students learn and grow. | 3/29/2023 2:25 PM |
| 216 | informative, frequent updates | 3/29/2023 2:15 PM |
| 217 | The teachers are fantastic. | 3/29/2023 2:11 PM |
| 218 | Close to home. It's within walking distance from our house. | 3/29/2023 2:08 PM |
| 219 | Passionate teachers | 3/29/2023 2:07 PM |
| 220 | They provided computers and wifi hotspots at Harrison. | 3/29/2023 2:06 PM |
| 221 | They have activities for students to participate in after school such as clubs, movie night, dads and dudes night, parent coffee hour. | 3/29/2023 1:47 PM |
| 222 | There are many schools all over the city of Stockton. Each school has its on uniqueness and qualities that provide the students and their families opportunities of growth, support, and development. | 3/29/2023 1:18 PM |
| 223 | Our schools are full of dedicated, hard working folks, from the Lunch Ladies, Custodians and Bus Drivers to Teachers and Administrators who work tirelessly in the face of misery, poverty and dysfunction many of our students endure in their personal lives and with the fallout of that life that often shows up at school. Those people go out of their way to try to bring positivity and a healthy outlook on life to the students. | 3/29/2023 1:13 PM |
| 224 | We have a lot of hard working teachers and staff who go above and beyond to close the achievement gaps with our student population. We have teachers who show up early, stay late, and purchase materials and resources out of their own pocket to provide learning opportunities for their students. | 3/29/2023 1:12 PM |
| 225 | We have some very intelligent people who work very hard, love this community and believe in our children! | 3/29/2023 12:57 PM |
| 226 | Our school is a legacy school; generations of families send their students to our school. The culture here is what families desire their students to experience just as they once did. Things change over time, but the community around the school is so strong that the values have remained the same over time. | 3/29/2023 12:48 PM |
| 227 | Our 52 schools have many amazing things taking place. Yes we need to improve in our teaching strategies, our attendance, our discipline but even with all this, I like the fact that many of our schools continue to work hard to deliver instruction and also work hard to make our schools a safe and secure environment for our kids. | 3/29/2023 12:48 PM |
| 228 | Teachers and staff are the work horse of the schools and district, please listen to them and hear out what inputs they do have. There are parents too that are involved in volunteering to assist the schools, such as myself. We give our inputs to the teachers and staff, so please hear us out. | 3/29/2023 12:45 PM |
| 229 | Some teachers are able to work well through (and despite) the noise of external factors, including corruption. These teachers manage to stay true to the real mission of helping students even when bad actors, usually from the outside, usually with inflated resumes, come into the district and muck things up. | 3/29/2023 12:43 PM |
| 230 | Our scholars at Aspire Public Schools tend to be in the middle of all the politics. We need a leader willing to serve all scholars, not jus unions. | 3/29/2023 12:38 PM |
| 231 | There are a lot of teachers, Staff, and Administrators who really care about the future of the students. There are specialty schools for K-12 students and direct access to college classes. | 3/29/2023 12:37 PM |
| 232 | I love where I work! One specific part I enjoy is the connection teachers make within their | 3/29/2023 12:35 PM |

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| | department. I know if I need something for my class room, I will get a reply if they can provide or not. | |
| 233 | Our school are also very diverse and lively. We have a plethora of cultures and races represented here. | 3/29/2023 12:29 PM |
| 234 | Highly qualified teachers who will go above and beyond to make sure that students learn and all their needs are taken care of at school. | 3/29/2023 12:28 PM |
| 235 | The school is willing to learn and adapt | 3/29/2023 12:25 PM |
| 236 | Strive to educate in an engaging way and meet students where they are not leaving any behind | 3/29/2023 12:21 PM |
| 237 | We have amazing educators who care deeply about our students, who have a diverse set of needs and challenges. Both students and educators are our greatest asset. | 3/29/2023 12:13 PM |
| 238 | Staff is very attentive to students, and seem to care about the students. | 3/29/2023 12:12 PM |
| 239 | N/A | 3/29/2023 12:06 PM |
| 240 | Franklin just had its WASC accreditation, and they said we have the nicest students they've met. Furthermore, Franklin has a lot of staff, who are also alumni, which makes them more invested in seeing Franklin students and community members succeed. | 3/29/2023 11:51 AM |
| 241 | Dedicated staff that really care about positive outcomes for their students. | 3/29/2023 11:49 AM |
| 242 | Schools have caring staff that works hard to deliver quality instruction. | 3/29/2023 11:48 AM |
| 243 | The teachers are very dedicated and are willing to go the extra mile for their students. Relationships are very important to the success of Stockton schools and students. | 3/29/2023 11:38 AM |
| 244 | The staff is dedicated, most people try to be innovative, and many use PBIS programs to drive student engagement. | 3/29/2023 11:37 AM |
| 245 | We are a close-knit group of educators who care about supporting one another so that we can best support our students. We care about compassion but also need structure to keep things flowing smoothly. | 3/29/2023 11:35 AM |
| 246 | The good thing about Stockton Unified is that it is a very large district, the bad thing is also its very large. We have some schools that are better than others, many of those schools are "choice" schools. There are schools in better areas which also make the population vary. Our special education program is wonderful, there are many opportunities for special needs students and in the school setting and in our community. Our Preschool Program at PAAC moves students out of special education at a rapid rate which is a pillar of early childhood education. Our Young Adult program provides many opportunities for youth. I'd say the best thing about stockton unified is the willingness of its staff to help students in need. | 3/29/2023 11:35 AM |
| 247 | The teachers who want to work here are committed to developing good citizens of our community, even while lacking support from administration | 3/29/2023 11:28 AM |
| 248 | The good things about my school is the StEM program and also the music department as well as the helpful teaching staff | 3/29/2023 11:27 AM |
| 249 | Administrator very involved with the students and staff . | 3/29/2023 11:24 AM |
| 250 | Our schools service most of Stockton. We have specialty schools. I would like to see more specialty, trade and technical schools. | 3/29/2023 11:22 AM |
| 251 | Dedicated employees. Students are resilient. | 3/29/2023 11:20 AM |
| 252 | Our staff is willing to assist as needed to make our school run smooth but we do need more support in terms of substitutes for teachers. We have some teachers/staff who have been here for 15 plus years. Our afterschool program is one of the best in the district. | 3/29/2023 11:19 AM |
| 253 | For the most part, the teachers care for the students and put them first and foremost, above all of the seemingly political misgivings the district has been labeled with lately. | 3/29/2023 11:18 AM |
| 254 | We finally have a systematic district wide phonics program, SIPPS. Our union and district have worked together well for the last couple of years. We have teachers and admins who want students to succeed. | 3/29/2023 11:17 AM |
| 255 | My school has a very collaborative staff. We are open to good leadership and work hard for our | 3/29/2023 11:16 AM |

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| | students. | |
| 256 | The staff currently working at SUSD are highly dedicated professionals that are firmly dedicated to their students, schools, district and community being successful. They're willing to work hard and work through the toughest situations. | 3/29/2023 11:13 AM |
| 257 | The staff at my child's school is amazing, above and beyond and I'm forever grateful. | 3/29/2023 11:12 AM |
| 258 | Our schools have a lot of staff members working together to support our students success in school and life | 3/29/2023 11:12 AM |
| 259 | Stockton schools have a dedicated staff of educators committed to providing our students with a high-quality education. We have a variety of programs and resources available to support students with diverse learning needs, including special education services and English language learner support. Our schools have strong partnerships with community organizations and local businesses, providing valuable resources and opportunities for our students. | 3/29/2023 11:07 AM |
| 260 | My school has a strong team of teachers and staff who try to do the best they can in difficult circumstances. | 3/29/2023 11:06 AM |
| 261 | We have hardworking staff at the school site level. | 3/29/2023 11:06 AM |
| 262 | The school that I work at is amazing. All the teachers care for their students and go above and beyond to do what they can to improve students' achievement. The teachers work together and collaborate to help each other with their lessons. The principal is supportive and always looks out for our best interest. | 3/29/2023 11:06 AM |
| 263 | The school my sons have attended has had fantastic staff that goes above and beyond to help with their IEPs. Their kindness, professionalism, and support has kept us in Stockton Unified for at least one of my sons. | 3/29/2023 10:58 AM |
| 264 | There are dedicated teachers. | 3/29/2023 10:54 AM |
| 265 | Our schools are filled with people doing the best they can with what they have been given. I often walk on a campus and it brings me joy, all the energy from the students and the constant movement. | 3/29/2023 10:52 AM |
| 266 | We have many good administrators that are strong advocates for change. They want what is best for their students and are willing to continue to express those needs. | 3/29/2023 10:52 AM |
| 267 | Our schools are built to serve and provide safe space for students of many different backgrounds, ethnic groups, gender identities, nations, and religions. We are always in need of people who value diversity of thought, candidates who are willing to become the "face of the place" and stand against those who wish to defame and discredit the success and good intentions of our students, teachers, and families. work | 3/29/2023 10:50 AM |
| 268 | Our schools are full of staff who try their best to educate students to reach their full potential, while taking into consideration, each students individual needs in order to better serve them. | 3/29/2023 10:49 AM |
| 269 | They help out with food and clothing for kids | 3/29/2023 10:48 AM |
| 270 | We have brilliant students who attend our schools. The schools are not provided all of the relevant resources to help our students become all that they can be. Some schools are very strong and perform well, while others do not. Many students are not valued and appreciated for the gifts and talents that they bring to the learning community. Equity in instruction is a huge concern. Not enough schools are not preparing our students to enter college or careers sufficiently. | 3/29/2023 10:48 AM |
| 271 | Our schools are full of wonderful children that want to learn. Our staff are working hard every day to help students become scholars and good members of the community. | 3/29/2023 10:46 AM |
| 272 | Our teachers are extremely flexible and able to meet students where they are to support student success. Our support staff is also invaluable in how they provide care to our students when it comes to counseling services, and restorative practices. | 3/29/2023 10:44 AM |
| 273 | Consistent/ stable staffing (School for Adults). Experienced and student driven staff. A central location on with a bus stop just steps from the site. 21st century technology & curriculum. The site staff as a whole work to help students overcoming obstacles to attaining their goals by providing support & information areas such as work opportunities, flexible scheduling, child | 3/29/2023 10:39 AM |

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| | care, housing, transportation options, technology support and other community services students may not already be aware of. | |
| 274 | They are equal and diverse. | 3/29/2023 10:38 AM |
| 275 | Supportive School | 3/29/2023 10:34 AM |
| 276 | economically challenged, high crime | 3/29/2023 10:31 AM |
| 277 | I want them to already know that answer. | 3/29/2023 10:31 AM |
| 278 | We are an AVID demonstration site. We have a rich athletic tradition. Our staff works together for the betterment of our students. | 3/29/2023 10:31 AM |
| 279 | Staff are supportive of each other, the students and their families. | 3/29/2023 10:29 AM |
| 280 | Dedicated teachers, positive, encouraging environment | 3/29/2023 10:27 AM |
| 281 | N/A | 3/29/2023 10:27 AM |
| 282 | I work in several schools, in some schools we function as a team and in others there is a great divide. Students must be always the thing that we strive to support. | 3/29/2023 10:19 AM |
| 283 | Victory elementary is a caring staff | 3/29/2023 10:19 AM |
| 284 | caring | 3/29/2023 10:18 AM |
| 285 | The after school programs, tutoring,and intersessions. | 3/29/2023 10:18 AM |
| 286 | Devoted teachers with students' interests and well being as their #1 priority (for the most part). | 3/29/2023 10:17 AM |
| 287 | Our staff has passion for supporting students. | 3/29/2023 10:16 AM |
| 288 | Stockton has the best school in the Inland Empire for medically fragile kids. | 3/29/2023 10:16 AM |
| 289 | We offer a wide variety of services to students to help support our low income families. | 3/29/2023 10:15 AM |
| 290 | Good staff, mostly up to date and a wide variety of specialty schools/schools of choice. | 3/29/2023 10:15 AM |
| 291 | Our school is friendly and goes out of their way to help the families. We do a lot of business in person, face to face. It makes a strong community and relationship. | 3/29/2023 10:13 AM |
| 292 | Our schools are continually striving to do better across the boards. From curriculum implementation to best practices with PBIS. | 3/29/2023 10:13 AM |
| 293 | Schools realize that most downtown administrators are not qualified and often look out for their own interest, masked as having an interest in the students. This has created schools that are quite capable of functioning autonomously. | 3/29/2023 10:12 AM |
| 294 | Our schools are a reflection of Stockton with its diversity. Many sites have amazing projects, initiatives, and teachers, but many operate in silos. | 3/29/2023 10:11 AM |
| 295 | The schools in Stockton serve thousands of local students. The schools here adapt with the students they serve. | 3/29/2023 10:11 AM |
| 296 | We have overall good students and families who want to be involved and be successful, who work hard to do well in school and parents who sacrifice to make sure their children get the education they didn't have. | 3/29/2023 10:11 AM |
| 297 | Quality people who care and work hard. All professionals | 3/29/2023 10:09 AM |
| 298 | involved parents | 3/29/2023 10:08 AM |
| 299 | There are many staff that truly want to make a difference in our schools to better the education experience for our students. | 3/29/2023 10:06 AM |
| 300 | Informative | 3/29/2023 10:04 AM |
| 301 | We have dedicated professionals who do their darndest to help kids become ready for the next step in life. | 3/29/2023 9:50 AM |
| 302 | Dedicated teachers. Efforts to update aging facilities. Efforts to create inclusive environments for all students. | 3/29/2023 9:45 AM |

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| 303 | I do like some of the teachers employed in Stockton schools and some of the social workers. People that actually care about the well-being for these kids as opposed to the money in their bank account. | 3/29/2023 9:41 AM |
| 304 | We have a lot of wonderful teachers and admin, who really care about their students, and want to help them to be successful in life. | 3/29/2023 9:39 AM |
| 305 | I work at Walton Special Center. Our District has the best school in the area for special needs kids. Excellent Admin, Teachers, Staff and Facility for special needs kids. | 3/29/2023 9:20 AM |
| 306 | Community, a can-do attitude and flexibility can all be found in Stockton schools. | 3/29/2023 9:18 AM |
| 307 | We have a staff who cares about the well-being of our students and for one another. | 3/29/2023 9:17 AM |
| 308 | We are working to prepare our students to become productive citizens in our society. Positive role models are much needed to move forward with our goals | 3/29/2023 9:12 AM |
| 309 | Teacher, admin and staff really care. | 3/29/2023 9:05 AM |
| 310 | organized, disciplined with students as a priority. | 3/29/2023 8:48 AM |
| 311 | Source of well being for students. Staff that lives in community and can relate to students. | 3/29/2023 8:18 AM |
| 312 | Our students! | 3/29/2023 2:31 AM |
| 313 | There are many wonderful things about SUSD schools, such as students that attend. | 3/29/2023 1:39 AM |
| 314 | Teachers passionate about teaching. Parents who have an interest in their child's education. | 3/29/2023 1:22 AM |
| 315 | The schools in SUSD have highly dedicated staff. These staff include principals, support staff, teachers, librarians, and more. There should be a strong connection and relationship between each level of support. There should also be a clear understanding of respect for what each person provides to their community. | 3/28/2023 11:45 PM |
| 316 | We have quality teachers that care about students. They deserve a super who can not just send out letters to show that they care but put in the time and effort to be seen and not just send out emails. | 3/28/2023 11:08 PM |
| 317 | Our teachers are passionate dedicated teachers that want students to be successful. | 3/28/2023 10:27 PM |
| 318 | Many of the schools have caring adults and increasing number of opportunities for our students. | 3/28/2023 9:53 PM |
| 319 | We have won state/federal awards for our arts program. We are progressing on a quality PBIS program. High quality staff working for our students. | 3/28/2023 9:47 PM |
| 320 | We have many dedicated professionals who do what is in the best interest of students. | 3/28/2023 9:37 PM |
| 321 | Our educational community has survived several administrative changes. Our school community has continued to grow, learn, and endeavor to serve our students. Through many curricula and disorganization from the top, our school administration, teachers, and support staff strives to provide academic continuity and rigor. | 3/28/2023 9:36 PM |
| 322 | I am able to work across many school campuses, but it does not matter which campus that I am on, each campus feels like a family. The support that they have for each speaks to how they value one another. Longevity/tenure means a lot. | 3/28/2023 9:29 PM |
| 323 | The high schools have a variety of Education courses to offer our youth. | 3/28/2023 9:26 PM |
| 324 | Our schools have a lot of money, but it is not always used in a correct manner. We have schools with passionate teachers who are very good at their job. But we also have teachers who are horrible and should have been fired many years ago. We need someone who is going to take lead, get these bad teachers out or train teachers to work with our population instead of just allowing them to sit back and hinder our students and get a high paying paycheck. | 3/28/2023 9:23 PM |
| 325 | Diverse schools. We have school options for our students, they can go to schools that meet their needs. | 3/28/2023 9:16 PM |
| 326 | Teachers care, parents care and are supportive of all students success in their education. | 3/28/2023 9:09 PM |
| 327 | Great programs | 3/28/2023 9:06 PM |

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| 328 | We have capable students and hard working teachers, staff, and administrators. Many people will go above and beyond for our students. | 3/28/2023 8:56 PM |
| 329 | Nothing right now....it's a challenge | 3/28/2023 8:55 PM |
| 330 | Many schools are working hard to build partnerships with parents and families. | 3/28/2023 8:50 PM |
| 331 | Teachers/Staff members go above and beyond for their students | 3/28/2023 8:50 PM |
| 332 | SUSD is craving community and school spirit and thrives with each opportunity given. | 3/28/2023 8:47 PM |
| 333 | I'm a product of this school district I went to victory elementary and Cesar Chavez high school I will say with both schools the resources I needed were available | 3/28/2023 8:45 PM |

Q3 What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

Answered: 349 Skipped: 7

| # | RESPONSES | DATE |
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| 1 | Across the board, meaning on any given school campus of Stockton Unified School District in regards to middle school school students: They should be given their own space for educational preparation for high school (High School Readiness) meaning: There should not be middle school (Jr High School) students intermixing with Elementary students on campus. | 4/15/2023 2:59 AM |
| 2 | Our students academic progress is generally low, safety issues are a concern and moral is low causing toxic environments for both students and staff. | 4/15/2023 12:09 AM |
| 3 | Across the board, meaning on any given school campus of Stockton Unified School District in regards to middle school school students: They should be given their own space for educational preparation for high school (High School Readiness) meaning: There should not be middle school (Jr High School) students intermixing with Elementary students on campus. | 4/14/2023 10:01 PM |
| 4 | That parents are not being held accountable enough for their children behavior, and counseling should be mandatory until the issues is resolved. | 4/14/2023 9:48 PM |
| 5 | The district employees and community have been through A LOT with changes in district leadership over the years. We've heard all the talk and no action to make our schools better. We are tired of people coming in, bringing all their guys, then making a mess, and leaving the district community to clean it up. We deserve better! | 4/14/2023 9:43 PM |
| 6 | Literacy rates; district and other governing bodies' politics; community-communicated need support; need for a parents-schools connection | 4/14/2023 8:21 PM |
| 7 | The superintendent should be aware that we need someone with a multi-year plan to help our students make up for the learning lost during covid and be proficient in reading and math. | 4/14/2023 6:55 PM |
| 8 | Many people are curious and weary of the pattern of "come to Stockton for several years and then move on with big bunches of money for an incomplete time on the contract. Staff and employees work well with desires to improve, again the pattern has been to bring the cronies and change things to best benefit their wallets and not the children. | 4/14/2023 6:01 PM |
| 9 | The new superintendent needs to understand the political climate of this district and the systemic issues that have plague the districts for years. This district has been governed by bad and inexperienced board members who have no business in providing good governance to run a school district. | 4/14/2023 5:00 PM |
| 10 | District dysfunction. People have positions that are not qualified and do not know how to do the jobs. Support for teachers and students is slow are non-existent. | 4/14/2023 4:53 PM |
| 11 | The district lacks dependable personal which affect students and teachers. Furthermore, | 4/14/2023 4:52 PM |
| 12 | Please be aware that your predecessors have left a stain of distrust, misaligned allegiances and acts of omission. | 4/14/2023 4:37 PM |
| 13 | The superintendent must be aware that there are some outside influences (209 times, city politics) that are very toxic for our community and we have to expel them from the positive work that is being done. They will have to deal with people who are power hungry and who are not improving our system. Sometimes this can be the board and other times its those who are seeking to manipulate for their own personal gain. The Superintendent needs to be able to teach the board to be adults and conduct themselves as professionals. Our district has had so many law suits, traumatic events, and we have to start moving towards best practices. As a distirict we need a hard reset because there are so many who are just tired, but yet need systems in place to build sustainability. We need someone who can be around for the next three-5 years and build policies and procedures that move our district forward. | 4/14/2023 4:02 PM |
| 14 | We are getting to many students who have not been in school for several years or they are | 4/14/2023 3:55 PM |

coming to our district and can't speak English. Either case it is difficult for teacher to have any resources for these students.

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| 15 | The politics in the district with the directors and people who are shady making decisions behind the scenes. Most of those people have never been in the classroom or were in a classroom for a short period of time or it's been ages since they've been in a classroom. This district should be based on students and teachers first, and all else comes after that. Teachers in this district are treated poorly when in fact we should be the main concern. It would be nice to get a superintendent that felt that way about teachers. Then get rid of the directors and people who are corrupting our school district. | 4/14/2023 3:33 PM |
| 16 | Staff and community lost all trust in the system and processes here at SUSD. The district has taken a "selective" approach when it comes to enforcing policy which lacks the consistency that we are desperately seeking. | 4/14/2023 3:30 PM |
| 17 | school board at this time has many problems. too much fighting within. | 4/14/2023 3:28 PM |
| 18 | There is a strong lack of acknowledgment of the Native American community in Stockton Unified. The Native Americans are often ignored and left out as they are left out in this committee. | 4/14/2023 3:23 PM |
| 19 | There are many employees who do the minimum. Employees are not all ethical; honest. Constant turn-over of administrators Theft by employees | 4/14/2023 3:07 PM |
| 20 | To put children's needs and safety first. No issues at our school but from other incidents that have happened at other schools in SUSD | 4/14/2023 2:57 PM |
| 21 | The older schools south of Charter Way/ now Martin Luther King drive. Are in need of LOTS of repair. The school I am working in has a building that should have been condemned a long time ago and replaced. The floors are spongy from dryrot underneath. The principal puts in workorders and instead of the district fixing...etc. They put a piece of lineolium over the spongy area...which is it still spongy and the floor is rotting...but hopefully we won't fall through the floor with the repair. The asphalt has so many cracks and problems it doesn't ever pass the Williams Act...but nothing has been done in the past 7 years that I have been at this site. When I was at a site in the north...repairs happen almost immediately. It's pretty sad that the old south side schools are ignored. | 4/14/2023 2:37 PM |
| 22 | Some of our students will be criminals as adults. | 4/14/2023 2:30 PM |
| 23 | We need someone willing to work with the school and community. Not for a year, but many years. To operate and improve the programs that are in place. We have had every superintendent come in with their own ideas. Programs are changed before we can see if they work and not go in change programs, and then teachers have to learn new programs all over again and not give enough training. We need a superintendent that is invested in children and staff that work with the students every day. Not only with the higher-ups. Students and teacher first. | 4/14/2023 2:24 PM |
| 24 | Lack of academics in all of Stockton unified school district. Students are beyond compared to other district. More emphasis in academics to get them catch up. More reading programs, more programs to get kids involved in healthy activities, more re-enforcement and rewards for students academics and hard work they have done | 4/14/2023 2:24 PM |
| 25 | Don't waste money on programs that only matches the data results you want. Be more knowledgeable about what really helps students in the long run not just during testing periods | 4/14/2023 2:24 PM |
| 26 | The biggest challenge is behavior. Unfortunately, most students come from a low income, 1 guardian environment and the students are subjected to unfavorable circumstances which in turn reflects bad behaviors. | 4/14/2023 2:16 PM |
| 27 | No to more charter schools! Schools should serve EVERY student and charters discriminate. | 4/14/2023 2:12 PM |
| 28 | Distrust, misappropriation of funds, favoritism, bullying, name smearing, management "top heavy" with pay and benefits, individuals are not qualified for positions, toxic work place, current classified staff is leaving SUSD for better pay and benefits, SUSD can not get qualified candidates to fill job vacancies at classified levels. | 4/14/2023 1:36 PM |
| 29 | Violence has affected our community and schools and needs to be addressed. | 4/14/2023 1:29 PM |
| 30 | Stockton has a high poverty rate. As a result, crime is high. Many students have trauma of | 4/14/2023 1:28 PM |

violence and mental health struggles in their families. SUSD has done well working to make sure each site has counselors and mental health clinicians, but we still need many more of these services. We are also in need of more nurses and teachers.

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| 31 | Financial issues. | 4/14/2023 1:27 PM |
| 32 | Educational money is being spent on unnecessary trips for training, when they can be spent on stuff more educational for the students. The children need more activities, books, materials and educational trips. | 4/14/2023 1:20 PM |
| 33 | Kids from other schools should be able to attend different schools for the day to become aware of what is going on. | 4/14/2023 1:16 PM |
| 34 | Intimidation. Don't shy away from the challenges. Generate new directions and/or procedures as previous methods may not be suitable for current times. Inconveniencing employees and infringing on their mental health with placing coworkers on PAL without notice to prepare or pickup in a timely manner of pending tasks; thus creating uproar in the community. Consistency - be consistent with direction. | 4/14/2023 1:16 PM |
| 35 | Substitute custodians are mistreated and have no benefits. They should have some benefits after a certain amount of time that they are employed and should be represented by the union. The schools would not be able to operate without substitutes, non-English speakers who have been cleaning for 10 years and applying for permanent positions still do not get ANY BENEFITS! | 4/14/2023 1:13 PM |
| 36 | It is very important to hear out the students and listen to the changes that they want made in their school especially when it has to do with basic needs. They are the ones that will be there every single day and we should let their learning environment be somewhere they are comfortable in. | 4/14/2023 1:12 PM |
| 37 | There is not enough supports at the schools to impact student achievement. Our kids and families have a lot of trauma and need a lot of extra support to provide that home piece to learning. | 4/14/2023 1:11 PM |
| 38 | We need a candidate that can stay long term, just like neighboring districts (Lodi, Manteca, Lincoln). | 4/14/2023 1:04 PM |
| 39 | Our schools district has been corrupt and with decisions not being made to benefit the kids it serves. There is a huge lack of leadership who are serving the schools and the students well. | 4/14/2023 1:03 PM |
| 40 | *The current K-8 set up does not prepare students to enter high school, They do not understand passing periods or navigating the halls to get to another class. Students are still being escorted between classes, before school line up and from lunch. *There is a need to provide training to general education teachers in working with students with disabilities, especially autism and Dyslexia. *Special Education teachers also need training in providing research-based supports to children with Dyslexia. | 4/14/2023 12:57 PM |
| 41 | Many school practices/routines are hegemonic. Regardless of training, research or input schools are still operated the way they were when I attend SUSD and I am 57 years old (minus middle schools). SUSD will hold trainings and bring in consultants and speakers and still return to old practices. Final candidates should be aware of and willing to implement reforms that are responsive to student need and based in sound research. Schools should have the local flexibility to respond to each school's unique needs, | 4/14/2023 12:48 PM |
| 42 | The lack of parent involvement, student disengagement in school, and demoralization of staff | 4/14/2023 12:42 PM |
| 43 | Safety of school campus concerns, lack of proper fencing and gate locks, campus security, SUSD police response. | 4/14/2023 12:42 PM |
| 44 | If you are not equitable, the community will ask for your departure from our district | 4/14/2023 12:41 PM |
| 45 | It is crucial for the superintendent to address and find solutions to the following issues: Student's Safety as the number one cause of child's death is gun violence. The millority of parents do not feel institutions including schools are doing enough to keep our students safe. Furthermore, Most of our students come from marginalized communities. The new superintendent most have a plan to uplift and empower these students. Moreover, It's important to acknowledge that music, art and sports are effective tools to empower youth. There is a need to make art, music and sports programs available to all students, from | 4/14/2023 12:41 PM |

preschool to 12 grade. Unfortunately, there are schools without music instruments, and without proper art classes.

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| 46 | Parents are concerned about their children's education and safety at school. We want our children to be prepared for college and able to perform competitively with students from other districts. Politics, duplicity, and mismanagement of time and finances are unacceptable. | 4/14/2023 12:40 PM |
| 47 | My hope is that the new Superintendent will not need to hold new information because they should be someone that is already in the district. We do NOT need another outsider coming in with their own agenda, and crew of friends, that think they can 'save' us. We need to promote from within, someone that has spent their entire career in SUSD and knows what it needs at all levels. | 4/14/2023 12:32 PM |
| 48 | For the past 20 years SUSD and its school board has not been able to work together through the challenges Stockton presents. There has been no cohesion and a constant turnover of Superintendents and senior administrators leading to a SUSD that lacks true long lasting vision. | 4/14/2023 12:29 PM |
| 49 | Know that you'll be looked at under a microscope and that you're inheriting a position that has produced a great deal of turnover over the past several years. Staff, community and students may be skeptical regarding your commitment and longevity to our District/students. | 4/14/2023 12:26 PM |
| 50 | Security for all schools. Better financial planning. Positive leadership for our district. G | 4/14/2023 12:26 PM |
| 51 | The school board is dysfunctional and have very personal agendas that are heavily influenced by self-interest groups. In the past few years, the superintendents and school board have made many questionable hires without following proper procedures. | 4/14/2023 12:25 PM |
| 52 | The required maintenance is postponed. There is too much violence and excitement for students to view fights | 4/14/2023 12:24 PM |
| 53 | There is great toxicity in the district. There is a huge lack of trust from the top to the bottom because of the continuous retaliatory actions by those in power. There is an extensive turnover rate for Superintendents in SUSD because of the difficulties in the district. There are many other items to address but if this root cause is not addressed first, history will repeat itself over and over again in SUSD. | 4/14/2023 12:23 PM |
| 54 | Provide equal teaching in all schools and expect accountability for that. Also handle state funds appropriate and fair. | 4/14/2023 12:22 PM |
| 55 | We have very dedicated people that persevere through adversity and uncertainty all the while dealing with unreasonableness. | 4/14/2023 12:22 PM |
| 56 | Moral is really low | 4/14/2023 12:21 PM |
| 57 | We are a large district with many issues - some district-wide and some site specific. SUSD has had a lot of turnover - both at the district level and the site level. We have a Board that gets a lot of press and not the good kind. | 4/14/2023 12:20 PM |
| 58 | That we have had a revolving door regarding the superintendent's office. Some have possibly taken the job to up their pensions and have not been vested in our area. | 4/14/2023 12:20 PM |
| 59 | SUSD often is in the forefront of bad press, but we have a lot of amazing things happening at our schools. There is a need for a big increase cross-department communication (especially across the "two sides" of the house ~ ed services and student services). There is also a sense of distrust (from the employees, parents, community, etc) that has been simmering for quite a number of years. | 4/14/2023 12:19 PM |
| 60 | Politics should not be a part of the educational system. We should all be here for the kids and what the kids need for success. | 4/14/2023 12:19 PM |
| 61 | SUSD seems to have had many superintendents who don't stay very long.....almost as if they're trying to just use this position as a stepping stone or trying to boost their earnings right before they retire. Our community deserves someone who is here for the long haul and really wants to make a difference for our students and staff. SUSD has also had budget/monetary issues in the past, what will the new candidate do or what skills do they possess to ensure that money is being spent properly? I also think teachers feel like their concerns are not always heard and their input is not included in major decisions affecting their work. | 4/14/2023 12:18 PM |
| 62 | A superintendent who comes to this job with an attitude of "reform" will not be successful. | 4/14/2023 12:18 PM |

Teachers in this district are experts in what needs to be done to help our students. In order for a superintendent to be successful here, they should approach this as a collaboration with teachers and NOT employ a "top down" approach. That type of toxic authoritarianism has no place in a school community. Teachers should be the primary drivers of policy decisions. We are the experts. Additionally, dedication to treating teachers as the professionals and experts that we are will create good will and improve morale as well as go a long way toward solving teacher retention issues. If we are respected and valued AUTHENTICALLY, we will stick around. Otherwise, we will leave and go find higher-paid work outside of education.

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| 63 | Parking safety dropping off and picking up kids after school. I think Principals and teachers needs help , maybe recruit higher students to do volunteer Safety Patrol just like other schools in the Bay Area. During conference or meetings-should have a better speakers /audio /video improvement. Very low quality sound when attending meetings hard to hear /understand what's being said when you seat in further back. | 4/14/2023 12:14 PM |
| 64 | I hope we hire someone from our community stop hiring people from the outside | 4/14/2023 12:13 PM |
| 65 | Hiring good teachers that care about their students and that represent the community they are working for. Directors should be more in school grounds seeing what is going on in the schools and less in meetings. | 4/14/2023 12:12 PM |
| 66 | There is no consistency in our district. There is also no accountability. Our students should be able to go from one school to another and have a seamless transition. | 4/14/2023 12:12 PM |
| 67 | Students have no respect for authority because there are zero consequences. Attendance is horrible because parents aren't held accountable and there are zero consequences for them not bringing their kids to school. Parents also lack respect for authority. | 4/14/2023 12:11 PM |
| 68 | Administration pocketing money while the staff is underpaid, or in the case of speech language pathologists, LIED to by administrators that they would be paid for additional work to cover the THIRTEEN vacancies and then denied payment for work already completed. Meanwhile, the district is pocketing the THIRTEEN unpaid salaries with full time benefits. Unconscionable. | 4/14/2023 12:11 PM |
| 69 | There is a HUGE need for academic intervention. Instead of just passing kids from grade level to grade level and then blaming teachers, the district needs to step up and own the truth of issues in academics and adopt some systems to help address this issue and also consider retention and mandatory summer support. | 4/14/2023 12:10 PM |
| 70 | It is a district where there needs to be trust and transparency to the SUSD community, parents and students. | 4/14/2023 12:10 PM |
| 71 | Bullying is one of the problems my kids had been facing. | 4/14/2023 12:09 PM |
| 72 | The superintendent should be familiar with past and current history of students needs as well as employees contributions within other departments. | 4/14/2023 12:07 PM |
| 73 | It is a high poverty community. Parent involvement is minimal. There has been a tumultuous leadership history. Leadership at all areas changes frequently. Of course the financial problems. Student and teacher motivation is struggling. There is little optimism. Many past school board members were I'll qualified for the work. | 4/14/2023 12:07 PM |
| 74 | We need reach out to get community support in hiring students in high school to obtain work skills, and responsibility. We need a strong leader in supporting our students in academics, SEL, and School Counselors. It would be beneficial to a Superintendent to do assmblies on motivating our students so they feel a sense of peace within our schools. | 4/14/2023 11:56 AM |
| 75 | nepotism, nepotism, & nepotism, politics and corruption, lack of parent participation and some lack of emphasis (parent) on obtaining high school diplomas | 4/14/2023 11:26 AM |
| 76 | The utilization of resources to help target disadvantaged populations. | 4/14/2023 11:20 AM |
| 77 | The superintendent should know that there is severe inequity throughout the district. All students in every schools should be provided with safe, modern, well maintained facilities and the support necessary for the staff, faculty, and administration to ensure our students receive the best possible education. | 4/14/2023 10:40 AM |
| 78 | How much corruption has been done, is currently being undone, and to not "join a team" or side. Just do good work. Please. Our students and parents deserve it. | 4/14/2023 10:37 AM |
| 79 | Trust has been broken from the higher ups. Past practices has been placing individuals in | 4/14/2023 10:33 AM |

positions they are not qualified for and personal relationships allowing for this practice. The main D.O. feels like H.S. with the gossiping and 'click like' groups.

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| 80 | Are special education students and parents are not supported. There should be a parent liaison that is just dedicated for special education. Our special education department is understaffed. | 4/14/2023 10:17 AM |
| 81 | Make your own decisions regarding personalities of administrators. Let principals make in depth site decisions. Not every school needs the same items. NEED AUTOSHOP returned to public high schools | 4/14/2023 9:44 AM |
| 82 | It is a high poverty community. Parent involvement is minimal. There has been a tumultuous leadership history. Leadership at all areas changes frequently. Of course the financial problems. Student and teacher motivation is struggling. There is little optimism. Many past school board members were I'll qualified for the work. | 4/14/2023 9:42 AM |
| 83 | Money is obviously a necessity but should not be your motive to be in this position | 4/14/2023 6:49 AM |
| 84 | Academic achievement is an issue. Not because of potential but a solid plan and mission to move our students forward. Schools are not cohesive. We also have administrators that are managing schools but lack the training and vision to be academic leaders and increase the academic achievement of our students. There is a high rate of teacher turnover, admin turnover and district personnel turnover. We need solid processes and procedures that will continue regardless of the person in the position | 4/14/2023 1:33 AM |
| 85 | I doubt it's possible but maybe we start holding parents accountable for their children. | 4/14/2023 1:00 AM |
| 86 | We do not have consistency and we lack communication across departments, we also feel divided but coming in new and restructuring (new titles, new departments, new people) only perpetuates and furthers these ongoing issues. Work with those of us who are here and will outlast you; we are invested, we are resilient. | 4/14/2023 12:11 AM |
| 87 | We need more activity for our children. Sport for Elementary School. Music. And good communication at all times. | 4/13/2023 11:43 PM |
| 88 | The new candidate should be aware of the politics of SUSD and a board that has been inept for many years. We have been embarrassed by comments of both senior SUSD employees and board members. We are tired of the scandals, poor representation of SUSD, and threat of being taken over by the state because of mismanagement! It has been appalling on so many levels.... I feel another valid opinion is the district and board continually fail to listen to what the real issues are and what the students are needing ! Please listen to your teachers, we are on the frontlines with the children and know first hand what is needed! We are being faced with so many complex situations and required to wear many hats! Hoping for an individual who can deliver real tangible change! | 4/13/2023 11:29 PM |
| 89 | Homelessness, gun violence around schools | 4/13/2023 11:22 PM |
| 90 | You will become an immediate target of the local rightwing media site known as 209 Times. Do not kowtow to them or attempt to curry their favor. | 4/13/2023 10:55 PM |
| 91 | It is a very diverse population, superintendents do not last long, the history of Stockton and the school district. | 4/13/2023 10:48 PM |
| 92 | Nepotism. Administrators in positions to long with no results. Low achieving schools have a lack of leadership and an abundance of new teachers or teachers with one foot out the door. Data talk and analytics is not taken seriously at some sites. The politics within SUSD is ridiculous. We need a superintendent who acknowledges achievements and not last names. | 4/13/2023 10:36 PM |
| 93 | Funding is an issue and prevents students from having necessary materials. Pertinent information regarding college applications, scholarship opportunities, etc. | 4/13/2023 9:18 PM |
| 94 | truancy, English proficiencies are low | 4/13/2023 9:17 PM |
| 95 | Many needs of students and teachers. Need to keep current. Have high expectations. Get parents involved. Get parents help as needed. | 4/13/2023 9:16 PM |
| 96 | Money is obviously a necessity but should not be your motive to be in this position | 4/13/2023 9:07 PM |
| 97 | District has a lot of "baggage." Community traumatized by actions of past superintendents who just wanted to line their pockets (and bring their friends who may not be qualified). Majority of staff, parents, and students are ready and willing to be the best they can be. | 4/13/2023 8:03 PM |

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| 98 | Budget, safety of the children & parents, education, sports, after-school programs, levels of support to assist those who need more help | 4/13/2023 7:53 PM |
| 99 | Dysfunctional school board and lack of systems and accountability | 4/13/2023 7:51 PM |
| 100 | Teachers are in classrooms with more students than they can handle. The board is corrupt. Lots of teachers call in all year so many students have subs all year. Need more bi lingual aids. School safety is an issue. Parking, student drop off is dangerous every morning and afternoon. Take mental health into account more. | 4/13/2023 7:49 PM |
| 101 | Please read all headlines and articles from national news organizations and know there is truth in everything you have read. SUSD is a hot mess. | 4/13/2023 7:22 PM |
| 102 | Our district is broken and has been for quite a while. We need a leader who can pick up the broken pieces and with a team of leaders create a positive environment with processes and procedures that work! We need an environment where everyone is trusted and there are no secrets. There is not much trust with leadership and we need that back. | 4/13/2023 7:21 PM |
| 103 | Lack of safety for students and staffs district wide. We need more mental health support for staff. More information and plans for what the district is doing to keep students and staff safe from gun violence. | 4/13/2023 7:17 PM |
| 104 | My home doesn't mind donating supplies for the classroom my children are in, I love being able to participate in some measure, but I would love for the schools to become more creative in fundraising while simultaneously engaging with its surrounding community. | 4/13/2023 6:52 PM |
| 105 | The new superintendent should be aware of the great impact they will have on the school district and community. They should be aware of the challenges that SUSD faces with the budget, teacher burn-out, low test scores, and poverty. I would hope that the new superintendent understands the importance of parent involvement, and makes great efforts to bring parents into the school while valuing their input. | 4/13/2023 6:43 PM |
| 106 | Crowded schools, teacher accountability needs tighten up, More support for AP's. Do Not roll over for STA ! | 4/13/2023 6:26 PM |
| 107 | Transparency is needed in this district. The superintendent must be adhere to responsible use of school funds. | 4/13/2023 6:24 PM |
| 108 | The biggest obstacle will be turning the distrust between stakeholders into trust so that we can all work together for the common good of our community. | 4/13/2023 6:16 PM |
| 109 | I believe safety and additional security for our students and staff safety are major issues that need to be addressed. Our schools need to set up a protocol in case of a school shooting and have the precautions to avoid this situation. Bullet proof glass, teacher trainings, security officers at the schools permanently, buzzers to allow visitors in. etc. Visitors can come in very easily and harm our students which is very worrisome to me as an employee and mother. | 4/13/2023 6:15 PM |
| 110 | The superintendent should be aware that stockton unified school district schools need to be more strict with students, and enforcing the rules. There also need to be adequate bathrooms available to students at Cesar Chavez High School, 2 bathrooms for all those students is insufficient. Also, there are so many safety concerns for the students. | 4/13/2023 6:13 PM |
| 111 | As one of the largest school districts in CA, we have over 35k students, over 4k employees, 10 Bargaining Units, and many passionate personalities. | 4/13/2023 5:27 PM |
| 112 | Should be able to be open to communication and work together well as a team for the educational goals of all the district's students. | 4/13/2023 4:24 PM |
| 113 | The number one thing I believe is that the Superintendent is a local person, familiar with the people and schools in San Joaquin County. | 4/13/2023 1:00 PM |
| 114 | There is a big disconnect between the school district and parents. | 4/13/2023 12:13 PM |
| 115 | There are a lot of staff members in Stockton Unified School District that don't put the students safety first | 4/13/2023 11:56 AM |
| 116 | Reducing class sizes Increasing mental health services and implementing a district-wide system for referring students. Teachers are being ignored when they request services for their students at their own sites. Encouraging administrators to get into classrooms more to increase classroom observations with meaningful feedback for teachers. Hire administrators | 4/13/2023 10:58 AM |

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| | that can model instruction. Improve CTE programs. Increase security and accountability on campuses. Teachers don't feel supported with classroom management issues and students don't feel safe and/or can't focus in their classrooms. Hire qualified and intentional directors and specialists. Examine ALL sites for ways to improve the quality of the campus. Many sites requesting improvements to better serve students are being overlooked because they aren't a large comprehensive. | |
| 117 | there is a lot of reorganization that needs to start from the top and that the foundation of this District is the employees that are in the trenches so to speak on a daily basis, those are the voices that should be heard. | 4/13/2023 10:52 AM |
| 118 | Teachers need support in classrooms, current policy lets one or two students disrupt learning for all without consequences. | 4/13/2023 10:35 AM |
| 119 | The corruption around money. With a district as large as ours there is lots of money and when there is lots of money corruption tends to follow. | 4/13/2023 10:26 AM |
| 120 | We need better support with students that have behavior issues, students who have no respect of staff. | 4/13/2023 9:54 AM |
| 121 | Corruption. Money is being spent in the wrong way. We need more SPED classrooms and teachers. We have an overflow of IEP students without enough staff to support... | 4/13/2023 9:53 AM |
| 122 | All of the lawsuits our district has against them. | 4/13/2023 9:53 AM |
| 123 | We have a lot of crime and education is the key to reducing crime. | 4/13/2023 8:56 AM |
| 124 | The superintendent should know the issues! We need to hire someone who is local and has roots in Stockton. | 4/12/2023 11:55 PM |
| 125 | I would definitely say the superintendent needs to keep an open mind and come in with no judgement. I would recommend to just follow all policies, procedures and learn all the contracts. | 4/12/2023 11:19 PM |
| 126 | Teachers need more support based on what they say they need to help students succeed. Admin at school sites needs to be stable and not changed constantly. Charter schools being approved in our neighborhoods make it harder to teach the students we have left. | 4/12/2023 10:16 PM |
| 127 | Past superintendents have struggled to inspire and unite staff, parents, and students. | 4/12/2023 9:56 PM |
| 128 | We have a large district with many uninvolved parents. Many families are in crisis. Teachers are exhausted and at times hopeless. We need a superintendent who understands and is committed to our parent/student population and unifies our teaching staff. | 4/12/2023 9:43 PM |
| 129 | Lack of transparency, "bullies" in the district that get away with no consequences, lack of addressing safety at schools. We are tired of going through this process again. We need a superintendent who is serious about these students and willing to put their needs first instead of their "buddies" needs. | 4/12/2023 9:34 PM |
| 130 | Issues that the superintendent should be aware of is how many kids dont have anywhere to go after school. By kids being able to fo sports or activities after school it would help lots of kids stay out of trouble and be productive | 4/12/2023 8:49 PM |
| 131 | There are many issues and concerns but the issue is that some issues they are not being communicated and addressed or when they are brought to attention, "solutions" are unclear or a causing of another issue. | 4/12/2023 6:49 PM |
| 132 | The delegation and accountability of responsibilities to Assistant Superintendents, Program Administrators and School Administration is lacking. There is often a lot of confusion about who is in charge of what and that leads to frantic efforts at the last minute. That lack of structure causes chaos that our district doesn't need. Our students need a reliable and trustworthy school district. | 4/12/2023 6:47 PM |
| 133 | We need to have qualified individuals in the roles they have been placed. Good intentions can only get you so far. | 4/12/2023 6:46 PM |
| 134 | Diverse community. Not all students come from single parent homes Not all students experience poverty. Students/teachers/staff don't feel safe. Campus cleanliness is lacking Consequences to student misbehavior is lacking. Teacher support [from parents/admin is often lacking | 4/12/2023 6:20 PM |

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| 135 | There are many employees who are products of Stockton Unified School District. I attended K-12th grade in SUSD and came back here to teacher and now an admin. We have many valuable resources here in our district. Due to constant turnover with Superintendents and Board members who are not here to help our students, whoever gets the job has a lot of work to do to put our students needs first! | 4/12/2023 6:15 PM |
| 136 | Revolving door of superintendents | 4/12/2023 6:10 PM |
| 137 | Parents double parking when picking up students we need for high ups to show up and take charge and warn parents of consequences if they do not follow up on notices fr the schools . | 4/12/2023 6:09 PM |
| 138 | The incidents that have occurred at many schools starting with the tragic death of the stagg student last year. My child still doesn't feel safe at school. There have been several car vs. student incidents last year at my other children's school (Mata) which my daughter was one of them when she was hit in the parking lot at school and both the last principal and vice principal didn't seem to care much. With that being said, there's lots to fix with safety being a main concern. Together as a community and SUSD we got this! | 4/12/2023 6:07 PM |
| 139 | The multiple leadership changes have wreaked havoc in our district. We are in desperate need of stability and transparency. Our schools and neighborhoods have unique needs and strengths to be both addressed and celebrated - a "one size fits all" approach will not work. We need over arching district policies but also need flexibility at the site level to implement in ways that best support our students and families. | 4/12/2023 6:00 PM |
| 140 | The politics of this district and don't ever listen to one side of the story, always listen to both sides. | 4/12/2023 5:56 PM |
| 141 | How our current Management has the lack of skills and know how to perform their jobs. I am 17 year veteran working for the Districts which assists all dept in our Fiscal | 4/12/2023 5:54 PM |
| 142 | I am very concerned about what I am hearing about LGBTQ and Trans issues. I think these things should not be taught in schools and should be left to the students parents. | 4/12/2023 5:50 PM |
| 143 | internal abuse. district staff taking advantage of others kindness. | 4/12/2023 5:49 PM |
| 144 | The importance of community engagement. Familial distress within the socioeconomical status' of our community members. | 4/12/2023 5:47 PM |
| 145 | That there are a lot of struggling demographics in our district. They ALL need to be focused on. | 4/12/2023 5:43 PM |
| 146 | People have strong opinions and there is a lot of antagonistic rhetoric | 4/12/2023 5:43 PM |
| 147 | They must be strong to stand up against the bad underground politics. | 4/12/2023 5:02 PM |
| 148 | Past poor management Always negotiating with unions for prior years worked/never negotiating for current school year The district does not work as a TEAM Schools in disrepair Poor student attendance rates | 4/12/2023 3:21 PM |
| 149 | need stability of leadership, long term solutions, financial stability | 4/12/2023 12:30 PM |
| 150 | Stockton is a challenging city, and has been historically. But there is so much potential here. People care about their community even in the face of strife and tragedy. With the right leadership and support we can clean up the district, right the wrongs of the previous leadership, and turn our focus back on the safety, support, and education of our youth. | 4/11/2023 6:31 PM |
| 151 | They need to be transparent, work with all school goals including small sites like Jane Frederick our current interim Superintendent does not visit or attend our college and career fair (and she was invited) supervise and be a leader in all departments and treat everyone equally. | 4/11/2023 10:20 AM |
| 152 | We disparately need to get bad to basic education. Reading writing math, history. ANYTHING that has to do with CRT, Gender or Sexuality has NO place in school. After school clubs Maybe. But perparing children to became production adults is priority number one | 4/10/2023 11:36 PM |
| 153 | Ensuring student's safety #1. too many problems at the high school level. Need more resources for family with troubled kids. Every child deserves an education and SUSD needs to stand by that. The new Superintendent needs to clean house completely, Some of the districts representatives concern me as a community member. | 4/10/2023 11:02 PM |
| 154 | It's a huge district with massive challenges- poor management has led to a malaise and apathy- the superintendent has to listen to the community but be able to make decisions in the | 4/10/2023 9:40 PM |

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| | best interest of students | |
| 155 | Disinformation spread by certain groups who wish to line their pockets at the expense of students, parents and SUSD staff. | 4/10/2023 7:49 PM |
| 156 | Deep, long stand beliefs about education. Graduation rates. Strong teachers' union. City politics impacting educational progress and innovation. 209Times and Motec Sanchez. Cultural aspects of the community - someone who comes here really needs to understand the community and be a part of this community wholly. | 4/10/2023 2:29 PM |
| 157 | Past BOE very corrupt | 4/10/2023 2:17 PM |
| 158 | This community is at poverty level therefore many people have been to college or even finished high school. It's not lack of ambition, it's consequences of actions and doing what one needs to survive. Issues would be kids who come from disadvantage backgrounds. Some living in transitional homes or shelters. Low self esteem, disturbing behaviors from exposure to trauma. Witness of violent crimes. Victims of abuse. There are many possibilities so be prepared. | 4/10/2023 4:58 AM |
| 159 | They should be aware that the communities of SUSD don't have the best living environments or circumstances. These kids need help. | 4/8/2023 1:16 AM |
| 160 | Due to recent circumstance (actually historical patterns for many years) there is very little experience in district management. Turnover, voluntary and forced, has significantly reduced professional capacity and institutional knowledge. The Superintendent will have to have the Board's support in recruiting and training qualified, quality staff. Many of those Cabinet level and district level managers who moved in due to dysfunction and inconsistent leadership would be interested in supporting the transition/ induction of a new Superintendent from a non-employee status. The correct people would need to be involved and current and very recently departed leaders may not be the ones to solicit input on this subject. | 4/7/2023 9:14 PM |
| 161 | Safety/homelessness in proximity of school/school zone signage and speed bumps! | 4/7/2023 2:30 PM |
| 162 | The favoritism of hiring in the departments. An anonymous box for concerns. | 4/7/2023 1:52 PM |
| 163 | Stockton unified needs a strong leader with a clear vision who can eliminate or at least sideline all the adult noise that is getting in the way of student success. They need a leader with a clear academic vision and a relentless focus on literacy for most vulnerable and youngest students. They must find the delicate balance of building relationships while holding people accountable and driving change that many in the city don't even know they want. I believe in the potential of all teachers and work to find ways to develop teacher skills, knowledge, and commitment to driving results. It would benefit the superintendent to see charters as a partner and a service provider for the kids within the district. | 4/6/2023 11:17 PM |
| 164 | Our district continues to have loser after loser become superintendent who is just looking to increase their retirement. We DON'T want someone from LA to try and take over and then leave in one year. | 4/6/2023 7:11 PM |
| 165 | Past crooked superintendents who take advantage of SUSD or who are only in the position to boost their retirement. None of the past superintendents have had connections or history with SUSD. The teacher's union is on the edge of ridiculous. | 4/6/2023 4:56 PM |
| 166 | Stockton unified needs a strong leader with a clear vision who can eliminate or at least sideline all the adult noise that is getting in the way of student success. They need a leader with a clear academic vision and a relentless focus on literacy for most vulnerable and youngest students. They must find the delicate balance of building relationships while holding people accountable and driving change that many in the city don't even know they want. I believe in the potential of all teachers and work to find ways to develop teacher skills, knowledge, and commitment to driving results. It would benefit the superintendent to see charters as a partner and a service provider for the kids within the district. | 4/6/2023 3:44 PM |
| 167 | Stockton unified needs a strong leader with a clear vision who can eliminate or at least sideline all the adult noise that is getting in the way of student success. They need a leader with a clear academic vision and a relentless focus on literacy for most vulnerable and youngest students. They must find the delicate balance of building relationships while holding people accountable and driving change that many in the city don't even know they want. I believe in the potential of all teachers and work to find ways to develop teacher skills, knowledge, and commitment to driving results. It would benefit the superintendent to see charters as a partner and a service provider for the kids within the district. | 4/6/2023 11:43 AM |

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| 168 | The district is very dysfunctional. Lots of nepotism. Students are not kept in mind when decisions are made.able to | 4/6/2023 8:18 AM |
| 169 | In order to advance the learning loss gap, this district needs forward thinking and innovative policies. The district is too big of a ship to wright, we don't have time to wait for that. | 4/6/2023 4:00 AM |
| 170 | The past few superintendents have left the district without finishing their terms. They continued to drain the community of resources until their contract expired. I sincerely hope the new the superintendent's heart is really in the job and has staying power. | 4/5/2023 11:37 AM |
| 171 | Financial issues. Misuse of funds. Lots of crime in the Stockton community. | 4/5/2023 11:16 AM |
| 172 | The extreme Need for building equity including building the staff capacity. Align schools in pursuing one vision, fidelity of PLC's is a good start. Lost human Capitol in coaching staff and approach, there is no clear focus, no measurable results. | 4/5/2023 11:12 AM |
| 173 | Lots of behavior issues. Safety of ours school is NOT where it should be. Low pay to noon duties, CSA CSM aren't being supported, not enough training 😞, I worry more about my kid being safe then learning due to all the bullying /fights not enough being done. I spoke with staff did u know the safety of our kids is being pay at a minimum wage , no wonder why u have overwhelmed staff , and nurse???? They do paper work and assit aids do all first aid when they can but get paid better, once again then the staff who are actually interact with my children 😞 your buses suck, always lateDistinct is [REDACTED] back words clean house!!!!!!! | 4/4/2023 11:36 PM |
| 174 | Cleaning up the fraud and corruption in SUSD prior administration. | 4/4/2023 10:56 PM |
| 175 | Political nightmare. Board members who are self-motivated. People who say they do perform, but don't. Mistrust across the district. | 4/4/2023 8:57 PM |
| 176 | They should be made aware of the challenges and issues that the school board has had in recent years. Everyone is hoping that it is improving... and that those board members who acted unprofessionally are either gone or now see the error in their previous ways. | 4/4/2023 8:28 PM |
| 177 | Should be from the area and be VERY familiar with our district history and environment. Especially our recent history. Should be someone who has a clean record. Not a salesman, politician, or district hopper. Doesn't have to talk a big game. Needs to appear by ALL accounts of HIGH INTEGRITY. | 4/4/2023 4:05 PM |
| 178 | Understand many homes can't help their children with homework because of language barriers, working poor on survival mode, poverty, limited transportation. I'd like to see a superintendent appreciate all staff and not have an us vs them mentality. I want someone who wants a positive work environment because the attitude will trickle down to the students. | 4/4/2023 10:58 AM |
| 179 | The budget and providing more health and nutrition resources for our students. | 4/4/2023 10:28 AM |
| 180 | 9-10 bargaining units Administration/management who have not been valued in recent years and certainly have not been invested in. Outside influences on the board, retaliation and retribution of the board overstepping their roles. | 4/3/2023 5:23 PM |
| 181 | Clerical can be more professional. The [REDACTED] can be more present at school. Speaking about [REDACTED] Elementary | 4/3/2023 4:27 PM |
| 182 | food, water, fighting, basketball, vaping, bathroom, parking, ground uneven | 4/3/2023 1:47 PM |
| 183 | Be your own person and do what's right for the best interest of the children NOT the adults. | 4/3/2023 10:04 AM |
| 184 | He or she should be aware of the corruption that has taken over our district. They must be ready to take on a group of fake media (209 Times). We as a community will support the superintendent. | 4/2/2023 10:18 PM |
| 185 | The average tenure of the superintendent since 2005 is 18 months. | 4/2/2023 6:11 PM |
| 186 | There are lots of challenges in many areas, school boards have not also worked well with superintendents and vice versa, many employees are disappointed in the administration's inability to get things done, school safety needs to continue to be a concern, field trips and extracurricular activities and events are important to our students (they expose them to things they might not otherwise know about and they give students a feeling of belonging and hope), don't increase numbers of administration staff without increasing teaching or other staff, see what schools are really dealing with rather than expecting better results with limited info, really | 4/2/2023 3:09 PM |

listen to everyone, not just a few people, many of our students need help from many areas (teachers, office staff, food service, counseling, health services, supplies etc)

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| 187 | History of poor ethics, performance and accountability | 4/2/2023 1:18 AM |
| 188 | Nepotism, favoritism, grand jury findings. | 4/1/2023 9:45 PM |
| 189 | Severe staff shortage, special education students not receiving services, low quality/irrelevant PDs, great lack of communication between departments | 3/31/2023 10:01 PM |
| 190 | That prents need a superintendent who are aware of the needs of our students and the parents in this area parents need someone who's going to fight for them and their child not just their pocketbook. Also many of these students come from low income families whose parents have no education and don't know their rights when it comes. The district needs to get an involvement program for the parents to get involved with their child and their child's education. | 3/31/2023 5:11 PM |
| 191 | Be cautious board leadership is not stable and not making the right decisions for students | 3/31/2023 12:36 PM |
| 192 | schools have become islands, there is not a clear and cohesive learning process throughout our district, sites are doing things differently. | 3/31/2023 10:44 AM |
| 193 | Here are the top issues within the Stockton Community: School safety, gang violence, drug abuse, homelessness, poverty, unemployment, drop out rates, attendance issues, the need for more alternative education, mental health issues, and support for families in need. | 3/30/2023 11:00 PM |
| 194 | 209 times is awful | 3/30/2023 6:49 PM |
| 195 | Objectively look at the personnel you have and thoroughly look at whether their level of experience fits the positions that they are serving in. Too often has our district been about who you know and not what you know and what traits and skills you actually carry to do the job. The community is divided with strong forces on both sides which will make it difficult to lead the district. | 3/30/2023 5:49 PM |
| 196 | That Stockton Unified School District has had a long list of administrators who have not made Stockton or our children a top priority. SUSD has been known for its toxic culture, but there are many good teachers who want what's best for their students and their need for support in school environments. | 3/30/2023 4:38 PM |
| 197 | The diversity of the staff and students. The students and parents needs. The violence this community is currently facing. | 3/30/2023 3:50 PM |
| 198 | This district is screwed up from the top and has been for a while. He/She will have a lot of cleaning up to do and I hope they are prepared and ready. | 3/30/2023 3:15 PM |
| 199 | Revolving door of Superintendents, upper leadership. Staff needs consistency and leadership that is invested in the community/SUSD. Many feel disillusioned by previous Superintendents, dis-empowered, often unwilling to embrace new initiatives due to PTSD and "this too shall pass" perspective. | 3/30/2023 2:16 PM |
| 200 | Schools are suffering the consequences of the corruption of the prior leaders. | 3/30/2023 1:00 PM |
| 201 | Many in the community and staff in the district have lost trust in the district office. They have been through numerous superintendents and board members that seem to have lost the purpose of serving on the board. | 3/30/2023 12:22 PM |
| 202 | The politics and negative climate is troubling for our school system and students. Don't create a divide between charter schools. Create collaboration and support innovation in new schools charter or non charter . | 3/30/2023 10:26 AM |
| 203 | Lack of consistency in leadership. Systems that do not favor black and brown students (ie excessive discipline such as detention and expulsion) Financial mismanagement Militarized schoolpolice force | 3/30/2023 9:38 AM |
| 204 | The District has lacked consistent leadership these past 10 or so years. The incoming superintendent needs to know the Grand Jury Report results. That would be a good start. Needs to determine if the district is ready for change. | 3/30/2023 2:01 AM |
| 205 | This is an extremely difficult place for outsiders. Also, it is very divisive. | 3/29/2023 8:57 PM |
| 206 | There has been a loss of trust within the district. Some have tarnished the district's image. There's often a disconnect between the district level and needs of employees, staff, students, | 3/29/2023 7:20 PM |

and families. There is a lot to do but, most of us are honest and on board to further the growth and education of our community. We have been misled at every level and yet, we still want to improve from within. We are tired and burnt out with dealing with others' mistakes that have directly impacted our image. We don't like crooks or dishonesty.

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| 207 | Since this is such a diverse community it would be great to have a superintendent who exemplifies diversity, can relate to the community, cares about the community and aspires to ensure that our children succeed. Our black children especially are far behind where they should be for reading and math. We need a superintendent with a plan to completely reverse this longstanding situation. This needs to be treated with the utmost sense of urgency. This needs to be treated like a National emergency. | 3/29/2023 7:20 PM |
| 208 | Some of the best, brightest, and most ethical have already left the building, others are actively seeking to leave. | 3/29/2023 6:31 PM |
| 209 | Some schools need to be updated, he or she will need to follow through and visit sites and upgrade. We have leaky roofs, an outdated office and old drafty windows. Also, we need the front gates to be secured and better designed for safety. We're like vulnerable sitting ducks. | 3/29/2023 6:06 PM |
| 210 | Funding at schools, better paying staff so they can take job serious, and better programs for low income families | 3/29/2023 5:58 PM |
| 211 | There has been distrust and fear within the district over the past several superintendencies. Administrators and directors have been moved or replaced when a new superintendent is hired. We have not had stability and this has caused a lot of undue stress in that they might be moved or replaced by an incoming superintendent's own personal team. We need stability, support, and peace of mind that we will not be "displaced" based on our connection, or lack thereof, to a new superintendent. | 3/29/2023 5:48 PM |
| 212 | There has been a lot of distrust between teachers and the district in general. There is not much faith put into new superintendents because every superintendent we have had over the past 20 years does not stay. Why should anyone care about the agenda of a new superintendent when we all know they will stay for a year or two then leave, taking with them their full salary? This is a huge problem in this district. | 3/29/2023 5:30 PM |
| 213 | There is no trust towards those at the top. Because of this, there is great apathy. There is a lack of relevant professional development, and the curriculum needs to be reevaluated and seen if it has been effective. There is no support from the district for the schools. We are on our own...meaning, we are islands. We are visionless, directionless, and we are FAILING OUR STUDENTS. There needs to be greater accountability at all levels, and those that do not see or want to see the urgency we are facing when educating our kids, need to be let go. In addition, the discipline matrix is useless if students and their parents are not held responsible for their behavior and keep coming back to school to wreak havoc. Teachers, who are in the trenches, are not consulted at all as far as what goes on in their classrooms. | 3/29/2023 5:27 PM |
| 214 | The biggest issues that we have is a lack of resources (not enough personnel to give students individual support for their academic or social-emotional needs). The biggest drawback is having K-8 schools where we are having to make different plans for different life levels (we have so many students that are lacking a sense of belonging, clubs, sports would be amazing) but we do not have enough personnel to do that. The actual infrastructure (unhealthy portables in every single SUSD school), we need NEW buildings! I believe kids would take better care of school if it looked like something they could be proud of. Right now, schools are in terrible shape (portables, old buildings, no updates for K-8 schools in so many years). | 3/29/2023 5:26 PM |
| 215 | Stockton USD has significant financial issues. The District office is horribly disorganized where it seems like everyone wants to push off requests to someone else, so nothing gets done. Many administrators act as if the contracts don't apply to them. Teachers feel underappreciated and underpaid - like their voices are not heard, - and as a result, don't put as much care into their jobs as they used to. Our district can be a dangerous place, and there are many safety concerns that have been left unaddressed because they were deemed too expensive by some board members. | 3/29/2023 5:00 PM |
| 216 | Students need to be first priority in our school and currently they aren't. Safety is a big issue that is not being addressed. Students are not SUSD first priority. Corruption is a huge problem in SUSD. Gossip is all over social media, it's embarrassing and unprofessional. | 3/29/2023 4:50 PM |
| 217 | Our children deserve to learn in safe environments. They deserve a well rounded education (academics, language, technology, arts, etc.). Our children need structure and stability. The | 3/29/2023 4:15 PM |

district needs systems and structures in place to be able to offer this to our children. Our focus should be education and family resources, not politics nor personal agendas.

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| 218 | Children need services and need more bilingual staff even if it's not a teacher but helpers. More technology | 3/29/2023 4:11 PM |
| 219 | It would be nice if the District payed attention to their schools individual needs and not a blanket for all. There is a need to serve our English Learners and to get more support. We need to focus on intervention programs for student to decline discipline but have no bodies to support. | 3/29/2023 3:54 PM |
| 220 | Retaliation and pressure of bias by board members | 3/29/2023 3:46 PM |
| 221 | Inconsistency with policies/procedures; not following protocols; no discipline for serious and unsafe events. | 3/29/2023 3:35 PM |
| 222 | need for more policing in all schools | 3/29/2023 3:19 PM |
| 223 | The need for space for the direct service providers at campuses to perform their duties, need for teachers to be able to spend time teaching, unhygienic work space (roaches, mold, lack of temperature control), poor oversight of itinerant staff, poor student attendance, lack of parent involvement/sense of personal responsibility, poverty, staff sense of entitlement, and inequity of pay/benefits for all staff (unions and management, all work schedules). Administrators need for support, or feeling safe to ask for support. | 3/29/2023 3:06 PM |
| 224 | Drugs fights in high schools. Making sure that schools that have special ed and general ed have adequate staff to make sure students are safe | 3/29/2023 3:06 PM |
| 225 | Education | 3/29/2023 2:45 PM |
| 226 | Bullying by staff at the school is a big problem , the students being not heard a big problem students being targeted told basically they are liars | 3/29/2023 2:40 PM |
| 227 | Campus security, district budget, well balanced meals, extra support for new and existing teachers, substitute teacher training, | 3/29/2023 2:32 PM |
| 228 | That pre school teachers are not getting paid enough. Pre school teacher do just as much as any other teacher, they are the first for many students experience in school. Pre school teacher prepare our students for school. | 3/29/2023 2:25 PM |
| 229 | quality of teachers should be up to more than standard, keeping school in good condition, decrease bullying and violence. | 3/29/2023 2:15 PM |
| 230 | The school boards try to micromanage him and the unions have the upper hand (fact not opinion and not meant in a bad way). | 3/29/2023 2:11 PM |
| 231 | In our personal experience, the administration, teachers, and staff lack simple customer service and care. Imagine how the students and parents would feel if they were greeted warmly and made to feel like they matter? We have also personally experienced discrimination due to our son's disability. The staff did not provide appropriate or proper support during the IEP process. | 3/29/2023 2:08 PM |
| 232 | Shady school board | 3/29/2023 2:07 PM |
| 233 | Issues, no sports, arts, or music classes in Harrison Elementary School. The school food is bad, supposedly healthy but bad quality, most is packaged. They don't give a variety of fruits that are good, sweet and ripe. The after-school programs don't give food only snacks. Also, my kids get substitutes all the time and get squeezed into another class. The school needs extra teachers or teacher assistants in the class maybe 2 in one class so teachers can get breaks and so another can help kids understand what they are learning. Give the teachers advice on how to deal with kids, some teachers have bad attitudes and that affects learning. | 3/29/2023 2:06 PM |
| 234 | Schools need after school programs with tutoring, sports for elementary grades, better lunch menu options. School teachings need to be more hands on with less computer testing to show true skills and knowledge. | 3/29/2023 1:47 PM |
| 235 | As mentioned before our community is diverse. All of our community members come from different walks of life. Students, families, staff and community members should be addressed and supported according to their needs. Being fair is not treating everyone equally but providing support individually according to their specific need(s). SUSd has been receiving a | 3/29/2023 1:18 PM |

lot of backlash and negative representation. Staff and families are feeling unsupported and not heard. There has been a lot of corrupt and disappointment with previous superintendents. We are need of positive and effective change.

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| 236 | Candidates from outside SUSD should be keenly aware of the revolving door that is the Superintendent's Office and the historically short tenure of the past 10-12 Superintendents. They should endeavor to find out why. They should be aware of the joke that is the Board of Trustees - people who have their own political agendas and axes to grind, at the expense of the children they're entrusted to educate and the employees who are dedicated to the students. Candidates should be aware of the longtime climate of political dysfunction in the Mayor's Office and the City Council. Candidates should be aware of the power wielded by social media sites such as 209Times and Stocktonia and the influence those pages have upon local politics. What the community needs is a SUSD Superintendent who is in it for the long term - more than 2 or 3 years. SUSD needs a Superintendent who won't bring in all his or her cronies as Deputy Superintendents and take them all along when they leave in a couple years. SUSD needs to get back to using some of the talent, skill and experience that already exists here. OPne of the biggest problems in SUSD is the lack of stability and continuity. Every new Superintendent who comes in here spouts off about their vision for SUSD and they leave and it all gets blown up and we wait for the next dreamer to come along and say all the right things. It's ridiculous. | 3/29/2023 1:13 PM |
| 237 | There are a lot of political influences from with the district and local social media outlets. Leaders will be judged and criticized for everything they do. One side will not be happy with the changes. There are a lot of people in positions of power that were gained by having the right relationship, not necessarily because they are qualified for that position. Our leader needs to focus on the good of the group and put the right people in place to get this mess cleaned up. | 3/29/2023 1:12 PM |
| 238 | Stay away from city politics as much as possible. Focus on the education and implementation of state standards and start promoting our district so we can get rid of the charter schools in our town that drain our talent. We need someone who can stand up to strong unions and empower Principals to do the job they need to do. Seniority does not ensure quality instruction, performance should. Good teachers should not continue to be lost at our sites because the union dictates that we must retain staff who refuse to teach the adopted curriculum, have no classroom management, are always absent, and know they don't need to perform so they hold positions hostage. They also need to support sites by having a clear and enforced behavior expectations plan that not only includes a progressive discipline matrix, but allows for the removing of students who are choosing NOT to follow behavior or attendance expectations-this is the number one reason why quality families are fearful of attending our schools. | 3/29/2023 12:57 PM |
| 239 | The toxic work environment that has been created by the ever changing door of supers, toxic trustee board member activity. The moral among staff is low. Teacher union tends to try to dictate the activity of the district, but there needs to be more of a balance. Teachers are burnt out because duties are not spread evenly among teachers through adjunct duties. For students, they want more security on campus. They also want more programs that allow for conflict resolution. We also need to support our EL and SPED populations and there are major deficits in the departments at the district office that have allowed for old tracking processes to continue. Teachers need more training from outside of AVID to work with these populations. AVID is not structured to support the actual interventions we need to put in place. | 3/29/2023 12:48 PM |
| 240 | Our district has been going downhill for several years now. We continue to hire outside Superintendents that do not know and are NOT vested in our community and in our district. We are currently going in the right direction with our Interim Superintendent and would hope that she stays with us because she knows that our main priority is our 38,000 + kiddos. We need to change our mindset and bring focus back to what our real responsibilities are. | 3/29/2023 12:48 PM |
| 241 | There are issues or old policies that are in place. If the teachers/staff members make a recommendation to change or fix, please make the remediation and do it quickly. | 3/29/2023 12:45 PM |
| 242 | Seeing us as a "place to be fixed" and not appreciating what many committed people are already doing is a sure-fire way to turn off this constituency. | 3/29/2023 12:43 PM |
| 243 | I'm new to the Stockton region, but I'm witnessing discrepancies in how we serve certain sites. Aspire was created to serve the most challenging communities and we'd love SUSD's support for our commitment to our Stockton scholars and teachers. We're excited about our "On their Minds" campaign at the state focusing on student mental health and our teacher shortage in CA. | 3/29/2023 12:38 PM |

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| 244 | There has been a lack of consistent leadership which has left a lot of distrust from the information and strategies the district office has tried to share or programs that have been rolled out. The School Board representatives need to understand how their actions positive and negative reflect the schools and the city. | 3/29/2023 12:37 PM |
| 245 | New teachers are not provided with enough information when first hired. We handed papers and told to fill out and turn in. Some of the paper work I have never seen and had to do my own research to figure out what these papers meant as I filled them out. | 3/29/2023 12:35 PM |
| 246 | We have a huge English language learner population and many families, unfortunately, face poverty, socio-economic challenges and unsafe living conditions. Sometimes school doesn't come first because they have a lot to deal with outside of school (refer to Maslow's hierarchy of needs). The parents and children we work with can be tough, hence teachers are also very strong minded with what we think our children (students) need to succeed given their circumstances. | 3/29/2023 12:29 PM |
| 247 | Dysfunctional board that acts like children squabbling more than educated adults. High turn over rate for superintendents for the past 20 years. Lack of leadership, lack of respect towards teachers. No clear long term planning and definitely no follow through. highly political, different factions in the community will try to "buy" your favor. | 3/29/2023 12:28 PM |
| 248 | The high turnover rate of superintendents | 3/29/2023 12:25 PM |
| 249 | Parents rights and concerns involved with their children education and teachers working as partners | 3/29/2023 12:21 PM |
| 250 | Significant political dysfunction at the ecosystem level—policymakers and organization leaders lack shared vision and motivation to make students a priority. We need a strong leader with integrity, bold vision, and relentless spirit to drive positive change throughout the district. | 3/29/2023 12:13 PM |
| 251 | Financial issues with SUSD, and student safety concerns, funding for material and supplies for students Preschool-High School. Are school resource officers at every site? Are gates, buildings, and classroom doors locked? | 3/29/2023 12:12 PM |
| 252 | The schools do not handle bullying. The disciplinary action for child who put hands on other students or sexually harass students is not handled correctly or for students who make gun threats. Parents aren't notified of anything. There is quite a bit of staff members that should not be working with kids. There are staff members who pinpoint students and harass them. You can't get tutoring for your kids unless they are enrolled in the after school program. Which the after school program should be looked at at [REDACTED] because the head of it [REDACTED] [REDACTED] her son to pull down other students pants and also say vulgar things to students. There are no sports for middle or elementary school kids. | 3/29/2023 12:06 PM |
| 253 | SUSD students and staff have had many staff changes in recent years, and we are looking for a leader we can depend on. This position needs to be filled by someone who is committed to helping SUSD succeed long term. Furthermore, we need to improve parent and family involvement, and increase student engagement. | 3/29/2023 11:51 AM |
| 254 | Divided Board. Several administrators on long-term paid leave. | 3/29/2023 11:49 AM |
| 255 | SUSD staff needs to have support from the central office to assist with quality instruction. | 3/29/2023 11:48 AM |
| 256 | Communication between various departments and staying fully staffed seems to be a problem | 3/29/2023 11:44 AM |
| 257 | Tons of turnover and lack of strong effective leadership have made teachers, staff, students, and families develop a valid lack of trust in the district administration and board. But if you empower these same people and put trust in them, I am sure it will be reciprocated. | 3/29/2023 11:38 AM |
| 258 | The community is close-knit, has a long history, and there is a bit of an "Oppression Olympics" happening currently where every community feels like their issues matter more than others, everyone matters. | 3/29/2023 11:37 AM |
| 259 | Our district and administrators has let its educators and students down many times and has had many scandals concerning money. Educators rely on ourselves and other educators to make learning special for our kids. | 3/29/2023 11:35 AM |
| 260 | Our schools need more attention, they are very run down. Our staff needs an incentive to stay. They are overworked, overlooked and at the end of the day what is keeping them around? Transportation has many many issues. Students are denied education because that don't have | 3/29/2023 11:35 AM |

a way to get to school for MONTHS. Support staff are so low that we are walking into lawsuits. Overall we need staff, lots of staff. everywhere. Our money needs to go to our buildings, that directly benefits the students and staff. It also represents Stockton unified as a whole. Who knows whats going on with the board but the guy from 209 times needs to be shut down. He is against stockton unified so much it makes our district look so bad. and even worse he works for Stockton unified. [REDACTED] is doing what is right for our students and for him to have power over the public opinion is absolutely ridiculous.

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| 261 | Propaganda, bias scrutiny from local "media", divisive politics, distrust from the community, a culture of drugs and crime has created a student population that is already active in gangs, drugs and human trafficking, poor leadership has resulted on misappropriation of funding leaving students without adequate safety and transportation | 3/29/2023 11:28 AM |
| 262 | The safety for our children and staff, communication and outreach, resources preparedness for any acts of violence or extreme concerns, support students and families mentally and physically in our communities | 3/29/2023 11:27 AM |
| 263 | Culture and diversity not all people think the same must have a balance and know how to talk with the educated and not so educated . | 3/29/2023 11:24 AM |
| 264 | The community has its issues that the schools try to overcome. It is not an easy battle to fight especially in some locations. But the challenges only serve as a way for out of the box thinking in an effort to provide students with services: mental health opportunities, extended school year, fall and spring break day camps, after school services. It is a good start, but more needs to be developed. | 3/29/2023 11:22 AM |
| 265 | There are some departments and schools that are strong and doing well but there are some that needs support and guidance. Those that need support have challenges that need a great leader and to rebuild relationships/trust. | 3/29/2023 11:20 AM |
| 266 | I think our district is too big for one superintendent. I have never seen our interim or assistant superintendent visit our school and I've work at this site for 10 years. | 3/29/2023 11:19 AM |
| 267 | Unfortunately, the issue has been lack of longevity, research/thoroughness and transparency throughout the entire process. | 3/29/2023 11:18 AM |
| 268 | I've worked in the district more than 30 years. There have been so many superintendents or interims that I've lost count (at least 15). Most stay a year, some two. All of them come in with an agenda to fix us, but the constant giant changes every year have caused great distrust and resistance to believing anything that the district wants to implement. Also, the superintendents hired from out of the area always bring in "their" people, fire those that are here, and create further instability and chaos. | 3/29/2023 11:17 AM |
| 269 | The school board has issues, both legal and illegal. Stockton has gone through MANY superintendents in the last few decades and we are tired of the rotating door. SUSD has hired some questionable people into leadership positions in the last few years. | 3/29/2023 11:16 AM |
| 270 | The rank and file of educators and support specialists do not feel like the district provides leadership. There seems to always be someone we have to look to above us, and that person is either non-existent, barely qualified, or is unable to get an answer from the person above them. Corruption and embezzlement are so wide spread and well known that its become a joke and an expectation that the board and superintendent work to line their own pockets, with the students receiving whatever crumbs they are forced to hand back to us. Human resources and payroll are barely functioning. A timesheet for overtime or extra work hours can take up to 2 months to be processed and paid, if it ever occurs. Payroll mistakes in the thousands of dollars are common, often resulting in the district demanding huge lump sums to paid back by people making less than \$20 an hour. It takes 3+ months from turning in an application to hire teachers, classroom assistants, service providers etc. The problems in the district exist from the top, and make it far more difficult than it should be to do our jobs with the kids. | 3/29/2023 11:13 AM |
| 271 | Political agendas seem to be a running theme in SUSD. It would be nice to have a voice for our children with no financial motives or political motives at play. | 3/29/2023 11:12 AM |
| 272 | The issue the final candidates should be aware of is there are some staff members who treat the school district like their own private businesses and don't respect the CBA | 3/29/2023 11:12 AM |
| 273 | The new superintendent of Stockton Unified School District should be aware of several issues as they come into the district. Firstly, they should recognize the challenges presented by the | 3/29/2023 11:07 AM |

district's high poverty rates, many English language learners, and a significant achievement gap. Additionally, they should address the high student suspension and expulsion rates, particularly affecting students of color and those with disabilities, by implementing restorative justice practices and evidence-based approaches. Finally, the new superintendent should prioritize providing resources and support to address mental health and well-being issues among students, including access to mental health services and training for educators on trauma-informed practices, given the high percentage of students who have experienced trauma and struggle with anxiety, depression, and other mental health issues.

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| 274 | The school borders are not drawn with equity in mind. This means that some schools drawn exclusively from zoned impacted by more trauma and poverty. | 3/29/2023 11:06 AM |
| 275 | I believe that there isn't a lot of effort with inclusion of children with significant needs. This district passes that all off to the special education department and it should be widespread effort. It's shameful that these students can't participate in a lot of programs and are basically discriminated against. | 3/29/2023 11:06 AM |
| 276 | I feel that the superintendent should be aware of all the qualities of our district and be aware that we need someone that will makes us strong by focusing on the positive and not the negative. The district's staff needs encouragement and validation to continue giving their best. Just like our students, district staff will be more productive if they are approached with a positive intent. | 3/29/2023 11:06 AM |
| 277 | THEY NEED TO HAVE WORKED IN OUR DISTRICT!!! NO MORE OUTSIDERS WHO WALK AT THE FIRST SIGN OF STRUGGLE WITH THEIR JOB! | 3/29/2023 11:00 AM |
| 278 | The lack of a cohesive plan for the Autism SDC program for "higher functioning" children past 5th grade. Children on the spectrum are moved from school to school every couple of years and then once they are in 6th grade they are just put mainstream or into a ED program. We removed our older son from SUSD because of this. Our younger son is in 5th grade now and we are at a crossroads about continuing on in SUSD due to the lack of a plan and implementation. On top of this issue, the backroom deals and spending money with no oversight have been extremely concerning and illegal. As very involved parents we are so disgusted at these activities. | 3/29/2023 10:58 AM |
| 279 | Teachers are not feeling valued. Supplies are not being provided at all schools. Some teachers are bullies to other teachers and students. The current interim superintendent has been doing a great job addressing these needs. She walked into a great big tornado and that tornado is now just a storm that is beginning to calm down. The community involvement needs are great. | 3/29/2023 10:54 AM |
| 280 | Honestly, the politics and the unjust in "placing" individuals in positions not qualified to hold such positions, along with reviewing of positions in the District that do not have enough to do- we need a review of all jobs, and lastly we need ONBOARDING- we bring in principals and do not train or teach them anything or any new hires- we set them up for failure. | 3/29/2023 10:52 AM |
| 281 | Curriculum and access to varies by site. Some schools have more access to resources than others. | 3/29/2023 10:52 AM |
| 282 | They should be reminded that they are living in the day of misinformation and disinformation, and because of the sheer size of stockton unified, we face our own struggles with it. However, there are plenty of teachers and students within the district who are on the right side of local, state, and national history; we need a leader who is going to be as well. We need all of our different groups, families, organizations and cultures to have a voice. Not just the largest populations. | 3/29/2023 10:50 AM |
| 283 | The dilapidation of school structures and buildings in underserved schools, especially schools in impoverished neighborhoods. Mold issues from putting "bandaid's" on ever eroding buildings instead of fixing problems and finding preventative measures to put in place. The lack of accountability within the district. disproportionate use of funds. Lack of concern for the health and safety of staff and students who educate and learn in these eroding, dilapidated buildings. | 3/29/2023 10:49 AM |
| 284 | Know what equity really means for our schools, students, families, and employees. Be strong, focused, but fair. set the tone for the district so all staff members are motivated to do what's right for the students in this community. They expect us to. There are many staff members who are willing to work hard and are dedicated to this district but are being stifled and overlooked. Find them and you will do well. | 3/29/2023 10:48 AM |
| 285 | There seem to be a lot of forces in the district and the community that are working in their own | 3/29/2023 10:46 AM |

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| | self interest. We need a superintendent that will work in the best interest of students. | |
| 286 | Positive toxicity, instead of dealing with issues head on and having productive conversations leadership tends to engage in petty drama. Funds being mismanaged. | 3/29/2023 10:44 AM |
| 287 | We need consistent leadership that listens to senior staff, as they can provide unique insight into what has and hasn't worked for our students over the course of the last several decades. Site staff needs realistic support to keep our sites as safe as possible. Discipline issues need to be addressed with the safety of all person on site. | 3/29/2023 10:39 AM |
| 288 | Budget problems | 3/29/2023 10:38 AM |
| 289 | That Stockton is a unique place that needs integrity and support for Students. | 3/29/2023 10:34 AM |
| 290 | political influences, high management turnover, | 3/29/2023 10:31 AM |
| 291 | I want them to already be a part of the district. No more out of town people, it hasn't exactly worked out for us and we always end up with an interim from within the district to fix everything, and then somebody from out of town comes | 3/29/2023 10:31 AM |
| 292 | Flawed operations at the district level which makes it challenging to make change at the school sites. A strong mistrust that the superintendent will be around for more than a year. | 3/29/2023 10:31 AM |
| 293 | There are members of the school board who are unprofessional and have ties to a biased social media site that is not only slanderous, but also harasses our [REDACTED] [REDACTED] [REDACTED] who is attempting to better our district. | 3/29/2023 10:29 AM |
| 294 | Issues with District Office departments such as communication and inclusivity in decision making processes. | 3/29/2023 10:27 AM |
| 295 | Safety of students, fair and equal education for students. | 3/29/2023 10:27 AM |
| 296 | One of the biggest piece to this unique puzzle. Is student, support equals great outcome in graduation. I can't emphasize that enough. Support our students with positive encouragement, education, and putting money towards things that foster their growth. Such as educational field trips, books. | 3/29/2023 10:19 AM |
| 297 | Bullying | 3/29/2023 10:19 AM |
| 298 | lack of candidates for teaching positions as well as support staff | 3/29/2023 10:18 AM |
| 299 | More yard duty and campus monitors, during recess/lunch time. | 3/29/2023 10:18 AM |
| 300 | There is a lack of trust and faith when it comes to SUSD leadership. This exists within the SUSD community and the broader community at large. Teachers feel underappreciated and over-used. There is a long line of corruption within the SUSD leadership and we hope to see an end to that. | 3/29/2023 10:17 AM |
| 301 | Out of compliance is huge in the special education department and there is many reasons for this: 1) Teacher/Staff shortage 2) Poor Attendance from students 3) Consistency is needed across 5 years in order to see the fruit of our labor. | 3/29/2023 10:16 AM |
| 302 | Many disgruntled parents and staff. Distrust of the higher-ranking leaders of the school District. | 3/29/2023 10:16 AM |
| 303 | The district seems like a hot mess from the outside looking in. We are constantly losing quality support staff because of the poor morale and corruption. We need someone who will lead by example. | 3/29/2023 10:15 AM |
| 304 | Overall structural integrity of the SUSD team, starting with the superintendent and flowing down needs to be renovated and improved. Review current policies/practices and current data to identify areas of improvement likely to have greatest impact on student outcomes. Put solutions in place to help remedy said areas and then ensure consistency in rollout and implementation. | 3/29/2023 10:15 AM |
| 305 | There are many challenges and it will take a strong personality to withstand the problems they will face. We want someone who will be visible to the public and out in the fray with us. Someone who will value our school sites. | 3/29/2023 10:13 AM |
| 306 | There is an ongoing ebb and flow when it comes to Special Education programming and mandated services. It is of utmost importance that the superintendent is not only aware, but is proactive with supporting programming needs. | 3/29/2023 10:13 AM |

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| 307 | This will likely be a temporary assignment... 2 years max. | 3/29/2023 10:12 AM |
| 308 | The financial problems caused by the former superintendent and his hires have left the district in a precarious position of possible insolvency. We need an honest, trustworthy and transparent superintendent who is committed to a LONG term position, not someone looking to pad their retirement for 1-2 years as the past 4 superintendents have done. We deserve integrity. | 3/29/2023 10:11 AM |
| 309 | There is so much turnover that it's hard to understand what the plan moving forward is as a teacher. We lack strong leadership. | 3/29/2023 10:11 AM |
| 310 | There are issues with people who are not qualified for certain positions and a somewhat toxic environment with personal attacks on social media of susd employees. | 3/29/2023 10:11 AM |
| 311 | Politics, corruption, teacher behavior and lack of professional development in diversity, inclusion, and cultural competence | 3/29/2023 10:09 AM |
| 312 | past corruption | 3/29/2023 10:08 AM |
| 313 | There are a lot of existing issues (gushing wounds so to speak) that bandages have been placed on them, now those wounds have developed into much bigger problems with much harder fixes. I think if we concentrated a little more on preventative instead more on remedial measures would benefit the district as well as the employees and students. | 3/29/2023 10:06 AM |
| 314 | The district is now staffed heavily by incompetents who are solely focused on climbing upward toward their next paycheck. Assume no one is competent at their job. Also--you need to make parents feel schools are safe. The stabbing of a student on school grounds is still SUSd's fault. The CSM's weren't where they were supposed to be. The schools are not safe. You need a better plan, and more safety staff employed by the district. | 3/29/2023 10:06 AM |
| 315 | Safety and more extra curricular | 3/29/2023 10:04 AM |
| 316 | The biggest issue is the over-stepping of the board into district business, above and beyond what their responsibilities are. Where the superintendent should be handling issues and things like personnel, they are over stepping and making determinations and giving directive. | 3/29/2023 9:54 AM |
| 317 | Parental involvement is near zero. This relates to #1 above, as so many of our adults are barely coping with life as it is - leaving them no time to parent their kids. | 3/29/2023 9:50 AM |
| 318 | History of dysfunctional board; rotating door of superintendents and district admin; lack of transparency; ongoing concerns about mismanagement and fraud | 3/29/2023 9:45 AM |
| 319 | That there are many people, I've noticed, who do not take their job seriously and only care about their paycheck. Everyone who steps in should, at the end of the day, care about the kids and how the can positively impact the district. | 3/29/2023 9:41 AM |
| 320 | Stockton is a poorer population. Our School District is struggling, with dishonest leadership in the past. We need to rebuild. | 3/29/2023 9:39 AM |
| 321 | Lots of politics. Too much in fighting. Focus seems to be on Board Members disagreements instead of the kids. Misuse of funds. Poor moral. | 3/29/2023 9:20 AM |
| 322 | Severe lack of funding, severe lack of support and staff District-wide. | 3/29/2023 9:18 AM |
| 323 | No consistency in departments. Need good consistent policy's where all schools follow the same standards and procedures. | 3/29/2023 9:17 AM |
| 324 | FMAT-nepotism, politics that have no place in preparing our students for the future. We need someone who can move us forward and keep us going. | 3/29/2023 9:12 AM |
| 325 | Buildings in decay. Facilities need upgrades. | 3/29/2023 9:05 AM |
| 326 | clean house of the corruption of the past superintendent. | 3/29/2023 8:48 AM |
| 327 | Over staff morale is threatened by over reaching board and large number of critical staffing vacancies. Reputation of district has been hampered long-term by public behavior of board, action taken by board, actions taken by staff that are unprofessional and immoral. | 3/29/2023 8:18 AM |
| 328 | Data and accountability has not been strong driver of decisions. School sites (administrators and teachers) have not been held accountable for lack of achievements. Lack of documented and consistent operational systems has caused confusion and uncertainty for staff. For | 3/29/2023 2:31 AM |

example, there isn't a documented equipment replacement cycle or record retention processes. Union have a crippling influence on regular business activities, many times overstepping boundaries and causing chaos or stoppage of endeavors to roll out district programs.

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| 329 | Issues that the superintendent should be aware of includes an exhausted community. The community is exhausted by the state of their District and the hesitance to clean up. | 3/29/2023 1:39 AM |
| 330 | Revolving door of principals and lack of follow through on zero tolerance policies by said principals. | 3/29/2023 1:22 AM |
| 331 | The superintendent should recognize that the district has been plagued with a revolving door of administration. We need someone who committed to staying and actually helping to resolve the long-term challenges that our schools have been facing such as truancy, security, and lack of student support. | 3/28/2023 11:45 PM |
| 332 | That we have a budget that must be followed and not allowed to overspend on programs that they feel is important without first researching and determining it is just for our children. | 3/28/2023 11:08 PM |
| 333 | It's been a long time since this District worked for the kids instead of pushing personal agendas. That you need to keep City politics out of the school district. A lot of people in this community including teachers are really praying for a state takeover. We as teachers want to be proud to work for SUSD and not be embarrassed. The children of Stockton Unified need someone to give them consistency and stability. | 3/28/2023 10:27 PM |
| 334 | Many schools are in disrepair, we need consistent leadership and accountability as well as a focus on equity in what school sites have (WiFi, technology, etc). | 3/28/2023 9:53 PM |
| 335 | PBIS does not always work and student behaviors have increased since the changes in abilities to have consequences. Bringing back on-sight ISS rooms would be beneficial if set up the way Lodi Unified has designed theirs. There is no accountability for students destroying computers, especially in middle school where they share them. Other districts have students check out the computers and are expecting to bring them back every day charged. (Lodi once again is one of those many districts.) The overall conditions of many of our schools are horrible. Our roof leaks several every time it rains requiring multiple patch jobs each time. Mold, mildew, broken equipment, and buildings close do being condemned are not being addressed. Rampant miss use of funds at the upper levels of the district with many departments over checking orders have lead to lack of supplies, services, and approvals to improve conditions at the level that is most important has left this district suffering with teachers and students fleeing if they can. More money needs to be brought down to the classroom level. Why am I limited to two reams of paper when at meetings at the district level have catered lunches and unlimited supplies. There should be more transparency as to the positions at the district level and what each job description. What is the purpose and how does it help improve student achievement. If we have to be accountable so should you. Every year more expectations are put on teachers for work outside the classroom and yet no more time is added to our days. Stop adding things to our list or add more time. 15 minutes before school and 15 minutes after (which some is taken up with yard duty) is not enough to complete the myriad of requirements now required by teachers. | 3/28/2023 9:47 PM |
| 336 | We have a history of corrupt leadership that requires a definite clean up of individuals that are here to enrich themselves and much more transparency. | 3/28/2023 9:37 PM |
| 337 | We have an attendance and literacy issue in our district. Because of great poverty, our students and their families require extra support services in order to succeed socially, emotionally, mentally, and academically. | 3/28/2023 9:36 PM |
| 338 | There's a lack of trust within the district. When employees don't feel safe, they leave. When employees don't trust, they leave. Unfortunately that has a direct impact of employee retention and student academic growth wanes. The primary issue/concern the new Superintendent should be aware of, there's no trust. | 3/28/2023 9:29 PM |
| 339 | Politics | 3/28/2023 9:26 PM |
| 340 | We need a person who will lead. We need a person who will train. We need a person who has worked with our diverse population and has been successful (not just someone who has worked with this population but was never good at their job). We need someone who will work tirelessly to put this district back on track for the students not a political gain. | 3/28/2023 9:23 PM |

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| 341 | Safety issues on campus. Students should be more than just test scores. Students are low income so we need to be able to give them supplies for school and projects. We need to build community and school spirit throughout stockton schools | 3/28/2023 9:16 PM |
| 342 | High turnover of Superintendents | 3/28/2023 9:09 PM |
| 343 | They have to be aware of drugs and gangs. Also, more support for teachers and parents. | 3/28/2023 9:06 PM |
| 344 | The constant change in district and site leadership has created mistrust, has impacted staff morale, and has eroded past practices, systems, and institutional knowledge in every department and at the school sites. | 3/28/2023 8:56 PM |
| 345 | No communication, crooked board, upper people have not been here for the students but to make money and leave, everyone seems to be out to make money on the kids, lack of faith in people, don't utilize systems that have been in place and worked at one time, | 3/28/2023 8:55 PM |
| 346 | Discipline has been on a decline so bad behaviors are on a rise. We also have a dysfunctional board and fake news outlets fanning fires and misinforming the community. | 3/28/2023 8:50 PM |
| 347 | Low academic performance, low readers | 3/28/2023 8:50 PM |
| 348 | Poverty is a factor. A background in helping the underserved is a must in our community. | 3/28/2023 8:47 PM |
| 349 | The superintendent should be aware of every schools condition and the well being of our students. The classroom conditions need to be updated, the supplies for the classroom need to fixed as well as better food options for kids of all kinds (allergies, kosher, dietary choices.) | 3/28/2023 8:45 PM |

Q4 What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

Answered: 348 Skipped: 8

| # | RESPONSES | DATE |
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| 1 | There are so many skills, that one of such a high caliber, should possess: However, it's of my opinion; that of most importance: Will all students being seen and heard? I mean, really in a sense where students needs and abilities are met in a timely fashion. At the end of the day, how successful will each student become before returning home? And when all is said and done: Will the student(s) get the success certificate or will it be given to the adult(s)? who's doing the due diligence of keeping the student on task, as well as, tracking all documents required? | 4/15/2023 2:59 AM |
| 2 | We need a superintendent who is willing to take ahold of the reigns, who is caring, willing to create positive change, and be dedicated to his/her position resulting resignation due to pressure. The kids need you! | 4/15/2023 12:09 AM |
| 3 | There are so many skills, that one of such a high caliber, should possess: However, it's of my opinion; that of most importance: Will all students being seen and heard? I mean, really in a sense where students needs and abilities are met in a timely fashion. At the end of the day, how successful will each student become before returning home? And when all is said and done: Will the student(s) get the success certificate or will it be given to the adult(s)? who's doing the due diligence of keeping the student on task, as well as, tracking all documents required? | 4/14/2023 10:01 PM |
| 4 | Ability to solve problems, Relationship builder, be transparent, and make sound, and swift decisions with purpose for our children best interest. | 4/14/2023 9:48 PM |
| 5 | The biggest quality should be the desire to do what is right for kids. No personal agendas! They should be good listeners and willing to find what works for each school, not cookie-cutter fixes. The new superintendent should have the district staff go to schools and actually see what teachers and students are doing so they can support them appropriately. | 4/14/2023 9:43 PM |
| 6 | Visionary; tactful; strategic; invested | 4/14/2023 8:21 PM |
| 7 | The superintendent should have the skills needed to help poor-performing schools know what is required for a good reading program, and plan that includes how we will meet our goal for third-grade stuto readeading at grade level. | 4/14/2023 6:55 PM |
| 8 | The notice from the headhunter company includes the qualities that are perfect for the right leader. Can they find the leader with the written profile in real life not on resumes and the quality make-believe wishful hoping. | 4/14/2023 6:01 PM |
| 9 | To be honest, I am not sure anymore because no matter how good the potential candidate is and experienced he or she, if the board won't give that person adequate time to prove him/herself, it won't matter. It takes about at least three years to finally make a change. | 4/14/2023 5:00 PM |
| 10 | Honesty and integrity! Do not sign a six-figure contract and then resign on us 1-2 years into your term and continue to receive payment! | 4/14/2023 4:55 PM |
| 11 | Integrity, Knowledge of the job, Morals, Experience at other districts without issues during their employment, Ability to work with others. | 4/14/2023 4:53 PM |
| 12 | Great communication skills, trust worthy, reliable, understand and it eager to improve the educational system | 4/14/2023 4:52 PM |
| 13 | Dependable, Law Abiding, Honest, Student centered and collectively empathetic in the betterment of all our students. | 4/14/2023 4:37 PM |
| 14 | The Superintendent needs to be from the community or at least be invested and not just | 4/14/2023 4:02 PM |

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| | monetarily. We have some great things happening and we need to continue to enhance those positive attributes. They need to know how to listen and to make decisions in spite of the negativity that is often perpetuated by the adults. They need to know how to handle unions, parents, the board, and keep students first and foremost. A superintendent must be willing to adapt and also lead. Listen to those who have been doing the work, let those who are ready to lead take action. Stop being a micromanager to those who are trying to implement real change. | |
| 15 | Strive to put the moneys directly into the education of the students. Know your schools- each has a different personality and different needs. | 4/14/2023 3:55 PM |
| 16 | I think it would be helpful if the person chosen is from Stockton or is a resident of Stockton. Find someone who is NOT close to retirement who only plans to be here for a year and then retire at a high salary. That always seems to happen. Hire someone who understands and respects teachers in the district. | 4/14/2023 3:33 PM |
| 17 | They should possess good character, leadership skills, communication skills, practice equal and fair employment, follow and enforce board policies. Have a genuine care and concern for students and staff. | 4/14/2023 3:30 PM |
| 18 | devoted to students and staff | 4/14/2023 3:28 PM |
| 19 | Committed, aware, compassionate, educated and definitely not connected with Charter Schools. Courageous enough to stand up for what's right and to make choices that are for the betterment of our students and Families and not based on his own or the board's agenda. | 4/14/2023 3:23 PM |
| 20 | Honest, ethical, unifier, skilled in many areas | 4/14/2023 3:07 PM |
| 21 | Caring, nurturing, determined, motivated, | 4/14/2023 2:57 PM |
| 22 | I think that our interium superintendent should be the STRONGEST candidate. She has worked at our district for years, she has institutional knowledge. She wants to make a difference for the staff, the teachers, the students the community. We keep hiring people who do not care about us...they just use our district to line their pockets with a FAT retirement and they they to change everything as we are just getting off the ground trying to make a difference. We have just STARTED SIPPS and are seeing growth with our students reading abilities, we have just started getting teachers trained in LETRS...would a new superintendent allow us to continue to make growth ??? NO ! They would bring their own programs, their own people from other districts and try to "fix" us again. Instead of allowing us to grow and become better for our students. Just think of the number of programs teachers have been asked to adopt these past few years as we travelled through the Superintended before [REDACTED] [REDACTED] [REDACTED] ...the the calm we have now. I personally have taught here for 30 years....we are finally as I said making growth as a district with our students...please keep our interium superintendent. consider her to be our permanent person. | 4/14/2023 2:37 PM |
| 23 | Longevity, loyalty, determination, loyalty, integrity, and loyalty. | 4/14/2023 2:30 PM |
| 24 | Willing to change his thoughts about the programs that are in place. Willing to change for what is best for the district. | 4/14/2023 2:24 PM |
| 25 | To dedicate themself to the growth of the district and not be in the position to steal or get wealthy. To have a heart and have good intentions of increase the reputation of Stockton Unified schools in general. To really posses an interest in what they will do to increase everything that needs to be increase to better the community and the growth of the child. | 4/14/2023 2:24 PM |
| 26 | We need someone that really listens to parents and meet students needs, not just fill in the blanks like PBIS Sometimes focusing on the trouble or less fortunate you seem to forget those students who excel in school | 4/14/2023 2:24 PM |
| 27 | The candidate needs to able to build trust and relationships with all students. Be non intimidating, and visible within all school districts. | 4/14/2023 2:16 PM |
| 28 | Transparent, accountable, approachable, attentive, takes initiative, treat all barging units with the same respect and seriousness of issues, proactive with results, "doing" not just listening, holding students and staff accountable with appropriate consequences for misbehaving. | 4/14/2023 1:36 PM |
| 29 | Must have been an educator, not a board member or politician. The new superintendent should also have a respectable history. We do not need another superintendent who was dismissed for any cause from another district. | 4/14/2023 1:29 PM |

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| 30 | We need someone who cares about Stockton and its future. Hopefully we will get a superintendent who will stay for a few years and help us get the resources we need to grow. | 4/14/2023 1:28 PM |
| 31 | Compassion, empathy, and the ability to get out there and make sure the community can see how much you want to help change the district for the better. | 4/14/2023 1:27 PM |
| 32 | The superintendent should possess a passion for helping these students reach their educational goals. Make education fun, be compassionate, educated, and humble. Understand that majority of some of these kids come from lower income homes and they have the right to an equal education. Stop spending school budget money on things don't have anything to do with the kids education. Have more security and invest in job opportunities that actually help the students. | 4/14/2023 1:20 PM |
| 33 | He/she should have knowledge about all schools and how low income schools are not getting qualified care to students who have little to live on. We need to fix this problem. | 4/14/2023 1:16 PM |
| 34 | Kind Caring Understanding Considerate Passionate Result Driven Actionable | 4/14/2023 1:16 PM |
| 35 | Proven track record of managing a city-wide organization. Someone who is interested in providing resources for lower-income neighborhoods. The superintendent should have interest in migrating on-site servers at schools to the cloud, this would save the school district space, and millions of dollars. | 4/14/2023 1:13 PM |
| 36 | There should be a diverse selection with empathy and caring. This person has to understand that everyone has different backgrounds and be part of this environment so that they learn from it as well. | 4/14/2023 1:12 PM |
| 37 | Interested in connecting with the community, be at school sites, visit with staff at schools, above all lead with what is in the best interest of the students we serve. | 4/14/2023 1:11 PM |
| 38 | We need a superintendent that is from the area, grew up here, was a teacher for more that 5 years, and most of all, has strong ties to our community. | 4/14/2023 1:04 PM |
| 39 | Be able to communicate clearly and with transparency. Prepare a budget that is transparent to the school district, teachers, and public to show accounting of all funds. | 4/14/2023 1:03 PM |
| 40 | Understanding education is more important than extracurricular activities, Teachers are trained - respect that training and allow them to use it to design and implement curriculum. Being transparent doesn't mean hiding financial transactions or plans to make major changes to curriculum or structure of the district. | 4/14/2023 12:57 PM |
| 41 | 1. Able to deal with community members that only see issues from one perspective. 2. Able to connect and work with communities of color. 3. Able to build a team that consists of members with different talents to complement each other and hold each other accountable. | 4/14/2023 12:48 PM |
| 42 | Need someone who has a vision and is able to gather support and cooperation from all stakeholders to work together. | 4/14/2023 12:42 PM |
| 43 | Follow through. Using funds to make our schools more safe. | 4/14/2023 12:42 PM |
| 44 | to be Equitable | 4/14/2023 12:41 PM |
| 45 | The new superintendent should be ambitious in solving our schools' issues. Our new superintendent should be easy to reach as this shows his/hers interest to address our students' challenges. | 4/14/2023 12:41 PM |
| 46 | A heart for young people and teachers An appreciation for multiculturalism Strong, compassionate, and focused leadership A commitment to work hard and make tough decisions, Self-motivation to keep working when they are not being commended or patted on the back The ability to work well with a team, parents, and the community, humility, and the self-awareness that they do not have all the answers Experience and a proven track record of leading a large school district with quantifiable successful outcomes A plan for recruiting, hiring, and training teachers that are a good fit for our schools and that will remain An ability to work with his staff to create an environment where teachers and staff feel supported so that it is likely that they will choose to remain A comprehensive plan for discipline and addressing misbehavior of all kinds promoting safety in our schools | 4/14/2023 12:40 PM |
| 47 | INTEGRITY, honesty, dedication, focus on students | 4/14/2023 12:32 PM |
| 48 | Local who knows Stockton yet is not involved with the recent internal problems associated | 4/14/2023 12:29 PM |

with the school district. An individual who is of the highest moral standards and does not carry baggage from previous job placements.

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| 49 | Necessary characteristics: anti-racist, principled, fair, knowledgeable, generally and genuinely likes students and people. Operate in the best interests of students and staff. | 4/14/2023 12:26 PM |
| 50 | Energetic,. Financially informed for priority needs. Knowledge of the order of things for the betterment of educational needs. | 4/14/2023 12:26 PM |
| 51 | The candidate should be free-thinking, open-minded, persistent, and decisive. | 4/14/2023 12:25 PM |
| 52 | Openness and a desire to have a fully transparent use of funds and all information that is not required to be confidential. | 4/14/2023 12:24 PM |
| 53 | Patience. Exceptional diplomacy skills that don't come off as narcissistic, arrogant or condescending. Must be extremely empathetic towards the groups dealing with historic disparities. Specifically and statistically, the African American students and community members of Stockton is the main group being affected. That need immediate help and high level attention from the district. Building relationships with community leaders that have a TRUE connection to the people and not a politically driven relationship is key. | 4/14/2023 12:23 PM |
| 54 | Honesty and Integrity | 4/14/2023 12:22 PM |
| 55 | A lot of luck and the ability to coalesce around personnel around reason as they manage inanity wrought from personal agendas of elected 'leaders' and the coalitions of which they are beholden | 4/14/2023 12:22 PM |
| 56 | Listen to those in the trenches | 4/14/2023 12:21 PM |
| 57 | SUSD needs someone who has shown they have integrity, has shown leadership, and has a vision and plan to help SUSD students be ready for life after high school. Potential candidates must have the ability to communicate effectively, listen to, and mediate between admin, teachers, parents, students, all stakeholders. We need someone who can see all sides of each issue. As I said in an earlier comment, SUSD has a lot of turnover. This district needs someone who is willing to put in the work and be committed to SUSD for more than a couple of years. We need a superintendent who is not at the end of their career and looking to retire soon. | 4/14/2023 12:20 PM |
| 58 | Willing to sign a contract w/o buy out clause. Willing to live in SUSD district and learn about our community. Do not come in with preconceived ideas and implement "fixes" that cause further stressors on teachers and students. Intelligent, patient, supportive of schools- visits schools regularly and not for photo ops. Attends teacher staff meetings on a rotating schedule. Doesn't hire his previous staff unless they are the most qualified. Works closely with board members. | 4/14/2023 12:20 PM |
| 59 | The new superintendent should be student-driven with a focus on and commitment to the whole child (academics, attendance, behavior, and mental health). They should have first-hand knowledge of SUSD as we love to grow our own. If not an internal candidate, they should come in with an interest in learning about how things have been done, programs/supports we already have in place, and a willingness to communicate with people at all levels of the organization. | 4/14/2023 12:19 PM |
| 60 | Somone who is hired within the district and is not in for personal financial gain. Somone who actually cares about the students, someone who is dedicated enough to stay longer than a year. | 4/14/2023 12:19 PM |
| 61 | Humility, substantial experience IN THE CLASSROOM as a teacher, compassion and empathy, an open mind, and a dedication to both social justice and restorative justice practices. | 4/14/2023 12:18 PM |
| 62 | Improve academic excellence , encourage students to reach higher educations. Higher academic standards. more academic clubs rather than just sports/fun stuff. | 4/14/2023 12:14 PM |
| 63 | He or she should do what's right and not listen to outside people like the charter schools wealthy business men | 4/14/2023 12:13 PM |
| 64 | A person with plenty of experience, a person who cares about making a difference and not someone who is looking to retire and raise their final salary. Someone who has had experience with human resources in educations and someone who has been a teacher as well. A good superintendent should also have a good business background. | 4/14/2023 12:12 PM |

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| 65 | How about someone who cares more about the kids than the money. How about someone who wants to invest in our teachers. How about someone without a criminal record. How about someone who is REALLY transparent and honest.....actions speak louder than words.It is beyond embarrassing how our district keeps hiring supers who cannot follow through and who do not put students first. The fact that we have paid out more money to the past ones for not working than working is ridiculous! Our SPED is a hot mess. I would like to see someone who will put this as a priority. Our district is paying a lot of money to look for the right candidate.....please don't settle and do due diligence to find the person who cares and is competent. | 4/14/2023 12:12 PM |
| 66 | Strict, no-nonsense personality, someone who isn't worried about being "politically correct". They can't be a people pleaser. | 4/14/2023 12:11 PM |
| 67 | Honesty, integrity. Qualities completely lacking in the previous superintendent and in many recent AND CURRENT administrators. | 4/14/2023 12:11 PM |
| 68 | Honesty and trust! We don't move our friends into unqualified positions. Realistic! Don't come in and talk about where we are and where we need to go. Come in ready to build better systems! be ready to support the teachers and back us when we need issues addressed and student concerns addressed. You want a better district with higher scores then get someone that knows about children and what needs to be done to build academia. | 4/14/2023 12:10 PM |
| 69 | Someone who does not have a political agenda Someone who is present Someone who wants to support their teachers towards assisting kids to reach for diploma, is consistent with their vision, and tries to reduce or eliminate barriers from thei improtant work. | 4/14/2023 12:10 PM |
| 70 | People's person. Aware of the problems schools are facing ie security, academics, bullying etc | 4/14/2023 12:09 PM |
| 71 | A hands-on interactive person with prior experience with SUSD. History and longevity is important. Several past superintendents did not have history with SUSD, did not interact and did not last. | 4/14/2023 12:07 PM |
| 72 | School systems funding and spending knowledge. Systems management. Able to carry out goals to completion . Experience in community building. Able to handle criticism whether warranted or not. | 4/14/2023 12:07 PM |
| 73 | Proven strong leadership skills and listening to all our voices. We need to have [REDACTED] [REDACTED] to be our Superintendent, so support her in continuing the great work she does, her inspiration, and values in reaching out to people of color in our district. | 4/14/2023 11:56 AM |
| 74 | thick skin, neutrality, open mind, not easily corrupted | 4/14/2023 11:26 AM |
| 75 | 1.Culturally responsive 2. Solution oriented 3. No hidden agendas or motivators 4. Unbiased 5. Should be from the community or somewhere similar | 4/14/2023 11:20 AM |
| 76 | Our new superintendent should be invested in the success of all school sites and an objective outlook that does not favor any specific pet projects. He or she should have determination and dedication to Stockton and our district so they remain and are not chased away by politics or influenced by favoritism. | 4/14/2023 10:40 AM |
| 77 | Integrity, innovation, fearless but considerate, unapologetically for the students and families, openness to new ideas. | 4/14/2023 10:37 AM |
| 78 | Open mindedness. Experience in culturally broken environments and how they were able to fix the culture in former Districts. | 4/14/2023 10:33 AM |
| 79 | VISIBLE, Visit sites periodically and be personable. Have a clear vision, continue to expand. Don't abandon and start something completely different. Don't waste educators time with unnecessary PD. We need the PD but useless PD destroys the moral of staff. | 4/14/2023 9:44 AM |
| 80 | School systems funding and spending knowledge. Systems management. Able to carry out goals to completion . Experience in community building. Able to handle criticism whether warranted or not. | 4/14/2023 9:42 AM |
| 81 | Ability to implement plans to increase academic achievement. Data driven. Communicative skills to interact with the students, parents, teachers and community. Transparent and committed to bringing about excellence in all of our schools. | 4/14/2023 1:33 AM |
| 82 | Easiest question here, don't pick someone that is corrupt or just in it for the salary. Pick a homebody or someone that won't embarrass the city. Choose someone that isn't just using | 4/14/2023 1:00 AM |

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| | this position to leapfrog into another district. I've got pretty low standards now given the predecessors. | |
| 83 | Experience with Title III (English Learners), resiliency. | 4/14/2023 12:11 AM |
| 84 | Everyone and anyone should be held accountable for whatever their actions. Please don't be like the past. | 4/13/2023 11:43 PM |
| 85 | In my opinion the new superintendent needs to come to SUSD without baggage from their previous employment. We are tired of receiving superintendents with poor character and that only are employed for a small amount of time. The constant turn over rate has been detrimental to our district! The children and staff deserve someone that is a leader, has great character, and has experience governing a large number of individuals. Our new superintendent should be well educated , fair, willing to listen to several opinions on topics, humble, and supportive. I'm hoping for a person completely new to district, one without ties to individuals who already work for SUSD. I think this would help insure honesty and people are promoted on merit not on who they know! | 4/13/2023 11:29 PM |
| 86 | Caring, willing to work for the kids | 4/13/2023 11:22 PM |
| 87 | What I -- and I believe most residents would like to see is greater visibility and community outreach. Support your staff. Promote innovative and affective learning. | 4/13/2023 10:55 PM |
| 88 | Thick skinned, tactful, diplomatic, creative, experienced, well educated, familiar with successes in school district as this, and able to walk on water. | 4/13/2023 10:48 PM |
| 89 | A no nonsense attitude. Hardworking and dedicated. Truly dedicated, wants to weather the storm, not catch a ride. We need a a superintendent who has no alternative motives or outside interests they are affiliated with. SUSD doesn't need to be bled anymore. A superintendent that will stand up for student and teacher interests at any costs. | 4/13/2023 10:36 PM |
| 90 | Flexible, creative, contemplative, willing to work with community partners, transparent, honest, someone who truly cares about the well-being of the students and will champion them receiving a quality education. | 4/13/2023 9:18 PM |
| 91 | tenacity, ability to put up with social media misinformation, ability to stay here for the long term | 4/13/2023 9:17 PM |
| 92 | Empathy, compassion, intelligence, honesty, strong communication skills, strong problem solving skills. | 4/13/2023 9:16 PM |
| 93 | HONESTY and INTEGRITY. Please don't come here if you're looking for easy money. We need someone willing to be committed to helping the district be the best it can be. Please stay here for at least 5 years. So if you're 60, please move on unless you're willing to stay. We need consistency. Please be willing to listen to the people who make this place home. Please be willing to live here or close by. Please don't commute from a long distance. | 4/13/2023 8:03 PM |
| 94 | Communication, very involved in parents and childernd journeys, raised in stockton and residing in stockton, know how to outreach for improvement, honest, caring, and humble, know accountin & budgeting, openind minded person | 4/13/2023 7:53 PM |
| 95 | Good listener, approachable, bilingual, knowledgeable in business practices, familiar with the district, and willing to work with everyone | 4/13/2023 7:51 PM |
| 96 | Have to be in it for the students not politics. Be in the classrooms to get a feel from students of what's really going on. Help the low income communities get better structures and programs. Have an open mind. | 4/13/2023 7:49 PM |
| 97 | The candidate should come from a teaching background and hold a current teaching credential. This is important as they will be governing teachers and should be able to evaluate them. Administrators who do not hold current teaching credentials are not able to evaluate teachers legally and could not offer correct instructional guidance of one of the largest groups they will be leading. The candidate should already possess the administrative credentials necessary to lead as superintendent. SUSD is already in such a dysfunctional state they should not take on additional leadership that are not already fully qualified and vetted. | 4/13/2023 7:22 PM |
| 98 | The new superintendent should be a great leader, be able to lead and empower the leaders s/he works with. Not a member of the 'good 'ol boy club'. Not bring in a lot of people that are not familiar with our district and area. Students, staff, and the district needs should come first, not themselves and their own interests. S/he should be able to communicate well, and be | 4/13/2023 7:21 PM |

willing to communicate! Know the community, it may not be a 'similar' to where they came from as they think. They should plan to be here for an extended period of time, not just a year or two before they retire.

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| 99 | understanding and previous planning and implementation of safety measures and an understanding of childhood trauma, an understanding of our community | 4/13/2023 7:17 PM |
| 100 | Leadership, not afraid to have difficult conversations. Being able to see, understand and determine best approach to resolution from each perspective-student, parent/guardian, teacher & staff. DE-ESCALATION SKILLS! Learn and live the definition, there are many ways to get something resolved. Education is of most importance, keep the culture wars out of the Education system. | 4/13/2023 6:52 PM |
| 101 | The new superintendent should not be someone that just considers this position as a money making opportunity. It should be more than just a "job"! It is much more. I would expect the new superintendent to commit to the community, parents, staff, and most importantly, the students. He/She should love Stockton as much as we do. They can not just be a "commuter" superintendent. It is crucial that they are local! Don't be fooled by flashy out of town/state candidates. | 4/13/2023 6:43 PM |
| 102 | transparent support fellow administrators assist administrators create a school calendar where school starts after labor day and ends memorial weekend | 4/13/2023 6:26 PM |
| 103 | Honesty, humility, and knowledge about the public school system. | 4/13/2023 6:24 PM |
| 104 | Any leader of this district must be absolutely trustworthy and transparent. It would also be extremely beneficial if they have the ability to inspire effective teamwork from diverse points of view. | 4/13/2023 6:16 PM |
| 105 | We need a person who is dedicated to make changes for our students and families. Who is willing to take charge and tackle the messy work that has been left behind by others. Someone who is not only willing to work for the money but to make changes and take the effort to secure the security and safety of our students, staff and teachers. | 4/13/2023 6:15 PM |
| 106 | Someone who actually cares about the safety and education of the students. | 4/13/2023 6:13 PM |
| 107 | The superintendent should NOT be from out side the Stockton Community!!! Please DO NOT bring in another outsider. We need someone that is already familiar with our district and it's particular challenges. | 4/13/2023 6:07 PM |
| 108 | Be firm, but not micro manage. Make decisions in the best interest of SUSD, not for politics, personal interest, ego, social media, clicks, etc. Be fair and just. | 4/13/2023 5:27 PM |
| 109 | Should be qualified for this position with his or her education as well as experience. Should be able to communicate and commit to the job she/he applied for. | 4/13/2023 4:24 PM |
| 110 | If the individual is a local person then they know what character, personality is required for our area. I think the biggest mistake that has been done year after year is to bring someone from another area to fill the position here. They don't have a vested interest in Stockton nor the schools. They are here too briefly and leave with guaranteed money to be had even AFTER employment ended! | 4/13/2023 1:00 PM |
| 111 | Willingness to have more community interaction. | 4/13/2023 12:13 PM |
| 112 | The most important thing is for our new Superintendent of Stockton Unified must be a previous employee of S.U.S.D. to understand how to lead our school district to success | 4/13/2023 11:56 AM |
| 113 | AVID PLCs DII Understanding that curriculum doesn't replace best practices. Provide direction, vision, and support for new administrators. | 4/13/2023 10:58 AM |
| 114 | should have the wisdom of Solomon, the patience of Job, and the ability to give justice where and when its needed. | 4/13/2023 10:52 AM |
| 115 | Classroom experience, inner city school experience, bilingual, ability to work with both the board and the unions | 4/13/2023 10:35 AM |
| 116 | Student driven, not big money driven. Patience - the district isn't going to turn around overnight. A listening ear to the people on the ground doing the work. And longevity. This district needs someone who is going to stay around for a while, not use SUSD as a stepping stone to another place or retirement. | 4/13/2023 10:26 AM |

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| 117 | We need someone who is willing to go the extra mile for staff and students. Someone who is willing to think outside of the box. | 4/13/2023 9:54 AM |
| 118 | Leadership. Open-mindedness. Willing to make changes to support the staff and teachers. Be willing to attend school sites to address individualized needs rather than assuming each school is the same. | 4/13/2023 9:53 AM |
| 119 | They need to care more about staff and not management than previous superintendents. | 4/13/2023 9:53 AM |
| 120 | A superintendent should understand and have experience with the diversity of the Stockton, the families and the children. | 4/13/2023 8:56 AM |
| 121 | *Be under 50, no chance of retiring prior to their contract expiring *Not be affiliated with other lucrative deals where he/she gets a kickback *Not be biased with one ethnicity *Should be innovative and encourage tech with relationships to STEMS *Should connect to our community, similar to the 3rd grade AgVenture...link up with UOP, Chamber of Commerce, etc *Should demonstrate fiscal responsibility and constraint *Should be a leader and not a follower *Should truly care about students and staff, ALL staff | 4/13/2023 8:56 AM |
| 122 | Our new superintendent should be a person of color. They should be knowledgeable of migrant population and EL students. They need to know how to work with a dysfunctional board. The superintendent needs to be visible at schools as often as possible not just the admin building or photo opportunities. They should be a person of integrity who is not swayed by politics but willing to seek and do what is best for students and staff. | 4/12/2023 11:55 PM |
| 123 | I would say someone energetic, someone strong but ready to adjust as well. Someone that respects others and treat's people with kindness and compassion. Definitely someone thy plans to be with the district for years and not someone ready to retire or coming out of retirement. Making SUSD their long time home. | 4/12/2023 11:19 PM |
| 124 | Honest to all stakeholders no matter what, transparency of all actions, has worked in a similar sized and demographic school district, no previous issues in any other positions, longevity and plans to stay around for many years, visits schools and gets to know teachers, open door policy and means it | 4/12/2023 10:16 PM |
| 125 | A new superintendents should be able to identify with our student population and to inspire unity, honesty, and hard work. | 4/12/2023 9:56 PM |
| 126 | SEE question #3 | 4/12/2023 9:43 PM |
| 127 | Transparency, educational background, no criminal background, from our community, leader who is not afraid to address issues with parents, fellow employees, willing to take on responsibility of dealing with past decisions of previous board. | 4/12/2023 9:34 PM |
| 128 | The qualities the superintendent should have are being able to be patient and kind towards others,by having these qualities our superintendent will be able to make our community better and shape it for my and future generations to come. | 4/12/2023 8:49 PM |
| 129 | I think the new superintendent should be a good listener and try to hear out everyone's concerns along with being understanding and empathic. Be knowledgeable of all aspects from management to school related inquiries and learn to understand the multitude of layers how the our every system works. In addition, to understand the different perspectives of an employer, employee and a community member among many more. Address important issues and present possible imperfect solutions that can be applied, with all conditions reviewed and considered. Have goals and give deadlines to meet the needs of the general community. | 4/12/2023 6:49 PM |
| 130 | They need to have great organizational skills. They need to be able to delegate and follow through. They need to be able to communicate promptly, clearly and with respect for our community. | 4/12/2023 6:47 PM |
| 131 | A leader with a vision and mission that is shared by all stakeholders. Articulate and bi-lingual. Welcoming to students, staff, and families. An out-of-the box thinker when current policies and practices are not working. Visually seen on campuses, listening attentively to students. Transparent. | 4/12/2023 6:46 PM |
| 132 | Well rounded Accepting of our diverse community Be present in the classrooms Be available and transparent Support teachers and counselors Be local | 4/12/2023 6:20 PM |
| 133 | Trustworthiness, reliable, honest, meaningful interactions, thick skin and able to get the job | 4/12/2023 6:15 PM |

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| | done without illegal actions | |
| 134 | They should be from within SUSD because outside superintendents do not stay long | 4/12/2023 6:10 PM |
| 135 | Be there and prove that they are the one's best for the position. Have parent engage more. | 4/12/2023 6:09 PM |
| 136 | Ethical Organized Caring Ability to prioritize Flexible and adaptable Resilient | 4/12/2023 6:07 PM |
| 137 | The ability to listen to understand and not just respond. Someone who can look for strengths within the district and build upon those rather than always looking to outside sources and personnel. | 4/12/2023 6:00 PM |
| 138 | Open to listen to all. Don't rush decisions by listening to rumors. Listen to employees who actually run the district instead of just higher management who are new and/or temporarily in the assignments and are only passing information that protects them or promote them instead of protecting students and the district. | 4/12/2023 5:56 PM |
| 139 | Not only the Student side, but the understanding the Fiscal side where they are just relying their Cabinet members from the Fiscal Side. Because we are definitely lacking | 4/12/2023 5:54 PM |
| 140 | Push back against these "woke" ideas and teach our kids to be proficient in reading, writing and arithmetic. | 4/12/2023 5:50 PM |
| 141 | someone under age 45, experience ww/ kids and staff. not afraid to standup and do what is right. someone with strong ethics and morals | 4/12/2023 5:49 PM |
| 142 | Trauma informed training. Awareness of local community resources. The ability to be present as local school sites for students and families to see who is representing our schools. Honesty. | 4/12/2023 5:47 PM |
| 143 | We don't need a superintendent with a specific agenda or one that caters to only one demographic. They need to be able to focus on all. | 4/12/2023 5:43 PM |
| 144 | Transparent, open, community oriented, change maker, without creating too much of a divide | 4/12/2023 5:43 PM |
| 145 | They must have Superintendent experience at a minimum | 4/12/2023 5:02 PM |
| 146 | Honesty Good communication skills Team builder with ALL (parents, community, certificated staff, classified staff and management) Clear direction for cleaning up the current messes | 4/12/2023 3:21 PM |
| 147 | Leadership, integrity, people skills, proven track record with NO baggage or skeletons | 4/12/2023 12:30 PM |
| 148 | The new superintendent needs to be ethical, first and foremost. They also need to have experience working in a district like Stockton Unified. | 4/11/2023 6:31 PM |
| 149 | Have a strategic plan outlining goals, make sure all schools have sufficient supplies for students because our school site struggles with having better equipment and we do not have essential things for example a cafeteria where students can eat and we do not have a computer lab where we can have our students college and career ready and we do not have sports or music for our students can practice. We need more classrooms and they need to offer elective classes students will be interested in. If a superintendent does not visit all the schools they will not know what school needs. Superintendents should be transparent and equal. | 4/11/2023 10:20 AM |
| 150 | Who ever getting the job, man or woman will need strength and courage Stand up to the woke people who are only concerned with CRT, Gender, Sexuality. Those things do nothing to prepare our kids for life after school. We do not need someone weak or some who is a quitter. Our kids needs someone who will put them first. | 4/10/2023 11:36 PM |
| 151 | They need to actually care about the students. Too many board members, teachers, principals say that students are their priority which I dont feel is the case. At the end of the day they go home and dont think twice about the students until next school day. There are a handful of teachers that stand out and really make a difference in the students lives but they are far and few between anymore. The community is definitely watching. We want change. We are tired of not being heard. Our kids lives at stake here. | 4/10/2023 11:02 PM |
| 152 | This is not a stepping stone position- we need someone who is committed to staying and working with the community and not trying to move on to the next best thing- I am concerned since the individual who is in charge of the search basically used Lodi USD as a springboard to his next job- this can't happen here | 4/10/2023 9:40 PM |

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| 153 | She already possesses what you need- [REDACTED] [REDACTED] She's proven that she is inclusive, thoughtful, tough when required and a consensus builder. Keep her. | 4/10/2023 7:49 PM |
| 154 | Bi-partisanship. Balance of CTE and College going. Charter-friendly since the district already has a ton of their own charters and there are many successful charters in the community as well. Candidate of color. Resilience, perseverance, grit, and good nature. Transparency and communication is also key. Fiscally smart - the community has watched so much money wasted over the years with the revolving door of superintendents. | 4/10/2023 2:29 PM |
| 155 | Want to be involved in the activities at every school | 4/10/2023 2:17 PM |
| 156 | Compassion, resilience, creativity, integrity, Passionate, good listener, proactive, determination and grit, steel backbone, not easily shaken understanding, willing to teach when ever possible and willingness to listen, aspirations, inspiring, mentor. Not an easy job to do for sure. | 4/10/2023 4:58 AM |
| 157 | They need to be strong and empathetic and also understanding of students needs. | 4/8/2023 1:16 AM |
| 158 | He/she needs to be collaborative, learn the community, build a strong, cohesive leadership team and emphasize transparency, responsibility and capacity. He/ she should not afraid to engage educational and community partners but will need to understand the political dynamics involved in a long- struggling district and community and make positive, proactive, progressive reforms within this context. Communication will be key - from the boardroom to the classroom and in reverse as well. An informed populace will feel empowered and aligned in these efforts. Persistence and resilience will be a necessity in his/ her leadership style and practice. | 4/7/2023 9:14 PM |
| 159 | Needs to be involved with community events and be a visible figure at schools. Needs to prioritize a push for parent involvement at schools as well as emphasize the importance for daily attendance | 4/7/2023 2:30 PM |
| 160 | Personable, greets staff with a welcome hello, teacher background, education at a district level, and management background. | 4/7/2023 1:52 PM |
| 161 | Proven academic results in any prior role, excellent communicator and relationship builder, relentlessly, focused on educational equity, and has proven commitment to this focus time and time again, believes in the science of reading, has built strong, cohesive teams, has been engaged and turn around at some point in their career, believes in the potential of all students. | 4/6/2023 11:17 PM |
| 162 | Someone who actually wants to improve our district and plans to stay for 5+ years! | 4/6/2023 7:11 PM |
| 163 | History of the district, ethical, wants to be at SUSD for the good of the district and not self-serving. I think it's time to hire a superintendent from within the district. | 4/6/2023 4:56 PM |
| 164 | Proven academic results in any prior role, excellent communicator and relationship builder, relentlessly, focused on educational equity, and has proven commitment to this focus time and time again, believes in the science of reading, has built strong, cohesive teams, has been engaged and turn around at some point in their career, believes in the potential of all students. | 4/6/2023 3:44 PM |
| 165 | Proven academic results in any prior role, excellent communicator and relationship builder, relentlessly, focused on educational equity, and has proven commitment to this focus time and time again, believes in the science of reading, has built strong, cohesive teams, has been engaged and turn around at some point in their career, believes in the potential of all students. | 4/6/2023 11:43 AM |
| 166 | Able to recognize people who are in positions for money rather than students. Able to connect with students, staff, parents rather than taking administrators word for how things are going. Engage with the community, not just the so called "leaders" of the district and community. | 4/6/2023 8:18 AM |
| 167 | Put your head down and get to work. Don't get caught up in the political drama that's plaguing our district. Thanks | 4/6/2023 4:00 AM |
| 168 | We need someone who truly understands this community and is aware, from the start, there be major challenges to turn around and is willing to stay. | 4/5/2023 11:37 AM |
| 169 | Someone who is from this area is essential. We need someone to lead our schools who understands and has lived through the issues we see in this community. Outsiders don't understand what type of community Stockton is if they are not from here. | 4/5/2023 11:16 AM |
| 170 | New ideas and data driven approach to building an academic for us and increasing support for all stakeholders. | 4/5/2023 11:12 AM |
| 171 | In order to be successful ,because u care not for the money too it does make a huge difference | 4/4/2023 11:36 PM |

when you love your job. including doing what's right by teachers /staff!!!! Happy staff happy , Happy kids, happy parents Happy superintendent! Put the money where it really belongs not into the pockets of those who aren't hands on with students on campus, use common sense

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| 172 | Ethical honest transparency. Accountability. Put students needs 1st. | 4/4/2023 10:56 PM |
| 173 | Honest. Trustworthy. Strong moral compass. Able to say no and the why behind it. Reunify district. Focus on students. | 4/4/2023 8:57 PM |
| 174 | Excellent leadership skills, High level of integrity - such that they would be able to stay above and out of any unprofessional behavior that may occur within the board | 4/4/2023 8:28 PM |
| 175 | Ability to bring people together. Have a clear practical vision. Must be honest and humble. | 4/4/2023 4:05 PM |
| 176 | I want someone LOCAL who understands the community. I want someone who is also a stakeholder in the community. I don't want an outsider because the track record hasn't been good and they don't stay long. SUSD is just a stepping stone for them. I'm sure we have many qualified candidates. I want someone who is aware of how prevalent conspiracy and gossip sites are in this area. I want someone who can address these stories and calm public anxiety. Silence is perceived as hiding something. I'd like someone who is willing and able to work with translators. So non-English speaking communities can be engaged. | 4/4/2023 10:58 AM |
| 177 | Knowledge of the curriculum, promote a school environment that is safe, versatile skills to communicate with staff and students. | 4/4/2023 10:28 AM |
| 178 | Integrity Instructional knowledge Knowledge of budget Organizational knowledge and skills Willingness to learn from experience that is here Should be a SUSD person who has grown up in the system and has a proven track record of accomplishments. | 4/3/2023 5:23 PM |
| 179 | nice to kids so they will be good, be respectful, help kids out and teachers | 4/3/2023 1:47 PM |
| 180 | We are in desperate need of someone within our own community that is invested in STOCKTON children. As it has been a proven fact that out of area candidates are not the answer. Please help in doing right by our students and hard working employees. | 4/3/2023 10:04 AM |
| 181 | We need a leader, one that's not bias. We need someone that wants to make a change for the better. | 4/2/2023 10:18 PM |
| 182 | Bring your magic wand, you're going to need it. | 4/2/2023 6:11 PM |
| 183 | Ability to listen to all sides, ability to deal with people who do not have students' best interests in mind, ability to see fraud, ability to not participate in fraud, ability to bring people together, ability to give people true hope through words and actions, perseverance, excellent mental health, down-to-earth, ability to consider needs if both students and staff, reasonableness, patience, vision based on our situation, non-defensiveness in terms of dealing with others in crisis, ability to make difficult decisions, realization that various people will try to influence the superintendent to meet their own agendas | 4/2/2023 3:09 PM |
| 184 | Strong transformational leader who is transparent in actions and political savvy. | 4/2/2023 1:18 AM |
| 185 | Begin from the bottom to understand how this district really works. | 4/1/2023 9:45 PM |
| 186 | Honest, transparent, trustworthy, good moral/ethical compass, good listener/listens to understand | 3/31/2023 10:01 PM |
| 187 | One of the things i feel the next Superintendent should posses is the ability to communicate with the public and should be from in house. People from outside the area come in and work a year and leave with money that should be allocated toward the success of the students in this area. | 3/31/2023 5:11 PM |
| 188 | Unifying staff and community toward betterment of the children. | 3/31/2023 2:15 PM |
| 189 | Education knowledge and businesses practices | 3/31/2023 12:36 PM |
| 190 | Clear vision Understandable mission/vision for our district. Transparent Willing to share information district-wide Allow information to be provided to sites Allow teachers to teach without a top down directive | 3/31/2023 10:44 AM |
| 191 | With so many Superintendents coming in from other regions within the state, they do not stay in our community. The biggest mistake is hiring someone from another city who knows nothing about the dynamics of Stockton and the families we serve. It's unfortunate our staff and | 3/30/2023 11:00 PM |

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| | students have experienced so much failure from our district year after year. We need someone who is qualified and is from our community. Language barriers have also become a struggle for many of our Superintendents. We need someone who can relate to our population of students and families in our community. We need an effective communicator with a plan to improve our district. Safety and mental health should be at the forefront for all students and staff. Invest in our students, improve our schools, and deliver a clear message that all students can succeed. | |
| 192 | honest and hard working. Experience in Edu | 3/30/2023 6:49 PM |
| 193 | To be successful, the superintendent must be strong in their convictions and be able to build relationships with all stakeholders. Stakeholders in the community must see this individual as trustworthy. | 3/30/2023 5:49 PM |
| 194 | A natural leader who is not afraid to make hard decisions without worrying about making political alliances or using the role as a means to an end for their own career. | 3/30/2023 4:38 PM |
| 195 | The candidate should be approachable, visible in the schools and community. Reasonable and accessible to staff and students. | 3/30/2023 3:50 PM |
| 196 | Know the district and all its policies, rule and regulations. Don't come with baggage from somewhere else where you have been in trouble or are under investigation would be nice for a change. Don't come in here and let everyone go and bring in your crew unless it is absolutely justified. Somebody who knows Stockton and is aware of its diverse cultures and kids. | 3/30/2023 3:15 PM |
| 197 | A local who has historical knowledge of the district and is wholly invested in SUSD. External candidates whom SUSD have hired HAVE NOT WORKED OUT! Must be willing to listen vs. ACT first and focus on students vs. personal interests. | 3/30/2023 2:16 PM |
| 198 | The candidate needs to be part of the community, no one else will know the community and the schools better. They need to be open, transparent, willing to listen to others, not have a corrupt background, accept responsibility for their actions, accept that others will differ opinions, do I need to say more? | 3/30/2023 1:00 PM |
| 199 | They need to listen to the community and staff. They need to get to know the people that work at the district and not be afraid to make dramatic changes. They need to remember that they are here to serve the community and students. | 3/30/2023 12:22 PM |
| 200 | Bridge builder between all stakeholders. | 3/30/2023 10:26 AM |
| 201 | Stability Experience with families of color Tenacity Willingness to partner with families | 3/30/2023 9:38 AM |
| 202 | Must not be a power and control leader *Needs to analyze patterns of failure and address them *Needs to skillfully listen and learn. * Be able to institute the best hiring practices & procedures *Needs to embrace change * Proven leader *Must be able to demonstrate a work ethic of mutual trust and respect *Be skilled at building a collective sense of identity and fundamental purpose. | 3/30/2023 2:01 AM |
| 203 | Thick skin, strong sense of self and well as right and wrong, open-mindedness, puts students first, won't be a puppet to the board, and is a leader. | 3/29/2023 8:57 PM |
| 204 | Honest, prudent, flexible, bilingual in Spanish, accessible, inclusive, ready to take constructive criticism, well mannered, and kind. | 3/29/2023 7:20 PM |
| 205 | Highly educated, well rounded with book smarts and street smarts, empathetic, dedicated, determined, persistent, aspires to exceed expectations, sets high goals not moderate goals, aims for 110% | 3/29/2023 7:20 PM |
| 206 | Not be a crook. | 3/29/2023 6:31 PM |
| 207 | Hard working, someone who cares and follows through with their promises and is committed to stay for the long haul. | 3/29/2023 6:06 PM |
| 208 | Over 5 year's experience as a superintendent and at least a doctor's degree | 3/29/2023 5:58 PM |
| 209 | We need a superintendent who is strong enough to be a consensus builder and to have courageous conversations with all stakeholders. They need to be brave enough to change the culture. The candidate should be in-house and have a clean and polished track record. They need to keep the focus on students at the forefront of a majority of conversations. It is easy to get distracted by contract, curriculum, and budget, but we must understand why we were hired | 3/29/2023 5:48 PM |

and why we work for SUSD. Our new superintendent needs to work to continue to conduct the conversational symphony back to what is right for students.

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| 210 | -A leader who is willing to work WITH us and not try to rule with an iron fist. -A person who knows our community. A person who is from our area would be great. -A person with a clear vision for the future of the district and will partner with us to hear our concerns so we can all work together towards a common goal. -A person who will stay for the long term to get goals accomplished. | 3/29/2023 5:30 PM |
| 211 | We need someone who can lead us to success. This person needs to foster trust, eliminate unnecessary spending, and make our students the priority. This person needs to get the message out to everyone that we are here to serve our clients, which are the students. We need someone who is results-oriented, a person who does not mind getting their hands dirty, and who does not hesitate to walk on and visit teachers and staff to listen to their concerns. This person has to understand that they are not on a pedestal: he/she works for the children and can focus on their success. | 3/29/2023 5:27 PM |
| 212 | Someone that sees potential in this district and community and that prioritizes not only the academic achievement of students but also the social and emotional wellness of students. We need more personnel. We need other adults in the classroom to help the most needy of our students. | 3/29/2023 5:26 PM |
| 213 | The new superintendent should possess strong ethics and an impeccable moral compass. S/he should have the students' best interests at heart, which should be the primary motivation behind any decision made, and that especially includes how teachers are treated. A superintendent, specifically for Stockton USD, should have a strong understanding of finances; they should understand that a product frequently does not live up to the expectations presented in its sales pitch. A superintendent should welcome feedback from ALL district employees - everyone has a different perspective that can be valuable, but it is rare that different types of people are invited to share that perspective. The new Stockton USD superintendent should be transparent, not only with their decisions, but also the reasoning behind decisions made. | 3/29/2023 5:00 PM |
| 214 | Previous experience in a big school district, willing to listen to students, staff and parents concerns and questions. Someone who is firm and humble and willing to have difficult conversations to get SUSD back on track. | 3/29/2023 4:50 PM |
| 215 | Our superintendent should know instruction, academics, language acquisition, assessment, educational policies. He/She should be hardworking, respectful, responsible, transparent, open-minded, and dedicated to our community while in this position. | 3/29/2023 4:15 PM |
| 216 | Know what the school needs to benefit the child from all backgrounds as in needs and also special needs and how to help them to better their performance at school. | 3/29/2023 4:11 PM |
| 217 | Servant leader, kind, willing to listen and not judge, follow through. | 3/29/2023 3:54 PM |
| 218 | Years in the area of school administration and no friends of board members | 3/29/2023 3:46 PM |
| 219 | Impartial, caring, trustworthy, honest, transparent. | 3/29/2023 3:35 PM |
| 220 | Loyal, stay for more than two years | 3/29/2023 3:19 PM |
| 221 | Honest, direct, articulate, children first. Responsive and delegate only if necessary. Not fearful of those with personal agendas, able to navigate a school board of variable interests. | 3/29/2023 3:06 PM |
| 222 | A leader who values transparency and understands the needs of students schools, and also has the ability to connect with students parents and staff that makes decision on the best interest of students. | 3/29/2023 3:06 PM |
| 223 | Ethics | 3/29/2023 2:45 PM |
| 224 | Communication skills , psychology childhood education common sense the want to help the community rather than like their own pockets | 3/29/2023 2:40 PM |
| 225 | It would be helpful if that person was from or near Stockton. That knows about the problems and challenges that the community, staff, and students deal with. A person with a new perspective, who is willing to make all of the necessary changes possible in order to turn this district around. It is embarrassing to hear all the negative headlines about the district and all the people or staff that are being investigated. We need someone who is professional, flexible, | 3/29/2023 2:32 PM |

reliable, compassionate, and with good intentions, committed, a good listener, open to suggestions, and a great team player.

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| 226 | The superintendent should be personable, approachable and fair. Come see what teachers do, especially pre k teachers. These teachers are very special. | 3/29/2023 2:25 PM |
| 227 | Team player, good community involvement, open to public, honest and competitive | 3/29/2023 2:15 PM |
| 228 | Patience, the ability to manage crazy people, willingness to stay for a long run, actual care and concern about the community. | 3/29/2023 2:11 PM |
| 229 | SUSD should seek someone with provide leadership and management skills in education. Someone passionate and willing to put the students needs at the forefront of their responsibilities. Also, someone that will encourage and lead teachers motivate students. | 3/29/2023 2:08 PM |
| 230 | Support of teachers | 3/29/2023 2:07 PM |
| 231 | Give more classes on life needed skills, like cooking, sewing, car maintenance, house maintenance, crafts. | 3/29/2023 2:06 PM |
| 232 | Have experience working on a school and with children of all ages, experience with leadership, research new policies and learning curriculum | 3/29/2023 1:47 PM |
| 233 | Being compassionate, understanding, open-minded, flexible, determined, honest, loyal, faithful, and dependable. Having a passion to make a difference, make positive changes, consider the audience of people being addressed, doing things not for personal gain or recognition and working towards being a beckon of light for SUSD is what I believe SUSD needs as a superintendent. | 3/29/2023 1:18 PM |
| 234 | Some of my answers may be found in my answer to #3. I think the most the most desirous qualities would be longevity, a successful and verifiable history as an Administrator/Superintendent/Educator. SUSD doesn't need another Supt who has questionable ethics - such as prior history or allegations of financial malfeasance, graft, corruption, sexual harassment, etc. SUSD truly needs someone with a plan and a long term vision to better SUSD. | 3/29/2023 1:13 PM |
| 235 | We need a leader who is willing to put in the work to get our district back on track. We need someone who puts teachers and students first. We need someone to manage our finances and remove excess positions and put those funds back in the classroom. We need someone who can collaborate with other successful districts and mirror those success stories. We need someone who is an upstanding citizen without controversy on his/her resume. | 3/29/2023 1:12 PM |
| 236 | Someone with a strong vision that has proven to be clear with his message, models with his actions, and can articulate a step-by-step plan of attaining the goals for our district. | 3/29/2023 12:57 PM |
| 237 | To be successful in this district, you must be able to work with parents and community that is undereducated. Coming to the community at their level, and many times in their language, is important. I think the super also needs to be somewhat local and passionate about the change this community needs. I think this role is more important than even the mayor of the city. The students are the future of Stockton. If we can support these students, Stockton will be greatly impacted for the better. | 3/29/2023 12:48 PM |
| 238 | The superintendent should have not only the knowledge to run a large district with a large budget, but also the people skills, the commitment to serve our 38,000+ students and our community. | 3/29/2023 12:48 PM |
| 239 | Knowledgeable of how and where our education should head for the future of our youth. Above all else, a good human being with the traits of selflessness and putting the youth in the forefront of what ever plans we may have. Be cordial and respectful of others. | 3/29/2023 12:45 PM |
| 240 | Open minded. Student-oriented. Working from a point of integrity. | 3/29/2023 12:43 PM |
| 241 | Mindful of our Central Valley traditional values while remaining open to shifts in educational strategies and progressive ideas. | 3/29/2023 12:38 PM |
| 242 | Growth Mindset, innovative, positive community growth outlook, experience as a student and or a teacher in a diverse environment, understanding running a business and or non-profit organization. | 3/29/2023 12:37 PM |
| 243 | They should have an understanding of the demographics of Stockton. I would like to have | 3/29/2023 12:35 PM |

someone enter in the position already knowing the problems each school has and the district as a whole to have actions plans ready or in the process.

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| 244 | An OPEN MIND and willingness to COLLABORATE and work with ALL stakeholders. TRANSPERANCY is huge. Please do not misuse funds, you're already getting a huge paycheck. Invest money in the legacy you want to leave behind... Also, investing in your staff is investing in your children. Please remember that. | 3/29/2023 12:29 PM |
| 245 | BE WILLING TO LISTEN! Be a leader who will bring everyone together with a clear unified vision. Know how to run a district and know how each department is run especially the budget. Can make tough decisions in a rational impartial manner. Creative Problem Solver. Trust people to do their job- please don't micromanage us. Someone who is confident and will inspire everyone to come together and work together for the betterment of the students. | 3/29/2023 12:28 PM |
| 246 | Needs to be understanding and detail-orientated. | 3/29/2023 12:25 PM |
| 247 | Empathetic servant type character that is driven by compassion and improvement and growth | 3/29/2023 12:21 PM |
| 248 | Follow-through is key here! It is certainly going to get tough, are you up for the challenge? If not, look elsewhere. Expert level communication skills (internal and external) and expertise in change management required | 3/29/2023 12:13 PM |
| 249 | Honest, Experienced, good a communicating with parents, teacher, and students, concerns about student safety, and making sure that students have access to great quality education. | 3/29/2023 12:12 PM |
| 250 | They should be willing to speak to parents when they have concerns instead of sending them to ten different people. Patience, compassion, be willing to help and make a difference in the school's. | 3/29/2023 12:06 PM |
| 251 | Compassion, diplomacy, integrity, and a strong work ethic. | 3/29/2023 11:51 AM |
| 252 | Strong people skills. Someone who will get out of the admin office and visit sites. Someone who understands how poverty and family dysfunction impact the ability of our students to learn and function at school. | 3/29/2023 11:49 AM |
| 253 | The new superintendent should be ready to put in at least 10 years leading the district. The individual should have a good history of quality service to the educational community. They should also be able to build on the good qualities of SUSD and support staff who work in the schools with our students and community. | 3/29/2023 11:48 AM |
| 254 | Patience, interests in ALL educational departments, interest and a listening ear for staff and parents, be a part of the community, view the position as a privilege of service | 3/29/2023 11:44 AM |
| 255 | Appreciation of those who have stuck with it over many tumultuous years. They should have an understanding of the community and the needs of various neighborhood communities. They should want to stress the importance of arts and sports and other extracurriculars and encourage participation and involvement by as many as possible. They should seek grants/funding to give students experiences that their families may not be able to. Career/trade education and training is vital to this community. We need more agricultural programs and small business skills and mechanics, carpenters, engineering, etc. The new superintendent should be willing to listen and act on needs/requests from within the individual campuses, not rely on one solution being appropriate for all sites. Transparency and communication are highly important. Someone familiar with our city who has spent significant time living and/or working here would be ideal. Students need safe places to hang out so I think superintendent should also work with city council/mayor/etc. to build more sports fields, courts, spaces for dance, theater, arts, to thrive. Develop more intern programs so high schoolers can begin to be trained and practice job skills before graduation. Get kids involved in mentoring younger students. Have concerts and gaming and field trip opportunities for kids. They need to feel invested in so that they are motivated to later give back to our amazing city. | 3/29/2023 11:38 AM |
| 256 | Be diligent patient, thorough, innovative, informed, engaged/ing, and be able to navigate circumstances involving a variety of people who may come from disparate backgrounds, but have a vested interest in student outcomes. | 3/29/2023 11:37 AM |
| 257 | The new superintendent should be compassionate, care about our students and supporting our staff, but also make sure that structure and rules are in place for all employees, including those in administrative and influential district positions. We need a superintendent who is not going to leave after a year, but who is going to stay, work hard, and do the UTMOST to serve our crime-ridden and impoverished community. | 3/29/2023 11:35 AM |

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| 258 | They need to be ready for change, ready to think of new ways to do things. Something is broken, and it needs to be fixed. And where is all the money? Find that and use it on our students! | 3/29/2023 11:35 AM |
| 259 | The ideal candidate should be dedicated to our student's safety and development, should have no ties to any local media or politicians, should live in the area and understand the unique culture of Stockton, should be bold and unafraid to stand up to the corruption this district has faced, should be willing to speak up for the students even when the board displays poor behavior and bad politics, should be unwavering against bad decision making from poorly elected board. | 3/29/2023 11:28 AM |
| 260 | We need skills to succeed with all avenues or assets to assist in and out the the classrooms and community with hands on experience and ready to step into the role with open minded and caring understanding and open characteristics to serve children and families in the school district to be successful and ready for build in the district | 3/29/2023 11:27 AM |
| 261 | First is truth always be honest with the people | 3/29/2023 11:24 AM |
| 262 | Some skills, qualities and/or characteristics a new superintendent should possess is compassion, honesty, love of teaching students, quality control, innovation of program development to serve the various grade's needs, a willingness to hire quality employees and pay them a fair wage for the amount of work, foresight. | 3/29/2023 11:22 AM |
| 263 | To be successful in SUSD, the new superintendent should be a good listener, problem solver, visionary, have good morals and work ethics, have an understanding of our community, have the desire and plan to make our district great again and have a strong will to do what's right for the students and staff he/she serves. | 3/29/2023 11:20 AM |
| 264 | Someone who is community oriented. Someone who is somewhat familiar with Stockton and was not released from another district for unsatisfactory work. Our former [REDACTED] [REDACTED] held those qualities and because of political reasons [REDACTED] was voted off by our SUSD board. | 3/29/2023 11:19 AM |
| 265 | It would be nice to have someone who has been involved in our actual district, has shown dedication, honesty and motivation geared towards the students. Not someone from out of state/town who is looking for career advancement while utilizing personal connections. We don't need fluff, gimmicks and cheerleading. We need someone who truly cares about the success inside and outside of the classrooms while keeping parents accountable. | 3/29/2023 11:18 AM |
| 266 | Be from SUSD, be bilingual, ethical, personable and be under 50 years old. Maybe then, they will not lie and say they are going to stay, when they know that they are going to retire or move on within a year. They should understand that we are like abused children, with good reason to mistrust him/her. | 3/29/2023 11:17 AM |
| 267 | 1. Commitment to Stockton 2. Trust in teachers 3. Ability to stand up to the school board 4. Patience, as new policies and programs take time to both implement and see results from 5. Long term vision and willingness to see it through 6. No criminal record or history of problematic behavior...especially toward the employed district 7. A sense of humor 8. Experience in the classroom | 3/29/2023 11:16 AM |
| 268 | The ability to bring up talent within the district and rebuild the system of leadership we need. The constant turnover of leadership has left most of us wanting change, having big ideas, but nobody to green light them or support them. | 3/29/2023 11:13 AM |
| 269 | Communication skills, ability to embrace cultural diversity and please respect parental rights and concerns without dismissing them. | 3/29/2023 11:12 AM |
| 270 | The qualities the candidates should have are patience and the ability to listen to different perspectives | 3/29/2023 11:12 AM |
| 271 | The new superintendent should possess strong leadership skills, with the ability to collaborate effectively with teachers, staff, and community members. They should deeply understand best practices in education and be committed to implementing evidence-based strategies to improve student outcomes. The superintendent should also be able to build strong relationships with students and families and be committed to promoting equity and inclusion in our schools. Additionally, the superintendent should be able to effectively manage district resources, including finances and personnel, to ensure that our schools are well-run and sustainable. | 3/29/2023 11:07 AM |

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| 272 | The new superintendent should be a good communicator and seek out the input of staff at all levels. They should make it a point to visit every school as often as possible. | 3/29/2023 11:06 AM |
| 273 | I would like the superintendent to know how to listen and not be ashamed if they don't know everything. This person should be willing to go find out the information that they don't know. I understand why bilingual is preferred, but in fairness a good candidate doesn't need to speak the language to make sure everyone is heard. Just because someone speaks your language, doesn't mean they will give you the time of day. I also would prefer not to have a superintendent with an agenda. There are plenty of things for them to start with. | 3/29/2023 11:06 AM |
| 274 | The skills, qualities and characteristics that the new superintendent should possess are strong leadership skills, moral values, transparency, good job background. No past lawsuits from previous jobs. I feel you need to do your homework and check his past work history. Honest, caring, good social skills, and have a love for people of this community. | 3/29/2023 11:06 AM |
| 275 | THEY NEED TO BE FROM THIS DISTRICT OR FROM THE COMMUNITY. THEY HAVE TO BE INVESTED BEYOND A PAYCHECK!!!!!!! | 3/29/2023 11:00 AM |
| 276 | A knowledge of IEPs, IDEA, FAPE to address the lack of programs for children with special needs and Fiscal background to prevent the past illegal activities of the school board, Someone that has ties to our community to this isn't a grab the salary and run (as has been the case countless times) | 3/29/2023 10:58 AM |
| 277 | A candidate who is not a criminal and has no criminal charges pending. A candidate from our school district and not someone who has been fired from another district or who had a hit and run accident. Please keep our interim superintendent. | 3/29/2023 10:54 AM |
| 278 | Approachable, student focused, supportive of all departments and staff. [REDACTED] and [REDACTED] were both visible at sites and easy to talk to. Our [REDACTED] and our [REDACTED] are in the office and not out at school sites that is felt throughout the District, there cannot be an expectation of employees when the leadership does not lead by example. | 3/29/2023 10:52 AM |
| 279 | Strong (this cannot be understated) conflict resolution and delegation skills. The ability to stand up to public disapproval and disinformation. The ability to support SUSD students and staff, even if it feels like it's in opposition to the rest of the Stockton community (it's often not, but feels like it is.) | 3/29/2023 10:50 AM |
| 280 | The new Superintendent must have empathy, be authentic and transparent, rational, grounded, show accountability, and possess financial intelligence. Also, the ability to prove words through actions. In other words, "walk the talk." | 3/29/2023 10:49 AM |
| 281 | A person of color is preferred. A leader who is strong, concise, and fair. Be open to listening to the opinions and ideas of others. Listen to the staff members who work directly with the students. They can tell you first hand what it's like in the classroom on a daily basis. Put the best interests of the students first. | 3/29/2023 10:48 AM |
| 282 | A superintendent needs to set the example of hard work and putting the time in to do the best job possible. I think we need someone who is down to earth and an educator at heart. We need someone who is knowledgeable about education and who has an eye on general education early intervention. The numbers of students not meeting standards are staggering. The next superintendent must make this a priority and stay long enough to make the changes needed. | 3/29/2023 10:46 AM |
| 283 | Able to take critique from the community and turn it into valuable feedback that supports students in the district. Able to negotiate in a manner that remains neutral in tone but is also decisive. Able to clearly communicate and hold everyone up to higher standards with the best for our students in mind. Transparency with conflict and issues surrounding our district. | 3/29/2023 10:44 AM |
| 284 | NO MORE BUYOUTS. You sign a contract and you fulfill it unless the board and/or law enforcement deems you a suspected criminal or incompetent. If you relative needs care you do what most of us do, you suck it up and complete your contract. The district should not pick up the tab for people that abandon our district for any reason other than the above stated ones. | 3/29/2023 10:39 AM |
| 285 | Great communicator, Great listener | 3/29/2023 10:38 AM |
| 286 | Integrity, strength and vision for the success of our students. | 3/29/2023 10:34 AM |
| 287 | flexible, ability to listen to those in the trenches doing the work and have those people weigh in on decisions that effect the classroom and curriculum | 3/29/2023 10:31 AM |

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| 288 | A passion and commitment to our students, district and city because they live here and are involved in all 3. | 3/29/2023 10:31 AM |
| 289 | We need someone local, who is not going to take off after a year. We need someone who understands our focus can't be solely academic, but must also believe in extra-curricular activities, as well as ideas to support ur low-income families. | 3/29/2023 10:31 AM |
| 290 | Honestly at this point I would want someone with integrity, who can look at improving the district without their own agenda in mind. It appears that many of the superintendent's in the past few years only cared about the paycheck and erroneously drained millions of dollars which should have been used to benefit the students. I believe that [REDACTED] [REDACTED] would be a great fit for this position. | 3/29/2023 10:29 AM |
| 291 | Desire to listen and learn from all employees regardless of what level they are. I'm putting in my two cents for [REDACTED] [REDACTED] [REDACTED] | 3/29/2023 10:27 AM |
| 292 | Been a superintendent prior, with a positive rating. | 3/29/2023 10:27 AM |
| 293 | .Dedicated .Available .Honest .Involved . Student driven . Truthful .Approachable . Here to stay for a long time | 3/29/2023 10:19 AM |
| 294 | Caring... concerned...willing to help and talk with parents... be approachable....smart problem solver and meet the needs no excuses. | 3/29/2023 10:19 AM |
| 295 | be familiar with our community. Preferably, raised in the area. No more folks that just want to pad their retirement. | 3/29/2023 10:18 AM |
| 296 | Care for our students and city. | 3/29/2023 10:18 AM |
| 297 | Honest, decent, strong moral compass, compassionate, empathetic, strong leadership skills, intelligent. | 3/29/2023 10:17 AM |
| 298 | Have a vision and provide extensive support for our special education population of staff and students. | 3/29/2023 10:16 AM |
| 299 | Loves a challenge! Creative and wants to buck the traditional and failing American School systems. Empowering to Teachers and support staff. Looks for successful trends in world education. | 3/29/2023 10:16 AM |
| 300 | Don't just be about good press or boast about some great plan that isn't going to actually show some results. Don't spend a bunch of money to hire and make bunch of made up positions to put people you like at the top. We want to see some change. Make schools safer. | 3/29/2023 10:15 AM |
| 301 | Honest, trustworthy, friendly and professional in that order. | 3/29/2023 10:15 AM |
| 302 | Strength of conviction, compassion, good organization, people person, strong leader, creativity | 3/29/2023 10:13 AM |
| 303 | Highly communicative Transparent with vision and agenda Possesses all traits associated with hard work, loyalty, and integrity. | 3/29/2023 10:13 AM |
| 304 | Absolute integrity... so much so that one should realize that the actual value of the position is not worth more than \$200,000, and should vehemently reject any such offer. The superintendent should be able to help the school board develop a clear vision with extremely realistic measurable objectives that revolve around LEARNING, and that absolutely rejects any facades. Examples of facades that our district always uses are: 1) implementing a no suspension policy, and then bragging about how suspension numbers are down; 2) bragging about graduation rates increasing substantially, while allowing and promoting credit factory programs that allow/promote student cheating while learning absolutely nothing. | 3/29/2023 10:12 AM |
| 305 | The candidate needs to show openness to new ideas and move away from the SUSD motto of only ELA and math every day. Our scores have never improved with the drill and kill methodology of ELA for 2 hours and math for 90 minutes daily. Students hate school as a result. We need to use science as the class to drive instruction and show teachers how it incorporates ELA constantly and math as well. We need academic change and a reset. | 3/29/2023 10:11 AM |
| 306 | Adaptation, communication skills, humility, responsibility, and accountability in their own decisions. | 3/29/2023 10:11 AM |
| 307 | Professional, experienced, have good values and morals, be firm, fair, and approachable. Know the needs of the community and the population served. Genuine, respectable, and ready | 3/29/2023 10:11 AM |

to make SUSD a positive environment for all.

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| 308 | The qualities of [REDACTED] [REDACTED] | 3/29/2023 10:09 AM |
| 309 | Honesty, and values that will be uplifting the students in our community. | 3/29/2023 10:08 AM |
| 310 | I believe we need to stop jumping from superintendent to superintendent. It is very important for this school district to hire someone with SUSD history because of the climate and history of the district. | 3/29/2023 10:08 AM |
| 311 | Fair, has impeccable character, willingness to talk with the foundation of the district, which are the employees that work in the trenches and is the first line of defense for the district, able to communicate with the employees as much as possible, don't hesitate to negotiate contracts that will give employees what they are truly worth. | 3/29/2023 10:06 AM |
| 312 | They need to be honest and fair and ethical. Honestly, [REDACTED] [REDACTED] is the first reasonable superintendent SUSD has had since [REDACTED] [REDACTED] did the job as [REDACTED] I wonder why it is that SUSD has career-long women in SUSD, and yet SUSD will not hire them for the top job at the district? You'll use them in interim while you spend money to search for an outside man, but you won't ever let them do the job. [REDACTED] [REDACTED] has decades of experience with SUSD students and families. [REDACTED] has successfully worked within the district. [REDACTED] is committed to not being a criminal like the last [REDACTED] SUSD hired. [REDACTED] isn't tolerating harassment or negligence on the job. Hire [REDACTED] This survey is absurd. If you guys mess this up one more time, we absolutely deserve to be taken over by an outside entity. Your sexism is showing. Do the right thing. FOR ONCE in a decade, DO THE RIGHT THING. | 3/29/2023 10:06 AM |
| 313 | Trusting, Knows politics and what is good for the children has a fine line between | 3/29/2023 10:04 AM |
| 314 | Competent and without a past criminal record as the previous 3 superintendents have had. | 3/29/2023 9:59 AM |
| 315 | We need someone who knows the ins and outs of a school district. Know what role they play within the district and be able to stick up to and remind the board of their roles and responsibilities. We need someone who is truly all about the kids and staff of this district. Someone strong who will not take the bullying that the board dishes out to them, other board members and staff. | 3/29/2023 9:54 AM |
| 316 | He/she better be able to work on the issues above. Also, it would be nice if we did not hire a convicted felon to the position. A simple google search could have avoided this last time. | 3/29/2023 9:50 AM |
| 317 | Transparency; willingness to engage with all stakeholders; ability to create opportunity for and provide agency to talented admin so that they do not leave our district; commitment to long-term tenure; and PLEASE: no one at retirement's door. | 3/29/2023 9:45 AM |
| 318 | Someone who can truly evaluate the current situation with the district and is willing to be harsh when necessary. In addition, the candidate should not change Stockton, but improve it (if that makes sense). I noticed a lot of Stockton pride, and I hope that does not change. | 3/29/2023 9:41 AM |
| 319 | We need a strong leader who has wisdom and integrity. And be fully invested in our city- not from LA. The past superintendents were none of these things. | 3/29/2023 9:39 AM |
| 320 | Integrity. Honor. Not a crook. Please don't hire a someone who has been fired before. Common sense. | 3/29/2023 9:20 AM |
| 321 | Leadership ability, a strong vision for SUSD, a willingness to work from the ground up. | 3/29/2023 9:18 AM |
| 322 | Be Prudent, experience in handling budgets, work on fixing and bringing our schools up to standards. Also, do not dumb down the education. Parents need to be held to a higher standard in getting their children to school and there should be consequences for those parents who do not bring children to school consistently or who are chronically late. | 3/29/2023 9:17 AM |
| 323 | Dedication to really make a difference for the community and not him/herself. Budget skills, organizational skills, decision making skills. Someone who is present in the community. | 3/29/2023 9:12 AM |
| 324 | A good communicator, organized, transparent, and vision. | 3/29/2023 9:05 AM |
| 325 | ETHICS | 3/29/2023 8:48 AM |
| 326 | Strong personality that can support/defend staff and work well under pressure from board. Caring personality that can marry union and staff on common ground. Experience with large districts! | 3/29/2023 8:18 AM |

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| 327 | Strong work ethic. Solid strategic planning experience. District needs a 3-5 year strategic plan. Ability to manage and support the board without the board encroaching into day-to-day operations. Ability to make decisions (supported by verifiable and credible data) with union or board influence/kick backs. Ability to refrain from overhaul of the system for the 9 months to one year. Meaning understand the culture, systems, band aids for lack of systems, dynamics of staff. Allow for the jockeying and posturing of employees to settle...limiting business altering decisions (excluding those with verifiable and credible cause, .i.e. fraud, illegal activity, bullying, etc. Bottom line, we need someone who can execute business quality decisions and lead teams that maybe dysfunctional or unfocused. We need a non government minded employee instead an "████████ taking over Twitter" type of leader. | 3/29/2023 2:31 AM |
| 328 | The superintendent should possess competence, be approachable, have social skills that will allow him/her/them to get to know fellow employees/staff, be willing to do what needs to be done to clean up the exhausting mess SUSD is in and the superintendent SHOULD NOT HAVE A HISTORY OF LEGAL BATTLES and/or gag orders. | 3/29/2023 1:39 AM |
| 329 | Sees teachers as the well educated people they are and not children to be micro managed. Holds parents and students accountable for their part in education. Believes in small classroom sizes i.e less than 34 students to a room. Doesn't believe in toxic positivity. Knows that teachers need more than hollow words to feel validated. Believes in zero tolerance for fighting, deliberate disruption of the learning environment, and refuses to let one out of control student traumatize an entire class for the sake of "least restrictive environment." | 3/29/2023 1:22 AM |
| 330 | Our new superintendent should be culturally sensitive, committed to the community, demonstrate respect for all school staff (not just towards teachers), be proactive in advocating for students. | 3/28/2023 11:45 PM |
| 331 | Hire within our district someone who has worked for SUSD as a teacher and not someone outside Stockton. | 3/28/2023 11:08 PM |
| 332 | They should not have an agenda that benefits them personally. They should not consider Stockton to be a stepping stone. They should be a passionate advocate for children. They should have a background free of controversy. The should be intelligent and composed. | 3/28/2023 10:27 PM |
| 333 | The superintendent must have the ability to create a vision, work well with people and be open to discussion about historical issues. | 3/28/2023 9:53 PM |
| 334 | Through knowledge on how to run a large district. Budget understanding especially on how to limit spending at the top to get more money into the classroom for supplies and support systems such as tutoring for our students. I can't make this clear enough -NO CRIMINAL RECORD OR PENDING CASE ANYWHERE, ANY STATE, ANY WHERE!!!!!! Someone from the area if possible that understands the needs of our communities. Leadership and communications skills. A "students and teachers first" attitude. We are tired of having to look over our shoulders with the "big brother" we have at this district. I am tired of the us against them. How are we to ever succeed at raising test scores when this exists between us. As part of the school board the ability to get control of the chaos we have seen for too many years now. Lead through example. | 3/28/2023 9:47 PM |
| 335 | A history of integrity. No skeletons in their closet. No need to explain away prior poor decisions. The ability to hear no. A belief that all stakeholders have value. | 3/28/2023 9:37 PM |
| 336 | The new superintendent needs to be able to unite community members, think outside the box, and expect RIGOR, pool resources to ensure students are incentivized to attend school, and ENDURE. So many of our former superintendents gave up after a year or two. The problems our district possesses will require 5+ years to solve. | 3/28/2023 9:36 PM |
| 337 | Skills - Communication, Financial, Knowledge of the Law - Sped included Qualities - Trustworthiness, Transparent Characteristics - Honest | 3/28/2023 9:29 PM |
| 338 | - Proactive opposed to reactive - How to eliminate unneeded spending - Friendliness/approachable - Honest -Trustworthy - Clean record, positive past | 3/28/2023 9:26 PM |
| 339 | Could we please make sure that the next superintendent actually passes a back ground check. When teachers can Google search and see that a Superintendent has been forced to resign from a previous district for embezzling money, that should be an indicator this person is not good for our district. | 3/28/2023 9:23 PM |
| 340 | Student, teacher and community forward thinking. Our students are low income but that does | 3/28/2023 9:16 PM |

not mean they should have lower standards, we need to raise the standards for our students. They should not be able to graduate with such low credits.

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| 341 | They need to have a teacher background so they UNDERSTAND what's going on. | 3/28/2023 9:09 PM |
| 342 | Humble, kind and responsible | 3/28/2023 9:06 PM |
| 343 | They need to have a strong personality, integrity, experience, deep knowledge of a PK-12 school system, and possess good intentions. They have to be independent, but collaborate with others. They have to be leader, not a manager. They have to have a clear vision and be able to communicate it to all stakeholders. They have to be visible, not just when it it time for photos, but seen doing the work in the DO and at the sites. They have to value their employees and work on behalf of students at all times. | 3/28/2023 8:56 PM |
| 344 | Not be in any way affiliated with Tubbs or Silva, knowledgeable of laws in education, follow those laws, financial awareness, wants to better the students, be able to bring a sense of wanting to work for this district, be humble, and BIGGEST thing is to remember we are here for students | 3/28/2023 8:55 PM |
| 345 | We need someone who is able to observe first, create a well thought out plan, then go about executing that plan. We don't need to throw everything out and start fresh but we do need to abandon what is not working and strengthen what is. We need someone who has integrity and stays away from back room deals. It would also be great to have someone who understands the increasing challenges of teachers and supports them. | 3/28/2023 8:50 PM |
| 346 | Open-minded, transparency, communicative, ability to connect with others (students, staff) | 3/28/2023 8:50 PM |
| 347 | Empathy, wisdom and strength. Foresight, strong problem solving skills and experience working under pressure. | 3/28/2023 8:47 PM |
| 348 | They should posses the ability to say no on how the budget is spent to make sure each department gets what they need, they need to have the ability to think on their feet in dangerous situations that could gaffer the well being of our children, they also need to have a clean background history as well as compassion and understanding for what parents and educators go through on a daily. | 3/28/2023 8:45 PM |